

# COMPENSATION TRENDS FOR 2024



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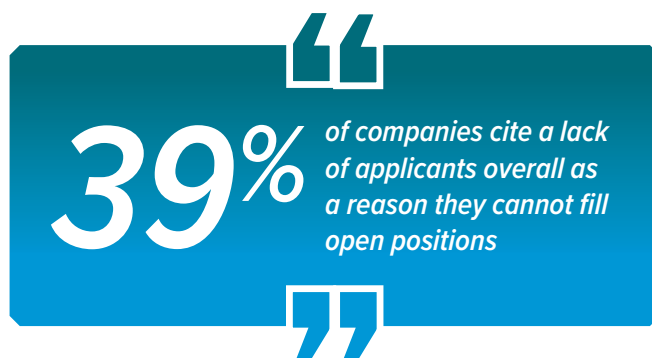
*Perceptions among U.S. hiring decision-makers appear to be quite optimistic for hiring with the expectations for increasing company headcount continuing to trend upward in 2024 over 2023. Most U.S. hiring decision-makers (79%) are looking toward hiring opportunities in 2024 with a positive mindset.*

Companies that anticipate increasing their headcount in the first half of 2024 attribute these plans to:

- The need to manage increased volumes of work (51%)
- Filling newly created positions (45%)
- Filling positions that are open due to employee turnover (43%)

More than 2 in 5 U.S. hiring decision-makers (42%) say their company has open positions they cannot fill due to a variety of reasons, including a lack of applicants with:

- Necessary hard skills (44%)
- Relevant experience (41%)
- Necessary soft skills (33%)



## **COMPETITIVE COMPENSATION IS A KEY DIFFERENTIATOR**

Nearly a quarter of U.S. hiring decision-makers (22%) cite their company's pay not being competitive as a challenge for 2024. Sixty percent of hiring decision-makers say more employees at their company have asked for a raise in their salary/wages due to an increase in the cost of living.



# COMPENSATION TRENDS FOR 2024

The following data represent national averages for a wide variety of roles for which the Specialized Recruiting Group helps companies recruit top talent. For more detailed information about your local compensation trends, contact your Specialized Recruiting Group representative. All data within this report were provided via JobsEQ by Chmura, a top third-party resource for labor market data and analytics. More information about JobsEQ is available at [Chmura.com](https://www.chmura.com).

## ACCOUNTING/FINANCE

Job Title	Mean	Entry Level	Experienced
Accountants and Auditors	\$89,400	\$54,100	\$107,100
Actuaries	\$131,500	\$78,700	\$158,000
Bill and Account Collectors	\$45,600	\$33,000	\$51,900
Brokerage Clerks	\$63,900	\$47,400	\$72,100
Budget Analysts	\$89,900	\$59,100	\$105,300
Claims Adjusters, Examiners, and Investigators	\$76,500	\$50,300	\$89,600
Credit Analysts	\$94,700	\$53,100	\$115,500
Credit Authorizers, Checkers, and Clerks	\$49,100	\$35,000	\$56,200
Credit Counselors	\$54,500	\$37,900	\$62,900
Financial and Investment Analysts	\$110,300	\$63,800	\$133,500
Financial Managers	\$169,900	\$89,800	\$209,900
Financial Risk Specialists	\$117,500	\$65,500	\$143,500
Financial Specialists, All Other	\$86,400	\$45,500	\$106,900
Insurance Appraisers, Auto Damage	\$73,500	\$54,600	\$83,000
Insurance Claims and Policy Processing Clerks	\$50,800	\$36,900	\$57,800
Insurance Sales Agents	\$81,400	\$37,800	\$103,300
Insurance Underwriters	\$85,600	\$52,200	\$102,400
Loan Interviewers and Clerks	\$49,400	\$36,100	\$56,000
Loan Officers	\$87,700	\$41,700	\$110,700
Personal Financial Advisors	\$145,300	\$55,400	\$190,200
Securities, Commodities, and Financial Services Sales Agents	\$104,700	\$45,900	\$134,100
Tax Examiners and Collectors, and Revenue Agents	\$69,600	\$40,900	\$83,900
Tax Preparers	\$57,600	\$30,700	\$71,100
Tellers	\$39,200	\$31,600	\$43,000



