

rh

ACCOUNTING & FINANCE

# SALARY GUIDE

# 2021



rh Robert Half®

# Contents

2	Hiring Trends	31	Benefits and Perks
12	Using the Salary Tables	35	Resources
13	Salaries	37	About Us
28	Adjusting Salaries		



# Hiring Trends

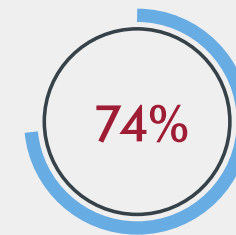
In challenging times in particular, businesses must be nimble and innovative. This has never been more true than today.

Experts are urging the public to think long-term and accept that effects of the COVID-19 pandemic may not end soon. Some economists expect continued disruption, while others see a relatively stable new normal. In this environment, managers need guideposts.

Robert Half has been reporting hiring trends and salary forecasts for 70 years. As the world's leading specialized staffing firm, we are an authority on hiring in the accounting and finance professions. This guide covers the information managers need, including shifts our recruiters have identified in the industry and the starting salaries we expect to see for positions in 2021.

## Financial staff key in uncertain times

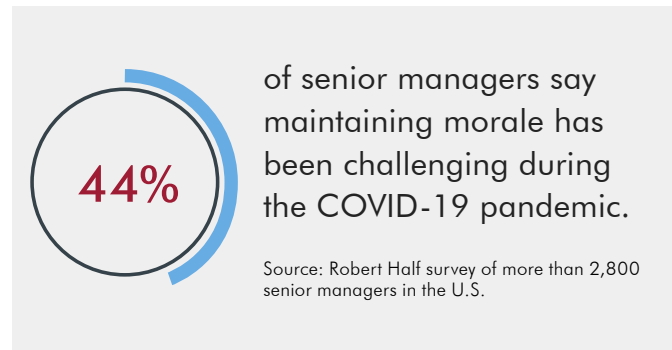
Since the pandemic began, widespread business closures and sheltering advisories have caused many industries to retrench. Others, however, remain resilient. We are seeing hiring for financial staff in technology, healthcare, property management, financial services and roles that keep cash accounts strong — billing, accounts receivable and collections.



of workers want to work remotely more often after the pandemic.

Source: Robert Half survey of more than 1,000 workers in the U.S.

In addition, companies are recognizing that attracting and keeping capable accountants, analysts and auditors is critical in helping them regain their footing. By finding inefficiencies and making accurate forecasts, professionals like these can help stabilize a business's balance sheet.



CPAs, risk analysts and internal auditors are instrumental in guiding businesses to improve cash flow and navigate an uncertain future. And payroll administrators make sure staff are paid on time and companies comply with new regulatory guidelines.

Having to work remotely has further highlighted the need for financial professionals with strong business acumen who collaborate effectively, especially on tasks like financial reporting. Completing SEC-mandated filings of reports such as the Form 10-Q for investors will take longer because financial staff must evaluate the current and expected impact of COVID-19 on the business, as well as update disclosures when circumstances change. Sarbanes-Oxley compliance is also more complicated with teams working remotely. Finance departments need more time to conduct proper reviews and gather appropriate evidence, requiring an earlier start to controls reviews.

CFOs require expertise in process automation and financial system optimization to drive cost efficiencies. Companies will also need help implementing strategies such as centralizing accounting departments and processes, reshoring previously offshored or outsourced functions to mitigate risks, and moving some operations to lower-cost areas.



## In-Demand Positions

- Accounting manager
- Accounts receivable/accounts payable roles
- Controller
- Financial analyst
- Internal auditor
- Loan administrator
- Payroll manager
- Staff and senior accountant

# Top 3 Hiring Changes Companies Made Because of COVID-19



Conducted remote interviews and onboarding



Shortened the hiring process



Advertised fully remote jobs



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half survey of more than 2,400 senior managers in the U.S.

More than 8 in 10 managers are concerned about retaining valued employees.



## Why managers say they are concerned

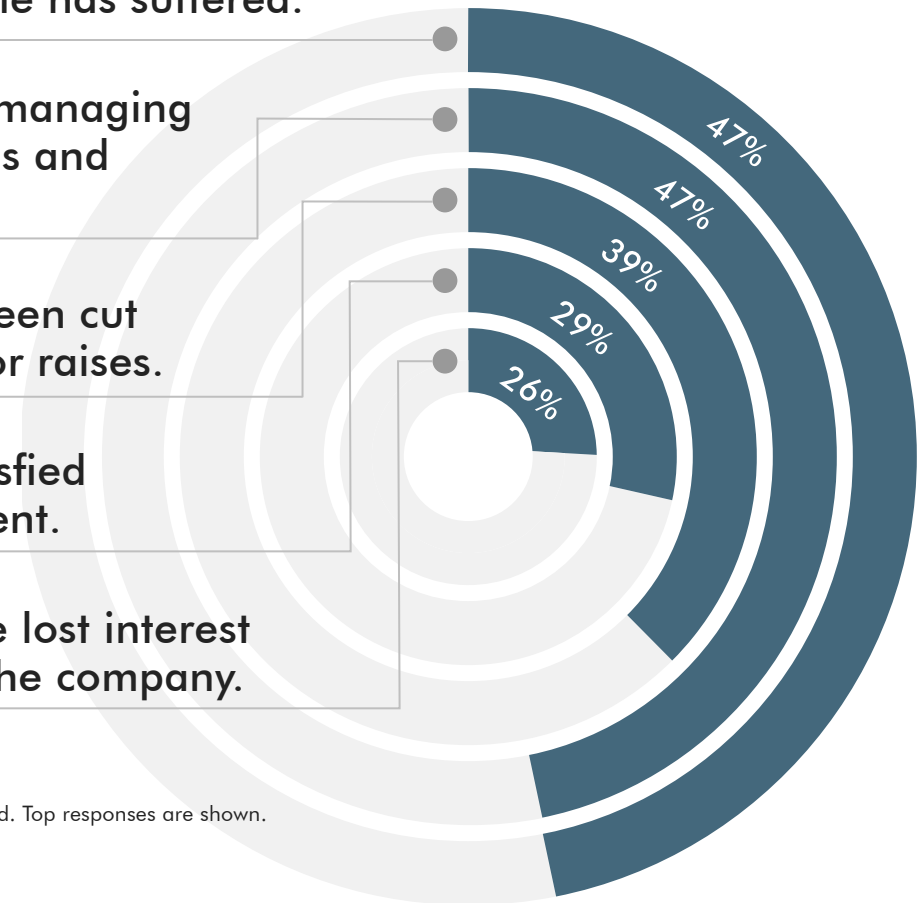
Employee morale has suffered.

Employees are managing heavy workloads and face burnout.

Salaries have been cut with no plans for raises.

Staff are dissatisfied with management.

Employees have lost interest in working for the company.



Multiple responses were permitted. Top responses are shown.

Source: Robert Half survey of more than 2,800 senior managers in the U.S.

