

# SALARY GUIDE

bg

---

THE BOLTON GROUP

---

2 0 2 4

transparent, reliable data  
from expert recruiters  
and sources you can trust

# Table of Contents

2024 Hiring Insights **3**

---

Workplace Trends on the Rise **4**

---

Atlanta Salary Guide **5**

---

Chicago Salary Guide **7**

---

Denver Salary Guide **9**

---

Houston Salary Guide **14**

---

Carolinas Salary Guide **17**

---

Cleveland Salary Guide **26**



# LOOKING AHEAD: HIRING INSIGHTS FOR 2024 RETENTION & GROWTH

With several driving forces at play, employers across the U.S. will face pivotal cultural changes in 2024. For the first time, **Gen Z** workers are set to overtake Baby Boomers in the full-time sector. To retain and appeal to this growing share of the workplace, companies will be wise to invest in Gen Z priorities, like **community** connections, transparent and responsive leadership, diversity and inclusion, and employee experiences, or **EX**. The latter, however, may fall short this year, according to a recent Forrester report. Despite previous year wins to **strengthen** employee engagement, which improved productivity and lowered attrition, **investments** in EX are expected to take a significant hit in 2024. With company leaders keeping a watchful eye on an uncertain economy, these EX cut-backs are expected to affect work **energy** and temperament. In addition, the participation rate of prime-age workers (ages 25-54) rose to levels not seen in 20 years, thus marking an official end to the "**Great Resignation**". But while participation is up, after 2025, the weight of the demographics may take over, and employers could still face a shrinking labor pool due to an aging population. What's more, a host of **new** artificial intelligence tools were introduced that threaten to upend how professionals do their jobs, but there's no immediate **sign** of it displacing workers. In fact, the rapid spread of **Generative AI** tools in the economy may boost productivity growth. Furthermore, wage growth is returning back to the healthy and sustainable rate seen before the pandemic. So while the US Labor Market may prove to be more balanced this year, employers are still grappling with prolonged vacancies, steep hiring costs and difficulty finding top talent. Despite these many hiring changes underway, **compensation** proves to be a reliable tool for employers in finding long-term, skilled talent to bolster their team. Read on to discover our data-driven **salary** averages in each of our major markets from trusted, reliable sources.



#### SOURCES

[HTTPS://WWW.FORBES.COM/SITES/JACKKELLY/2023/12/29/HUMAN-RESOURCES-AND-RECRUITMENT-TRENDS-FOR-2024/](https://www.forbes.com/sites/jackkelly/2023/12/29/human-resources-and-recruitment-trends-for-2024/)

[HTTPS://WWW.BIZJOURNALS.COM/ATLANTA/NEWS/2023/02/23/ATLANTA-TECH-JOBS-INDUSTRIES.HTML](https://www.bizjournals.com/atlanta/news/2023/02/23/atlanta-tech-jobs-industries.html)

[HTTPS://WWW.BLS.GOV/OPUB/MLR/2022/ARTICLE/EMPIRICAL-EVIDENCE-FOR-THE-GREAT-RESIGNATION.HTM](https://www.bls.gov/opub/mlr/2022/article/empirical-evidence-for-the-great-resignation.htm)

[HTTPS://WWW.HIRINGLAB.ORG/2023/11/15/INDEEDS-2024-US-JOBS-HIRING-TRENDS-REPORT](https://www.hiringlab.org/2023/11/15/indeeds-2024-us-jobs-hiring-trends-report)

# WORKPLACE TRENDS THAT WILL CLIMB IN 2024

## tilted scales



Workers appear to be more inclined to stay put than to quit. The hiring freezes and layoffs at large corporations in 2023 left workers more concerned about job security. In addition, the hiring market didn't fundamentally change but rather remained remarkably tight. These shifts may have tipped the balance of power slightly towards the employer.

## soft skills



91% of employers expressed that soft skills are more important than they were 5 years ago, up from 74% in 2022. Employers will be looking beyond the resumes and seeking emotional intelligence, adaptability, time management, and effective communication skills.

## AI tools



2024 will be the year of specialized AI powered assistants working side by side with humans. Generative AI, the emergence of a new blended workforce of humans and digital workers, may shift how we delegate and prioritize workload in a multitude of industries.

## hybrid work



Return to office (RTO) mandates have had little success, with 80% of employers regretting the policies thereafter. This will require creative incentives to meet employees halfway. A live poll found 85% of workers would sign up for a four-day work week even if it required them to be in the office three days a week.



