



2022 COMPENSATION REPORT

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*Your source for insight into compensation trends
for in-demand, professional-level jobs.*

As a leader in the professional search industry, the Specialized Recruiting Group, An Express Employment Professionals Company, makes a point to stay in tune with current employment market trends.

During 2021, many businesses began to find their stride in the wake of challenges brought on by the second year of the ongoing global pandemic. Although the business world is far from the pre-pandemic “normal,” economic momentum consistently increased throughout the last year, and there are encouraging signs that the needle will continue moving in the right direction in 2022.

JOB INSIGHTS FOR 2022

The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment International between Nov. 10 and Dec. 2, 2021 among 1,009 U.S. hiring decision-makers (defined as adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). Data were weighted where necessary by company size to bring them into line with their actual proportions in the population.

HERE ARE SOME OF THE KEY FINDINGS FROM THE SURVEY.

The hiring outlook over the next year appears positive in the eyes of many hiring decision-makers. Regarding their companies' hiring outlook, most commonly they reported feeling:

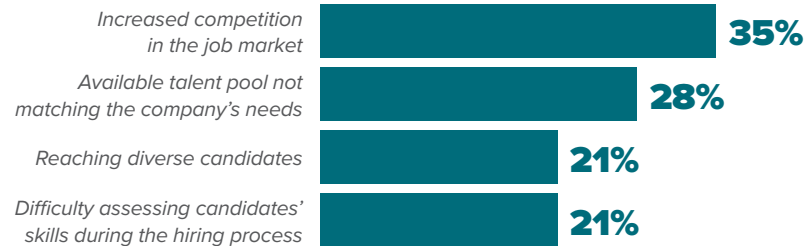


3 in 5 hiring decision-makers (60%) plan to increase their number of employees in the first half of 2022.

43% of hiring decision-makers say their company currently has open positions that they cannot fill.

HOWEVER ...

Despite a generally positive outlook by hiring decision-makers, most (83%) expect to face hiring challenges over the next year. Among the top challenges:



COMPENSATION IS A PRIORITY.

Compensating employees appropriately is a clear priority as many hiring decision-makers anticipate wage and benefit increases this year. In fact, due to the current labor shortage, 76% of hiring decision-makers say their company is taking steps to make hiring easier, including offering:



Nearly 7 in 10 hiring decision-makers (69%) expect the average wage at their company will increase in 2022 compared to 2021.

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The following data represents national averages for in-demand jobs across Professional roles. For more detailed information about your local compensation trends, contact your Specialized Recruiting Group representative. All data within this report was provided via Emsi, a third-party, labor market data and analytics research company. More information about Emsi and their research methodology is available at [EconomicModeling.com](https://www.economicmodeling.com).

ACCOUNTING AND FINANCE

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Financial Manager	11-3031	\$95,763	\$134,181	\$186,035	\$285,384
Cost Estimator	13-1051	\$51,979	\$66,622	\$88,462	\$114,358
Accountants and Auditors	13-2011	\$57,117	\$73,570	\$97,531	\$128,690
Accountants and Auditors - Accounts Payable	13-2011	\$50,496	\$63,936	\$85,024	\$114,976
Accountants and Auditors - Accounts Receivable	13-2011	\$50,944	\$63,936	\$82,528	\$111,072
Accountants and Auditors - Accrual	13-2011	\$55,072	\$66,080	\$81,824	\$107,488
Financial Analyst/Advisor	13-2050	\$57,355	\$81,210	\$127,647	\$190,973
Loan Officers	13-2072	\$45,531	\$63,960	\$93,496	\$133,848
Loan Officers - Underwriting	13-2072	\$54,608	\$75,248	\$97,520	\$125,040
Tax Preparers	13-2082	\$29,307	\$44,304	\$65,957	\$93,538
Operations Research Analysts	15-2031	\$63,066	\$86,195	\$115,086	\$144,331
Statisticians	15-2041	\$68,806	\$92,269	\$121,805	\$150,842
Bill and Account Collectors	43-3011	\$31,782	\$38,106	\$47,382	\$58,947
Bookkeeping, Accounting, and Auditing Clerks	43-3031	\$33,925	\$42,411	\$52,437	\$63,898
Payroll and Timekeeping Clerks	43-3051	\$37,731	\$47,029	\$57,990	\$67,600

