

2012 Salary Survey Chicago Metro Market: Accounting & Finance Positions

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<u>Title</u>	<u>Median</u>	<u>Bonuses</u>	<u>Total</u>		<u>10%</u>	<u>25%</u>	<u>75%</u>	<u>90%</u>
Chief Financial Officer (15+ yrs.)	\$353,737	\$154,493	\$508,230		\$193,651	\$271,372	\$459,352	\$552,726
Controller (15+ yrs.)	\$170,955	\$34,510	\$205,465		\$111,219	\$139,687	\$214,622	\$254,379
Division Controller (7+ yrs.)	\$144,213	\$23,381	\$167,594		\$94,316	\$118,095	\$177,971	\$208,706
Accounting Director (10+ yrs.)	\$135,343	\$14,488	\$149,831		\$102,658	\$118,234	\$155,722	\$174,276
Accounting Manager (7+ yrs.)	\$88,706	\$4,204	\$92,910		\$68,561	\$78,161	\$99,993	\$110,268
Accounting Supervisor	\$74,273	\$2,941	\$77,214		\$55,523	\$64,458	\$84,662	\$94,122
Accountant IV (6-8 yrs.)	\$79,739	\$3,240	\$82,979		\$63,246	\$71,106	\$90,052	\$99,442
Accountant III (4-6 yrs.)	\$67,602	\$1,840	\$69,442		\$54,594	\$60,793	\$75,219	\$82,153
Accountant II (2-4 yrs.)	\$56,092	\$1,258	\$57,350		\$45,488	\$50,541	\$62,346	\$68,040
Accountant I (0-2 yrs.)	\$46,791	\$799	\$47,590		\$38,760	\$42,587	\$51,719	\$56,205
Accounting Clerk III (5+ yrs.)	\$44,894	\$813	\$45,707		\$36,698	\$40,604	\$50,383	\$55,381
Accounting Clerk II (2-5 yrs.)	\$39,090	\$617	\$39,707		\$31,614	\$35,177	\$43,481	\$47,479
Accounting Clerk I	\$33,819	\$435	\$34,254		\$26,779	\$30,134	\$37,778	\$41,382
Accounts Payable Manager (7+ yrs.)	\$76,485	\$3,876	\$80,361		\$56,734	\$66,147	\$89,221	\$100,816
Accounts Payable Supervisor III	\$71,416	\$1,939	\$73,355		\$54,340	\$62,478	\$83,429	\$94,367
Accounts Payable Supervisor II	\$60,490	\$1,397	\$61,887		\$47,555	\$53,719	\$69,693	\$78,072
Accounts Payable Supervisor I	\$52,426	\$626	\$53,052		\$39,337	\$45,575	\$60,887	\$68,589
Accounts Payable/Receivable Mgr (7+yrs.)	\$72,088	\$4,397	\$76,485		\$53,472	\$62,344	\$84,091	\$95,020
Accounts Payable/Receivable Sup (4-6 yrs.)	\$61,896	\$2,452	\$64,348		\$45,389	\$53,256	\$71,641	\$80,513

