



2023 Salary Guide & Workplace Trends Report

Nelson Connects' annual salary and compensation guide for employers in California and major U.S. metro areas.



2023 Workplace Trends Report

Participant Profile	2
Recruiting & Hiring	3
Benefits & Time Off	5
Compensation	6
Remote Work, Returning to Work	8
Managing Manufacturing & Logistics Teams	10
Business Outlook	11

2023 Salary Guide

About the Salary Guide	14
National Salary Key	15
Business Professionals	
• Administrative	16
• Human Resources	18
• Legal	21
• Marketing & Creative	23
• Sales	26
Manufacturing & Logistics	29
Finance & Accounting	
• Finance & Accounting	34
• Public Accounting	39
Technology	
• Engineering	41
• Information Technology	44
• Product Development	47
Wine & Spirits	50

Participant Profile

In Q4 2022, our teams spoke directly to 140 hiring managers representing public, private, and nonprofit organizations within the following areas: accounting; advertising/communications/PR; aerospace; automotive; banking/mortgage; biotech; construction; consumer products; digital/social media/web services; e-commerce; education; engineering; food manufacturing; government; healthcare/health & wellness; hospitality; insurance; legal; manufacturing & logistics; power/energy/solar; printing/publishing; professional services; real estate/property management; recruiting/staffing; software; technology/scientific; and winery/beverage.

Annual Revenues

< \$5M	24%
\$6M - \$10M	8%
\$11M - \$15M	9%
\$16M - \$20M	2%
\$21M - \$50M	14%
\$51M - \$100M	11%
\$101M - \$250M	12%
\$251M - \$500M	6%
\$501M - \$1B	4%
> \$1B	10%

Where Companies Have Employees

Local city	74%
Throughout California	48%
In other U.S. states	38%
In countries outside of U.S.	12%

Number of Employees in All Locations

25 or fewer	16%
26 – 100	27%
101 – 250	25%
251 – 500	13%
501 – 1,000	8%
More than 1,000	11%

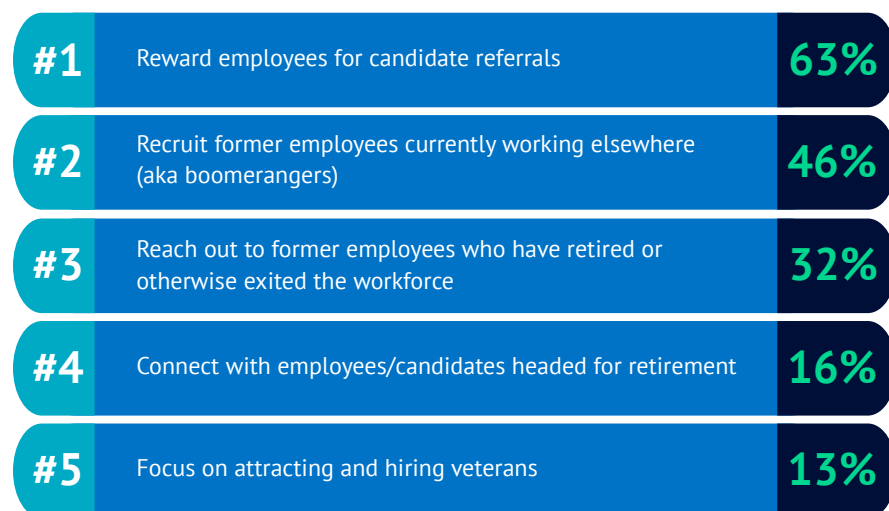


Recruiting & Hiring

Counting on Relationships

To gain a hiring advantage, managers lean heavily on personal connections to obtain employee referrals, make boomerang hires, and attract retirees back into employment.

Top ways employers augment their recruiting process

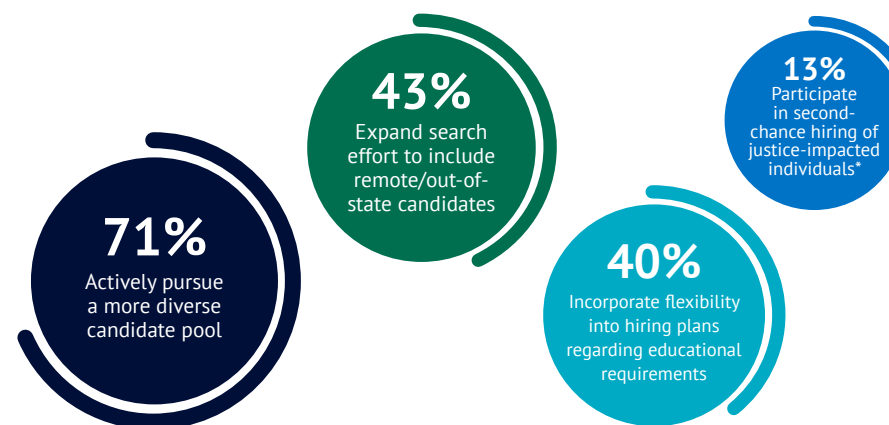


Searching for Employees

Employers continue to diligently hunt for the right people for the job. To expand their candidate pools, a majority (71%) strive for a more diverse talent pipeline. Nearly half of companies (43%) recruit remote candidates, and many are flexible regarding a position's stated educational requirements. Few organizations (13%) engage in second-chance hiring.*

**Hiring candidates with some form of arrest or criminal record.*

Top strategies for expanding the candidate pool



Trend Note: Benefits of Diversity

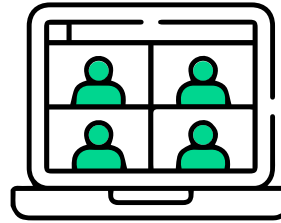
Besides generating new talent pipelines, diversity is also good for business. According to Forbes, customers prefer to relate with the companies they do business with, and ethnically diverse organizations show a 35% advantage of outperforming less diverse companies and generate 19% higher revenue tied to innovation. Additionally, millennials – the largest workforce generation – have a strong preference to work for diverse organizations.

How Technology Fits In

The pandemic cemented the viability of virtual meetings, and most employers (82%) now conduct virtual interviews and over half (55%) use virtual onboarding.

However, far fewer take advantage of other technology tools to assist with the recruiting and hiring process. For example, only 22% use assessment tools to determine best-fit employees and even fewer use more novel approaches such as scheduling software, online chat rooms (to make connections and build presence and credibility), and automated video interviews, which can relieve stretched HR departments from initial candidate screenings. And although TikTok is growing as a recruiting platform, only 1% of our survey respondents report using it.

Technologies/innovations used for talent acquisition and onboarding



82%

Virtual interviewing (live interviews with candidates over video)



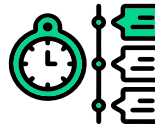
55%

Virtual onboarding



22%

Personality/behavioral assessments



15%

Scheduling software



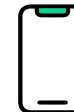
9%

Automated video interviewing*



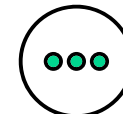
9%

Online chat (e.g., Slack)



1%

TikTok



18%

Other

* Candidate answers preprogrammed questions on a recorded video call -- no company representative present.