## Salaries expected to remain stable

While employers in some industries are reducing pay, permanent wage cuts in accounting and finance aren't sustainable for organizations that expect to retain their best performers. Even with more professionals to choose from in the labor pool, in-demand talent can still command competitive wages.

## Remote work no longer a remote possibility

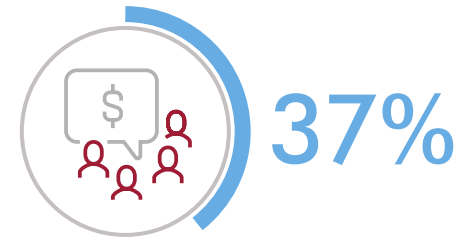
The pandemic has made work-at-home arrangements a necessity for numerous businesses, including many accounting and finance organizations that would have never considered remote options in the past. The good news is that businesses and employees are finding this arrangement effective. Workers are able to maintain high productivity levels, and, without geographic limits, companies may now hire from virtually anywhere. New employees can begin working remotely on day one with the latest technology tools and with the ability to support service needs around the world.

## Soft skills needed for a shifting business landscape

Unprecedented change is further driving the need for accounting and finance staff with sound critical-thinking skills who collaborate effectively. But in these times, teams require steady reassurance. Business leaders must be empathetic, supportive and approachable.

## Flexible staffing key to business resilience

Departments that laid off employees still have work to be completed, yet they commonly only have resources to meet routine needs. To make sure they can accomplish all of their goals, employers are turning to flexible staffing, an adjustable mix of full-time and interim professionals. Organizations also work with managed services providers who can oversee and staff key initiatives, including addressing unforeseen issues, transaction backlogs and one-time events demanding a rapid response.



of workers feel they are underpaid in their current job.

Source: Robert Half survey of 2,800 workers in the U.S.

These strategies allow managers to access specialized expertise and scale their teams as needed, without overburdening full-time staff.

### Experienced staffing professionals vital in trying times

There are many people looking for work now. Add in recent graduates, and hiring managers have plenty of talent options. This is a mixed blessing, though, because a job posting can now easily yield hundreds of applications, and the hiring process can be more time-consuming and increase the demands on already-busy managers.

There is also the possibility that the people companies need most aren't among those applying. Many employed candidates are hesitant to switch roles. That's why firms are getting help from specialized staffing agencies that can handle the recruitment and hiring processes. These staffing professionals often know of candidates who are open to new opportunities, even if they aren't actively searching.

### Corporate and industry accounting trends

Bright spots in a challenging business environment include the need for financial workers in these areas:



**Construction** — in fast-growing cities and to handle projects funded prior to the pandemic



**Government** — as firms replace retirees and hire staff who can upgrade outdated infrastructure



**Manufacturing** — as companies reshore production back to the United States



**Nonprofits** — as communities rally to help individuals and businesses in need



**Trucking, shipping and logistics** — to keep up with increasing e-commerce activities



of workers are less likely to negotiate salary than a year ago.

Source: Robert Half survey of 2,800 workers in the U.S.



Many corporate finance departments that are unable to bring in new talent due to hiring freezes are relying on interim professionals for billing, accounts receivable, collections, and financial planning and analysis.

### Public accounting trends

Although many firms have furloughed staff, especially entry- and staff-level roles, there is still demand for public accountants. Companies, particularly small and midsize businesses, need help to support clients with consumer assistance programs and changing compliance deadlines.

### Financial services trends

The banking, lending and investment industries are showing strong demand for accounting and finance professionals. In addition, as lower mortgage rates are resulting in loan originations and refinance

activity, staff are needed to help borrowers with mortgage and loan modifications. Institutions also need specialists in risk, compliance, audit, fraud and forensics.

Besides hiring more workers, financial services firms are upgrading their digital infrastructure to handle the surge in online banking. Automation is key, and more providers are investing in chatbots, robotics process automation, AI and machine learning.

### Healthcare trends

Patients who canceled nonemergency procedures and routine care during COVID-19 sheltering advisories are rescheduling, prompting demand for medical billers and processors. Tech-savvy accounting and finance professionals are also needed as healthcare organizations increase their virtual service offerings, including the use of telehealth.



of workers are more motivated to work at a company that values its staff during unpredictable times.

Source: Robert Half survey of 573 U.S. workers who said they've had career reconsiderations due to the COVID-19 pandemic

# Top 5 Changes Prompted by Working During COVID-19

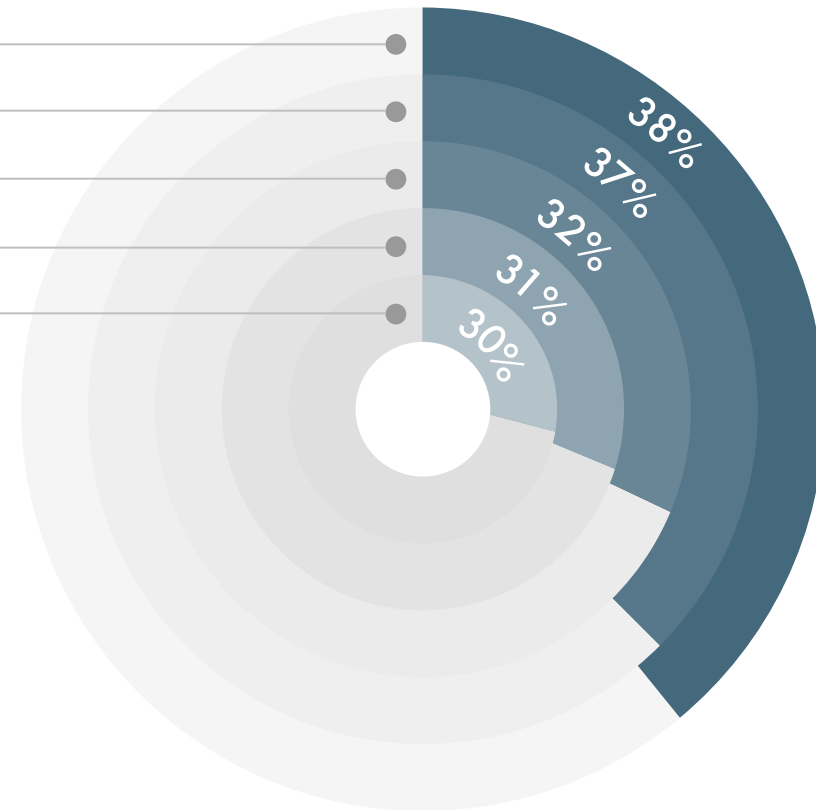
More frequent communication from leadership

Improved collaboration

More innovation

Greater transparency into business priorities

More efficient processes



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half surveys of more than 2,800 senior managers in the U.S.

