2014 Salary Guide: Where are Salaries Headed?

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How do employees feel about their compensation and their futures?

- ▶ 34% Are happy with their compensation
- ▶ 33% Are okay with it, but would like to make more money
- ▶ 16% Are okay with it, but would like more benefits and perks
- ▶ 25% Are unhappy with their compensation

What are people looking for in a new position?

- ► 69% Higher pay
- ▶ 29% Career change
- ▶ 22% Flexible work schedule
- ▶ 21% Retirement package
- ▶ 20% More time off
- ▶ 18% Shorter commute

Young workers vs. Mature workers

- "Coming out of college and looking for jobs, [young people] have to pay down those loans...and they need to have cash in their pockets."
- When it comes to older employees, middle aged to older employees tend to have a stronger overall focus on fringe benefits, especially on retirement income and especially on the cost and coverage specifications of healthcare."
 - David Lewin, Neil H. Jacoby Chair in Management at UCLA Anderson School of Management.

Understanding Salary Trends

- ► Salaries can be affected by many factors
 - ► Company size
 - ▶ Benefits offered
 - **▶**Location
 - ► Educational Requirements
 - ► Supply/Demand

Variances[®]

- Salaries vary from region to region
- Determine the most accurate salary ranges for your specific market

Example:



Financial Analyst working for a small company in the Northeast has a salary between \$41,277 - \$65,237.

The company is based in Boston, MA

The salary range for Boston \$46,205 - \$73,026

Variances

A Customer Services Manager working for a large company in the West has a salary between \$108,255 and \$159,095



The company is based in Tuscon, AZ.

\$108,255 - 8.93% = \$98,588

\$159,095 - 8.93% = \$144,888

The salary range for Tuscon, AZ would be \$98,588 - \$144,888

Albuquerque, NM	-3.12%	Honolulu, HI	11.39%	Paramus, NJ	13.66%
Arlington, TX	1.63%	Houston, TX	2.07%	Philadelphia, PA	6.07%
Atlanta, GA	1.76%	Indianapolis, IN	-0.83%	Phoenix, AZ	1.58%
Austin, TX	-2.38%	Jacksonville, FL	-1.68%	Pittsburgh, PA	0.00%
Baltimore, MD	5.87%	Kansas City, MO	0.18%	Portland, OR	3.62%
Bloomington, MN	6.41%	La Palma, CA	8.34%	Princeton, NJ	16.53%
Boston, MA	11.94%	Las Vegas, NV	2.44%	Raleigh, NC	1.70%
Boulder, CO	2.52%	Livingston, NJ	14.42%	Richmond, VA	1.19%
Burbank, CA	3.59%	Long Beach, CA	9.71%	Sacramento, CA	8.14%
Charlotte, NC	1.42%	Los Angeles, CA	11.60%		0.53%
Chicago, IL	7.93%	Louisville, KY	-0.72%	Saint Louis, MO	
Cincinnati, OH	-0.39%	Melville, NY	2.70%	Salt Lake City, UT	-2.31%
Cleveland, OH	3.18%	Memphis, TN	-3.72%	San Antonio, TX	-4.00%
Colorado Springs, CO	-5.55%	Mesa, AZ	1.58%	San Diego, CA	7.29%
Columbus, OH	1.38%	Miami, FL	0.37%	San Francisco, CA	21.02%
Dallas, TX	2.28%	Milwaukee, WI	-2.13%	San Jose, CA	15.23%
Denver, CO	3.28%	Minneapolis, MN Nashville, TN	6.92%	San Mateo, CA	21.01%
Detroit, MI	4.70%	New Orleans, LA	-4.99% 2.09%	Schaumburg, IL	7.10%
Duluth, GA	2.04%	New York, NY	17.88%	Seattle, WA	9.45%
Edison, NJ	16.27%	Newport Beach, CA	9.74%	Stamford, CT	8.60%
El Paso, TX	-4.63%	Northbrook, IL	7.31%	Tacoma, WA	8.33%
Fort Worth, TX	-0.67%	Oakland, CA	8.88%	Tampa, FL	-3.10%
Fresno, CA	-7.26%	Oklahoma, OK	-2.58%	Tuscon, AZ	-8.93%
Greensboro, NC	-1.50%	Omaha, NE	-2.62%	Tulsa, OK	-1.93%
Hartford, CT	8.47%	Ontario, CA	6.41%	Virginia Beach, VA	-2.19%
Hernon, VA	9.35%	Orlando, FL	-3.08%	Washington, DC	11.44%