Benefits & Time Off

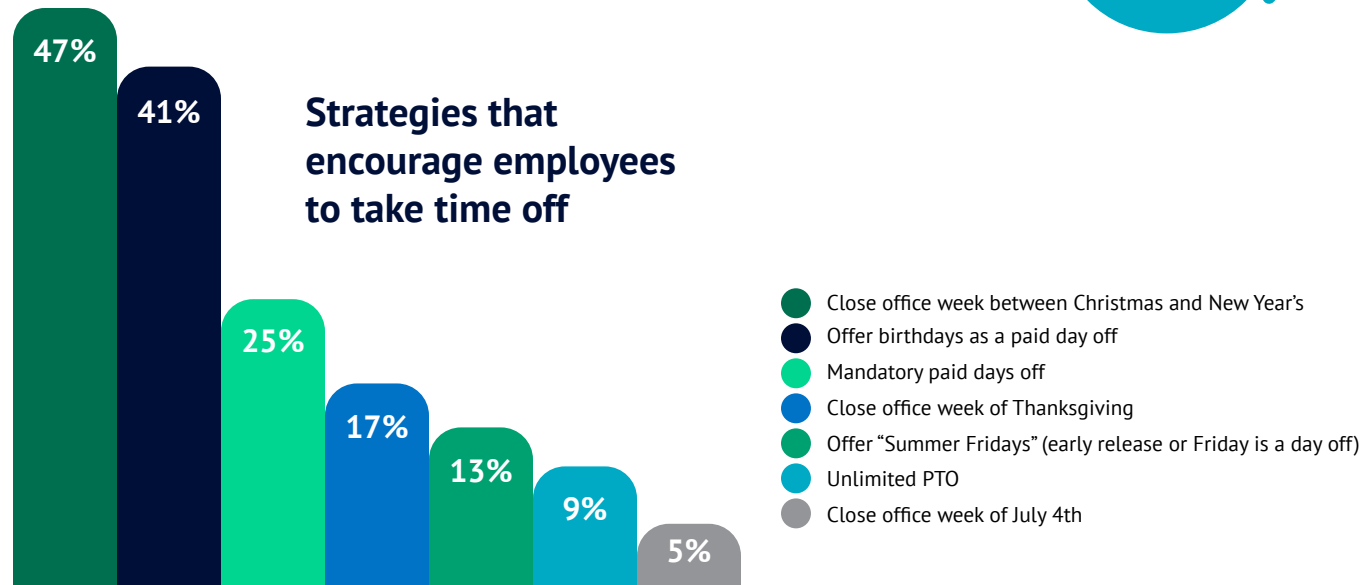
Providing Benefits Employees Want Most

The value of a strong benefits package is well-documented and ranges from boosting talent attraction and retention to boosting morale, increasing organizational commitment, and impacting productivity. But only one-third (34%) of companies ask employees what benefits they want, and just slightly more (40%) say they've adjusted benefits to match their teams' most critical work-life needs.

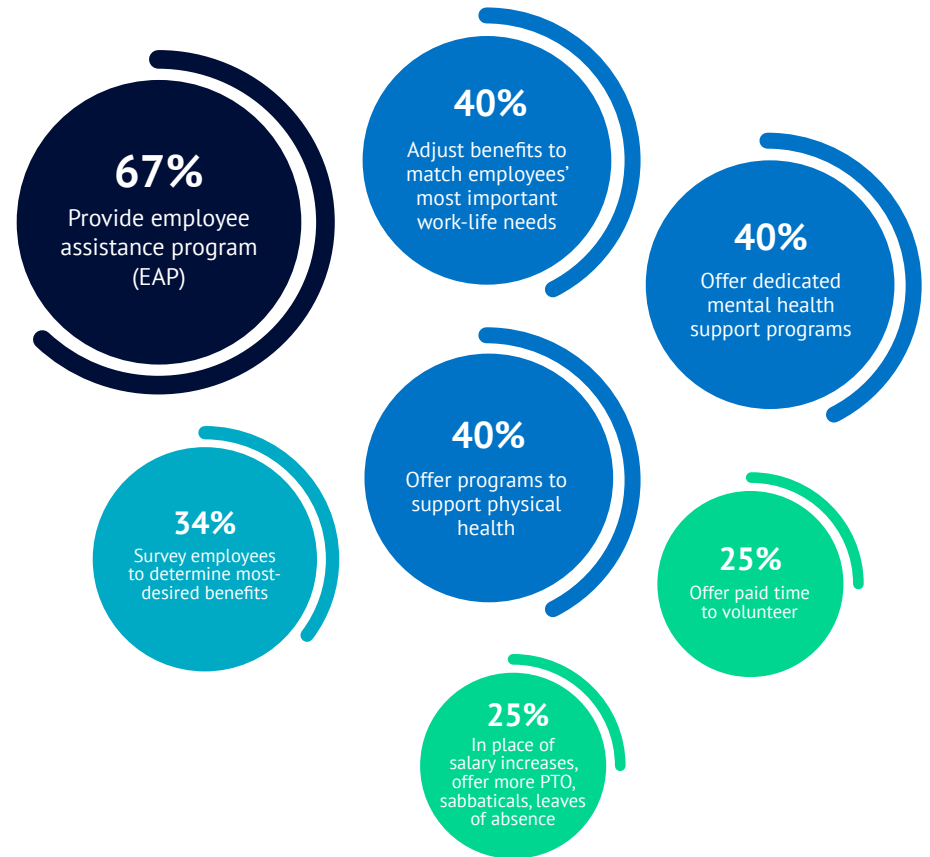
By auditing employee preferences, businesses can better offer the options employees will use most. For example, a majority of companies (75%) do not take advantage of benefits enhancements such as increased PTO, leaves of absence, or paid time off for volunteering.

Encouraging Time Off

In addition to offering standard paid holidays and vacation time, companies are gaining a competitive edge by providing time off during seasonal observances and ensuring employees take time off to rejuvenate.



How companies meet employees' benefits expectations



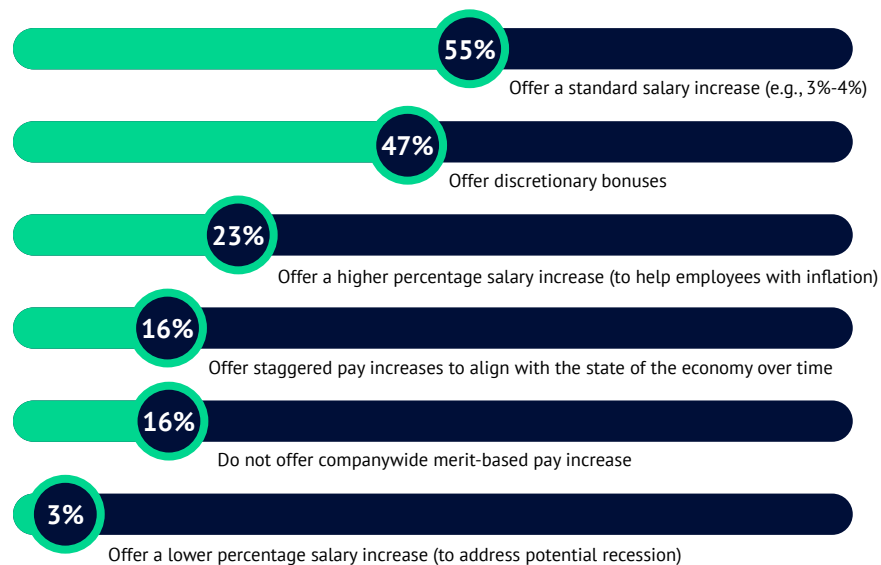
Compensation

Pay Increases

For organizations that utilize merit raises, just over one-half (55%) offer a standard increase of 3%-4%. Almost half (47%) use discretionary bonuses to effectively recognize top performers without raising wages.

To help employees with rising inflation, almost one in four companies (23%) provides an above-average pay increase, and others stagger pay raises depending on economic conditions.

Employers' approach to merit salary increases

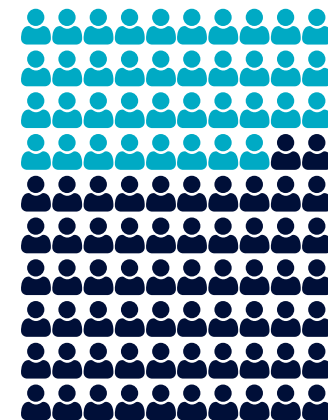


Bidding Up

When it comes to retaining top performers, over one-third of businesses (38%) have made counteroffers to employees entertaining other employment options. However, just one-quarter of employers can confirm that the retained person still works at the company. This may indicate that while pay increases can help with short-term retention, they don't solve other underlying issues driving resignations.

38%

Percent of companies that have encouraged a resigning employee to stay by making a counteroffer



Employee is still with the company



26%
Yes



25%
No



49%
Unsure

Lifting the Compensation Curtain

Increasingly considered a way to close the gender pay gap, pay transparency is a way to address compensation inequities within organizations. While 19% of employers have a pay transparency strategy, the overwhelming majority (81%) don't or don't know if their company has such a strategy.