Accounts Payable Clerk, Sr. (2-4 yrs.)	\$43,228	\$606	\$43,834		\$34,558	\$38,690	\$48,730	\$53,740
Accounts Payable Clerk	\$36,244	\$611	\$36,855		\$28,277	\$32,074	\$40,924	\$45,184
Accounts Receivable Mgr. (7+yrs.)	\$79,961	\$3,489	\$83,450		\$57,047	\$67,967	\$93,310	\$105,463
Accounts Receivable Sup III	\$71,988	\$1,518	\$73,506		\$54,094	\$62,622	\$90,055	\$106,504
Accounts Receivable Sup II	\$60,490	\$1,387	\$61,877		\$47,555	\$53,719	\$69,693	\$78,072
Accounts Receivable Sup I	\$49,868	\$743	\$50,611		\$36,429	\$42,834	\$58,490	\$66,339
Accounts Receivable Clerk, Sr. (4-6 yrs.)	\$41,414	\$806	\$42,220		\$32,399	\$36,696	\$46,737	\$51,583
Accounts Receivable Clerk	\$35,569	\$611	\$36,180		\$26,696	\$30,925	\$40,733	\$45,434
Billing Supervisor	\$59,990	\$1,527	\$61,517		\$42,566	\$50,869	\$70,959	\$80,945
Bookkeeper	\$40,491	\$538	\$41,029		\$30,934	\$35,488	\$46,216	\$51,429
Payroll Manager	\$82,330	\$5,015	\$87,345		\$61,090	\$71,212	\$94,697	\$105,956
Payroll Supervisor III	\$77,912	\$2,360	\$80,272		\$60,820	\$68,965	\$91,200	\$103,298
Payroll Supervisor II	\$72,488	\$1,400	\$73,888		\$56,102	\$63,911	\$80,485	\$87,766
Payroll Supervisor I	\$58,847	\$630	\$59,477		\$43,500	\$50,814	\$67,897	\$76,137
Payroll Administrator	\$54,862	\$1,347	\$56,209		\$39,562	\$46,854	\$64,471	\$73,219
Payroll Clerk, Sr.	\$45,484	\$688	\$46,172		\$36,578	\$40,822	\$50,633	\$55,320
Payroll Clerk	\$37,802	\$350	\$38,152		\$29,906	\$33,669	\$42,724	\$47,206
Plant Accountant Manager	\$95,786	\$7,983	\$103,769		\$72,906	\$83,810	\$109,660	\$122,292
Plant Accountant	\$70,966	\$10,979	\$81,945		\$56,374	\$63,328	\$81,351	\$90,807
Cost Accounting Manager (7+ yrs.)	\$97,928	\$6,627	\$104,555		\$75,029	\$85,942	\$112,283	\$125,352
Cost Accounting Supervisor III	\$85,216	\$2,978	\$88,194		\$67,822	\$76,112	\$100,904	\$115,187

Cost Accounting Supervisor II	\$78,206	\$2,822	\$81,028		\$59,946	\$68,648	\$88,877	\$98,592
Cost Accounting Supervisor I	\$69,787	\$1,444	\$71,231		\$49,842	\$59,347	\$81,704	\$92,554
Cost Accountant IV (6-8 yrs.)	\$86,069	\$1,950	\$88,019		\$65,126	\$75,106	\$101,592	\$115,725
Cost Accountant III (4-6 yrs.)	\$74,782	\$2,209	\$76,991		\$59,596	\$66,833	\$82,047	\$88,660
Cost Accountant II (2-4 yrs.)	\$61,340	\$1,373	\$62,713		\$49,405	\$55,093	\$68,182	\$74,412
Cost Accountant I (0-2 yrs.)	\$49,634	\$716	\$50,350		\$40,449	\$44,826	\$56,215	\$62,207
Cost Analyst IV (6-8 yrs.)	\$99,244	\$2,905	\$102,149		\$75,807	\$86,976	\$117,623	\$134,356
Cost Analyst III (4-6 yrs.)	\$77,749	\$1,816	\$79,565		\$56,303	\$66,524	\$86,843	\$95,122
Cost Analyst II (2-4 yrs.)	\$61,059	\$1,428	\$62,487		\$45,209	\$52,762	\$70,255	\$78,627
Cost Analyst I (0-2 yrs.)	\$53,285	\$509	\$53,794		\$39,464	\$46,051	\$58,608	\$63,454
Credit and Collections Director (10+ yrs.)	\$106,334	\$7,429	\$113,763		\$77,044	\$91,002	\$126,933	\$145,687
Credit and Collections Manager (7+ yrs.)	\$78,794	\$4,610	\$83,404		\$56,458	\$67,103	\$93,585	\$107,052
Credit and Collections Supervisor III	\$78,512	\$3,661	\$82,173		\$57,801	\$67,671	\$90,079	\$100,610
Credit and Collections Supervisor II	\$60,850	\$1,785	\$62,635		\$45,733	\$52,937	\$71,000	\$80,240
Credit and Collections Supervisor I	\$52,529	\$1,085	\$53,614		\$38,974	\$45,434	\$61,275	\$69,239
Credit Clerk	\$33,299	\$410	\$33,709		\$26,289	\$29,630	\$37,193	\$40,738
Credit Analyst III (5+ yrs.)	\$69,280	\$1,824	\$71,104		\$46,025	\$57,107	\$80,449	\$90,619
Credit Analyst II (2-4 yrs.)	\$54,328	\$1,459	\$55,787		\$40,320	\$46,996	\$62,656	\$70,238
Credit Analyst I (0-2 yrs.)	\$46,041	\$969	\$47,010		\$35,208	\$40,370	\$52,218	\$57,842
Collections Representative III (4-6 yrs.)	\$39,962	\$2,318	\$42,280		\$31,382	\$35,471	\$45,135	\$49,844
Collections Representative II (2-4 yrs.)	\$34,842	\$1,294	\$36,136		\$26,877	\$30,673	\$39,566	\$43,867
Collections Representative I (0-2 yrs.)	\$31,012	\$968	\$31,980		\$22,754	\$26,690	\$35,840	\$40,236