## ENGINEERING

Job Title	Mean	Entry Level	Experienced
Aerospace Engineers	\$132,100	\$85,900	\$155,300
Agricultural Engineers	\$95,200	\$56,900	\$114,400
Architects, Except Landscape and Naval	\$99,400	\$60,200	\$119,000
Architectural and Engineering Managers	\$167,100	\$113,300	\$194,000
Bioengineers and Biomedical Engineers	\$109,000	\$69,900	\$128,500
Chemical Engineers	\$121,100	\$78,900	\$142,300
Civil Engineers	\$101,700	\$67,000	\$119,000
Computer Hardware Engineers	\$144,400	\$86,900	\$173,200
Construction and Building Inspectors	\$73,600	\$46,500	\$87,200
Construction Managers	\$115,400	\$69,300	\$138,500
Drafters	\$66,500	\$44,200	\$77,700
Electrical Engineers	\$117,200	\$74,100	\$138,800
Electronics Engineers, Except Computer	\$123,300	\$80,500	\$144,700
Engineers, All Other	\$115,100	\$68,100	\$138,600
Environmental Engineers	\$106,400	\$67,300	\$125,900
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$107,700	\$69,200	\$127,000
Industrial Engineers	\$103,100	\$70,700	\$119,300
Industrial Production Managers	\$124,800	\$77,100	\$148,700
Marine Engineers and Naval Architects	\$105,000	\$73,600	\$120,800
Materials Engineers	\$109,600	\$69,300	\$129,800
Mechanical Engineers	\$105,100	\$69,400	\$122,900
Mining and Geological Engineers, Including Mining Safety Engineers	\$105,400	\$65,000	\$125,600
Nuclear Engineers	\$129,400	\$87,500	\$150,300
Occupational Health and Safety Specialists	\$86,500	\$53,700	\$103,000
Petroleum Engineers	\$145,700	\$88,800	\$174,200
Plant and System Operators	\$74,700	\$44,100	\$90,000
Surveyors	\$76,600	\$46,000	\$91,900

## HUMAN RESOURCES

Job Title	Mean	Entry Level	Experienced
Compensation and Benefits Managers	\$146,800	\$86,400	\$177,000
Compensation, Benefits, and Job Analysis Specialists	\$78,200	\$47,500	\$93,600
Eligibility Interviewers, Government Programs	\$52,200	\$36,700	\$59,900
Human Resources Assistants, Except Payroll and Timekeeping	\$49,300	\$36,100	\$55,900
Human Resources Managers	\$149,000	\$85,200	\$180,900
Human Resources Specialists	\$75,400	\$44,500	\$90,900
Human Resources Workers	\$76,400	\$44,600	\$92,400
Labor Relations Specialists	\$90,000	\$48,800	\$110,600
Social and Community Service Managers	\$81,900	\$51,300	\$97,200
Training and Development Managers	\$135,400	\$78,200	\$164,100

## INFORMATION TECHNOLOGY

Job Title	Mean	Entry Level	Experienced
Computer and Information Analysts	\$115,100	\$70,200	\$137,500
Computer and Information Research Scientists	\$161,800	\$87,900	\$198,800
Computer and Information Systems Managers	\$177,500	\$107,800	\$212,300
Computer Network Architects	\$135,700	\$83,100	\$162,000
Computer Network Support Specialists	\$79,800	\$49,100	\$95,200
Computer Programmers	\$108,700	\$64,100	\$131,000
Computer Support Specialists	\$68,000	\$42,400	\$80,900
Computer Systems Analysts	\$112,200	\$69,000	\$133,800
Computer User Support Specialists	\$65,200	\$41,400	\$77,100
Data Scientists	\$119,300	\$66,100	\$145,800
Database Administrators	\$107,200	\$61,500	\$130,100
Database and Network Administrators and Architects	\$115,100	\$67,700	\$138,800
Database Architects	\$141,300	\$88,500	\$167,700
Information Security Analysts	\$124,100	\$75,100	\$148,600
Network and Computer Systems Administrators	\$101,700	\$63,400	\$120,900
Software and Web Developers, Programmers, and Testers	\$129,800	\$73,200	\$158,100
Software Developers	\$138,500	\$82,900	\$166,400
Software Quality Assurance Analysts and Testers	\$110,500	\$64,600	\$133,400
Technical Writers	\$90,500	\$55,100	\$108,200
Web and Digital Interface Designers	\$102,300	\$48,500	\$129,300
Web Developers	\$91,500	\$48,900	\$112,900