Companies with a formal pay transparency strategy



Trend Note

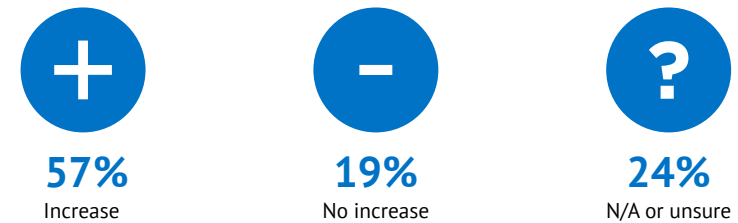
Pay transparency is gaining popularity, as evidenced by recent legislation requiring employers to post salary ranges on job listings in California, Washington, Colorado, and New York City. Additionally, changing workplace protocols means more employees are openly discussing pay rates, with some even providing intel on social media (such as TikTok's popular Salary Transparent Street).



What about adjusting existing employees' pay when candidates negotiate higher starting rates?

Our conversations reveal that one-half of companies (56%) offer "retention raises" to incumbents, which can strengthen goodwill and keep top employees on the job.

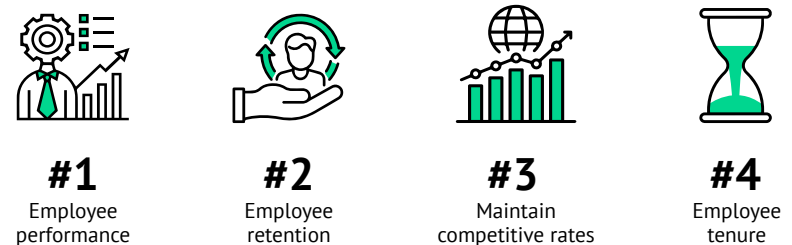
Companies that increase incumbents' salaries to match those of new hires



Why Pay More?

When extending pay raises, employers say they first consider employees' on-the-job performance, followed by the potential to boost retention and remain competitive as an employer of choice. Employee job tenure is the least significant driver of salary increases.

Top factors for pay increases



Remote Work, Returning to Work

These questions were asked of employers whose teams traditionally work in office settings.

The return-to-work issue is still fluid, but 40% of employers have settled (for now) on a hybrid solution that requires some days in the office offset by remote options. One in four companies (24%) require their teams to return to the office full-time, with fewer (12%) letting employees choose where they work.

How companies are handling the issue of employees returning to work



40%

Hybrid: Employees work some days in-office, some days remote



24%

In-office: Employees have returned to full-time



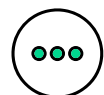
12%

Flexible: Employees can work in office or be 100% remote



3%

Company has closed office(s); employees work 100% remotely



21%

Other

The workforce has embraced remote work, and companies confirm that offering flexibility can make or break recruitment success.

For example, two-thirds of companies (63%) report candidates lose interest in positions that do not include a remote option. Close to one-half of managers (44%) report instances of employees refusing to return to the office, and over one-third (37%) say workers have resigned if required to work on-site. The office does appeal to some employees, with 29% of companies saying remote employees have asked to return to an in-office schedule.

And exactly how important is the remote work option?

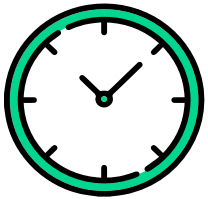


Trend Note

According to the Wall Street Journal, there's tension in the air as employers and employees negotiate changes born out of the pandemic. "The workplace is in the middle of an unusual collision between what bosses and workers want. Employees feel empowered after two years of changing their work habits and leverage gained in a tight labor market. Employers are under increasing pressure to cut costs and boost performance as inflation soars, markets plunge and a possible U.S. recession looms. The result is a battleground at many companies."

To support employees returning to the office, a majority of companies (64%) provide flexible schedules and over half (51%) let employees choose what days they work on-site. Some companies (38%) try to have teams work together on-site on designated days. Few companies (10%) provide financial assistance to offset commute costs.

How companies are encouraging or supporting employees' return to the office

**64%**

Offer more flexible start/stop times

**51%**

Allow people to choose the days they work in the office

**38%**

Specify in-office days so employees are in the office at the same time

**10%**

Provide transportation subsidies/stipends for gas, public transportation, Uber/Lyft, company shuttles, etc.

The takeaway?

Know your employees' preferences, evaluate how remote work impacts productivity, collaboration, and team culture, and provide employees with options that give them some agency in deciding when and where to work in alignment with your business objectives.

Survey Note

Employers emphasize that remote work is first and foremost job dependent. Some allow work-from-home based on job title, others leave the decision to managers, and others let employees make the call, as long as the work gets done. Some report a level of tension: leaders want teams in the office 100%, but employees are reluctant to return. Others consider employees' family obligations or leave the decision to each individual's personal preference.



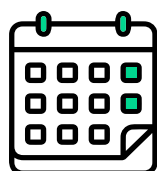
Managing Manufacturing & Logistics Teams

These questions were asked of manufacturing employers whose teams work on-site.

Manufacturing employers' ability to offer flexible work situations is limited by their need for employees to have a consistent on-site presence.

Our research found that nearly all manufacturing employers require weekend shifts (89%), and over half require overtime (57%). In contrast, far fewer offer some form of flexibility, either through alternative work weeks (21%) or compressed work schedules (11%). Organizations that are challenged by employee retention might consider incorporating greater scheduling flexibility to build loyalty or attract new workers.

Strategies for managing the manufacturing & logistics team's schedule



89%

Require weekend work



57%

Mandate overtime



21%

Offer an alternative work week (e.g., 4/10 or 9/80)



11%

Offer compressed work schedule (e.g., 12-hour shifts)

The manufacturing workplace requires full teams to meet production deadlines and output goals. Employees who miss work without notification strain teams and contribute to delays and underperformance. To counter this, over one-half of companies (59%) have a no call, no show policy, and 56% have consequences, which can range from docked pay or seniority reductions to employment termination.

Do you have a no call, no show (NCNS) policy?

59%

Have an NCNS policy

12%

Do not have an NCNS policy

29%

Unsure

Are there consequences for employees who are NCNS?

56%
Yes

17%
No

27%
Unsure

Given the disruption of no-shows, employers are wise to keep a list of available backup workers. But in today's talent market, generating and maintaining such a list is easier said than done – a mere 4% of companies have an on-call list. Developing a relationship with a staffing partner who can provide workers on short notice is another way to address the issue.

Do you maintain an on-call list to cover NCNS?

4%

Yes

63%

No

33%

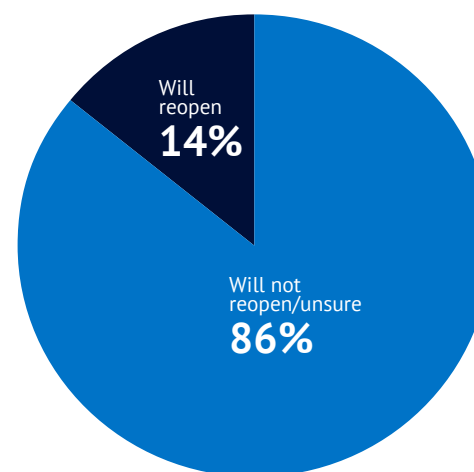
Unsure

Business Outlook

Closed for Good

During and post-pandemic, many companies closed locations to reduce overhead or consolidate operations. In our survey, very few indicated they will reopen a closed location.

Despite economic uncertainty, the managers we spoke with are cautiously optimistic about the near term, with over one-half (55%) expecting both YE 2022 and YE 2023 revenues to exceed prior-year results. One in four businesses (25%) anticipate revenue to remain stable. Just 6% expect revenue to decline.