ENGINEERING

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Architectural and Engineering Managers	11-9041	\$119,309	\$149,531	\$185,266	\$265,788
Engineers - Manufacturing	17-2000	\$76,000	\$92,512	\$113,952	\$137,440
Engineers - Project Management	17-2000	\$82,528	\$100,192	\$124,832	\$150,624
Aerospace Engineer	17-2011	\$91,478	\$118,602	\$148,574	\$171,226
Civil Engineer	17-2051	\$69,098	\$88,566	\$115,107	\$144,810
Electrical Engineer	17-2071	\$78,998	\$100,838	\$128,669	\$159,515
Industrial Engineer	17-2112	\$71,635	\$88,941	\$111,363	\$136,926
Mechanical Engineers	17-2141	\$71,885	\$90,168	\$114,379	\$141,066
Petroleum Engineer	17-2171	\$108,139	\$137,322	\$189,030	\$237,298
Drafters, Engineering Technicians, and Mapping Technicians	17-3000	\$45,062	\$59,021	\$75,010	\$91,439
Engineering Technicians, Except Drafters	17-3020	\$46,508	\$61,185	\$77,477	\$94,553
Surveyor and Mapping Technicians	17-3031	\$35,755	\$46,197	\$60,424	\$77,480

HUMAN RESOURCES

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Chief Executives - Human Resources	11-1011	\$120,096	\$157,920	\$237,536	\$291,296
Compensation and Benefits Manager	11-3111	\$93,517	\$125,133	\$168,501	\$258,350
Human Resources Manager	11-3121	\$91,728	\$121,222	\$162,718	\$253,492
Compensation, Benefits, and Job Analysis Specialists	13-1141	\$52,021	\$67,184	\$86,590	\$111,925
Training and Development Specialists	13-1151	\$45,885	\$62,691	\$83,512	\$107,058
Payroll and Timekeeping Clerks	43-3051	\$37,731	\$47,029	\$57,990	\$67,600

INFORMATION TECHNOLOGY

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Computer and information Systems Manager	11-3021	\$117,000	\$151,154	\$191,464	\$304,661
Computer Occupations - Systems Analysis	15-1200	\$67,504	\$84,720	\$107,504	\$130,032
Computer User Support Specialist	15-1232	\$40,726	\$52,686	\$68,494	\$88,941
Database Administrators and Architects	15-1245	\$71,906	\$98,862	\$126,880	\$155,667
Software Developers and Programmers	15-1250	\$78,784	\$105,323	\$136,569	\$166,328
Software Developers, Applications - C++	15-1250	\$80,048	\$107,504	\$140,016	\$174,832
Software Developers, Applications - Java	15-1250	\$89,456	\$117,360	\$148,464	\$175,088
Software Developers, Systems Software - .NET Framework	15-1250	\$82,544	\$102,512	\$125,040	\$152,560
Software Developers, Systems Software - SQL	15-1250	\$80,048	\$103,600	\$130,032	\$156,016
Web Developers	15-1257	\$55,390	\$77,210	\$107,619	\$146,432
Computer Occupations - Cybersecurity Compliance	15-1299	\$95,008	\$111,008	\$127,200	\$138,080

LEGAL

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Lawyer	23-1011	\$84,448	\$126,942	\$189,509	\$280,487
Paralegals and Legal Assistants	23-2011	\$40,643	\$52,915	\$67,080	\$85,155
Court Reporters	27-3092	\$43,722	\$61,651	\$88,421	\$109,242
Legal Administrative Assistants	43-6012	\$37,086	\$48,984	\$65,603	\$82,264