# Why Companies Work With Interim Professionals

Scale the team as needed



Evaluate for a full-time role



Access specialized skills



Alleviate burden on full-time staff



Add flexibility during changing economic conditions



Access support for special projects



Multiple responses were permitted. Top responses are shown.  
Source: Robert Half survey of more than 160 HR managers in the U.S. who planned to increase their use of interim professionals



## Key Technology Skills

- Cloud-based payroll and human resource information systems
- Data analytics, protection and privacy
- Electronic health records
- ERP systems
- Excel (advanced)
- Financial modeling and forecasting
- QuickBooks (for smaller businesses)



## Key Soft Skills

- Ability to work independently, in virtual teams
- Attention to detail
- Comfortable with change
- Commitment to continual learning
- Creativity and innovation
- Customer service
- Problem solving
- Writing and verbal skills

# Using the Salary Tables

Starting salaries for the positions listed in this guide do not include bonuses, benefits and other forms of compensation. We break down pay rates into four percentiles to help you customize salary offers. The percentiles account for differences in a candidate's level of experience and skills, professional certifications, demand for the role, and the size and complexity of the company that's hiring.

The 50th percentile represents the midpoint salary. The 95th percentile is typically reserved for candidates who are extremely difficult to find. A Robert Half staffing professional can help you determine where a particular role should fall within the salary percentiles stated in the guide.

## 25<sup>th</sup>

**Candidate** has little or no prior experience in the position; still developing relevant skills

**Demand:** Low

## 50<sup>th</sup>

**Candidate** has average experience; has the majority of the necessary skills

**Demand:** Moderate

## 75<sup>th</sup>

**Candidate** has above-average experience and most or all of the necessary skills; may have specialized certifications

**Demand:** High

## 95<sup>th</sup>

**Candidate** has exceptionally strong skills, expertise and experience, often over and above what is necessary; has specialized certifications

**Demand:** Very high

	TITLE	25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>	95 <sup>th</sup>
<b>Corporate Accounting</b>	Chief Financial Officer	122,000	203,750	241,250	500,500
	Treasurer	112,500	193,750	233,750	486,750

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
Corporate Accounting	Chief Financial Officer	122,000	203,750	241,250	500,500
	Treasurer	112,500	193,750	233,750	486,750
	Vice President of Finance	110,500	186,750	227,500	404,250
	Director of Finance	102,250	152,500	165,500	248,250
	Director of Accounting	97,500	147,500	163,750	227,250
	Director of Financial Reporting	95,000	141,750	163,750	233,750
	Corporate Controller	106,500	178,750	199,000	264,000
	Divisional Controller	101,750	147,250	162,750	225,000
	Controller	94,750	121,500	144,750	212,000
	Assistant Controller	73,750	109,250	129,750	174,750
	Assistant Treasurer	72,000	96,000	112,500	173,000
	Tax Director	113,750	143,000	170,750	271,250
	Tax Manager*	94,250	109,750	129,750	167,250

\* This title is a senior-management position. The "tax accountant manager" title on Page 16 is a line-management position.

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
<b>Compliance</b>	Chief Compliance Officer	136,250	176,250	206,000	272,250
	Compliance Director	118,250	143,750	170,500	212,250
	Compliance Officer	88,000	106,750	126,750	167,250
	Senior Compliance Analyst	75,250	90,750	108,000	128,500
	Compliance Analyst	65,750	80,250	95,500	106,000
<b>Internal Auditor</b>	Chief Audit Executive/Vice President, Internal Audit/ Internal Audit Director	131,000	185,500	217,500	290,750
	Internal Auditor – Manager	100,000	116,750	139,250	163,000
	Internal Auditor – Senior	77,750	90,500	108,500	124,250
	Internal Auditor (1 to 3 Years)	60,250	73,750	87,250	98,250
	Internal Auditor (Up to 1 Year)	39,750	48,250	57,000	74,000
<b>IT Auditor</b>	IT Auditor – Manager	101,250	123,000	145,750	191,500
	IT Auditor – Senior	78,500	96,000	114,000	150,500
	IT Auditor (1 to 3 Years)	64,000	79,500	92,750	122,000

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
	IT Auditor (Up to 1 Year)	43,750	53,750	63,000	83,250
<b>Financial Reporting</b>	Financial Reporting – Manager	97,750	116,750	139,000	173,500
	Financial Reporting – Senior	74,000	85,000	101,000	123,750
	Financial Reporting (1 to 3 Years)	61,250	74,250	88,250	96,250
	Financial Reporting (Up to 1 Year)	51,250	61,750	73,000	77,000
<b>SEC Financial Reporting</b>	SEC Financial Reporting – Director	118,250	143,000	170,000	224,750
	SEC Financial Reporting – Manager	96,250	116,250	138,500	182,500
	SEC Financial Reporting – Analyst	70,000	84,500	101,000	133,000
<b>General Accountant</b>	General Accountant – Manager	79,500	95,750	114,000	147,000
	General Accountant – Senior	66,250	81,000	95,500	120,750
	General Accountant (1 to 3 Years)	51,000	64,500	76,250	100,500
	General Accountant (Up to 1 Year)	40,000	48,750	57,250	72,000
<b>Cost Accountant</b>	Cost Accountant – Manager	81,000	96,750	115,250	148,000
	Cost Accountant – Senior	68,000	81,750	96,000	122,250



# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
	Cost Accountant (1 to 3 Years)	54,500	65,000	78,000	103,000
<b>Tax Accountant</b>	Tax Accountant – Manager	93,750	112,250	133,250	164,250
	Tax Accountant – Senior	74,750	90,500	108,000	131,250
	Tax Accountant (1 to 3 Years)	60,750	73,750	87,000	104,500
	Tax Accountant (Up to 1 Year)	44,750	54,500	64,750	85,250
<b>Financial Analyst</b>	Financial Analyst – Director	109,750	134,750	158,500	209,250
	Financial Analyst – Manager	88,000	106,250	126,750	167,500
	Financial Analyst – Senior	70,250	86,000	102,000	134,750
	Financial Analyst (1 to 3 Years)	57,500	69,500	82,500	107,750
	Financial Analyst (Up to 1 Year)	44,250	53,500	63,250	82,750
<b>Budget Analyst</b>	Budget Analyst – Manager	87,000	105,750	125,500	165,500
	Budget Analyst – Senior	69,750	84,250	100,500	132,250
	Budget Analyst (1 to 3 Years)	56,750	68,500	81,750	107,500

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
	Budget Analyst (Up to 1 Year)	43,500	52,750	62,750	83,250
<b>Treasury Analyst</b>	Treasury Analyst – Manager	91,750	109,500	131,750	174,250
	Treasury Analyst – Senior	69,250	83,000	99,500	131,500
	Treasury Analyst (1 to 3 Years)	56,000	67,500	80,500	106,000
	Treasury Analyst (Up to 1 Year)	48,500	57,750	69,250	91,500
<b>Business Analyst</b>	Business Analyst – Manager	100,000	117,000	142,250	188,250
	Business Analyst – Senior	79,500	92,000	111,000	147,750
	Business Analyst (1 to 3 Years)	56,750	71,250	87,250	115,250
	Business Analyst (Up to 1 Year)	43,250	52,000	62,250	82,750
<b>Data Analyst</b>	Data Analyst – Manager	103,750	125,250	147,500	195,250
	Data Analyst – Senior	81,250	98,500	116,000	153,250
	Data Analyst (1 to 3 Years)	63,250	77,250	91,000	118,750
	Data Analyst (Up to 1 Year)	45,750	60,000	65,250	86,500

