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The promise of people.<sup>SM</sup>

# 2017 Salary Guide



**digitalpeople**<sup>®</sup>  
Creative, Interactive & Marketing Recruiters

**HUNTER HAMILTON**  
FINANCE+ACCOUNTING\*

**PRO STAFF**<sup>®</sup>  
Administrative • Light Industrial

**Technical ProSource**<sup>®</sup>

**WARE**  
TECHNOLOGY SERVICES\*

# Welcome to the 2017 Salary Guide!

A competitive compensation strategy is critical to recruiting and retaining the best people. This guide is designed to help you better understand national and local pay rates as you build and maintain your workforce.

The salary ranges provided on the following pages reflect the national averages for each position. To determine the estimated pay range for a position in your area, locate your geographical wage differential and multiply this number by the low and high ends of the range.

## Geographical Wage Differentials

Market	Geo Wage Differential
Atlanta-Sandy Springs-Roswell, GA	1.05
Bellevue, WA	1.25
California	1.15
Chicago, IL	1.11
Dallas-Fort Worth, TX	1.05
Greenville/Simpsonville, SC	0.81
Herndon, VA (DC)	1.67
Kansas City, MO-KS	0.95
Los Angeles, CA	1.10
New Jersey	1.18
New York City, NY	1.39
North Carolina	0.88
San Jose-Sunnyvale-Santa Clara, CA	2.03

# Atterro 2017 Salary Guide

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# Administrative Salary Ranges

[Salary data reflects the national average for 2-5 years of experience within that position.]

Administrative	Salary	Hourly
HR Assistant	\$34,124 - \$45,804	\$16.41 - \$22.02
Administrative Assistant	\$34,043 - \$46,636	\$16.37 - \$22.42
Senior Administrative Assistant	\$38,367 - \$51,380	\$18.45 - \$24.70
Executive Assistant	\$51,174 - \$74,578	\$24.60 - \$35.85
Project Manager	\$92,602 - \$139,325	\$44.52 - \$66.98

Clerical	Salary	Hourly
General Office Clerk	\$24,880 - \$32,102	\$11.96 - \$15.43
Data Entry	\$25,212 - \$33,404	\$12.12 - \$16.06
Senior Data Entry	\$31,446 - \$42,289	\$15.12 - \$20.33

Customer Service	Salary	Hourly
Call Center Representative	\$25,124 - \$35,357	\$12.08 - \$17.00
Bi-Lingual Call Center Representative	\$29,628 - \$41,584	\$14.24 - \$19.99
Customer Service Representative	\$29,951 - \$41,901	\$14.40 - \$20.14
Senior Customer Service Representative	\$34,801 - \$46,768	\$16.73 - \$22.48
Technical Services Representative	\$41,664 - \$57,078	\$20.03 - \$27.44
Customer Service Supervisor	\$48,266 - \$68,489	\$23.21 - \$32.93
Customer Service Manager	\$68,409 - \$95,867	\$32.89 - \$46.09

Receptionist	Salary	Hourly
Receptionist	\$26,669 - \$35,439	\$12.82 - \$17.04
Office Supervisor	\$43,873 - \$61,325	\$21.09 - \$29.48
Office Manager	\$49,139 - \$65,916	\$23.62 - \$31.69

Accounting/Collections	Salary	Hourly
Credit and Collection Representative	\$29,139 - \$39,294	\$14.01 - \$18.89
Accounts Payable Clerk	\$34,101 - \$45,081	\$16.39 - \$21.67
Accounts Receivable Clerk	\$35,296 - \$46,638	\$16.97 - \$22.42
Credit Analyst	\$46,661 - \$63,751	\$22.43 - \$30.65

Medical	Salary	Hourly
Medical Collections	\$29,193 - \$40,092	\$14.04 - \$19.28
Insurance Verification	\$29,304 - \$41,119	\$14.09 - \$19.77
Medical Billing	\$30,203 - \$41,675	\$14.52 - \$20.04
Medical Coder	\$34,963 - \$47,108	\$16.81 - \$22.65

# Creative, Interactive & Marketing Salary Ranges

[Salary data reflects the national average for salaries within that position.]