Finance & Accounting

		A/P – A/R Manager	Accountant	Accountant
Market	Company Size	Salary Range	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	57,770 - 114,070 83,147 - 139,447 114,070 - 170,370	38,692 - 57,245 47,597 - 66,150 57,245 - 75,798	43,261 – 67,533 43,624 – 69,598 45,326 – 69,939
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	58,128 - 114,433 84,670 - 140,975 114,433 - 170,738	39,103 - 57,568 47,344 - 65,809 57,568 - 76,033	43,485 - 68,173 43,810 - 70,308 45,620 - 70,395
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	54,110 - 106,312 77,880 - 130,082 106,312 - 158,514	35,863 - 53,063 43,725 - 60,925 53,063 - 70,263	40,343 - 62,979 40,702 - 64,914 42,278 - 65,046
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	52,220 - 103,009 76,067 - 126,856 103,009 - 153,798	35,112 - 52,209 43,066 - 60,163 52,209 - 69,306	39,295 - 61,447 39,619 - 63,463 41,311 - 63,525
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	58,498 - 114,703 84,028 - 140,233 114,703 - 170,908	39,072 - 57,984 47,450 - 66,362 57,984 - 76,896	43,418 – 68,265 43,758 – 70,359 45,512 – 70,567

Financial Reporting

Finance and Accounting

		Controller	Financial Analyst	Analyst
Market	Company Size	Salary Range	Salary Range	Salary Range
Northeast - CT, MA, ME, NH, NY, RI, VT	Small Medium Large	117,450 - 380,054 221,726 - 484,330 380,054 - 642,658	41,277 - 65,237 52,997 - 76,957 65,237 - 89,197	64,530 – 93,256 65,792 – 95,990 67,264 – 98,721
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	119,077 - 379,948 220,781 - 481,652 379,948 - 640,819	41,676 - 66,129 53,562 - 78,015 66,129 - 90,582	64,876 – 94,160 66,189 – 96,830 67,546 – 99,542
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	110,022 - 352,823 206,045 - 448,846 352,823 - 595,624	38,568 - 60,895 49,027 - 71,354 60,895 - 83,222	60,097 – 86,892 61,362 – 89,371 62,576 – 91,920
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	107,248 - 347,373 200,247 - 440,372 347,373 - 587,498	37,609 - 58,848 48,383 - 69,622 58,848 - 80,087	58,730 – 84,779 59,857 – 87,186 61,138 – 89,650
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	118,577 - 380,245 223,395 - 485,063 380,245 - 641,913	41,769 - 65,488 53,414 - 77,133 65,488 - 89,207	64,992 – 94,095 66,319 – 96,770 67,666 – 99,568