# ATLANTA SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Chief Financial Officer	\$428,900	\$324,900 - \$550,300
VP of Finance	\$273,356	\$205,000 - \$375,000
Treasurer	\$227,913	\$185,202 - \$280,438
Assistant Treasurer	\$178,215	\$151,031 - \$213,729
Finance Director	\$192,612	\$162,815 - \$227,598
Finance Manager	\$129,069	\$115,517 - \$146,446
Senior Financial Analyst	\$96,760	\$88,414 - \$106,641
Financial Analyst	\$64,403	\$58,603 - \$71,203
Chief Accounting Officer	\$275,100	\$231,300 - \$324,600
Controller	\$208,527	\$170,000 - \$289,052
Director of Accounting	\$186,515	\$166,909 - \$208,527
Assistant Controller	\$162,498	\$142,646 - \$185,686
Accounting Manager	\$120,148	\$106,855 - \$135,031
Senior Accountant	\$87,590	\$79,390 - \$96,890
Staff Accountant	\$61,025	\$55,620 - \$67,287
Billing Coordinator	\$46,295	\$39,508 - \$56,820
Accounts Payable Manager	\$102,273	\$89,434 - \$117,403
Accounts Payable Specialist	\$57,960	\$50,410 - \$66,850
Accounts Receivable Manager	\$99,576	\$86,267 - \$115,349
Accounts Receivable Specialist	\$52,700	\$45,700 - \$61,300
Payroll Manager	\$115,386	\$101,856 - \$131,169
Payroll Analyst	\$70,074	\$63,006 - \$78,285
Payroll Administrator	\$69,470	\$62,370 - \$77,560
Property Accountant	\$61,252	\$55,444 - \$67,798
Cost Accounting Manager	\$126,402	\$111,211 - \$142,062

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# ATLANTA SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Senior Cost Accountant	\$93,700	\$84,600 - \$103,500
Cost Accountant	\$66,854	\$60,319 - \$74,195
Chief Audit Executive	\$276,000	\$245,100 - \$314,700
Director of Audit	\$192,522	\$174,435 - \$213,301
Audit Manager	\$135,506	\$120,502 - \$152,492
Audit Senior	\$103,663	\$86,401 - \$110,901
Staff Auditor	\$67,910	\$58,550 - \$75,073
IT Audit Manager	\$142,976	\$129,141 - \$161,252
Senior IT Audit	\$106,566	\$95,634 - \$118,416
VP of Tax	\$279,990	\$240,690 - \$333,690
Tax Director	\$189,616	\$168,133 - \$214,013
Tax Manager	\$134,305	\$116,909 - \$154,919
Tax Senior	\$94,601	\$70,000 - \$111,000
Tax Accountant	\$62,707	\$56,452 - \$69,947
Chief Human Resources Officer	\$271,667	\$232,681 - \$319,529
Human Resources Director	\$177,288	\$156,493 - \$199,889
Human Resources Manager	\$116,333	\$103,074 - \$130,961
Human Resources Specialist	\$63,061	\$54,215 - \$69,647
Procurement Manager	\$124,100	\$110,700 - \$140,100
Logistics Manager	\$115,618	\$101,334 - \$131,655
Logistics Coordinator	\$55,390	\$48,790 - \$62,590

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# CHICAGO SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Chief Financial Officer	\$460,608	\$348,941 - \$590,932
VP of Finance	\$284,390	\$236,790 - \$349,090
Treasurer	\$244,785	\$198,913 - \$301,199
Assistant Treasurer	\$191,408	\$162,211 - \$229,551
Director of Financial Reporting	\$176,168	\$156,599 - \$199,880
Manager of Financial Reporting	\$143,064	\$127,280 - \$161,960
Finance Director	\$206,871	\$174,868 - \$244,447
Finance Manager	\$138,624	\$124,068 - \$157,288
Senior Financial Analyst	\$111,793	\$94,959 - \$114,535
Financial Analyst	\$78,466	\$74,336 - \$89,697
Chief Accounting Officer	\$296,200	\$249,000 - \$349,500
Controller	\$191,500	\$140,325 - \$240,675
Assistant Controller	\$174,528	\$153,205 - \$199,432
Director of Accounting	\$200,323	\$179,265 - \$223,964
Accounting Manager	\$129,042	\$114,765 - \$145,027
Senior Accountant	\$93,990	\$85,190 - \$103,990
Staff Accountant	\$65,543	\$59,738 - \$72,268
Billing Specialist / Coordinator	\$48,773	\$45,369 - \$53,367
Accounts Payable Manager	\$109,844	\$96,054 - \$126,094
Accounts Payable Specialist	\$56,700	\$49,800 - \$65,000
Accounts Receivable Manager	\$106,948	\$92,653 - \$123,888
Accounts Receivable Specialist	\$56,600	\$49,100 - \$65,900
Payroll Manager	\$123,928	\$109,397 - \$140,879
Payroll Administrator	\$65,905	\$58,583 - \$74,020
Payroll Analyst	\$75,261	\$67,670 - \$84,080