MARKETING, ADVERTISING, AND CREATIVE

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Chief Executive - Marketing	11-1011	\$82,976	\$101,792	\$169,056	\$275,168
Advertising and Promotions Manager	11-2011	\$91,915	\$133,453	\$181,792	\$277,940
Marketing Manager	11-2021	\$101,691	\$142,168	\$191,755	\$290,987
Business Operations Specialists - E-Commerce	13-1000	\$53,264	\$74,544	\$100,016	\$135,024
Art Director	27-1011	71,614	\$97,282	\$136,302	\$199,243
Graphic Designer	27-1024	\$40,165	\$53,373	\$71,323	\$93,434
Public Relations Specialist	27-3031	\$46,634	\$62,816	\$85,384	\$118,206

MEDICAL/HEALTH CARE

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Dietitians and Nutritionists	29-1031	\$51,709	\$63,086	\$77,168	\$90,002
Registered Nurses	29-1141	\$61,630	\$75,338	\$93,579	\$116,230
Health Technologists and Technicians - Surgical Assist	29-2000	\$37,456	\$45,456	\$56,176	\$68,656
Radiologic Technologists	29-2034	\$50,669	\$61,901	\$76,523	\$92,664
Magnetic Resonance Imaging Technologists	29-2035	\$62,130	\$74,693	\$88,379	\$104,208
Pharmacy Technicians	29-2052	\$29,099	\$35,090	\$41,662	\$50,440
Surgical Technologists	29-2055	\$41,018	\$49,712	\$60,986	\$73,112
Licensed Practical and Licensed Vocational Nurses	29-2061	\$42,058	\$48,818	\$57,866	\$65,520
Nursing Assistants	31-1131	\$26,645	\$30,846	\$36,982	\$42,120
Physical Therapist Aides	31-2022	\$24,253	\$28,454	\$33,280	\$40,581
Dental Assistants	31-9091	\$34,466	\$41,184	\$49,816	\$58,386
Medical Assistants	31-9092	\$30,347	\$35,838	\$41,288	\$50,586

SALES

Job Title	Labor Code	25 th Pct.	50 th Pct.	75 th Pct.	90 th Pct.
Chief Executive - Sales	11-1011	\$144,224	\$210,016	\$350,176	\$400,096
Sales Management	11-2022	\$89,731	\$132,288	\$185,203	\$277,979
Sales Management - Account Management	11-2022	\$82,528	\$120,032	\$156,000	\$200,032
Sales Management - Business Development	11-2022	\$85,024	\$125,024	\$167,520	\$250,080
Sales Management - Call Center	11-2022	\$75,808	\$125,024	\$175,072	\$237,536
Sales Management - Procurement	11-2022	\$104,032	\$130,016	\$190,048	\$250,080
Sales Management - Purchasing	11-2022	\$80,032	\$107,488	\$154,592	\$200,032
Sales Management - Retail	11-2022	\$72,032	\$98,016	\$122,976	\$162,016
Sales Management - Technical Sales	11-2022	\$90,016	\$120,032	\$166,496	\$229,984
Buyer Purchasing Agent	13-1028	\$50,835	\$66,685	\$88,608	\$112,174
Meeting, Convention, and Event Planners	13-1121	\$38,459	\$51,563	\$67,246	\$88,358
Market Research Analysts and Marketing Specialists	13-1161	\$48,048	\$65,811	\$93,038	\$127,421
Merchandise Displayers and Window Trimmers	27-1026	\$26,458	\$30,805	\$38,896	\$51,750
Sales Representative, Services	41-3000	\$40,028	\$57,356	\$86,100	\$134,261
Sales Representative, Services - Business Development	41-3000	\$45,008	\$60,016	\$80,048	\$130,032
Sales Representative, Services - Medical Devices	41-3000	\$72,496	\$140,016	\$180,080	\$210,032
Sales Representative, Services - Pharmaceuticals	41-3000	\$50,000	\$62,512	\$79,024	\$140,016



ABOUT THE SPECIALIZED RECRUITING GROUP

The Specialized Recruiting Group, an Express Employment Professionals Company, takes an individualized approach to professional placement.

We provide personalized service as unique as the companies and talented candidates we serve. Whether providing highly skilled project staff or filling a critical role on your team, we offer workforce solutions that help build local business communities across the U.S. and Canada.

Key industries we serve include:

- Accounting and Finance
- Engineering and Manufacturing
- Information Technology
- Legal
- Sales
- Marketing, Advertising, and Creative
- Human Resources

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