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
<b>Business Intelligence Analyst</b>	Business Intelligence Analyst – Manager	102,250	123,500	146,750	192,500
	Business Intelligence Analyst – Senior	80,250	97,500	114,750	151,750
	Business Intelligence Analyst (1 to 3 Years)	62,750	76,000	92,500	118,500
	Business Intelligence Analyst (Up to 1 Year)	45,000	54,750	66,250	85,000
<b>Business Systems Analyst</b>	Business Systems Analyst – Manager	101,500	122,250	145,500	192,500
	Business Systems Analyst – Senior	79,750	96,250	115,250	152,000
	Business Systems Analyst (1 to 3 Years)	61,500	74,500	88,750	117,000
	Business Systems Analyst (Up to 1 Year)	44,250	53,250	63,500	84,000
<b>Financial Project Manager</b>	Financial Project Manager	99,250	126,500	152,250	201,750
<b>Financial Systems</b>	Financial Systems – Director	131,250	158,500	189,000	251,000
	Financial Systems – Manager	109,750	132,500	157,750	208,250
	Financial Systems – Project Manager	83,750	117,000	139,000	183,250
	Financial Systems – Administrator	58,000	69,250	83,000	109,250

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
<b>Forensic Accountant</b>	Forensic Accountant	78,750	95,500	113,250	149,750
<b>Property Accountant</b>	Property Accountant	48,500	58,250	70,000	86,000
<b>Operational Support: Credit and Collections</b>	Credit Manager/Supervisor	59,500	73,250	87,500	116,500
	Assistant Credit Manager	50,250	60,000	72,250	95,500
	Credit/Collections Analyst	44,500	53,000	63,500	83,750
	Credit/Collections Clerk	33,000	40,000	48,750	62,500
<b>Operational Support: Bookkeepers</b>	Full Charge Bookkeeper	40,000	44,500	54,000	67,750
	Bookkeeper	34,750	39,750	45,500	57,500
	Accounting Clerk	29,250	35,500	40,750	54,000
<b>Operational Support: Payroll and Other</b>	AR/AP Manager*	49,750	63,750	78,250	104,000
	AP Specialist*	42,000	49,750	58,500	71,500
	AR/AP Clerk*	32,750	36,750	42,750	53,250
	Billing Manager/Supervisor	45,250	54,250	70,000	97,500
	Billing Clerk	31,750	36,000	43,000	57,000

\* AR/AP = Accounts Receivable/Accounts Payable

# Accounting and Finance Salaries

## CORPORATE ACCOUNTING

	TITLE	25th	50th	75th	95th
<b>Operational Support: Payroll and Other (cont.)</b>	Payroll Manager/Supervisor	61,250	75,500	89,750	130,250
	Payroll Coordinator/Administrator	39,750	47,500	55,750	75,000
	Payroll Clerk	33,500	40,250	47,500	62,250
	Purchasing Manager	56,750	68,750	81,000	108,250
	Inventory Analyst	40,250	49,000	57,500	77,250
	Inventory Clerk	31,750	37,250	44,750	60,000

# Accounting and Finance Salaries

## PUBLIC ACCOUNTING

	TITLE	25th	50th	75th	95th
<b>Tax Services</b>	Tax Services – Senior Manager/Director	114,250	137,500	165,000	217,000
	Tax Services – Manager	88,500	107,000	127,000	167,750
	Tax Services – Senior	62,000	73,250	87,250	115,500
	Tax Services (1 to 3 Years)	49,000	59,750	70,500	93,500
	Tax Services (Up to 1 Year)	40,500	49,000	57,250	75,750
<b>Audit/Assurance Services</b>	Audit/Assurance Services – Senior Manager/Director	112,500	134,750	161,000	212,000
	Audit/Assurance Services – Manager	76,250	93,500	110,000	145,250
	Audit/Assurances Services – Senior	54,250	66,750	78,500	103,500
	Audit/Assurance Services (1 to 3 Years)	45,000	54,500	64,250	85,250
	Audit/Assurance Services (Up to 1 Year)	40,500	49,000	57,750	76,500

# Accounting and Finance Salaries

## FINANCIAL SERVICES

	TITLE	25th	50th	75th	95th
<b>Banking and Financial Markets</b>	Managing Director/Partner	167,000	201,750	240,500	320,500
	Vice President	128,250	158,500	184,000	243,250
	Associate	84,250	111,500	121,250	159,750
	Analyst	56,750	74,000	82,250	107,250
	Business Development Officer	99,000	119,000	142,750	188,000
	Portfolio Manager	101,250	121,500	146,000	190,000
	Commercial Lender (5+ Years)	92,750	111,750	133,000	176,000
	Commercial Lender (3 to 5 Years)	67,500	79,500	95,000	124,500
	Commercial Lender (1 to 3 Years)	50,750	61,000	73,000	96,750
	Private Banker (5+ Years)	83,500	100,500	121,000	159,500
	Private Banker (3 to 5 Years)	62,000	73,750	88,750	117,000
	Private Banker (1 to 3 Years)	48,750	58,000	69,500	91,250
	Credit Analyst (5+ Years)	69,750	84,250	100,750	133,000
	Credit Analyst (3 to 5 Years)	54,250	64,000	76,000	99,750
	Credit Analyst (1 to 3 Years)	45,750	55,000	66,750	86,750
	Internal Wholesaler	44,750	53,250	64,000	84,500

# Accounting and Finance Salaries

## FINANCIAL SERVICES

	TITLE	25th	50th	75th	95th
<b>Finance and Accounting</b>	Chief Financial Officer	174,750	211,250	251,750	517,750
	Controller	110,250	134,000	157,750	208,500
	Accountant (5+ Years)	71,000	86,500	102,000	135,250
	Accountant (3 to 5 Years)	62,500	75,500	88,500	117,000
	Accountant (1 to 3 Years)	53,500	65,250	76,500	100,000
	Product Controller – Manager	79,250	95,750	113,750	151,000
	Product Controller (3 to 5 Years)	57,250	89,500	99,500	108,500
	Product Controller (1 to 3 Years)	49,750	68,750	81,750	94,750
	Financial Planning & Analysis – Manager	89,000	121,250	142,250	168,250
	Financial Planning & Analysis (3 to 5 Years)	66,250	80,250	96,000	126,000
	Financial Planning & Analysis (1 to 3 Years)	53,000	69,500	76,000	100,750
	Hedge Fund Accountant – Manager	66,000	80,000	96,250	126,000
	Hedge Fund Accountant (3 to 5 Years)	55,000	66,000	79,000	104,250
	Hedge Fund Accountant (1 to 3 Years)	42,750	51,000	61,000	80,750