# CHICAGO SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Property Accountant	\$65,787	\$59,548 - \$72,817
Cost Accounting Manager	\$135,759	\$119,444 - \$152,579
Senior Cost Accountant	\$100,600	\$85,190 - \$103,990
Cost Accountant	\$69,938	\$63,102 - \$77,618
Chief Audit Executive	\$296,352	\$263,147 - \$337,944
Director of Audit	\$206,774	\$187,349 - \$229,091
Audit Manager	\$145,538	\$129,422 - \$163,780
Audit Senior	\$101,801	\$92,801 - \$111,601
Staff Auditor	\$68,478	\$62,884 - \$75,260
IT Audit Manager	\$153,560	\$138,701 - \$173,189
Senior IT Audit	\$114,743	\$102,972 - \$127,503
Tax Director	\$203,653	\$180,579 - \$229,856
Tax Manager	\$144,247	\$125,564 - \$166,387
Tax Senior	\$101,601	\$92,501- \$112,201
Tax Accountant	\$67,930	\$61,233 - \$75,821
Chief Human Resources Officer	\$360,400	\$310,190 - \$421,270
Human Resources Director	\$190,412	\$168,078 - \$214,686
Human Resources Manager	\$124,945	\$110,704 - \$140,656
Human Resources Specialist	\$67,408	\$60,523 - \$75,075
Procurement Manager	\$133,300	\$118,900 - \$150,400
Logistics Manager	\$124,177	\$108,835 - \$141,401
Logistics Coordinator	\$59,490	\$52,390 - \$67,190

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# DENVER SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Chief Financial Officer	\$443,753	\$336,172 - \$569,309
VP of Finance	\$273,033	\$175,000 - \$348,000
Treasurer	\$235,828	\$191,634 - \$290,178
Assistant Treasurer	\$183,983	\$155,920 - \$220,649
Director of Financial Reporting	\$169,722	\$150,869 - \$192,566
Manager of Financial Reporting	\$137,829	\$122,623 - \$156,034
Finance Director	\$199,301	\$168,470 - \$235,502
Finance Manager	\$133,552	\$119,529 - \$151,532
Senior Financial Analyst	\$100,120	\$91,484 - \$110,344
Financial Analyst	\$66,543	\$60,609 - \$73,590
Chief Accounting Officer	\$285,400	\$239,900 - \$336,700
Controller	\$254,960	\$175,000 - \$299,091
Director of Accounting	\$192,993	\$172,706 - \$215,769
Assistant Controller	\$168,141	\$147,599 - \$192,134
Accounting Manager	\$124,320	\$110,566 - \$139,721
Senior Accountant	\$90,590	\$82,090 - \$100,190
Staff Accountant	\$63,144	\$57,552 - \$69,624
Billing Coordinator	\$46,749	\$43,489 - \$51,154
Accounts Payable Manager	\$105,825	\$92,540 - \$121,480
Accounts Payable Specialist	\$54,700	\$47,900 - \$62,600
Accounts Receivable Manager	\$103,035	\$89,263 - \$119,355
Accounts Receivable Specialist	\$56,490	\$50,190 - \$62,990
Payroll Manager	\$119,394	\$105,394 - \$135,724
Payroll Analyst	\$72,508	\$65,194 - \$81,004
Payroll Administrator	\$71,883	\$64,536 - \$80,254

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# DENVER SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Property Accountant	\$63,224	\$57,228 - \$69,980
Cost Accounting Manager	\$130,459	\$114,780 - \$146,623
Senior Cost Accountant	\$95,600	\$86,400 - \$105,700
Cost Accountant	\$69,003	\$62,257 - \$76,580
Chief Audit Executive	\$284,700	\$252,800 - \$324,700
Director of Audit	\$198,690	\$180,020 - \$220,140
Audit Manager	\$140,220	\$124,690 - \$157,790
Audit Senior	\$98,101	\$89,401 - \$107,501
Staff Auditor	\$65,972	\$60,583 - \$72,506
IT Audit Manager	\$147,126	\$133,626 - \$166,852
Tax Director	\$196,201	\$173,972 - \$221,445
Tax Manager	\$138,969	\$120,969 - \$160,299
Tax Senior	\$97,901	\$89,201 - \$108,101
Tax Accountant	\$65,279	\$58,843 - \$72,862
Chief Human Resources Officer	\$280,401	\$205,000 - \$404,792
Human Resources Director	\$183,445	\$161,928 - \$206,831
Human Resources Manager	\$120,373	\$106,653 - \$135,509
Human Resources Specialist	\$64,399	\$57,710 - \$71,677
Procurement Manager	\$128,400	\$114,500 - \$144,900
Logistics Manager	\$118,927	\$104,234 - \$135,423
Logistics Coordinator	\$44,020	\$44,418 - \$58,600