## LEGAL

Job Title	Mean	Entry Level	Experienced
Administrative Law Judges, Adjudicators, and Hearing Officers	\$97,700	\$53,500	\$119,700
Arbitrators, Mediators, and Conciliators	\$88,000	\$43,600	\$110,200
Judicial Law Clerks	\$61,500	\$38,500	\$73,000
Lawyers	\$168,800	\$77,900	\$214,200
Paralegals and Legal Assistants	\$66,400	\$42,800	\$78,300
Title Examiners, Abstractors, and Searchers	\$60,500	\$38,300	\$71,700

## SALES, MARKETING, AND CREATIVE

Job Title	Mean	Entry Level	Experienced
Advertising and Promotions Managers	\$115,100	\$70,200	\$137,500
Advertising Sales Agents	\$161,800	\$87,900	\$198,800
Art Directors	\$177,500	\$107,800	\$212,300
Commercial and Industrial Designers	\$135,700	\$83,100	\$162,000
Editors	\$79,800	\$49,100	\$95,200
Film and Video Editors	\$108,700	\$64,100	\$131,000
Fundraising Managers	\$68,000	\$42,400	\$80,900
Graphic Designers	\$112,200	\$69,000	\$133,800
Market Research Analysts and Marketing Specialists	\$65,200	\$41,400	\$77,100
Marketing Managers	\$119,300	\$66,100	\$145,800
Public Relations Managers	\$107,200	\$61,500	\$130,100
Public Relations Specialists	\$115,100	\$67,700	\$138,800
Real Estate Brokers	\$141,300	\$88,500	\$167,700

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## SALES, MARKETING, AND CREATIVE (Continued)

Job Title	Mean	Entry Level	Experienced
Real Estate Sales Agents	\$115,100	\$70,200	\$137,500
Sales Engineers	\$161,800	\$87,900	\$198,800
Sales Managers	\$177,500	\$107,800	\$212,300
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$135,700	\$83,100	\$162,000
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$79,800	\$49,100	\$95,200
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$108,700	\$64,100	\$131,000
Special Effects Artists and Animators	\$68,000	\$42,400	\$80,900
Wholesale and Retail Buyers, Except Farm Products	\$112,200	\$69,000	\$133,800
Writers and Authors	\$65,200	\$41,400	\$77,100

## SUPPLY CHAIN/LOGISTICS

Job Title	Mean	Entry Level	Experienced
Buyers and Purchasing Agents	\$76,800	\$46,100	\$92,100
Logisticians	\$83,100	\$51,500	\$98,900
Project Management Specialists	\$104,600	\$59,900	\$127,000
Purchasing Managers	\$143,200	\$89,100	\$170,200
Transportation, Storage, and Distribution Managers	\$112,300	\$65,500	\$135,800

### A DIFFERENT LEVEL OF SERVICE.

The Specialized Recruiting Group, an Express Employment Professionals company, is uniquely equipped to help you find the highly skilled talent your business needs. Our specialized recruiting methodologies and expertise allow us to attract a level of talent our competitors can't match.

Contact your Specialized Recruiting Group representative to begin planning the next steps today. Our goal is to be a trusted resource for your professional search and placement needs.

Specialized Recruiting Group offices are locally owned and operated, so our team lives and works in the community, allowing us to stay in tune with the local employment market. We have a vested interest in the success of our business community and take that responsibility seriously. The franchise business model allows us to act independently and respond quickly to your specific needs, while our international footprint gives us access to unparalleled resources and support.



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