# Accounting and Finance Salaries

## FINANCIAL SERVICES

	TITLE	25th	50th	75th	95th
<b>Finance and Accounting (cont.)</b>	Mutual Fund Accountant – Manager	60,500	72,500	86,000	114,250
	Mutual Fund Accountant (3 to 5 Years)	44,250	53,000	63,500	84,000
	Mutual Fund Accountant (1 to 3 Years)	40,000	48,000	57,250	75,500
	Internal Auditor – Manager	92,500	124,250	133,000	176,500
	Internal Auditor (3 to 5 Years)	71,250	91,750	102,250	133,750
	Internal Auditor (1 to 3 Years)	60,250	73,750	85,750	114,250
	Regulatory Reporting – Manager	77,500	117,500	127,750	146,500
	Regulatory Reporting (3 to 5 Years)	62,500	80,500	89,250	117,250
	Regulatory Reporting (1 to 3 Years)	51,250	61,750	73,250	96,500
	Financial Analyst	62,000	81,000	87,750	116,250
Business Systems Analyst	78,500	93,500	109,500	142,500	
Tax Accountant	58,000	71,000	84,000	109,750	
<b>Risk and Compliance</b>	Chief Risk Officer	151,500	185,750	218,750	288,500
	Market Risk Analyst – Manager	102,000	123,750	146,500	194,000
	Market Risk Analyst (3 to 5 Years)	75,750	91,500	108,000	142,750

# Accounting and Finance Salaries

## FINANCIAL SERVICES

	TITLE	25th	50th	75th	95th
<b>Risk and Compliance (cont.)</b>	Credit Risk Analyst – Manager	85,250	103,000	121,750	160,250
	Credit Risk Analyst (3 to 5 Years)	71,000	86,500	102,750	135,250
	Operational Risk Analyst – Manager	83,500	100,750	119,500	158,000
	Operational Risk Analyst (3 to 5 Years)	65,500	77,750	93,750	122,000
	Chief Compliance Officer	172,250	209,250	257,500	327,750
	Compliance Officer	88,500	129,500	142,500	166,750
	Compliance Manager	80,500	118,250	133,000	152,750
	Compliance Analyst	70,250	86,500	101,500	133,000
	Anti-Money Laundering Specialist	69,500	85,500	101,500	133,750
	Fraud Investigator	61,000	75,250	89,000	117,500
	Regulatory Affairs Specialist	75,250	91,250	106,000	140,000
<b>Operations</b>	Director of Operations	119,250	142,500	172,500	226,500
	Operations Manager	83,750	101,000	120,500	159,000
	Banking Operations Specialist (5+ Years)	55,250	66,000	79,000	104,250

# Accounting and Finance Salaries

## FINANCIAL SERVICES

	TITLE	25th	50th	75th	95th
Operations (cont.)	Banking Operations Specialist (3 to 5 Years)	44,500	53,000	64,750	84,250
	Banking Operations Specialist (1 to 3 Years)	36,750	44,750	53,500	70,000
	Fund Operations Specialist (5+ Years)	58,000	69,250	83,000	108,250
	Fund Operations Specialist (3 to 5 Years)	46,500	56,000	67,250	88,000
	Fund Operations Specialist (1 to 3 Years)	40,250	48,250	58,500	75,750
	Client Service Representative (5+ Years)	68,500	82,250	99,000	130,750
	Client Service Representative (3 to 5 Years)	52,500	63,000	76,750	100,250
	Client Service Representative (1 to 3 Years)	42,500	50,500	60,500	80,250
	Sales/Trader Assistant	50,000	60,000	72,250	95,500
	Performance Analyst	54,250	65,250	78,750	103,250
	Loan Processor	34,000	40,000	48,750	63,500
	Loan Administrator	28,250	33,750	40,250	53,000
	Mortgage Underwriter	55,250	66,250	79,250	104,250
	Mortgage Processor	29,500	35,250	43,500	57,250

# Accounting and Finance Salaries

## HEALTHCARE

	TITLE	25th	50th	75th	95th
<b>Healthcare</b>	Revenue Cycle Director	79,000	95,750	115,500	150,000
	Medical Billing Manager/Supervisor	53,750	64,750	75,750	98,250
	Medical Collections Manager/Supervisor	53,000	63,500	75,500	98,250
	Revenue Cycle Analyst	46,250	55,750	67,000	86,500
	Medical Biller	29,750	35,750	42,750	59,750
	Denials Specialist	31,500	36,750	44,750	58,500
	Medical Collections Specialist	29,750	35,000	43,000	60,500
	Payment Poster	29,250	34,500	41,750	54,250
	Charge Entry Clerk	27,500	32,750	40,250	52,750
	Claims Examiner Analyst	44,250	53,000	63,500	83,500
	Claims Processor	31,000	35,500	42,500	55,750

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us



# Adjusting Salaries

Due to cost of living, the availability of talent and other factors, starting salaries vary by market. We place candidates in cities across the United States and use what we learn each year to set regional variances to help you determine pay in your area. Simply increase or decrease the national starting salary by the percentage listed for your city.

## Alabama

Birmingham ..... -5%  
Huntsville..... -5%  
Mobile.....-14%

## Arizona

Phoenix ..... +17%  
Tucson..... +7%

## Arkansas

Fayetteville ..... -5%  
Little Rock ..... -5%

## California

Fresno ..... -8%  
Irvine..... +30%

Los Angeles ..... +32%  
Monterey ..... +15%  
Oakland..... +34%  
Ontario ..... +20%  
Sacramento ..... +8%  
San Diego ..... +29%  
San Francisco..... +41%  
San Jose..... +40%  
San Rafael ..... +32%  
Santa Barbara..... +27%  
Santa Rosa ..... +22%  
Stockton ..... -13%

## Colorado

Boulder ..... +19%  
Colorado Springs.. +0%

Denver ..... +11%  
Fort Collins..... +0%  
Greeley ..... -11%  
Loveland..... -5%  
Pueblo.....-15%

## Connecticut

Hartford ..... +17%  
New Haven..... +12%  
Stamford..... +31%

## Delaware

Wilmington ..... +5%

## District of Columbia

Washington..... +33%

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

### Florida

Fort Myers .....	-8%
Jacksonville.....	-3.5%
Melbourne.....	-9%
Miami/ Fort Lauderdale....	+6%
Orlando .....	+1%
St. Petersburg .....	-1.5%
Tampa.....	+0.5%
West Palm Beach....	+4%