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# RECRUITER EXPERT GUIDE | DENVER

TOP RECOMMENDED RANGES STRAIGHT FROM OUR TEAM

<b>TITLE</b>	<b>RANGE</b>
Chief Financial Officer	\$250,000 - \$350,000
VP of Finance	\$175,000 - \$250,000
Treasurer	\$130,000 - \$175,000
Assistant Treasurer	\$110,000 - \$140,000
Director of FP&A	\$160,000 - \$200,000
Manager of FP&A	\$125,000 - \$160,000
FP&A Analyst	\$75,000 - \$100,000
Director of Financial Reporting	\$140,000 - \$200,000
Manager of Financial Reporting	\$115,000 - \$150,000
Finance Director	\$160,000 - \$200,000
Finance Manager	\$125,000 - \$160,000
Senior Financial Analyst	\$90,000 - \$120,000
Financial Analyst	\$75,000 - \$100,000
Chief Accounting Officer	\$200,000 - \$250,000
Controller	\$150,000 - \$200,000
Assistant Controller	\$120,000 - \$150,000
Director of Accounting	\$120,000 - \$175,000
Accounting Manager	\$100,000 - \$140,000
Senior Accountant	\$85,000 - \$110,000
Staff Accountant	\$65,000 - \$85,000
Billing Coordinator	\$50,000 - \$65,000

# RECRUITER EXPERT GUIDE | DENVER

<b>TITLE</b>	<b>RANGE</b>
Accounts Payable Manager	\$80,000 - \$110,000
Accounts Payable Specialist	\$50,000 - \$60,000
Accounts Receivable Manager	\$80,000 - \$110,000
Accounts Receivable Specialist	\$50,000 - \$60,000
Payroll Manager / Supervisor	\$90,000 - \$130,000
Payroll Administrator	\$50,000 - \$75,000
Payroll Analyst	\$60,000 - \$70,000
Property Accountant	\$60,000 - \$80,000
Cost Accounting Manager	\$100,000 - \$140,000
Senior Cost Accountant	\$85,000 - \$110,000
Cost Accountant	\$70,000 - \$90,000
Chief Audit Executive	\$175,000 - \$250,000
Director of Audit	\$150,000 - \$200,000
Audit Manager	\$90,000 - \$120,000
Audit Senior	\$80,000 - \$90,000
Staff Auditor	\$65,000 - \$80,000
IT Audit Manager	\$115,000 - \$150,000
Senior IT Audit	\$90,000 - \$120,000
Tax Director	\$150,000 - \$200,000
Tax Senior Manager	\$140,000 - \$175,000
Tax Manager	\$115,000 - \$140,000



## TITLE

## RANGE

Tax Senior

\$90,000 - \$115,000

Tax Accountant

\$70,000 - \$90,000

Chief Human Resources Officer

\$200,000 - \$250,000

Human Resources Director

\$150,000 - \$200,000

Human Resources Manager

\$90,000 - \$140,000

Human Resources Specialist

\$55,000 - \$75,000

Procurement Manager

\$65,000 - \$85,000

Logistics Manager

\$65,000 - \$85,000

Logistics Coordinator

\$50,000 - \$75,000



# RECRUITER EXPERT GUIDE | HOUSTON

TOP RECOMMENDED RANGES STRAIGHT FROM OUR TEAM

## TITLE

## RANGE

Chief Financial Officer

\$200 - \$450K

VP of Finance

\$165 - \$280K

Treasurer

\$180 - \$250K

Assistant Treasurer

\$140 - \$220K

Director of FP&A

\$160 - \$200K

Manager of FP&A

\$115 - \$140K

FP&A Analyst

\$75 - \$105K

Director of Financial Reporting

\$150 - \$185K

Manager of Financial Reporting

\$140 - \$150K

Finance Director

\$160 - \$200K

Finance Manager

\$120 - \$135K

Senior Financial Analyst

\$98 - \$115K

Financial Analyst

\$60 - \$90K

Chief Accounting Officer

\$200 - \$310K

Controller

\$165 - \$265K

Assistant Controller

\$125 - \$195K

Director of Accounting

\$150 - \$195K

Accounting Manager

\$110 - \$130K

Senior Accountant

\$80 - \$105K

Staff Accountant

\$60 - \$80K

Billing Specialist / Coordinator

\$50 - \$65K

Accounts Payable Manager

\$80 - \$110K

Accounts Payable Specialist

\$22 - \$27/hr.