Revenue Accounting Director	\$127,426	\$28,153	\$155,579		\$102,649	\$114,457	\$142,904	\$156,995
Revenue Accounting Manager	\$97,777	\$21,891	\$119,668		\$77,055	\$86,930	\$109,131	\$119,469
Revenue Analyst IV	\$67,820	\$2,370	\$70,190		\$56,908	\$62,109	\$78,857	\$88,905
Revenue Analyst III	\$60,471	\$980	\$61,451		\$42,926	\$51,287	\$71,794	\$82,103
Revenue Analyst II	\$50,216	\$1,005	\$51,221		\$34,738	\$42,114	\$58,963	\$66,927
Revenue Analyst I	\$43,744	\$628	\$44,372		\$31,758	\$37,470	\$50,769	\$57,164
Financial Systems Manager	\$106,408	\$7,637	\$114,045		\$80,505	\$92,850	\$121,444	\$135,132
Financial Analyst Manager	\$105,639	\$8,294	\$113,933		\$83,828	\$94,223	\$118,655	\$130,505
Financial Analyst IV	\$91,820	\$3,903	\$95,723		\$76,417	\$83,758	\$100,877	\$109,123
Financial Analyst III	\$79,139	\$2,657	\$81,796		\$64,602	\$71,530	\$87,264	\$94,662
Financial Analyst II	\$63,611	\$1,683	\$65,294		\$52,128	\$57,600	\$70,624	\$77,009
Financial Analyst I	\$52,224	\$1,323	\$53,547		\$41,077	\$46,389	\$58,089	\$63,430
Financial Reporting Director	\$131,054	\$19,416	\$150,470		\$100,950	\$115,297	\$154,730	\$176,286
Financial Reporting Manager	\$103,269	\$8,433	\$111,702		\$80,356	\$91,276	\$117,296	\$130,066
Financial Reporting Supervisor III	\$100,850	\$4,776	\$105,626		\$75,593	\$87,629	\$116,957	\$131,621
Financial Reporting Supervisor II	\$84,224	\$3,050	\$87,274		\$60,035	\$71,563	\$97,773	\$110,108
Financial Reporting Supervisor I	\$70,353	\$2,138	\$72,491		\$51,289	\$60,374	\$81,888	\$92,390
Financial Reporting Accountant IV	\$88,859	\$4,369	\$93,228		\$58,764	\$73,106	\$103,870	\$117,537
Financial Reporting Accountant III	\$80,334	\$3,895	\$84,229		\$60,113	\$69,750	\$91,513	\$101,692
Financial Reporting Accountant II	\$65,182	\$2,225	\$67,407		\$45,856	\$55,066	\$74,019	\$82,065
Financial Reporting Accountant I	\$54,299	\$2,447	\$56,746		\$43,787	\$48,797	\$62,017	\$69,044

