THE BOLTON GROUP

DENVER SALARY GUIDE

transparent, reliable data from expert recruiters and trusted sources

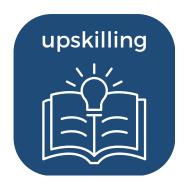


EMPLOYMENT TRENDS THAT WILL CLIMB IN 2023



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.



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.



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 insurance may currently be untraditional, but will become more apparent.



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 **VP** of Finance Treasurer Assistant Treasurer Director of FP&A Manager of FP&A FP&A Analyst Director of Financial Reporting Manager of Financial Reporting Finance Director Finance Manager Senior Financial Analyst Financial Analyst Chief Accounting Officer Controller Assistant Controller Director of Accounting Senior Accountant Accounting Manager Staff Accountant Billing Specialist / Coordinator Accounts Payable Manager Accounts Payable Specialist Accounts Receivable Manager Accounts Receivable Specialist

\$300K - \$500K \$200K - \$300K \$150K - \$225K \$100K - \$150K \$150 - \$225K \$130K - \$175K \$70K - \$90K \$130K - \$175K \$100K - \$130K \$150K - \$225K \$110K - \$160K \$90K - \$120K \$70K - \$90K \$225K - \$275K \$175K - \$250K \$125K - \$200K \$125K - \$200K \$110K - \$140K \$85K - \$115K \$70K - \$80K \$45 - \$65k \$80K - \$120K

\$45 - \$65k

\$80K - \$120K

\$45 - \$65k

Payroll Manager / Supervisor Payroll Administrator Payroll Analyst Property Accountant Cost Accounting Manager Senior Cost Accountant Cost Accountant Chief Audit Executive Director of Audit Audit Manager Audit Senior Staff Auditor IT Audit Manager Senior IT Audit Tax Director Tax Senior Tax Senior Manager Tax Manager Tax Accountant Chief Human Resources Officer Human Resources Director Human Resources Manager Human Resources Specialist Procurement Manager Logistics Manager Logistics Coordinator

\$90K - \$150K \$80K-\$100K \$60K - \$85K \$60K - \$85K \$100K - \$140K \$90K - \$115K \$70K - \$80K \$200K - \$300K \$150K - \$200K \$100K - \$150K \$90K - \$100K \$75K - \$90K \$120K-\$150K \$90K - \$115K \$150K - \$220K \$125K - \$175K \$100K - \$130K \$85K - \$115K \$65K - \$85K \$150K - \$230K \$95K - \$120K \$75K - \$95K \$45K - \$65K \$75K - \$130K \$75K - \$100K \$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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