Accounts Receivable Manager

\$80 - \$110K

Accounts Receivable Specialist

\$24 - \$28/hr.



## TITLE

## RANGE

Payroll Manager / Supervisor

\$90 - \$130K

Payroll Administrator

\$60 - \$70K

Payroll Analyst

\$65 - \$75K

Property Accountant

\$60 - \$80K

Cost Accounting Manager

\$95 - \$160K

Senior Cost Accountant

\$75 - \$110K

Cost Accountant

\$55 - \$80K

Chief Audit Executive

\$250 - \$390K

Director of Audit

\$155 - \$205K

Audit Manager

\$120 - \$150K

Audit Senior

\$95 - \$115K

Staff Auditor

\$80 - \$95K

IT Audit Manager

\$115 - \$150K

Senior IT Audit

\$90 - \$120K

Tax Director

\$170 - \$210K

Tax Manager

\$150 - \$180K

Tax Senior

\$100 - \$120K

Tax Accountant

\$80 - \$90K

Logistics Coordinator

\$25 - \$29/hr.



## TITLE

Chief Financial Officer	\$444,277
VP of Finance	\$272,103
Treasurer	\$236,107
Assistant Treasurer	\$184,622
Director of FP&A	\$192,486
Manager of FP&A	\$104,044
FP&A Analyst	\$81,807
Director of Financial Reporting	\$169,922
Manager of Financial Reporting	\$137,992
Finance Director	\$199,537
Finance Manager	\$133,709
Senior Financial Analyst	\$100,238
Financial Analyst	\$66,622
Chief Accounting Officer	\$285,700
Controller	\$255,261
Assistant Controller	\$168,340
Director of Accounting	\$193,220
Accounting Manager	\$124,467
Senior Accountant	\$99,417
Staff Accountant	\$63,219
Billing Specialist / Coordinator	\$51,475
Accounts Payable Manager	\$105,950
Accounts Payable Specialist	\$54,700
Accounts Receivable Manager	\$103,156
Accounts Receivable Specialist	\$54,600
Payroll Manager / Supervisor	\$119,534
Payroll Administrator	\$63,569
Payroll Analyst	\$72,593
Property Accountant	\$63,454
Cost Accounting Manager	\$130,613
Senior Cost Accountant	\$90,690
Cost Accountant	\$69,258
Chief Audit Executive	\$285,900
Director of Audit	\$199,443
Audit Manager	\$140,380
Audit Senior	\$98,201
Staff Auditor	\$65,569
IT Audit Manager	\$147,733
Senior IT Audit	\$110,675
Tax Director	\$196,433
Tax Manager	\$158,041
Tax Senior	\$115,973
Tax Accountant	\$64,962
Logistics Coordinator	\$57,918

## AVERAGE

salary  
data  
from  
vetted  
& top  
rated  
sources



H  
O  
U  
S  
T  
O  
N

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR/STATISTICS, GLASSDOOR \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS.



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Chief Financial Officer

	AVERAGE	RANGE
Charleston, SC	\$413,700	\$313,400 - \$530,700
Columbia, SC	\$403,606	\$305,760 - \$517,802
Greenville, SC	\$411,600	\$311,800 - \$528,100
Charlotte, NC	\$440,191	\$344,191 - \$552,191

## VP of Finance

	AVERAGE	RANGE
Charleston, SC	\$185,775	\$157,033 - \$219,520
Columbia, SC	\$185,145	\$156,503 - \$218,774
Greenville, SC	\$185,775	\$157,033 - \$219,520
Charlotte, NC	\$194,196	\$160,295 - \$228,105

## Director of FP&A

	AVERAGE	RANGE
Charleston, SC	\$178,199	\$156,343 - \$205,577
Columbia, SC	\$176,868	\$155,337 - \$204,130
Greenville, SC	\$178,810	\$157,029 - \$207,127
Charlotte, NC	\$182,240	\$160,279 - \$212,426

## Manager of FP&A

	AVERAGE	RANGE
Charleston, SC	\$121,471	\$102,448 - \$146,326
Columbia, SC	\$118,594	\$99,134 - \$141,997
Greenville, SC	\$124,320	\$104,299 - \$150,862
Charlotte, NC	\$129,204	\$108,384 - \$154,675



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## FP&A Analyst

### AVERAGE

### RANGE

Charleston, SC	\$86,429	\$75,768 - \$99,335
Columbia, SC	\$83,147	\$72,401 - \$96,144
Greenville, SC	\$88,520	\$77,504 - \$101,892
Charlotte, NC	\$92,302	\$80,803 - \$106,152