### Georgia

Atlanta .....	+6%
Macon .....	-18%
Savannah .....	-13%

### Hawaii

Honolulu .....	+7%
----------------	-----

### Idaho

Boise.....	-11%
------------	------

### Illinois

Chicago .....	+24%
Hoffman Estates ...	+12%

Naperville.....	+12%
Rockford.....	-15%

### Indiana

Fort Wayne .....	-16%
Indianapolis .....	-3%

### Iowa

Cedar Rapids .....	-5%
Davenport .....	-4%
Des Moines.....	+2%
Sioux City .....	-16%
Waterloo/ Cedar Falls.....	-12%

### Kansas

Overland Park.....	+1%
--------------------	-----

### Kentucky

Lexington .....	-8.5%
Louisville.....	-8%

### Louisiana

Baton Rouge .....	-1%
New Orleans .....	-1%

### Maine

Portland.....	-5%
---------------	-----

### Maryland

Baltimore.....	+3%
----------------	-----

### Massachusetts

Boston.....	+34%
Springfield .....	+1%

### Michigan

Ann Arbor.....	+1%
Detroit.....	+0%
Grand Rapids.....	-14%
Kalamazoo .....	-20%
Lansing.....	-15%

### Minnesota

Bloomington .....	+6.5%
Duluth .....	-20.4%
Minneapolis .....	+7%
Rochester.....	+2%
St. Cloud .....	-14%
St. Paul .....	+4%

### Missouri

Kansas City.....	-0.5%
St. Joseph .....	-10%
St. Louis.....	+0.5%

### Nebraska

Omaha .....	+0%
-------------	-----

### Nevada

Las Vegas .....	+2%
Reno .....	+1%

### New Hampshire

Manchester.....	+12%
Nashua .....	+14%

### New Jersey

Mount Laurel.....	+15%
Paramus .....	+30%
Princeton .....	+25%
Woodbridge.....	+26.5%

### New Mexico

Albuquerque .....	-8.5%
-------------------	-------

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

### New York

Albany.....	-4%
Buffalo .....	-6.5%
Long Island .....	+25%
New York.....	+40.5%
Rochester.....	-6.5%
Syracuse .....	-9.7%

### North Carolina

Charlotte .....	+3.5%
Greensboro .....	+0%
Raleigh .....	+4%

### Ohio

Akron .....	-11%
Canton .....	-18%
Cincinnati .....	-2.5%
Cleveland .....	-4%
Columbus .....	-2%
Dayton .....	-13%
Toledo.....	-14%
Youngstown .....	-24%

### Oklahoma

Oklahoma City .....	-7%
Tulsa .....	-7%

### Oregon

Portland.....	+11%
---------------	------

### Pennsylvania

Harrisburg .....	-5%
Lehigh Valley.....	+0%
Philadelphia .....	+15%
Pittsburgh .....	-2%
Reading .....	-5%

### Rhode Island

Providence.....	+1.5%
-----------------	-------

### South Carolina

Charleston.....	-4%
Columbia .....	-6%
Greenville.....	-4%

### South Dakota

Sioux Falls.....	-16%
------------------	------

### Tennessee

Chattanooga .....	-11%
Cool Springs.....	+1%
Knoxville.....	-11%
Memphis .....	-4.5%
Nashville .....	+2%

### Texas

Austin .....	+9%
Dallas .....	+11%
El Paso .....	-28%
Fort Worth .....	+10%
Houston .....	+9.5%
Midland/Odessa ...	+8%
San Antonio .....	+1%

### Utah

Salt Lake City .....	+9%
----------------------	-----

### Virginia

Norfolk/ Hampton Roads ...	-1.5%
Richmond .....	-1%
Tysons Corner .....	+32%

### Washington

Seattle.....	+27%
Spokane .....	-18%

### Wisconsin

Appleton.....	-15%
Green Bay .....	-13.5%
Madison .....	+1%
Milwaukee .....	+2%
Waukesha.....	+1%

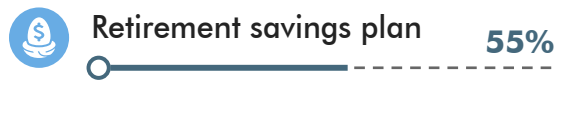
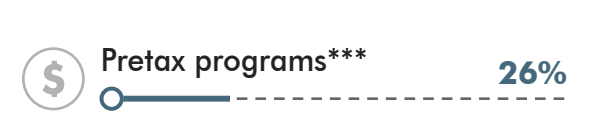
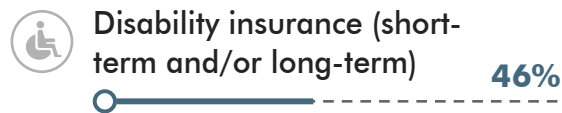
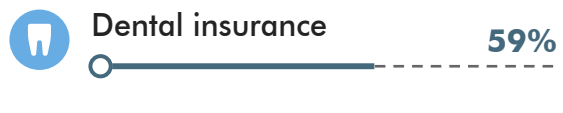
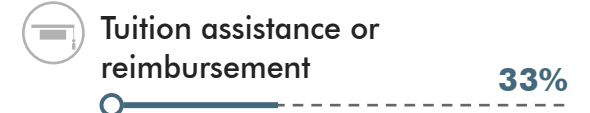
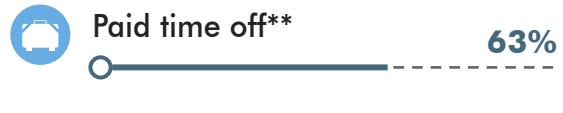
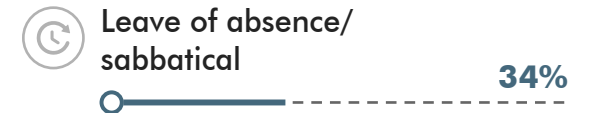
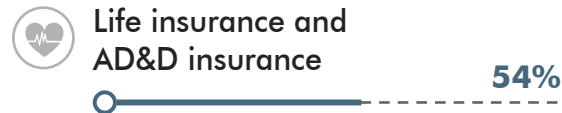
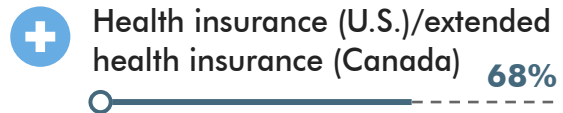
# Benefits and Perks

Benefits and perks can play as significant a role as salary in your ability to attract and retain top talent. See what other firms offer, and what workers want, so you can keep pace.

## Health insurance tops workers' benefits wish list\*

● Most wanted benefits

■ Percentage of companies offering



Footnotes and survey details are on Page 33.