Sr. Financial

Human Resources

		HR Business Partner	Manager, Training & Development	g HR Corporate Recruiter	VP, Human Resources
Market	Company Size	Salary Range	Salary Range	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	67,472 - 114,103 67,937 - 116,472 90,747 - 137,378	110,922 - 300,958 191,288 - 381,324 300,958 - 490,994	57,751 – 83,361 59,640 – 85,902 60,292 – 85,597	141,614 - 493,328 280,123 - 631,837 493,328 - 845,042
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	62,368 - 104,099 62,924 - 104,833 63,959 - 105,690	113,182 - 302,824 192,861 - 382,503 302,824 - 492,466	56,549 - 83,911 57,223 - 84,332 60,140 - 87,501	142,786 - 497,906 280,752 - 635,872 497,906 - 853,026
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	58,185 – 99,079 58,243 – 99,672 98,980 – 139,874	103,897 - 283,873 178,638 - 358,614 283,873 - 463,849	52,835 - 77,832 54,087 - 78,860 56,364 - 81,361	133,010 - 459,662 262,057 - 588,709 459,662 - 786,314
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	56,904 – 95,285 57,517 – 96,327 76,648 – 115,029	100,871 - 274,239 174,480 - 347,848 274,239 - 447,607	51,738 – 75,264 53,140 – 75,576 63,087 – 86,614	128,178 442,081 252,792 566,695 442,081 755,984
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	61,637 – 103,816 62,064 – 113,055 71,553 – 146,706	112,660 - 302,931 193,124 - 383,395 302,931 - 493,202	57,393 – 83,712 59,400 – 84,493 70,818 – 97,137	140,972 - 489,622 279,693 - 628,343 489,622 - 838,272

Management

		Manager	sales Manager	Manager	Manager
Market	Company Size	Salary Range	Salary Range	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	73,367 - 134,888 101,727 - 163,248 134,888 - 196,409	86,397 – 149,187 97,111 – 174,569 111,779 – 205,434	53,543 - 110,037 76,306 - 132,800 110,037 - 166,531	59,229 - 107,235 81,689 - 129,695 107,235 - 155,241
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	74,339 - 135,997 102,052 - 163,710 135,997 - 197,655	86,635 – 149,608 97,545 – 174,742 111,769 – 205,519	53,930 - 110,942 76,474 - 133,486 110,942 - 167,954	59,575 - 107,428 82,412 - 130,265 107,428 - 155,281
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	68,855 - 125,214 94,524 - 150,883 125,214 - 181,573	80,978 - 139,261 91,198 - 162,531 104,249 - 191,314	50,001 - 102,965 70,974 - 123,938 102,965 - 155,929	55,993 - 100,971 76,997 - 121,975 100,971 - 145,949
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	66,985 - 121,448 91,680 - 146,143 121,448 - 175,911	77,420 – 134,421 87,035 – 157,206 100,206 – 184,705	48,642 - 101,069 68,839 - 121,266 101,069 - 153,496	53,672 - 97,172 73,584 - 117,084 97,172 - 140,672
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	73,848 - 135,504 102,190 - 163,846 135,504 - 197,160	85,525 – 148,658 96,263 – 173,866 110,734 – 203,799	54,110 - 111,537 76,883 - 134,310 111,537 - 168,964	59,410 - 106,067 81,369 - 128,026 106,067 - 152,724

Sales Manager

Client Relations

Customer

Relationship

Project

Management

		Manager	Manager	Manager	Developer
Market	Company Size	Salary Range	Salary Range	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	67,973 – 126,605 70,100 -131,608 72,975 – 136,196	73,594 – 125,440 75,547 – 130,933 79,086 – 136,618	88,717 - 152,726 90,559 - 158,443 94,434 - 163,907	90,161 – 148,994 92,935 – 158,514 99,681 – 168,360
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	67,950 – 126,223 69,934 – 131,044 72,771 – 135,982	74,667 – 123,465 77,896 – 125,970 77,172 – 134,275	88,975 - 154,287 90,728 - 159,644 94,332 - 165,042	83,834 - 138,676 86,333 - 147,309 92,467 - 157,170
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	63,351 – 117,887 65,185 – 122,458 67,922 – 126,993	67,793 – 119,411 68,325 – 124,611 72,994 – 125,254	82,747 - 142,048 84,641 - 147,203 87,902 - 152,209	78,367 – 130,412 80,703 – 138,718 86,673 – 147,067
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	60,808 - 113,573 62,677 - 118,131 65,366 - 122,429	66,912 – 114,501 71,108 – 122,900 75,311 – 125,945	80,409 - 138,836 82,154 - 143,746 85,320 - 148,640	75,441 – 125,167 77,471 – 133,327 83,601 – 141,013
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	67,392 – 125,159 69,507 – 130,104 72,337 – 134,955	74,242 – 126,597 77,226 – 133,385 82,435 – 134,789	89,394 – 154,167 91,495 – 159,852 95,079 – 165,115	82,688 – 136,781 85,551 – 145,814 91,721 – 153,943