## Dir. Financial Reporting

### AVERAGE

### RANGE

Charleston, SC	\$166,724	\$144,527 - \$195,090
Columbia, SC	\$164,309	\$142,268 - \$193,055
Greenville, SC	\$168,540	\$146,274 - \$197,514
Charlotte, NC	\$172,901	\$150,248 - \$202,368

## Mgr. Financial Reporting

### AVERAGE

### RANGE

Charleston, SC	\$132,489	\$113,461 - \$155,583
Columbia, SC	\$130,245	\$111,229 - \$153,335
Greenville, SC	\$133,714	\$114,736 - \$157,763
Charlotte, NC	\$137,172	\$118,154 - \$160,352

## Finance Director

### AVERAGE

### RANGE

Charleston, SC	\$185,775	\$157,033 - \$219,520
Columbia, SC	\$185,145	\$156,503 - \$218,774
Greenville, SC	\$185,775	\$157,033 - \$219,520
Charlotte, NC	\$194,196	\$160,295 - \$228,105



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Finance Manager

### AVERAGE

### RANGE

Charleston, SC	\$117,614	\$106,227 - \$132,731
Columbia, SC	\$112,850	\$101,075 - \$127,358
Greenville, SC	\$124,169	\$111,131 - \$140,886
Charlotte, NC	\$128,372	\$114,892 - \$145,655

## Senior Financial Analyst

### AVERAGE

### RANGE

Charleston, SC	\$95,143	\$80,000 - \$106,683
Columbia, SC	\$97,212	\$81,625 - \$113,382
Greenville, SC	\$102,305	\$87,821 - \$118,672
Charlotte, NC	\$107,180	\$93,457 - \$124,129

## Financial Analyst

### AVERAGE

### RANGE

Charleston, SC	\$62,179	\$56,634 - \$68,763
Columbia, SC	\$60,523	\$55,128 - \$66,934
Greenville, SC	\$61,868	\$56,351 - \$68,420
Charlotte, NC	\$68,574	\$63,054 - \$75,739

## Chief Accounting Officer

### AVERAGE

### RANGE

Charleston, SC	\$249,800	\$210,000 - \$294,700
Columbia, SC	\$259,600	\$218,200 - \$306,200
Greenville, SC	\$264,200	\$220,900 - \$311,800
Charlotte, NC	\$268,900	\$226,000 - \$317,200



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Controller

	AVERAGE	RANGE
Charleston, SC	\$238,237	\$200,358 - \$279,473
Columbia, SC	\$232,467	\$195,505 - \$272,704
Greenville, SC	\$237,048	\$199,358 - \$278,078
Charlotte, NC	\$244,120	\$205,932 - \$285,991

## Assistant Controller

	AVERAGE	RANGE
Charleston, SC	\$90,489	\$78,100 - \$111,400
Columbia, SC	\$91,626	\$76,355 - \$106,355
Greenville, SC	\$90,402	\$78,021 - \$110,325
Charlotte, NC	\$103,915	\$90,747 - \$120,598

## Director of Accounting

	AVERAGE	RANGE
Charleston, SC	\$179,876	\$160,968 - \$201,102
Columbia, SC	\$175,520	\$157,069 - \$196,232
Greenville, SC	\$178,978	\$160,164 - \$200,099
Charlotte, NC	\$182,543	\$163,501 - \$205,263

## Accounting Manager

	AVERAGE	RANGE
Charleston, SC	\$117,614	\$106,227 - \$132,731
Columbia, SC	\$112,850	\$101,075 - \$127,358
Greenville, SC	\$124,169	\$111,131 - \$140,886
Charlotte, NC	\$128,372	\$114,892 - \$145,655



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Senior Accountant

### AVERAGE

### RANGE

Charleston, SC	\$84,690	\$76,690 - \$93,690
Columbia, SC	\$82,590	\$74,890 - \$91,390
Greenville, SC	\$84,190	\$76,290 - \$93,190
Charlotte, NC	\$89,967	\$82,464 - \$98,469

## Staff Accountant

### AVERAGE

### RANGE

Charleston, SC	\$58,601	\$53,401 - \$64,601
Columbia, SC	\$52,666	\$47,466 - \$58,666
Greenville, SC	\$58,301	\$53,101 - \$64,301
Charlotte, NC	\$64,470	\$58,470 - \$71,470