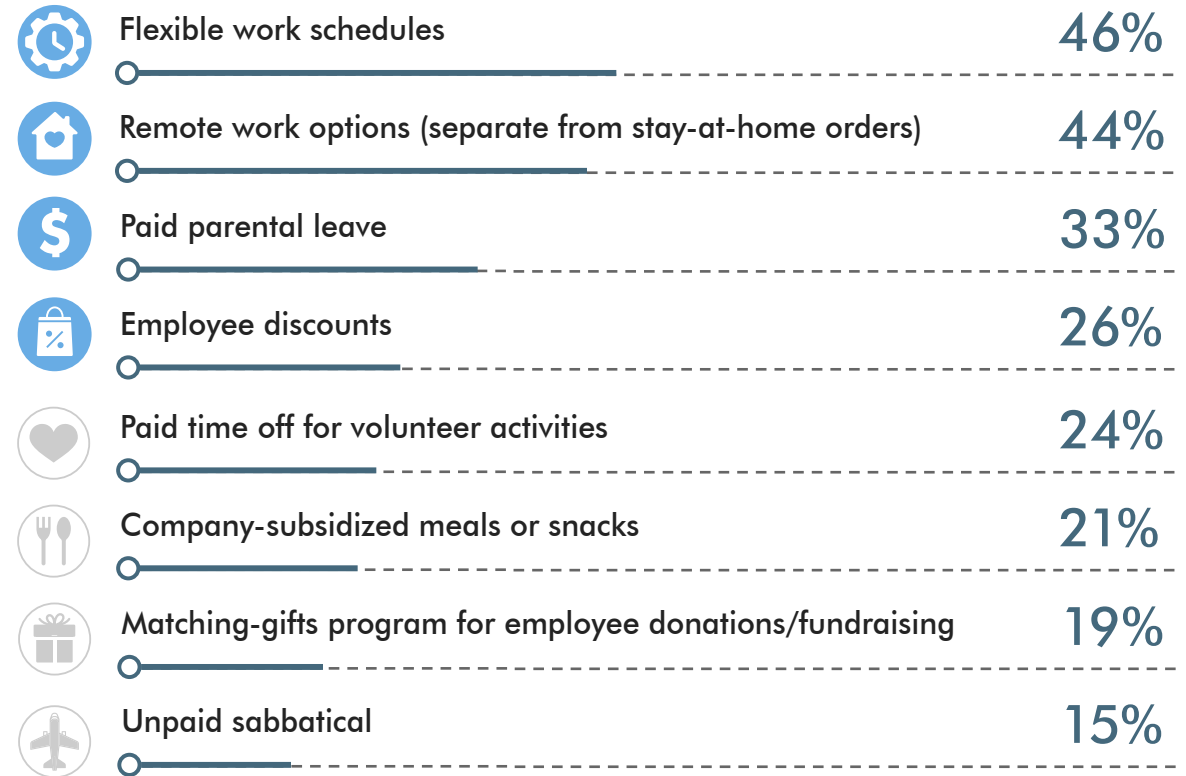
## Employees want to work from home more



Average number of days per week employees prefer to work from home after stay-at-home advisories are lifted

## Flexible schedules most valued perk\*

● Most wanted perks  
■ Percentage of companies offering



Footnotes and survey details are on Page 33.

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

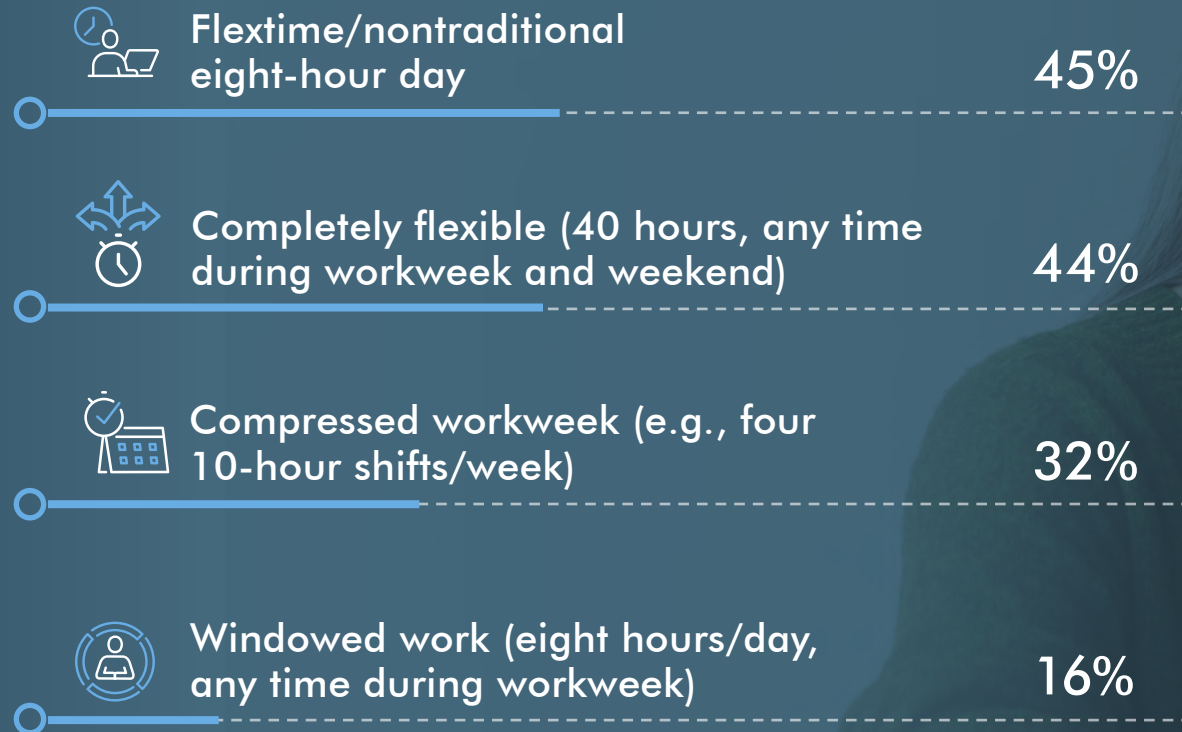
Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

# Employees' preferred flexible work options\*



\* Multiple responses were permitted. Top responses are shown.

\*\* Paid time off includes vacation, sick days and paid holidays.

\*\*\* Examples of pretax programs include commuter benefits, flexible spending accounts and health savings accounts.

Source: Robert Half surveys of 500 HR managers and more than 1,500 workers in the U.S. and Canada

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

# Instantly Calculate Local Salaries

Tailor the listed salaries in this guide to your area. Get a custom pay range for more than 550 cities in just a few clicks.

