

# THE BOLTON GROUP

DENVER SALARY GUIDE

2  
0  
2  
3

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# EMPLOYMENT TRENDS THAT WILL CLIMB IN 2023

## hybrid work



58% of employed respondents say they work at least part of the time remotely

87% of employees offered flex work spend an average of three days per week remote.

## upskilling



The tight job market in 2022 created challenges for employers looking to attract the finest talent — and pressured both employees and employers to close any skill gaps.

## benefits



60% of job seekers found benefits to be an important element when looking for a role. Benefits including access to fertility treatments, wellness programs and pet insurance may currently be untraditional, but will become more apparent.

## salary transparency



By 2023, a fifth of all U.S. workers will be covered under pay transparency laws, a trend that experts predict will continue to grow.



**title****range**

Chief Financial Officer	\$300K - \$500K
VP of Finance	\$200K - \$300K
Treasurer	\$150K - \$225K
Assistant Treasurer	\$100K - \$150K
Director of FP&A	\$150 - \$225K
Manager of FP&A	\$130K - \$175K
FP&A Analyst	\$70K - \$90K
Director of Financial Reporting	\$130K - \$175K
Manager of Financial Reporting	\$100K - \$130K
Finance Director	\$150K - \$225K
Finance Manager	\$110K - \$160K
Senior Financial Analyst	\$90K - \$120K
Financial Analyst	\$70K - \$90K
Chief Accounting Officer	\$225K - \$275K
Controller	\$175K - \$250K
Assistant Controller	\$125K - \$200K
Director of Accounting	\$125K - \$200K
Senior Accountant	\$110K - \$140K
Accounting Manager	\$85K - \$115K
Staff Accountant	\$70K - \$80K
Billing Specialist / Coordinator	\$45 - \$65k
Accounts Payable Manager	\$80K - \$120K
Accounts Payable Specialist	\$45 - \$65k
Accounts Receivable Manager	\$80K - \$120K
Accounts Receivable Specialist	\$45 - \$65k

Payroll Manager / Supervisor	\$90K - \$150K
Payroll Administrator	\$80K-\$100K
Payroll Analyst	\$60K - \$85K
Property Accountant	\$60K - \$85K
Cost Accounting Manager	\$100K - \$140K
Senior Cost Accountant	\$90K - \$115K
Cost Accountant	\$70K - \$80K
Chief Audit Executive	\$200K - \$300K
Director of Audit	\$150K - \$200K
Audit Manager	\$100K - \$150K
Audit Senior	\$90K - \$100K
Staff Auditor	\$75K - \$90K
IT Audit Manager	\$120K-\$150K
Senior IT Audit	\$90K - \$115K
Tax Director	\$150K - \$220K
Tax Senior	\$125K - \$175K
Tax Senior Manager	\$100K - \$130K
Tax Manager	\$85K - \$115K
Tax Accountant	\$65K - \$85K
Chief Human Resources Officer	\$150K - \$230K
Human Resources Director	\$95K - \$120K
Human Resources Manager	\$75K - \$95K
Human Resources Specialist	\$45K - \$65K
Procurement Manager	\$75K - \$130K
Logistics Manager	\$75K - \$100K
Logistics Coordinator	\$55K - \$70K



**TITLE****ERI****SALARY.COM**

Chief Financial Officer	\$303,538	\$431,383
VP of Finance	\$148,612	\$223,774
Treasurer	\$265,908	\$230,516
Assistant Treasurer	\$145,000	\$265,908
Director of FP&A	\$173,827	\$183,444
Manager of FP&A	\$139,688	\$126,708
FP&A Analyst	\$78,975	\$89,769
Director of Financial Reporting	\$144,355	\$164,756
Manager of Financial Reporting	\$139,688	\$133,822
Finance Director	\$193,091	\$192,704
Finance Manager	\$140,226	\$128,891
Senior Financial Analyst	\$109,275	\$96,927
Financial Analyst	\$64,886	\$64,426
Chief Accounting Officer	\$248,379	\$243,100
Controller	\$238,000	\$226,003
Assistant Controller	\$156,886	\$167,351
Director of Accounting	\$162,290	\$188,667
Senior Accountant	\$137,856	\$121,284
Accounting Manager	\$83,648	\$88,490
Staff Accountant	\$70,485	\$61,627
Billing Specialist / Coordinator	\$45,049	\$45,545
Accounts Payable Manager	\$112,270	\$99,705
Accounts Payable Specialist	\$51,918	\$48,623
Accounts Receivable Manager	\$116,083	\$96,524
Accounts Receivable Specialist	\$48,400	\$47,990
Payroll Manager / Supervisor	\$119,594	\$116,369
Payroll Administrator	\$67,633	\$70,441
Payroll Analyst	\$58,965	\$61,622
Property Accountant	\$62,853	\$61,683
Cost Accounting Manager	\$137,856	\$127,041
Senior Cost Accountant	\$90,150	\$93,200
Cost Accountant	\$72,071	\$67,414
Chief Audit Executive	\$185,951	\$278,100
Director of Audit	\$157,961	\$168,291
Audit Manager	\$151,364	\$136,690
Audit Senior	\$89,483	\$95,290
Staff Auditor	\$75,009	\$64,278
IT Audit Manager	\$151,596	\$144,118
Senior IT Audit	\$96,993	\$100,160
Tax Director	\$195,434	\$191,642
Tax Senior	\$128,522	\$135,690
Tax Senior Manager	\$102,328	\$121,942
Tax Manager	\$90,729	\$95,401
Tax Accountant	\$68,623	\$63,221
Chief Human Resources Officer	\$337,980	\$337,980
Human Resources Director	\$149,308	\$178,858
Human Resources Manager	\$137,996	\$117,323
Human Resources Specialist	\$61,571	\$59,451
Procurement Manager	\$92,216	\$124,982
Logistics Manager	\$102,895	\$116,498
Logistics Coordinator	\$65,924	\$55,790

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