## Creative

Experience	1-3 Years	3-5 Years	5-10 Years
Proofreader	\$37,645	\$43,752	\$47,779
Production Artist	\$39,144	\$47,848	\$52,510
Illustrator	\$48,380	\$58,094	\$67,602
Editor	\$49,701	\$59,857	\$71,486
Copywriter	\$49,848	\$61,239	\$72,319
Graphic Designer	\$50,161	\$63,700	\$73,628
Art Director	\$57,283	\$74,834	\$91,796
Creative Director	\$66,422	\$94,412	\$111,487

## Interactive

Experience	1-3 Years	3-5 Years	5-10 Years
Social Media Specialist	\$48,498	\$59,790	\$70,698
Web Analyst	\$50,717	\$61,377	\$72,321
Web Content Writer	\$50,690	\$62,454	\$73,903
Web Designer	\$50,690	\$67,098	\$79,349
SEO Specialist	\$64,921	\$74,778	\$85,687
Interactive Project Manager	\$63,582	\$82,613	\$91,910
Web Developer	\$66,830	\$76,377	\$95,490
Interactive Marketing Manager	\$75,192	\$91,690	\$101,027
User Experience Designer	\$66,188	\$84,153	\$102,118
Mobile UX Designer	\$68,665	\$87,315	\$105,763
Marketing Technologist	\$87,201	\$105,653	\$151,361

## Marketing

Experience	1-3 Years	3-5 Years	5-10 Years
Marketing Coordinator	\$39,458	\$50,843	\$58,433
Account Manager	\$47,057	\$67,886	\$79,315
Project Manager	\$49,522	\$72,810	\$85,514
Account Supervisor	\$67,167	\$79,490	\$92,736
Marketing Analyst	\$70,591	\$85,704	\$100,031
Marketing Manager	\$80,759	\$94,014	\$109,068
Account Director	\$78,978	\$93,485	\$109,976
Marketing Director	\$89,452	\$106,028	\$123,747

Salary ranges are based on Atterro's expert industry analysis and insight from a leading provider of compensation survey data, as of December 2016. This information is intended to provide general guidance in regard to appropriate salaries. It does not represent actual Atterro talent pay rates.

# Engineering Salary Ranges

[Salary data reflects the national average for 2-8 years of experience within that position.]

## Engineering

Experience	Salary	Hourly
Engineer Reliability	\$63,005 - \$84,292	\$30.29 - \$40.53
Quality Engineer II-III	\$63,273 - \$84,467	\$30.42 - \$40.61
Engineer Production	\$63,706 - \$88,052	\$30.63 - \$42.33
Test Engineer	\$63,859 - \$88,169	\$30.70 - \$42.39
Industrial Engineer II-III	\$66,818 - \$88,414	\$32.12 - \$42.51
Manufacturing Engineer II-III	\$66,250 - \$88,713	\$31.85 - \$42.65
Biomedical Engineer	\$67,092 - \$88,787	\$32.26 - \$42.69
Engineer Product Development	\$65,881 - \$94,319	\$31.67 - \$45.35
Design Engineer II-III	\$71,319 - \$95,147	\$34.29 - \$45.74
Mechanical Engineer II-III	\$72,330 - \$97,145	\$34.77 - \$46.70
R&D Engineer	\$71,450 - \$98,348	\$34.35 - \$47.28
Electrical Engineer II-III	\$76,472 - \$104,217	\$36.77 - \$50.10
Project Engineer	\$84,276 - \$111,294	\$40.52 - \$53.51

## Skilled Professionals

Experience	Salary	Hourly
Drafter/Designer	\$42,581 - \$57,524	\$20.47 - \$27.66
Production Scheduler	\$46,751 - \$64,131	\$22.48 - \$30.83
Buyer/Planner	\$49,848 - \$67,524	\$23.97 - \$32.46
Technical Writer	\$54,245 - \$73,438	\$26.08 - \$35.31
Materials Manager	\$72,731 - \$98,627	\$34.97 - \$47.42

## Skilled Technicians

Experience	Salary	Hourly
Quality Control Technician	\$35,941 - \$48,569	\$17.28 - \$23.35
Biomedical Technician	\$47,210 - \$60,050	\$22.70 - \$28.87
Test Technician	\$44,740 - \$60,081	\$21.51 - \$28.89
Electrical Technician	\$47,481 - \$63,075	\$22.83 - \$30.32
Electromechanical Technician	\$46,681 - \$64,933	\$22.44 - \$31.22

## Designers

Experience	Salary	Hourly
Mechanical Designer I-II	\$48,343 - \$64,825	\$23.24 - \$31.17
Electrical Designer	\$49,084 - \$67,904	\$23.60 - \$32.65

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# Finance & Accounting

## Salary Ranges

[Salary data reflects the national average for salary ranges within that position.]