Treasurer (7+ yrs.)	\$207,173	\$50,714	\$257,887		\$127,243	\$165,335	\$256,101	\$300,647
Treasury Director (7+ yrs.)	\$136,814	\$22,993	\$159,807		\$91,636	\$113,167	\$163,416	\$187,635
Treasury Analyst IV	\$92,881	\$5,523	\$98,404		\$72,781	\$82,360	\$105,604	\$117,187
Treasury Analyst III	\$74,654	\$3,179	\$77,833		\$58,303	\$66,095	\$85,142	\$94,690
Treasury Analyst II	\$61,424	\$2,215	\$63,639		\$47,995	\$54,395	\$69,562	\$76,971
Treasury Analyst I	\$50,379	\$1,042	\$51,421		\$39,230	\$44,543	\$57,045	\$63,115
Cash Management Director (8+ yrs.)	\$171,293	\$30,518	\$201,811		\$119,751	\$144,314	\$206,529	\$238,610
Cash Management Manager (5+ yrs.)	\$94,323	\$6,597	\$100,920		\$68,694	\$80,908	\$108,398	\$121,213
Cash Flow Analyst (2-4 yrs.)	\$46,492	\$4,349	\$50,841		\$32,980	\$39,419	\$48,971	\$81,228
Director of Financial Reporting	\$131,054	\$19,416	\$150,470		\$100,950	\$115,297	\$154,730	\$176,286
Manager of Financial Reporting	\$103,269	\$8,433	\$111,702		\$80,356	\$91,276	\$117,296	\$130,066
Budget Manager (5-7 yrs.)	\$100,317	\$5,573	\$105,890		\$74,336	\$86,718	\$115,590	\$129,495
Budgeting Supervisor III	\$98,462	\$2,569	\$101,031		\$74,407	\$85,870	\$112,307	\$124,912
Budgeting Supervisor II	\$85,214	\$2,849	\$88,063		\$67,621	\$76,005	\$95,896	\$105,621
Budgeting Supervisor I	\$70,878	\$964	\$71,842		\$49,125	\$59,492	\$84,356	\$96,626
Budget Analyst IV (6-8 yrs.)	\$92,597	\$2,023	\$94,620		\$70,650	\$81,109	\$104,823	\$115,955
Budget Analyst III (4-6 yrs.)	\$78,526	\$2,050	\$80,576		\$61,749	\$69,744	\$88,167	\$96,944
Budget Analyst II (2-4 yrs.)	\$64,055	\$1,269	\$65,324		\$50,094	\$56,747	\$71,878	\$79,000
Budget Analyst I (0-2 yrs.)	\$52,049	\$677	\$52,726		\$40,582	\$46,046	\$58,901	\$65,139
SarbanesOxley Director	\$123,538	\$7,560	\$131,098		\$948,798	\$108,536	\$143,971	\$162,574
Sarbanes Oxley Manager	\$104,650	\$8,229	\$112,879		\$80,069	\$91,783	\$124,597	\$142,757
Tax Director	\$160,610	\$29,598	\$190,208		\$116,326	\$137,430	\$188,854	\$214,568

Tax Manager	\$110,403	\$10,554	\$120,957		\$83,195	\$96,161	\$127,660	\$143,372
Tax Research Manager	\$122,153	\$13,716	\$135,869		\$89,373	\$104,995	\$141,782	\$159,653
Tax Supervisor III	\$102,487	\$7,449	\$109,936		\$75,299	\$88,256	\$119,107	\$134,238
Tax Supervisor II	\$82,597	\$3,186	\$85,783		\$56,820	\$69,104	\$98,842	\$113,632
Tax Supervisor I	\$75,808	\$1,649	\$77,457		\$50,260	\$62,435	\$92,469	\$107,638
Tax Accountant IV (6-8 yrs.)	\$93,784	\$4,613	\$98,397		\$69,388	\$81,014	\$106,902	\$118,845
Tax Accountant III (4-6 yrs.)	\$78,847	\$3,578	\$82,425		\$63,082	\$70,595	\$87,767	\$95,888
Tax Accountant II (2-4 yrs.)	\$62,584	\$1,786	\$64,370		\$49,030	\$55,489	\$70,638	\$77,971
Tax Accountant I (0-2 yrs.)	\$50,854	\$1,227	\$52,081		\$40,386	\$45,375	\$56,442	\$61,529
Auditing Director (10+ yrs.)	\$131,244	\$10,123	\$141,367		\$92,079	\$110,743	\$155,120	\$176,859
Auditing Manager (8+ yrs.)	\$115,479	\$8,510	\$123,989		\$86,686	\$100,408	\$136,598	\$155,826
Auditing Project Lead (7+ yrs.)	\$94,947	\$5,792	\$100,739		\$72,066	\$82,970	\$111,550	\$126,666
Auditing Supervisor III	\$102,552	\$4,455	\$107,007		\$73,783	\$87,493	\$118,351	\$132,735
Auditing Supervisor II	\$81,586	\$2,537	\$84,123		\$55,482	\$67,922	\$95,364	\$107,908
Auditing Supervisor I	\$76,422	\$417	\$76,839		\$45,135	\$60,045	\$90,545	\$103,403
Internal Auditor IV	\$91,934	\$3,379	\$95,313		\$72,510	\$81,766	\$105,455	\$117,766
Internal Auditor III	\$78,307	\$2,408	\$80,715		\$62,690	\$70,133	\$86,946	\$94,911
Internal Auditor II	\$63,312	\$1,441	\$64,753		\$49,921	\$56,302	\$71,410	\$78,782
Internal Auditor I	\$52,467	\$1,293	\$53,760		\$42,891	\$47,454	\$58,951	\$64,856

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