Operations

Quality

Assurance

Program

Organizational

Analysts

		Business Analyst	Data Analyst
Market	Company Size	Salary Range	Salary Range
Northeast - CT, MA, ME, NH, NY, RI, VT	Small Medium Large	46,903 - 74,667 47,278 - 75,345 47,689 - 75,452	50,351 – 79,969 50,799 – 80,525 50,907 – 80,625
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	46,707 - 75,149 47,025 - 75,534 47,488 - 75,931	46,948 – 74,379 47,370 – 74,959 47,754 – 75,185
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	43,667 - 69,755 43,975 - 70,263 44,344 - 70,432	44,079 - 70,201 44,422 - 70,603 44,839 - 70,961
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	41,860 – 67,260 42,138 – 67,735 42,549 – 67,948	42,619 – 66,826 42,885 – 67,221 43,314 – 67,521
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	46,341 – 74,079 46,658 – 74,692 47,170 – 74,907	46,840 – 74,201 47,177 – 74,655 47,547 – 74,908

Marketing

		Assistant	Analyst	Marketer	Manager
Market	Company Size	Salary Range	Salary Range	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	31,156 - 49,379 31,554 - 50,151 31,928 - 50,424	42,486 - 73,989 43,140 - 75,420 43,916 - 77,635	46,672 - 94,516 67,835 - 115,679 94,516 - 142,360	64,744 - 138,760 105,356 - 179,372 138,760 - 212,776
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	31,206 - 49,888 31,568 - 50,566 31,884 - 50,914	42,158 - 74,372 42,821 - 75,781 43,566 - 77,892	47,102 - 94,536 69,079 - 116,513 94,536 - 141,970	64,305 - 139,205 106,970 - 181,870 139,205 - 214,105
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	28,897 - 46,040 29,315 - 46,692 29,549 - 47,078	39,606 - 69,032 40,209 - 70,366 40,941 - 72,215	43,541 - 87,913 63,032 - 107,404 87,913 - 132,285	60,220 - 129,323 98,093 - 167,196 129,323 - 198,426
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	28,195 - 44,820 28,510 - 45,477 28,852 - 45,785	38,039 - 66,689 38,602 - 68,017 39,367 - 69,785	42,064 - 85,779 62,121 - 105,836 85,779 - 129,494	58,409 - 126,186 96,772 - 164,549 126,186 - 193,963
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	31,315 - 49,760 31,692 - 50,413 31,968 - 50,856	41,292 – 74,197 41,913 – 75,623 42,719 – 77,568	46,699 - 95,137 68,691 - 117,129 95,137 - 143,575	64,652 - 139,115 106,901 - 181,364 139,115 - 213,578

Marketing

Internet

Social Media

Marketing

Administrative

Executive Management

Chief Compliance Officer

Chief Executive Officer

Market	Company Size	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	100-414 - 172,676 124,823 - 197,085 172,676 - 244,938	556,276 – 2,713,747 1,285,671 - 3,443,142 2,713,747 - 4,871,218
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small	101,138 - 173,056	552,501 – 2,769,106
	Medium	126,988 - 198,906	1,298,827 – 3,515,432
	Large	173,056 - 244,974	2,769,106 – 4,985,711
Midwest – IA, IL, IN, KS, MI,	Small	92,933 - 161,251	511,241 - 2,534,292
MN, MO, ND, NE, OH, SD,	Medium	117,738 - 186,056	1,187,470 - 3,210,521
WI	Large	161,251 - 229,569	2,534,292 - 4,557,343
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small	90,047 - 156,403	498,342 - 2,482,753
	Medium	114,197 - 180,553	1,166,835 - 3,151,246
	Large	156,403 - 222,759	2,482,753 - 4,467,164
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	100,571 - 172,252 125,895 - 197,576 172,252 - 243,933	559,931 - 2,772,842 1,294,112 - 3,507,023 2,772,842 - 4,985,753