### Accountant

Experience	1-3 Years	3-5 Years	5-10 Years
Accountant	\$45,806 - \$52,928	\$57,088 - \$71,314	\$59,469 - \$76,522
Cost Accountant	\$50,938 - \$56,203	\$55,969 - \$71,396	\$59,538 - \$83,109
Tax Accountant	\$59,417 - \$67,422	\$66,311 - \$81,192	\$69,252 - \$91,384
Treasury Analyst	\$53,030 - \$64,554	\$64,543 - \$80,783	\$67,366 - \$93,010
Internal Auditor	\$53,715 - \$66,515	\$61,967 - \$79,430	\$68,234 - \$93,811
Business Systems Analyst	\$59,776 - \$67,448	\$67,416 - \$89,543	\$74,672 - \$106,946
SEC Accountant	\$56,430 - \$68,227	\$72,012 - \$86,640	\$82,139 - \$107,791
Financial Analyst	\$51,002 - \$62,968	\$64,435 - \$82,437	\$81,606 - \$113,100

### MANAGEMENT

Experience	1-3 Years	3-5 Years	5-10 Years
Accounts Payable Supervisor	\$50,926 - \$61,243	\$56,264 - \$66,323	\$61,381 - \$81,814
Accounts Receivable Supervisor	\$51,169 - \$61,243	\$56,244 - \$66,323	\$61,449 - \$82,717
Treasury Manager	\$52,884 - \$59,635	\$62,463 - \$86,640	\$78,763 - \$101,267
Accounting Manager	\$63,230 - \$79,469	\$76,582 - \$91,902	\$96,809 - \$107,776
Payroll Manager	\$56,066 - \$72,637	\$68,209 - \$82,171	\$79,670 - \$110,978
Assistant Controller	\$69,370 - \$80,921	\$84,789 - \$103,694	\$97,014 - \$118,086
Credit/Collections Manager	\$53,835 - \$64,480	\$65,982 - \$76,859	\$85,010 - \$118,245
External Reporting Manager	\$63,011 - \$77,638	\$77,638 - \$102,393	\$99,017 - \$132,773
Financial Planning and Analysis Supervisor	\$53,155 - \$69,565	\$70,942 - \$96,911	\$98,422 - \$141,361
Internal Audit Manager	\$73,430 - \$87,051	\$94,557 - \$124,338	\$101,223 - \$143,031
Financial Planning and Analysis Manager	\$61,191 - \$76,942	\$79,092 - \$107,875	\$108,170 - \$152,401
Tax Manager	\$72,635 - \$83,711	\$87,517 - \$117,934	\$108,142 - \$153,235
Director of Finance	\$104,957 - \$128,665	\$116,493 - \$151,746	\$121,651 - \$178,284

### SR. LEADERSHIP

Revenue	\$2M - \$10M	\$10M - \$100M	\$100M - \$500M
Controller	\$81,714 - \$127,942	\$114,432 - \$205,920	\$161,407 - \$256,022
Chief Financial Officer	\$116,392 - \$255,796	\$155,050 - \$307,111	\$243,121 - \$461,176

# Finance & Accounting

## Salary Ranges Continued

[Salary data reflects the national average for salary ranges within that position.]

### Accounting Associates

Experience	1-3 Years	3-5 Years	5-10 Years
Accounting Associate	\$32,482 - \$40,378	\$34,911 - \$43,621	\$37,713 - \$49,882
Accounts Payable Associate	\$33,114 - \$41,576	\$36,825 - \$45,258	\$40,085 - \$52,252
Accounts Receivable Associate	\$34,191 - \$42,883	\$37,982 - \$46,727	\$41,386 - \$54,419
Procurement Associate	\$33,764 - \$43,997	\$37,584 - \$47,928	\$40,942 - \$54,448
Payroll Associate	\$35,761 - \$46,167	\$39,436 - \$50,061	\$42,764 - \$57,291
Bookkeeper	\$37,843 - \$42,055	\$39,802 - \$53,764	\$51,918 - \$66,411
Buyer	\$55,693 - \$62,211	\$60,890 - \$66,750	\$65,896 - \$76,844

### Credit/Collections Associate

Experience	1-3 Years	3-5 Years	5-10 Years
Credit and Collections Representative	\$32,655 - \$37,360	\$34,992 - \$41,638	\$35,050 - \$46,910
Credit Analyst	\$44,457 - \$57,740	\$48,732 - \$62,629	\$52,860 - \$73,024

Salary ranges are based on Atterro's expert industry analysis and insight from a leading provider of compensation survey data, as of December 2016. This information is intended to provide general guidance in regard to appropriate salaries. It does not represent actual Atterro talent pay rates.