## Billing Specialist

### AVERAGE

### RANGE

Charleston, SC	\$43,268	\$27,292 - \$66,505
Columbia, SC	\$44,301	\$26,999 - \$66,339
Greenville, SC	\$43,110	\$26,972 - \$65,240
Charlotte, NC	\$46,896	\$30,864 - \$68,644

## AP Manager

### AVERAGE

### RANGE

Charleston, SC	\$96,418	\$84,314 - \$110,665
Columbia, SC	\$86,725	\$76,326 - \$99,391
Greenville, SC	\$88,270	\$78,609 - \$99,830
Charlotte, NC	\$93,401	\$82,951 - \$105,627



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## AP Specialist

### AVERAGE

### RANGE

Charleston, SC	\$41,405	\$39,400 - \$50,600
Columbia, SC	\$40,064	\$38,061 - \$49,266
Greenville, SC	\$41,044	\$38,541 - \$50,244
Charlotte, NC	\$44,302	\$42,302 - \$53,502

## AR Manager

### AVERAGE

### RANGE

Charleston, SC	\$96,404	\$83,871 - \$108,943
Columbia, SC	\$86,725	\$76,326 - \$99,391
Greenville, SC	\$88,270	\$78,609 - \$99,830
Charlotte, NC	\$93,401	\$82,951 - \$105,627

## AR Specialist

### AVERAGE

### RANGE

Charleston, SC	\$41,890	\$37,690 - \$46,690
Columbia, SC	\$41,090	\$36,990 - \$45,790
Greenville, SC	\$52,490	\$46,690 - \$58,590
Charlotte, NC	\$49,600	\$43,600 - \$56,600

## Payroll Manager

### AVERAGE

### RANGE

Charleston, SC	\$91,805	\$82,269 - \$102,850
Columbia, SC	\$86,419	\$76,739 - \$98,417
Greenville, SC	\$88,096	\$78,416 - \$99,194
Charlotte, NC	\$93,735	\$83,802 - \$105,939



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Property Accountant

	AVERAGE	RANGE
Charleston, SC	\$61,000	\$53,400 - \$69,300
Columbia, SC	\$60,900	\$52,700 - \$69,700
Greenville, SC	\$61,149	\$52,949 - \$69,549
Charlotte, NC	\$64,400	\$56,400 - \$72,800

## Cost Accounting Mgr.

	AVERAGE	RANGE
Charleston, SC	\$107,556	\$96,704 - \$119,735
Columbia, SC	\$103,977	\$93,847 - \$116,468
Greenville, SC	\$105,209	\$94,825 - \$117,961
Charlotte, NC	\$111,210	\$100,311 - \$124,616

## Sr. Cost Accountant

	AVERAGE	RANGE
Charleston, SC	\$90,100	\$81,400 - \$99,500
Columbia, SC	\$88,400	\$79,900 - \$97,700
Greenville, SC	\$90,400	\$81,600 - \$99,900
Charlotte, NC	\$93,200	\$84,200 - \$103,000

## Cost Accountant

	AVERAGE	RANGE
Charleston, SC	\$64,477	\$58,173 - \$71,557
Columbia, SC	\$62,915	\$57,715 - \$68,915
Greenville, SC	\$64,710	\$58,710 - \$71,810
Charlotte, NC	\$67,365	\$61,865 - \$73,865

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Audit Manager

### AVERAGE

### RANGE

Charleston, SC	\$130,320	\$115,890 - \$146,660
Columbia, SC	\$127,530	\$113,410 - \$143,520
Greenville, SC	\$130,040	\$115,640 - \$146,350
Charlotte, NC	\$134,290	\$120,390 - \$150,690

## Audit Senior

### AVERAGE

### RANGE

Charleston, SC	\$90,100	\$81,400 - \$99,500
Columbia, SC	\$88,400	\$79,900 - \$97,700
Greenville, SC	\$90,400	\$81,600 - \$99,900
Charlotte, NC	\$93,200	\$84,200 - \$103,000

## Staff Auditor

### AVERAGE

### RANGE

Charleston, SC	\$60,263	\$53,711 - \$66,840
Columbia, SC	\$57,162	\$50,662 - \$63,662
Greenville, SC	\$58,301	\$53,101 - \$64,301
Charlotte, NC	\$64,470	\$58,470 - \$71,470

## Tax Director

### AVERAGE

### RANGE

Charleston, SC	\$183,332	\$162,561 - \$206,920
Columbia, SC	\$179,876	\$160,968 - \$201,102
Greenville, SC	\$182,004	\$161,379 - \$205,418
Charlotte, NC	\$188,591	\$167,224 - \$212,856