Company's anticipated revenue change	Year-end 2021 to Year-end 2022	Year-end 2022 to Year-end 2023
Increase 1%-10%	39%	42%
Increase more than 10%	16%	13%
Remain stable	25%	25%
Decline 1%-10%	9%	5%
Decline more than 10%	2%	1%
N/A or unsure	9%	14%

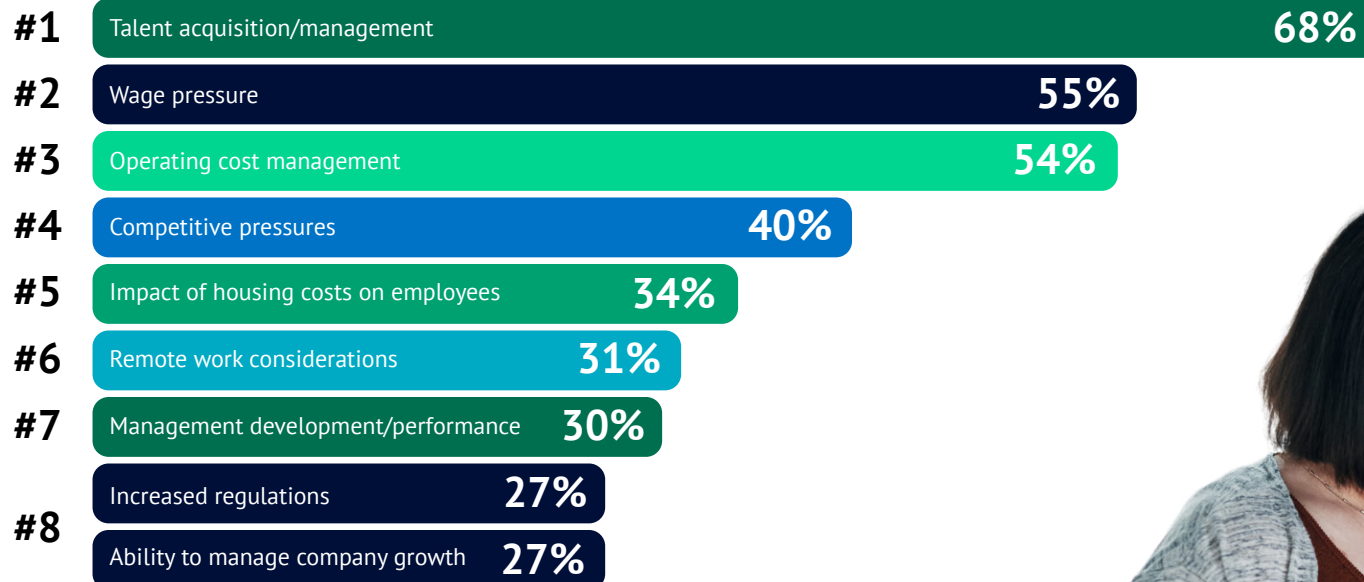
Trend Note

Making smart hiring decisions is critical to business success, regardless of the economic environment. Why? Because the benefits of a good hire and the downsides of a poor hire will transpire despite economic conditions. For example, making quick decisions on unvetted or less-than-qualified candidates can increase training time, turnover and termination rates, and recruiting expenses if you must rehire. Investing up front to make a great hire saves time and money, reduces turnover, increases productivity, fosters team cohesiveness, and builds your brand as a great place to work.

Looking Ahead

A majority of employers (68%) say talent acquisition is their #1 challenge, followed by wage pressure, operating cost management, and competitive pressures. Notably, one in every three employers (34%) is concerned about high housing costs.

Employers' top business challenges for 2023



What's Next?

Best-in-class employers know that to meet these challenges, they must stay on top of the competitive landscape and adjust to changing economic conditions. Critical to that flexibility is building strong compensation strategies that meet market trends and provide employees with the benefits they want most. Taken together, these strategies will help employers attract and retain strong teams who provide an edge and position their organizations for growth.



2023 Salary Guide



About the Salary Guide

The following pages contain salary ranges for various positions to help ensure your organization's compensation is appropriate and competitive. These ranges were developed using Nelson Connects' extensive internal records and a thorough analysis by our own recruiting and staffing experts.

In our salary calculations, we factor in the nuances that often exist for the same role in different industries and specialties. We also account for fluctuations that result from a company's geographic location. Our data is generated by our staffing specialists who fill positions in these fields and local markets every day.

All figures listed are annual salaries in the thousands of dollars. Actual salaries will vary based on geography, economic factors, size of the hiring organization, and skill sets required for the role. The specified salary ranges include base compensation only and do not include bonuses, stock options, 401(k) matching, commissions, or other additional compensation. Use the list in the [Table of Contents](#) to navigate to salaries by specialty.

Northern California

Central Valley

San Joaquin, Stanislaus, & San Benito Counties

East Bay & Tri-Valley

Alameda & Contra Costa Counties

Greater Sacramento

Sacramento, El Dorado, Placer, & Yolo Counties

Marin County

Napa & Sonoma Counties

San Francisco

Silicon Valley

San Mateo & Santa Clara Counties

Solano County

Southern California

Inland Empire

Riverside & San Bernardino Counties

Los Angeles

Orange County

San Diego

National Salary Key

To help your organization keep up with national salary trends, we provide here median pay information for major metropolitan areas across the United States. The grid depicts year-over-year median salary changes for each area as compared to national median salary data of Q3 2022.

Source:

Data compiled by [Payscale.com](https://www.payscale.com) for Q3 2022.



-2.4%

▼ Atlanta, GA

+3.3%

▲ Austin, TX

-0.9%

▼ Baltimore, MD

+0.9%

▲ Boston, MA

-0.6%

▼ Charlotte, NC

-2.1%

▼ Chicago, IL

+0.8%

▲ Cincinnati, OH

-0.8%

▼ Cleveland, OH

-0.2%

▼ Dallas, TX

+2.4%

▲ Denver, CO

-5.0%

▼ Detroit, MI

+0.1%

▲ Houston, TX

+0.5%

▲ Kansas City, MO

+1.2%

▲ Los Angeles, CA

-4.1%

▼ Miami, FL

-0.4%

▼ Milwaukee, WI

-2.9%

▼ Minneapolis, MN

+0.9%

▲ Nashville, TN

-0.2%

▼ New York, NY

-0.6%

▼ Orlando, FL

-2.7%

▼ Philadelphia, PA

-0.2%

▼ Phoenix, AZ

+4.0%

▲ Pittsburgh, PA

+4.8%

▲ Portland, OR

-1.0%

▼ Raleigh, NC

+2.6%

▲ San Diego, CA

+6.8%

▲ San Francisco, CA

+6.5%

▲ San Jose, CA

+9.5%

▲ Seattle, WA

+0.8%

▲ St. Louis, MO

-1.0%

▼ Tampa, FL

-1.1%

▼ Washington, D.C.

Business Professionals Administrative

[See the Salaries](#)

