

SALARY GUIDE

Minneapolis | 2017

ACCOUNTANT

Experience	1-3 Years	3-5 Years	5-10 Years
Accountant	\$59,162 - \$75,304	\$62,797 - \$78,446	\$65,416 - \$87,085
Cost Accountant	\$59,014 - \$72,912	\$63,781 - \$78,536	\$68,466 - \$91,420
Tax Accountant	\$64,474 - \$84,372	\$69,517 - \$89,311	\$73,587 - \$100,522
Treasury Analyst	\$64,165 - \$82,962	\$69,183 - \$88,861	\$74,102 - \$102,311
Internal Auditor	\$59,086 - \$79,375	\$66,191 - \$87,373	\$72,862 - \$103,192
Financial Analyst	\$71,643 - \$91,574	\$76,364 - \$97,160	\$81,022 - \$110,255
SEC Accountant	\$71,961 - \$89,635	\$80,798 - \$97,210	\$92,160 - \$111,097
Business Systems Analyst	\$67,069 - \$88,928	\$74,157 - \$98,497	\$82,139 - \$117,640

MANAGEMENT

Management	1-3 Years	3-5 Years	5-10 Years
Accounts Receivable Supervisor	\$51,826 - \$67,299	\$56,801 - \$72,956	\$61,575 - \$85,310
Accounts Payable Supervisor	\$54,590 - \$71,359	\$60,227 - \$77,691	\$65,572 - \$90,722
Treasury Manager	\$59,336 - \$66,911	\$66,911 - \$97,210	\$88,373 - \$113,622
Payroll Manager	\$75,290 - \$99,015	\$81,581 - \$106,363	\$87,637 - \$122,076
Credit/Collections Manager	\$77,632 - \$102,264	\$87,264 - \$112,136	\$93,511 - \$130,069
Accounting Manager	\$92,269 - \$120,717	\$99,463 - \$129,245	\$106,490 - \$148,316
External Reporting Manager	\$70,698 - \$87,110	\$87,110 - \$114,884	\$111,097 - \$148,971
Financial Planning and Analysis Supervisor	\$91,865 - \$120,400	\$99,201 - \$131,398	\$108,264 - \$155,497
Internal Audit Manager	\$96,538 - \$127,765	\$104,012 - \$136,772	\$111,345 - \$157,334
Financial Planning and Analysis Manager	\$102,282 - \$134,368	\$110,711 - \$144,413	\$118,987 - \$167,641
Tax Manager	\$103,353 - \$136,597	\$111,202 - \$146,122	\$118,957 - \$168,559
Assistant Controller	\$104,665 - \$145,101	\$113,944 - \$156,753	\$123,093 - \$183,268
Director of Finance	\$116,495 - \$142,808	\$127,397 - \$168,435	\$132,626 - \$199,208

SR. LEADERSHIP

Revenue	\$2M - \$10M	\$10M - \$100M	\$100M - \$500M
Controller	\$112,869 - \$229,482	\$128,392 - \$323,685	\$181,098 - \$401,997
Chief Financial Officer	\$130,591 - \$310,937	\$173,966 - \$466,690	\$272,781 - \$673,616

ACCOUNTING ASSOCIATES

Experience	1-3 Years	3-5 Years	5-10 Years
Bookkeeper	\$33,235 - \$42,684	\$36,026 - \$45,843	\$38,691 - \$52,572
Accounting Associate	\$35,038 - \$44,416	\$38,402 - \$47,983	\$41,485 - \$54,870
Accounts Payable Associate	\$36,425 - \$45,734	\$40,507 - \$49,784	\$44,093 - \$57,477
Procurement Associate	\$37,141 - \$48,397	\$41,343 - \$52,721	\$45,036 - \$59,893
Accounts Receivable Associate	\$37,610 - \$47,172	\$41,780 - \$51,400	\$45,525 - \$59,861
Payroll Associate	\$39,337 - \$50,783	\$43,380 - \$55,067	\$47,040 - \$63,020
Buyer	\$58,513 - \$64,679	\$63,882 - \$69,481	\$69,058 - \$80,344

CREDIT/ COLLECTIONS ASSOCIATE

Experience	1-3 Years	3-5 Years	5-10 Years
Credit and Collection Representative	\$32,263 - \$41,096	\$36,832 - \$46,718	\$38,555 - \$51,601
Credit Analyst	\$48,903 - \$63,514	\$53,606 - \$68,892	\$58,146 - \$80,326

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



Areas of Expertise

- + Accounts Payable/Receivable
- + Payroll
- + Bookkeeping
- + Collections
- + Audit
- + Budgeting and Forecasting
- + GL/Month End Close
- + Regulatory Compliance and Reporting
- + Treasury
- + Financial Modeling and Analysis
- + Compliance
- + Financial Reporting
- + Taxation
- + System Implementation and Conversion
- + Mergers and Acquisitions
- + IPO and Private Placement Preparation

Industry Experience

- + Financial Services
- + Retail
- + Real Estate
- + Manufacturing
- + Banking
- + Public Accounting
- + Small Business
- + Healthcare
- + Construction/Engineering
- + Oil and Gas
- + Technology
- + Insurance