# Information Technology

## Salary Ranges

[Salary data reflects the national average for salary ranges within that position.]

### Management & Administration

Experience	1-3 Years	3-5 Years	5-10 Years
Project Coordinator	\$53,402 - \$68,904	\$59,573 - \$75,789	\$63,986 - \$88,139
Project Manager	\$91,354 - \$121,465	\$98,884 - \$130,522	\$106,256 - \$151,364
Health Information Management (HIM) Project Manager	\$91,354 - \$121,465	\$98,884 - \$130,522	\$106,256 - \$151,364
Information Technology Director/Manager	\$94,582 - \$130,189	\$104,719 - \$142,714	\$114,795 - \$172,564
Technology Director/Manager	\$95,195 - \$145,782	\$144,684 - \$170,066	\$166,260 - \$206,216

### Applications

Experience	1-3 Years	3-5 Years	5-10 Years
Technical Writer	\$51,819 - \$67,586	\$57,734 - \$74,181	\$63,368 - \$87,505
Business Systems Analyst	\$58,600 - \$79,258	\$66,094 - \$87,787	\$73,207 - \$104,849
Software Developer/Programmer	\$63,324 - \$83,653	\$69,759 - \$91,119	\$75,985 - \$107,121
Applications Engineer	\$63,049 - \$84,503	\$70,664 - \$93,521	\$79,493 - \$113,770
Applications Architect	\$70,049 - \$92,629	\$77,245 - \$100,940	\$84,174 - \$118,639
Technical Lead	\$82,202 - \$108,435	\$91,800 - \$116,946	\$96,900 - \$136,663

### Database Management

Experience	1-3 Years	3-5 Years	5-10 Years
Data Warehouse Analyst	\$73,234 - \$76,398	\$76,123 - \$79,247	\$78,734 - \$93,071
Data Analyst/Report Writer	\$62,057 - \$82,475	\$68,791 - \$90,245	\$75,256 - \$106,497
Business Intelligence Analyst	\$55,097 - \$73,427	\$102,207 - \$105,494	\$103,834 - \$110,187
Database Administrator	\$66,133 - \$89,104	\$73,417 - \$97,626	\$80,438 - \$115,568
Data Architect	\$70,049 - \$92,629	\$77,245 - \$100,940	\$84,174 - \$118,639
Data Modeler	\$69,777 - \$93,638	\$87,905 - \$102,223	\$93,247 - \$120,059
Database Developer	\$62,042 - \$82,475	\$81,508 - \$118,115	\$115,182 - \$123,284
Database Manager	\$88,921 - \$116,470	\$95,964 - \$124,891	\$102,903 - \$144,997
Big Data Engineer	\$75,908 - \$94,138	\$109,365 - \$117,303	\$122,568 - \$166,588

### Enterprise Systems

Experience	1-3 Years	3-5 Years	5-10 Years
ERP Technical/Functional Analyst	\$49,995 - \$66,679	\$55,759 - \$77,431	\$61,338 - \$87,86
ERP Integration Consultant	\$71,330 - \$79,053	\$75,569 - \$84,665	\$79,560 - \$96,859
ERP Developer	\$63,042 - \$82,731	\$76,442 - \$89,636	\$82,875 - \$104,409
CRM Business Analyst	\$73,864 - \$96,025	\$81,045 - \$104,396	\$88,111 - \$122,977
CRM Technical Developer	\$68,166 - \$87,285	\$87,017 - \$104,031	\$102,328 - \$128,939
ERP Project Manager	\$91,455 - \$123,872	\$98,448 - \$132,713	\$105,475 - \$154,347

# Information Technology

## Salary Ranges Continued

[Salary data reflects the national average for salary ranges within that position.]