Administrative

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
Chief of Staff	\$210,000 - \$290,000	\$210,000 - \$290,000	\$190,000 - \$280,000	\$190,000 - \$275,000	\$190,000 - \$275,000	\$190,000 - \$280,000
Director of Administration	\$190,000 - \$250,000	\$190,000 - \$250,000	\$175,000 - \$240,000	\$170,000 - \$220,000	\$170,000 - \$220,000	\$180,000 - \$240,000
Executive Assistant to the C-Suite	\$100,000 - \$145,000	\$100,000 - \$145,000	\$90,000 - \$125,000	\$80,000 - \$100,000	\$80,000 - \$100,000	\$83,000 - \$102,000
Management Positions						
Facilities Manager	\$85,000 - \$135,000	\$85,000 - \$140,000	\$75,000 - \$130,000	\$72,000 - \$125,000	\$75,000 - \$125,000	\$85,000 - \$135,000
Customer Service Manager	\$85,000 - \$115,000	\$85,000 - \$115,000	\$80,000 - \$115,000	\$75,000 - \$110,000	\$75,000 - \$110,000	\$80,000 - \$110,000
Call Center Manager	\$90,000 - \$120,000	\$90,000 - \$120,000	\$85,000 - \$120,000	\$80,000 - \$115,000	\$80,000 - \$115,000	\$90,000 - \$115,000
Office Manager	\$90,000 - \$118,000	\$90,000 - \$118,000	\$75,000 - \$98,000	\$68,000 - \$85,000	\$70,000 - \$95,000	\$75,000 - \$95,000
Staff Positions						
Data Entry Clerk	\$46,000 - \$68,000	\$46,000 - \$68,000	\$44,000 - \$62,000	\$40,000 - \$47,000	\$40,000 - \$47,000	\$45,000 - \$53,000
Customer Service Representative	\$68,000 - \$75,000	\$68,000 - \$75,000	\$43,000 - \$65,000	\$40,000 - \$55,000	\$42,000 - \$55,000	\$50,000 - \$60,000
Support Positions						
Administrative Assistant	\$60,000 - \$75,000	\$60,000 - \$75,000	\$52,000 - \$70,000	\$43,000 - \$58,000	\$50,000 - \$56,000	\$57,000 - \$72,000
Receptionist/Front Desk Coordinator	\$58,000 - \$65,000	\$65,000 - \$75,000	\$48,000 - \$60,000	\$40,000 - \$50,000	\$40,000 - \$52,000	\$48,000 - \$55,000
File/Office Clerk	\$58,000 - \$70,000	\$58,000 - \$70,000	\$40,000 - \$48,000	\$38,000 - \$42,000	\$38,000 - \$43,000	\$44,000 - \$50,000
Mailroom Clerk	\$55,000 - \$65,000	\$55,000 - \$65,000	\$40,000 - \$48,000	\$38,000 - \$42,000	\$38,000 - \$43,000	\$41,000 - \$46,000

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
Chief of Staff	\$185,000 - \$280,000	\$175,000 - \$260,000	\$190,000 - \$240,000	\$190,000 - \$240,000	\$180,000 - \$225,000	\$180,000 - \$225,000
Director of Administration	\$160,000 - \$220,000	\$150,000 - \$210,000	\$175,000 - \$230,000	\$175,000 - \$230,000	\$170,000 - \$210,000	\$175,000 - \$220,000
Executive Assistant to the C-Suite	\$80,000 - \$100,000	\$78,000 - \$100,000	\$80,000 - \$105,000	\$80,000 - \$105,000	\$70,000 - \$90,000	\$80,000 - \$95,000
Management Positions						
Facilities Manager	\$75,000 - \$125,000	\$72,000 - \$120,000	\$85,000 - \$115,000	\$85,000 - \$115,000	\$75,000 - \$105,000	\$80,000 - \$110,000
Customer Service Manager	\$70,000 - \$100,000	\$68,000 - \$85,000	\$75,000 - \$95,000	\$75,000 - \$95,000	\$70,000 - \$85,000	\$75,000 - \$90,000
Call Center Manager	\$75,000 - \$110,000	\$75,000 - \$100,000	\$80,000 - \$100,000	\$80,000 - \$100,000	\$75,000 - \$92,000	\$80,000 - \$95,000
Office Manager	\$65,000 - \$85,000	\$65,000 - \$80,000	\$65,000 - \$85,000	\$65,000 - \$85,000	\$60,000 - \$75,000	\$62,000 - \$82,000
Staff Positions						
Data Entry Clerk	\$39,000 - \$48,000	\$38,000 - \$46,000	\$39,000 - \$42,000	\$39,000 - \$42,000	\$37,000 - \$40,000	\$39,000 - \$42,000
Customer Service Representative	\$40,000 - \$54,000	\$39,000 - \$52,000	\$41,000 - \$52,000	\$41,000 - \$52,000	\$39,000 - \$50,000	\$41,000 - \$50,000
Support Positions						
Administrative Assistant	\$45,000 - \$60,000	\$40,000 - \$56,000	\$50,000 - \$65,000	\$50,000 - \$65,000	\$49,000 - \$60,000	\$49,000 - \$62,000
Receptionist/Front Desk Coordinator	\$39,000 - \$52,000	\$39,000 - \$48,000	\$41,000 - \$48,000	\$41,000 - \$48,000	\$40,000 - \$44,000	\$40,000 - \$46,000
File/Office Clerk	\$38,000 - \$43,000	\$38,000 - \$42,000	\$38,000 - \$44,000	\$38,000 - \$44,000	\$37,000 - \$40,000	\$38,000 - \$44,000
Mailroom Clerk	\$38,000 - \$42,000	\$38,000 - \$42,000	\$38,000 - \$44,000	\$38,000 - \$44,000	\$37,000 - \$40,000	\$38,000 - \$44,000

Business Professionals Human Resources

[See the Salaries](#)



Human Resources

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
CHRO/SVP	\$235,000 - \$310,000	\$235,000 - \$310,000	\$210,000 - \$295,000	\$190,000 - \$275,000	\$190,000 - \$275,000	\$200,000 - \$295,000
Vice President, Human Resources	\$170,000 - \$280,000	\$180,000 - \$260,000	\$165,000 - \$270,000	\$160,000 - \$250,000	\$170,000 - \$275,000	\$180,000 - \$290,000
Director of Compensation and Benefits	\$170,000 - \$200,000	\$170,000 - \$200,000	\$160,000 - \$190,000	\$140,000 - \$175,000	\$150,000 - \$190,000	\$160,000 - \$195,000
Director of Human Resources	\$140,000 - \$160,000	\$140,000 - \$160,000	\$130,000 - \$160,000	\$135,000 - \$175,000	\$135,000 - \$175,000	\$160,000 - \$195,000
Director of Recruiting	\$100,000 - \$185,000	\$100,000 - \$185,000	\$100,000 - \$165,000	\$135,000 - \$175,000	\$135,000 - \$175,000	\$160,000 - \$195,000
Director of Learning and Development	\$140,000 - \$175,000	\$140,000 - \$175,000	\$130,000 - \$165,000	\$115,000 - \$150,000	\$115,000 - \$150,000	\$125,000 - \$165,000
Management Positions						
HRIS Manager	\$135,000 - \$155,000	\$135,000 - \$155,000	\$125,000 - \$150,000	\$115,000 - \$135,000	\$115,000 - \$135,000	\$120,000 - \$150,000
Learning and Development Manager	\$130,000 - \$165,000	\$130,000 - \$165,000	\$120,000 - \$150,000	\$115,000 - \$135,000	\$115,000 - \$135,000	\$115,000 - \$150,000
Senior/Human Resources Manager	\$110,000 - \$135,000	\$110,000 - \$135,000	\$105,000 - \$130,000	\$105,000 - \$130,000	\$105,000 - \$130,000	\$110,000 - \$130,000
Talent Acquisition Manager	\$125,000 - \$145,000	\$125,000 - \$145,000	\$110,000 - \$140,000	\$100,000 - \$130,000	\$100,000 - \$130,000	\$110,000 - \$135,000
Employee Relations Manager	\$120,000 - \$140,000	\$120,000 - \$140,000	\$105,000 - \$135,000	\$90,000 - \$120,000	\$90,000 - \$120,000	\$105,000 - \$130,000
Benefits and Compensation Manager	\$120,000 - \$145,000	\$120,000 - \$145,000	\$105,000 - \$135,000	\$90,000 - \$125,000	\$90,000 - \$125,000	\$100,000 - \$130,000
Human Resources Generalist	\$75,000 - \$95,000	\$75,000 - \$95,000	\$75,000 - \$90,000	\$72,000 - \$85,000	\$72,000 - \$85,000	\$75,000 - \$95,000
Staff Positions						
Learning and Development Specialist	\$100,000 - \$120,000	\$100,000 - \$120,000	\$90,000 - \$120,000	\$85,000 - \$110,000	\$88,000 - \$110,000	\$95,000 - \$120,000
Employee Relations Specialist	\$85,000 - \$100,000	\$85,000 - \$100,000	\$80,000 - \$100,000	\$75,000 - \$95,000	\$75,000 - \$95,000	\$80,000 - \$100,000
Recruiter	\$70,000 - \$110,000	\$70,000 - \$110,000	\$70,000 - \$100,000	\$65,000 - \$100,000	\$65,000 - \$100,000	\$65,000 - \$110,000
Compensation Analyst	\$80,000 - \$90,000	\$80,000 - \$90,000	\$75,000 - \$95,000	\$75,000 - \$90,000	\$75,000 - \$90,000	\$80,000 - \$100,000
Human Resources Representative	\$65,000 - \$80,000	\$65,000 - \$80,000	\$60,000 - \$75,000	\$60,000 - \$75,000	\$58,000 - \$72,000	\$67,000 - \$85,000
Sourcer	\$68,000 - \$85,000	\$68,000 - \$85,000	\$52,000 - \$65,000	\$52,000 - \$60,000	\$52,000 - \$60,000	\$54,000 - \$68,000
Support Positions						
Human Resources Coordinator/Assistant	\$56,000 - \$65,000	\$56,000 - \$65,000	\$52,000 - \$62,000	\$50,000 - \$60,000	\$50,000 - \$60,000	\$54,000 - \$62,000