# THE CAROLINAS SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

## Tax Manager

### AVERAGE

### RANGE

Charleston, SC	\$129,098	\$112,377 - \$148,913
Columbia, SC	\$124,720	\$108,942 - \$142,936
Greenville, SC	\$127,380	\$111,024 - \$146,227
Charlotte, NC	\$133,579	\$116,277 - \$154,082

## Tax Senior

### AVERAGE

### RANGE

Charleston, SC	\$91,300	\$83,100 - \$100,800
Columbia, SC	\$89,687	\$81,966 - \$99,363
Greenville, SC	\$90,801	\$82,901 - \$100,501
Charlotte, NC	\$106,926	\$92,318 - \$125,528

## Tax Accountant

### AVERAGE

### RANGE

Charleston, SC	\$60,476	\$54,443 - \$67,458
Columbia, SC	\$58,139	\$52,839 - \$64,339
Greenville, SC	\$60,174	\$54,171 - \$67,121
Charlotte, NC	\$64,642	\$58,642 - \$71,642



# CLEVELAND SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Chief Financial Officer	\$431,025	\$326,530 - \$552,980
VP of Finance	\$241,082	\$197,023 - \$324,845
Treasurer	\$229,064	\$186,138 - \$281,855
Assistant Treasurer	\$178,706	\$151,447 - \$214,320
Finance Director	\$193,113	\$163,236 - \$228,191
Finance Manager	\$129,721	\$116,100 - \$147,186
Senior Financial Analyst	\$97,248	\$88,860 - \$107,179
Financial Analyst	\$64,635	\$58,871 - \$71,479
Chief Accounting Officer	\$220,476	\$209,705 - \$331,300
Controller	\$197,654	\$106,560 - \$230,154
Director of Accounting	\$186,431	\$166,836 - \$208,436
Assistant Controller	\$163,319	\$143,366 - \$186,623
Accounting Manager	\$120,755	\$107,395 - \$135,713
Senior Accountant	\$87,990	\$79,790 - \$97,290
Staff Accountant	\$61,333	\$55,901 - \$67,627
Billing Coordinator	\$46,234	\$43,008 - \$50,590
Accounts Payable Manager	\$100,522	\$87,900 - \$115,370
Accounts Payable Specialist	\$44,590	\$43,700 - \$61,000
Accounts Receivable Manager	\$100,079	\$86,703 - \$115,931
Accounts Receivable Specialist	\$44,727	\$43,890 - \$61,587
Payroll Manager	\$115,969	\$102,371 - \$131,831
Payroll Analyst	\$70,428	\$63,324 - \$78,680
Property Accountant	\$61,561	\$55,724 - \$68,140
Cost Accounting Manager	\$127,040	\$111,773 - \$142,780
Senior Cost Accountant	\$94,400	\$85,300 - \$104,300

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.



# CLEVELAND SALARY DATA 2024

NOTE: SALARY AVERAGES IN MAJOR CITIES MAY VARY DEPENDENT ON COMPANY SIZE. CLIENTS MAY REQUEST INDIVIDUAL REPORTS FOR ANY TITLE NOTING SPECIFIED COMPANY SIZE RANGE AND/OR INDUSTRY

TITLE	AVERAGE	RANGE
Cost Accountant	\$67,192	\$60,624 - \$74,570
Chief Audit Executive	\$276,300	\$245,300 - \$315,000
Director of Audit	\$192,405	\$175,783 - \$214,948
Audit Manager	\$135,860	\$120,810 - \$152,890
Audit Senior	\$95,290	\$87,090 - \$104,690
Staff Auditor	\$63,916	\$58,696 - \$70,246
IT Audit Manager	\$143,713	\$129,813 - \$162,083
IT Auditor	\$68,415	\$61,285 - \$77,395
Tax Director	\$191,014	\$169,369 - \$215,589
Tax Manager	\$134,983	\$117,500 - \$155,701
Tax Senior	\$95,101	\$86,601 - \$105,001
Tax Accountant	\$62,865	\$56,593 - \$70,122
Chief Human Resources Officer	\$272,401	\$233,301 - \$320,401
Human Resources Director	\$178,183	\$157,284 - \$200,898
Human Resources Manager	\$117,212	\$103,853 - \$131,951
Human Resources Specialist	\$60,995	\$52,438 - \$67,364
Procurement Manager	\$124,683	\$111,196 - \$140,710
Logistics Manager	\$111,829	\$98,013 - \$127,340
Logistics Coordinator	\$42,757	\$38,783 - \$48,337

SOURCES

BASED ON RECENT DATA FROM SALARY.COM; BUREAU OF LABOR & STATISTICS, GLASSDOOR.COM \*NOTE: VARYING CONSISTENCY BETWEEN QUOTING BASE VS. BASE + BONUS IN DATA.