Executive Management

		Chief Marketing Officer	Chief Operating Officer
Market	Company Size	Salary Range	Salary Range
Northeast – CT, MA, ME, NH, NY, RI, VT	Small Medium Large	124,575 - 434,147 249,815 - 559,387 434,147 - 743,719	319,635 - 1,467,008 706,045 - 1,853,418 1,467,008 - 2,614,381
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	125,978 - 441,236 251,364 - 566,622 441,236 - 756,494	321,940 - 1,474,636 715,420 - 1,868,116 1,474,636 - 2,627,332
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	116,454 - 409,094 235,163 - 527,803 409,094 - 701,734	297,599 - 1,361,774 661,329 - 1,725,504 1,361,774 - 2,425,949
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	112,948 - 394,018 229,230 - 510,300 394,018 - 675,088	290,672 - 1,327,417 645,930 - 1,682,675 1,327,417 - 2,364,162
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	126,905 - 440,514 253,223 - 566,832 440,514 - 754,123	320,442 - 1,473,681 714,247 - 1,867,486 1,473,681 - 2,626,920

Executive Management

			Chief Information Officer
Market	Company Size	Salary Range	Salary Range
Northeast - CT, MA, ME, NH, NY, RI, VT	Small Medium Large	234,740 - 997,774 502,976 - 1,266,010 997,774 - 1,760,808	160,850 - 531,671 302,343 - 673,164 531,671 - 902,492
Mid-Atlantic – DE, MD, NJ, PA, VA, WV, Washington DC	Small Medium Large	235,381 - 1,004,492 504,342 - 1,273,453 1,004,492 - 1,773,603	161,624 - 532,634 301,982 - 672,992 532,634 - 903,644
Midwest – IA, IL, IN, KS, MI, MN, MO, ND, NE, OH, SD, WI	Small Medium Large	216,616 - 929,041 469,743 - 1,182,168 929,041 - 1,641,466	150,102 - 495,654 281,575 - 627,127 495,654 - 841,206
South AL, AR, FL, GA, KY, LA, MS, NC, OK, SC, TN, TX	Small Medium Large	212,843 - 902,006 457,435 - 1,146,598 902,006 - 1,591,169	143,446 - 475,109 272,069 - 603,732 475,109 - 806,772
West AK, AZ, CA, CO, HI, ID, MI, NM, NV, OR, UT, WA, WY	Small Medium Large	235,796 - 1,003,264 510,312 - 1,277,780 1,003,264 - 1,770,732	159,739 - 525,377 298,456 - 664,094 525,377 - 891,015

Additional Resources

- ► GSBM Website
 - ▶ Career Resources
 - ► Career Links
- Salary.com Salary information provided for specific jobs within over 50 industries geographically by city.
- <u>Bureau of Labor Statistics</u> National Compensation Survey provided by BLS, broken down by industries, locations, and disciplines.
- Salary Expert Contains over 1000 job titles and can be searched by location.
- Salary Calculator Compare the cost of living in hundreds of U.S. and international cities.
- Wall Street Journal A comprehensive job resource with categories including: career strategies, business schools, college rankings, education, career guides, job search, and student journal.
- PayScale Salary comparisons, salary surveys and wage searches.
- Robert Half Technology Information technology salary data and trends.
- SalaryList.com Salary listings for finance, business and other jobs.

Labor Market Info

www.labormarketinfo.edd.ca.gov

- ► Unemployment Rates
- ► UI Benefits Info
- Growing Industries by occupation/location

Thank you!

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