Human Resources

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
CHRO/SVP	\$200,000 - \$265,000	\$190,000 - \$250,000	\$200,000 - \$265,000	\$200,000 - \$265,000	\$180,000 - \$240,000	\$190,000 - \$260,000
Vice President, Human Resources	\$175,000 - \$250,000	\$165,000 - \$240,000	\$180,000 - \$240,000	\$180,000 - \$240,000	\$170,000 - \$220,000	\$178,000 - \$235,000
Director of Compensation and Benefits	\$150,000 - \$190,000	\$140,000 - \$180,000	\$160,000 - \$205,000	\$160,000 - \$205,000	\$150,000 - \$190,000	\$155,000 - \$195,000
Director of Human Resources	\$150,000 - \$190,000	\$140,000 - \$180,000	\$165,000 - \$210,000	\$165,000 - \$210,000	\$150,000 - \$190,000	\$155,000 - \$200,000
Director of Recruiting	\$150,000 - \$190,000	\$140,000 - \$180,000	\$150,000 - \$190,000	\$150,000 - \$190,000	\$150,000 - \$190,000	\$150,000 - \$190,000
Director of Learning and Development	\$110,000 - \$130,000	\$105,000 - \$135,000	\$115,000 - \$140,000	\$115,000 - \$140,000	\$105,000 - \$135,000	\$110,000 - \$135,000
Management Positions						
HRIS Manager	\$120,000 - \$150,000	\$110,000 - \$140,000	\$120,000 - \$158,000	\$120,000 - \$158,000	\$110,000 - \$145,000	\$115,000 - \$148,000
Learning and Development Manager	\$115,000 - \$150,000	\$110,000 - \$140,000	\$115,000 - \$155,000	\$115,000 - \$155,000	\$110,000 - \$145,000	\$115,000 - \$140,000
Senior/Human Resources Manager	\$120,000 - \$150,000	\$110,000 - \$150,000	\$120,000 - \$160,000	\$120,000 - \$160,000	\$105,000 - \$130,000	\$110,000 - \$135,000
Talent Acquisition Manager	\$100,000 - \$135,000	\$95,000 - \$125,000	\$95,000 - \$120,000	\$95,000 - \$120,000	\$90,000 - \$115,000	\$92,000 - \$115,000
Employee Relations Manager	\$85,000 - \$115,000	\$80,000 - \$110,000	\$105,000 - \$125,000	\$105,000 - \$125,000	\$85,000 - \$110,000	\$90,000 - \$115,000
Benefits and Compensation Manager	\$80,000 - \$125,000	\$78,000 - \$120,000	\$75,000 - \$115,000	\$75,000 - \$115,000	\$70,000 - \$100,000	\$70,000 - \$95,000
Human Resources Generalist	\$75,000 - \$95,000	\$70,000 - \$90,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$62,000 - \$75,000	\$65,000 - \$82,000
Staff Positions						
Learning and Development Specialist	\$85,000 - \$110,000	\$80,000 - \$105,000	\$90,000 - \$115,000	\$95,000 - \$120,000	\$85,000 - \$105,000	\$94,000 - \$115,000
Employee Relations Specialist	\$75,000 - \$100,000	\$70,000 - \$95,000	\$79,000 - \$102,000	\$79,000 - \$102,000	\$72,000 - \$89,000	\$75,000 - \$100,000
Recruiter	\$62,000 - \$95,000	\$58,000 - \$90,000	\$65,000 - \$85,000	\$65,000 - \$85,000	\$55,000 - \$80,000	\$65,000 - \$85,000
Compensation Analyst	\$80,000 - \$95,000	\$75,000 - \$90,000	\$75,000 - \$90,000	\$75,000 - \$90,000	\$70,000 - \$85,000	\$75,000 - \$90,000
Human Resources Representative	\$52,000 - \$68,000	\$52,000 - \$65,000	\$55,000 - \$70,000	\$55,000 - \$70,000	\$50,000 - \$65,000	\$55,000 - \$70,000
Sourcer	\$52,000 - \$60,000	\$50,000 - \$60,000	\$52,000 - \$60,000	\$52,000 - \$65,000	\$50,000 - \$60,000	\$50,000 - \$65,000
Support Positions						
Human Resources Coordinator/Assistant	\$45,000 - \$62,000	\$42,000 - \$60,000	\$48,000 - \$60,000	\$48,000 - \$60,000	\$46,000 - \$58,000	\$48,000 - \$58,000

Business Professionals Legal

[See the Salaries](#)



Legal

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Staff Positions						
Contracts Administrator/Manager	\$70,000 - \$120,000	\$70,000 - \$120,000	\$65,000 - \$120,000	\$65,000 - \$110,000	\$65,000 - \$115,000	\$68,000 - \$115,000
Legal Secretary	\$65,000 - \$120,000	\$65,000 - \$120,000	\$60,000 - \$95,000	\$60,000 - \$90,000	\$60,000 - \$95,000	\$65,000 - \$105,000
Support Positions						
Paralegal	\$65,000 - \$120,000	\$65,000 - \$120,000	\$65,000 - \$115,000	\$65,000 - \$90,000	\$65,000 - \$90,000	\$65,000 - \$110,000
Legal Word Processor	\$65,000 - \$95,000	\$65,000 - \$95,000	\$60,000 - \$75,000	\$52,000 - \$68,000	\$52,000 - \$75,000	\$60,000 - \$80,000

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Staff Positions						
Contracts Administrator/Manager	\$68,000 - \$110,000	\$60,000 - \$95,000	\$70,000 - \$105,000	\$70,000 - \$105,000	\$60,000 - \$95,000	\$70,000 - \$105,000
Legal Secretary	\$62,000 - \$90,000	\$58,000 - \$85,000	\$62,000 - \$85,000	\$62,000 - \$85,000	\$58,000 - \$85,000	\$60,000 - \$85,000
Support Positions						
Paralegal	\$58,000 - \$85,000	\$56,000 - \$85,000	\$60,000 - \$88,000	\$60,000 - \$88,000	\$56,000 - \$85,000	\$58,000 - \$88,000
Legal Word Processor	\$50,000 - \$70,000	\$48,000 - \$60,000	\$50,000 - \$70,000	\$50,000 - \$70,000	\$48,000 - \$60,000	\$50,000 - \$70,000

Business Professionals

Marketing & Creative

[See the Salaries](#)