### Quality Assurance & Testing

Experience	1-3 Years	3-5 Years	5-10 Years
QA Engineer (Manual/Automated)	\$54,211 - \$72,756	\$71,594 - \$80,291	\$76,500 - \$95,062
QA Manager/Director	\$89,896 - \$105,724	\$93,256 - \$125,959	\$123,943 - \$152,087

### Web Development & Administration

Experience	1-3 Years	3-5 Years	5-10 Years
Content Engineer	\$43,900 - \$56,676	\$49,002 - \$62,358	\$53,913 - \$74,243
User Interface (UI) Developer	\$60,424 - \$77,374	\$83,640 - \$91,348	\$86,726 - \$94,948
Web Developer	\$63,863 - \$80,360	\$69,548 - \$86,702	\$74,985 - \$101,244
Web Applications Developer	\$63,863 - \$80,360	\$69,548 - \$86,702	\$74,985 - \$101,244

### Network/Infrastructure

Experience	1-3 Years	3-5 Years	5-10 Years
Help Desk Analyst	\$38,112 - \$42,554	\$41,820 - \$54,823	\$45,171 - \$62,968
Desktop Support Analyst	\$58,610 - \$63,564	\$61,659 - \$66,657	\$64,834 - \$73,817
Help Desk Manager	\$80,912 - \$83,856	\$81,470 - \$87,850	\$84,592 - \$102,279
Wireless Network Engineer	\$85,725 - \$91,670	\$86,914 - \$92,710	\$90,183 - \$105,783
Network Engineer	\$61,967 - \$82,561	\$68,025 - \$89,737	\$73,938 - \$105,783
Messaging Engineer	\$76,229 - \$98,758	\$82,356 - \$105,941	\$88,345 - \$122,214
Network Administrator	\$53,018 - \$71,145	\$89,119 - \$115,626	\$95,185 - \$133,711
Network Manager	\$97,712 - \$108,934	\$100,980 - \$116,354	\$105,060 - \$134,626
Enterprise Infrastructure Architect	\$90,888 - \$128,790	\$103,594 - \$167,259	\$134,912 - \$195,401

### Security

Experience	1-3 Years	3-5 Years	5-10 Years
Data Security Architect	\$70,394 - \$79,193	\$76,213 - \$94,979	\$78,540 - \$97,081
Network Security Architect	\$80,381 - \$85,682	\$83,749 - \$94,953	\$86,700 - \$100,789

Salary ranges are based on Atterro's expert industry analysis and insight from a leading provider of compensation survey data, as of December 2016. This information is intended to provide general guidance in regard to appropriate salaries. It does not represent actual Atterro talent pay rates.

# Light Industrial Salary Ranges

[Salary data reflects the national average for 2-5 years of experience within that position.]

Distribution/Warehouse	Salary	Hourly
Production Worker	\$23,192 - \$31,079	\$11.15 - \$14.94
Warehouse Worker	\$25,297 - \$34,292	\$12.16 - \$16.49
Forklift Operator	\$26,016 - \$35,745	\$12.51 - \$17.19
Warehouse Supervisor	\$44,947 - \$62,528	\$21.61 - \$30.06
Warehouse Manager	\$56,415 - \$77,956	\$27.12 - \$37.48

Manufacturing	Salary	Hourly
Maintenance Helper	\$22,894 - \$29,819	\$11.01 - \$14.34
General Labor	\$22,894 - \$29,819	\$11.01 - \$14.34
Folding Machine Operator	\$23,724 - \$31,173	\$11.41 - \$14.99
Assembler	\$24,671 - \$32,946	\$11.86 - \$15.84
Fabricator Assembler	\$24,960 - \$33,643	\$12.00 - \$16.17
Electronic Assembler	\$25,021 - \$34,158	\$12.03 - \$16.42
Bindery Operator	\$29,559 - \$40,270	\$14.21 - \$19.36
Press Operator - Heavy Duty	\$30,098 - \$40,903	\$14.47 - \$19.66
Machine Operator	\$29,702 - \$41,776	\$14.28 - \$20.08
Fabricator Metal	\$33,832 - \$46,649	\$16.27 - \$22.43
Welder	\$34,875 - \$47,861	\$16.77 - \$23.01
CNC Machinist	\$44,698 - \$62,682	\$21.49 - \$30.14
Manufacturing Manager	\$80,217 - \$110,885	\$38.57 - \$53.31
Production Manager	\$87,028 - \$120,737	\$41.84 - \$58.05

Skilled Technician	Salary	Hourly
Quality Control Technician	\$34,664 - \$47,940	\$16.67 - \$23.05
Test Technician	\$43,449 - \$59,304	\$20.89 - \$28.51
Electrical Technician	\$48,489 - \$65,720	\$23.31 - \$31.60
Electromechanical Technician	\$46,502 - \$66,227	\$22.36 - \$31.84

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