[See Local Salaries](#)



## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

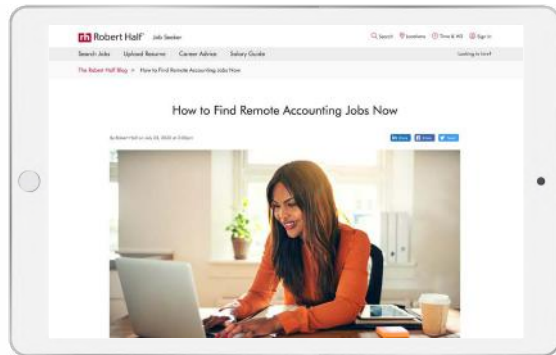
Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

# Resources



## The Robert Half Blog

Tips, advice and insights for hiring skilled workers or landing a new job

[Visit the Blog →](#)



## Managing and Hiring in the COVID-19 Era

10 lessons learned from the pandemic and how they can be applied to your organization

[Read the Report →](#)



## The Protiviti View

Perspectives on market trends, business developments and risks

[Visit the Blog →](#)

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

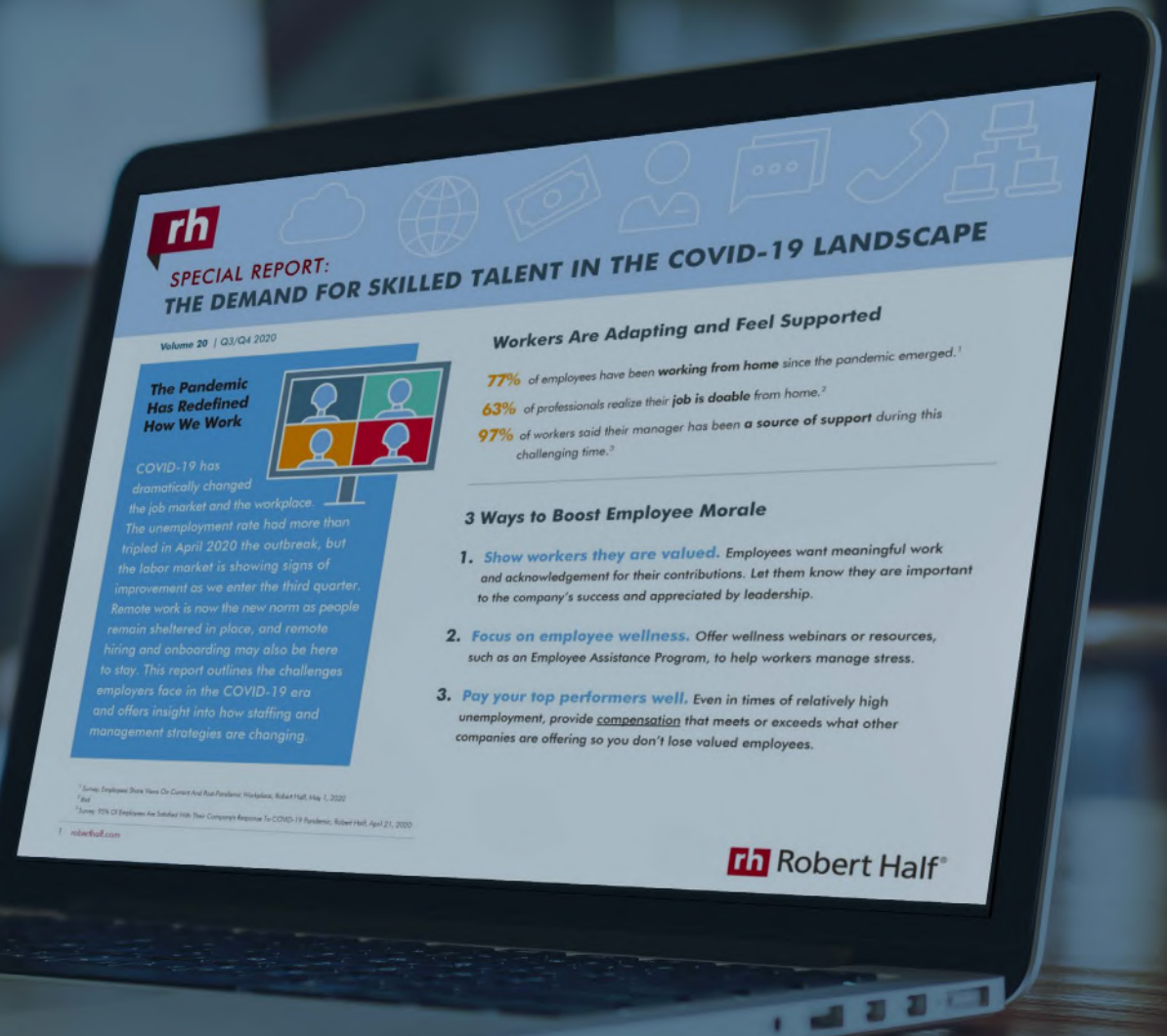
Resources

About Us

# The Demand for Skilled Talent

Gain insights to help you attract and keep the best talent, plus learn about labor market data and in-demand positions.

[Get Full Report](#)



## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us



# About Us

Hiring top talent isn't easy, and the global pandemic and economic uncertainty have only added to that challenge. Let Robert Half help you find the skilled accounting and finance professionals you need to thrive.

Our wide range of solutions means you no longer need multiple agencies for multiple needs. Robert Half offers the following staffing services:

- **Full-time hiring** — We help you hire at every level, from early-career professionals to CFOs and senior executives.
- **Flexible staffing** — Hire for one day, one week, months or as long as you need, as well as for recurring or long-term projects when continuity is key through our Salaried Professional Service.
- **Managed Business Services** — Managed Business Services blends Protiviti's unmatched consulting experience and Robert Half's deep operational expertise to build resource teams, customized with clients, to address any challenge.



Contact your [local office](#) or call **1.844.900.0333** to learn how we can help you find skilled professionals for your organization.

## Quick Links

Hiring Trends

Using the  
Salary Tables

Salaries

Adjusting  
Salaries

Benefits  
and Perks

Resources

About Us

## Our specialized services

- **Accountemps:** Accounting and finance professionals on a temporary and temporary-to-hire basis
- **Robert Half Finance & Accounting:** Accounting and finance professionals on a full-time basis
- **Robert Half Management Resources:** Senior-level accounting, finance and business systems professionals on a project and interim basis
- **Robert Half Financial Services:** Financial services professionals on a full-time, temporary and project basis
- **Protiviti:** Global consulting firm providing consulting and managed solutions in finance, technology, operations, data, analytics, governance, risk and internal audit

## Delivering value to you



Remote staffing options — millions of candidates and the right setup so they can work securely from anywhere



Single provider for complex projects — strategic plan, project oversight, skilled staff



Consulting solutions from Protiviti



Flexible, cost-effective staffing services that can scale quickly to meet business demands



Your satisfaction guaranteed. Contact your local office for more details.

[Hire Talent Today](#)

# Achieve more with Robert Half.

1.844.900.0333 | [roberthalf.com](https://roberthalf.com)

 **Accountemps®**  
A Robert Half Company

 **Robert Half®**  
Finance & Accounting

 **Robert Half®**  
Management Resources



 **Robert Half®**

All trademarks contained herein are the property of their respective owners. © 2020 Robert Half International Inc. An Equal Opportunity Employer M/F/Disability/Veterans. RH-0820  
The Salary Guide is solely for noncommercial use, and the copyright is the exclusive property of Robert Half International Inc. This guide shall not be reproduced or disseminated in any part without Robert Half's written permission. Protiviti is not licensed or registered as a public accounting firm and does not issue opinions on financial statements or offer attestation services.