Marketing & Creative

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
CMO	\$240,000 - \$360,000	\$245,000 - \$380,000	\$230,000 - \$320,000	\$215,000 - \$290,000	\$215,000 - \$290,000	\$235,000 - \$340,000
Vice President, Marketing	\$190,000 - \$315,000	\$200,000 - \$360,000	\$180,000 - \$305,000	\$170,000 - \$285,000	\$170,000 - \$285,000	\$185,000 - \$305,000
Director of Marketing	\$155,000 - \$190,000	\$165,000 - \$200,000	\$140,000 - \$175,000	\$130,000 - \$170,000	\$135,000 - \$170,000	\$145,000 - \$180,000
Management Positions						
Public Relations Manager	\$120,000 - \$210,000	\$125,000 - \$220,000	\$115,000 - \$190,000	\$100,000 - \$180,000	\$100,000 - \$180,000	\$115,000 - \$185,000
Digital Marketing Manager	\$90,000 - \$160,000	\$100,000 - \$160,000	\$85,000 - \$140,000	\$80,000 - \$120,000	\$80,000 - \$120,000	\$85,000 - \$140,000
Brand Manager	\$120,000 - \$180,000	\$120,000 - \$180,000	\$110,000 - \$165,000	\$95,000 - \$130,000	\$95,000 - \$130,000	\$110,000 - \$165,000
Marketing Communications Manager	\$110,000 - \$150,000	\$110,000 - \$150,000	\$100,000 - \$135,000	\$90,000 - \$125,000	\$90,000 - \$125,000	\$100,000 - \$135,000
Marketing Manager	\$100,000 - \$170,000	\$100,000 - \$170,000	\$90,000 - \$145,000	\$85,000 - \$120,000	\$85,000 - \$120,000	\$90,000 - \$145,000
Product and Creative						
Product Marketing Manager Web Dev	\$115,000 - \$195,000	\$120,000 - \$210,000	\$105,000 - \$175,000	\$95,000 - \$165,000	\$95,000 - \$165,000	\$105,000 - \$170,000
Creative Director/Art Director	\$110,000 - \$190,000	\$115,000 - \$195,000	\$100,000 - \$160,000	\$90,000 - \$160,000	\$90,000 - \$160,000	\$100,000 - \$150,000
Web Designer	\$65,000 - \$85,000	\$70,000 - \$90,000	\$65,000 - \$80,000	\$62,000 - \$78,000	\$62,000 - \$78,000	\$68,000 - \$85,000
Graphic Designer	\$65,000 - \$85,000	\$70,000 - \$90,000	\$65,000 - \$80,000	\$60,000 - \$75,000	\$60,000 - \$75,000	\$65,000 - \$80,000
Staff Positions						
Content Manager	\$75,000 - \$135,000	\$80,000 - \$140,000	\$72,000 - \$120,000	\$68,000 - \$95,000	\$68,000 - \$95,000	\$75,000 - \$120,000
Events Manager	\$75,000 - \$115,000	\$80,000 - \$120,000	\$68,000 - \$105,000	\$65,000 - \$100,000	\$65,000 - \$100,000	\$70,000 - \$110,000
Social Media Manager	\$75,000 - \$115,000	\$80,000 - \$120,000	\$70,000 - \$110,000	\$68,000 - \$100,000	\$68,000 - \$100,000	\$72,000 - \$115,000
Market Research Analyst	\$70,000 - \$100,000	\$75,000 - \$100,000	\$68,000 - \$90,000	\$65,000 - \$88,000	\$66,000 - \$88,000	\$75,000 - \$95,000
SEO/SEM Specialist	\$65,000 - \$90,000	\$70,000 - \$95,000	\$64,000 - \$85,000	\$62,000 - \$83,000	\$62,000 - \$80,000	\$68,000 - \$90,000
Support Positions						
Copywriter	\$70,000 - \$85,000	\$70,000 - \$85,000	\$65,000 - \$82,000	\$60,000 - \$78,000	\$62,000 - \$78,000	\$65,000 - \$85,000
Marketing Coordinator	\$65,000 - \$75,000	\$65,000 - \$75,000	\$60,000 - \$72,000	\$58,000 - \$74,000	\$58,000 - \$74,000	\$60,000 - \$74,000
Marketing Assistant	\$58,000 - \$70,000	\$60,000 - \$72,000	\$52,000 - \$68,000	\$48,000 - \$64,000	\$50,000 - \$65,000	\$54,000 - \$65,000

Marketing & Creative

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
CMO	\$210,000 - \$290,000	\$210,000 - \$290,000	\$220,000 - \$310,000	\$220,000 - \$310,000	\$200,000 - \$290,000	\$215,000 - \$300,000
Vice President, Marketing	\$180,000 - \$285,000	\$180,000 - \$230,000	\$180,000 - \$285,000	\$180,000 - \$285,000	\$170,000 - \$265,000	\$180,000 - \$270,000
Director of Marketing	\$150,000 - \$200,000	\$150,000 - \$200,000	\$140,000 - \$176,000	\$140,000 - \$176,000	\$130,000 - \$168,000	\$140,000 - \$174,000
Management Positions						
Public Relations Manager	\$95,000 - \$170,000	\$92,000 - \$160,000	\$110,000 - \$170,000	\$110,000 - \$170,000	\$95,000 - \$150,000	\$105,000 - \$160,000
Digital Marketing Manager	\$90,000 - \$120,000	\$85,000 - \$120,000	\$95,000 - \$130,000	\$95,000 - \$130,000	\$90,000 - \$120,000	\$92,000 - \$125,000
Brand Manager	\$95,000 - \$130,000	\$90,000 - \$125,000	\$105,000 - \$140,000	\$105,000 - \$140,000	\$95,000 - \$125,000	\$105,000 - \$135,000
Marketing Communications Manager	\$100,000 - \$130,000	\$90,000 - \$125,000	\$100,000 - \$130,000	\$100,000 - \$130,000	\$98,000 - \$125,000	\$100,000 - \$130,000
Marketing Manager	\$90,000 - \$130,000	\$85,000 - \$120,000	\$95,000 - \$125,000	\$95,000 - \$125,000	\$90,000 - \$120,000	\$95,000 - \$125,000
Product and Creative						
Product Marketing Manager Web Dev	\$95,000 - \$130,000	\$90,000 - \$125,000	\$100,000 - \$140,000	\$100,000 - \$140,000	\$95,000 - \$125,000	\$100,000 - \$135,000
Creative Director/Art Director	\$95,000 - \$130,000	\$90,000 - \$125,000	\$95,000 - \$130,000	\$95,000 - \$130,000	\$90,000 - \$120,000	\$95,000 - \$125,000
Web Designer	\$55,000 - \$85,000	\$52,000 - \$78,000	\$65,000 - \$85,000	\$65,000 - \$85,000	\$58,000 - \$78,000	\$62,000 - \$80,000
Graphic Designer	\$55,000 - \$80,000	\$52,000 - \$70,000	\$60,000 - \$80,000	\$60,000 - \$80,000	\$55,000 - \$68,000	\$58,000 - \$70,000
Staff Positions						
Content Manager	\$72,000 - \$110,000	\$68,000 - \$90,000	\$75,000 - \$120,000	\$75,000 - \$120,000	\$70,000 - \$90,000	\$75,000 - \$110,000
Events Manager	\$65,000 - \$95,000	\$62,000 - \$90,000	\$70,000 - \$105,000	\$70,000 - \$105,000	\$62,000 - \$90,000	\$68,000 - \$95,000
Social Media Manager	\$70,000 - \$110,000	\$65,000 - \$98,000	\$72,000 - \$110,000	\$72,000 - \$110,000	\$68,000 - \$98,000	\$70,000 - \$105,000
Market Research Analyst	\$70,000 - \$92,000	\$68,000 - \$90,000	\$70,000 - \$95,000	\$70,000 - \$95,000	\$65,000 - \$88,000	\$70,000 - \$92,000
SEO/SEM Specialist	\$65,000 - \$86,000	\$62,000 - \$80,000	\$68,000 - \$90,000	\$68,000 - \$90,000	\$62,000 - \$76,000	\$65,000 - \$88,000
Support Positions						
Copywriter	\$62,000 - \$80,000	\$60,000 - \$78,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$60,000 - \$70,000	\$62,000 - \$78,000
Marketing Coordinator	\$58,000 - \$72,000	\$55,000 - \$70,000	\$58,000 - \$70,000	\$58,000 - \$70,000	\$55,000 - \$68,000	\$48,000 - \$55,000
Marketing Assistant	\$48,000 - \$64,000	\$46,000 - \$62,000	\$48,000 - \$64,000	\$48,000 - \$64,000	\$44,000 - \$60,000	\$48,000 - \$64,000

Business Professionals Sales

[See the Salaries](#)



Sales

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
CSO	\$240,000 - \$350,000	\$250,000 - \$360,000	\$235,000 - \$325,000	\$225,000 - \$300,000	\$225,000 - \$300,000	\$235,000 - \$325,000
Vice President, Business Development	\$200,000 - \$325,000	\$210,000 - \$325,000	\$200,000 - \$310,000	\$200,000 - \$310,000	\$200,000 - \$310,000	\$225,000 - \$360,000
Director of Business Development	\$180,000 - \$240,000	\$190,000 - \$260,000	\$170,000 - \$240,000	\$160,000 - \$200,000	\$160,000 - \$200,000	\$180,000 - \$240,000
Regional Director of Business Development	\$160,000 - \$200,000	\$160,000 - \$200,000	\$145,000 - \$185,000	\$130,000 - \$180,000	\$130,000 - \$180,000	\$145,000 - \$185,000
Management Positions						
Regional Business Development Manager	\$110,000 - \$145,000	\$120,000 - \$145,000	\$90,000 - \$120,000	\$80,000 - \$110,000	\$80,000 - \$110,000	\$100,000 - \$135,000
Customer Success Manager	\$85,000 - \$130,000	\$85,000 - \$130,000	\$78,000 - \$105,000	\$72,000 - \$90,000	\$74,000 - \$90,000	\$78,000 - \$105,000
Staff Positions						
Account Executive	\$90,000 - \$130,000	\$90,000 - \$135,000	\$80,000 - \$110,000	\$68,000 - \$95,000	\$68,000 - \$95,000	\$80,000 - \$105,000
Sales Rep/Business Development Manager	\$70,000 - \$100,000	\$70,000 - \$100,000	\$65,000 - \$95,000	\$60,000 - \$90,000	\$60,000 - \$90,000	\$65,000 - \$90,000
Inside/Outside Sales Specialist	\$65,000 - \$90,000	\$68,000 - \$110,000	\$52,000 - \$75,000	\$48,000 - \$56,000	\$50,000 - \$72,000	\$52,000 - \$75,000
Customer Success Coordinator	\$65,000 - \$85,000	\$68,000 - \$85,000	\$52,000 - \$70,000	\$48,000 - \$70,000	\$48,000 - \$70,000	\$52,000 - \$70,000
Telemarketer	\$60,000 - \$72,000	\$62,000 - \$75,000	\$48,000 - \$65,000	\$44,000 - \$60,000	\$44,000 - \$60,000	\$52,000 - \$68,000
Retail Sales Associate	\$60,000 - \$75,000	\$60,000 - \$75,000	\$46,000 - \$60,000	\$40,000 - \$58,000	\$42,000 - \$58,000	\$50,000 - \$65,000
Support Positions						
Sales Assistant	\$54,000 - \$70,000	\$58,000 - \$72,000	\$50,000 - \$64,000	\$40,000 - \$52,000	\$42,000 - \$54,000	\$52,000 - \$66,000
Call Center Representative	\$54,000 - \$70,000	\$58,000 - \$72,000	\$48,000 - \$62,000	\$40,000 - \$52,000	\$42,000 - \$52,000	\$48,000 - \$62,000

Sales

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
CSO	\$225,000 - \$300,000	\$220,000 - \$290,000	\$235,000 - \$310,000	\$235,000 - \$310,000	\$220,000 - \$290,000	\$225,000 - \$300,000
Vice President, Business Development	\$190,000 - \$285,000	\$190,000 - \$275,000	\$210,000 - \$300,000	\$210,000 - \$300,000	\$190,000 - \$280,000	\$200,000 - \$290,000
Director of Business Development	\$160,000 - \$200,000	\$160,000 - \$200,000	\$180,000 - \$240,000	\$180,000 - \$240,000	\$160,000 - \$195,000	\$170,000 - \$230,000
Regional Director of Business Development	\$130,000 - \$180,000	\$120,000 - \$168,000	\$140,000 - \$190,000	\$140,000 - \$190,000	\$125,000 - \$170,000	\$130,000 - \$175,000
Management Positions						
Regional Business Development Manager	\$85,000 - \$120,000	\$80,000 - \$110,000	\$100,000 - \$135,000	\$100,000 - \$135,000	\$85,000 - \$120,000	\$95,000 - \$128,000
Customer Success Manager	\$74,000 - \$90,000	\$72,000 - \$90,000	\$80,000 - \$105,000	\$80,000 - \$105,000	\$72,000 - \$90,000	\$76,000 - \$95,000
Staff Positions						
Account Executive	\$70,000 - \$95,000	\$68,000 - \$92,000	\$85,000 - \$105,000	\$85,000 - \$105,000	\$78,000 - \$95,000	\$80,000 - \$98,000
Sales Rep/Business Development Manager	\$65,000 - \$90,000	\$60,000 - \$88,000	\$65,000 - \$90,000	\$65,000 - \$90,000	\$60,000 - \$80,000	\$62,000 - \$87,000
Inside/Outside Sales Specialist	\$46,000 - \$60,000	\$44,000 - \$60,000	\$52,000 - \$75,000	\$52,000 - \$75,000	\$44,000 - \$62,000	\$48,000 - \$64,000
Customer Success Coordinator	\$40,000 - \$52,000	\$38,000 - \$50,000	\$52,000 - \$70,000	\$52,000 - \$70,000	\$40,000 - \$58,000	\$44,000 - \$60,000
Telemarketer	\$38,000 - \$52,000	\$36,000 - \$42,000	\$48,000 - \$60,000	\$48,000 - \$60,000	\$38,000 - \$52,000	\$42,000 - \$56,000
Retail Sales Associate	\$38,000 - \$44,000	\$36,000 - \$42,000	\$44,000 - \$58,000	\$44,000 - \$58,000	\$36,000 - \$50,000	\$40,000 - \$52,000
Support Positions						
Sales Assistant	\$38,000 - \$46,000	\$38,000 - \$44,000	\$48,000 - \$56,000	\$48,000 - \$56,000	\$38,000 - \$46,000	\$45,000 - \$54,000
Call Center Representative	\$38,000 - \$46,000	\$38,000 - \$44,000	\$48,000 - \$56,000	\$48,000 - \$56,000	\$38,000 - \$46,000	\$45,000 - \$54,000

Manufacturing & Logistics

Manufacturing & Logistics

[See the Salaries](#)



Manufacturing & Logistics

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Management Positions						
Director of Manufacturing	\$115,000 - \$190,000	\$125,000 - \$220,000	\$125,000 - \$175,000	\$110,000 - \$160,000	\$125,000 - \$200,000	\$125,000 - \$205,000
Plant Manager	\$120,000 - \$209,000	\$150,000 - \$218,000	\$130,000 - \$180,000	\$110,000 - \$150,000	\$145,000 - \$215,000	\$148,000 - \$218,000
Maintenance Manager	\$90,000 - \$130,000	\$93,000 - \$173,000	\$95,000 - \$135,000	\$90,000 - \$140,000	\$125,000 - \$150,000	\$125,000 - \$155,000
Warehouse Manager	\$90,000 - \$125,000	\$95,000 - \$144,000	\$90,000 - \$130,000	\$87,000 - \$115,000	\$90,000 - \$125,000	\$95,000 - \$130,000
QC/QA Manager	\$85,000 - \$125,000	\$95,000 - \$170,000	\$95,000 - \$125,000	\$90,000 - \$120,000	\$100,000 - \$135,000	\$105,000 - \$135,000
Supply Chain Manager	\$90,000 - \$120,000	\$95,000 - \$185,000	\$95,000 - \$135,000	\$90,000 - \$115,000	\$100,000 - \$140,000	\$105,000 - \$145,000
Demand Manager	\$80,000 - \$115,000	\$85,000 - \$105,000	\$90,000 - \$125,000	\$90,000 - \$120,000	\$100,000 - \$130,000	\$105,000 - \$135,000
Production Manager	\$90,000 - \$125,000	\$90,000 - \$125,000	\$90,000 - \$130,000	\$90,000 - \$140,000	\$90,000 - \$132,000	\$92,000 - \$135,000
Maintenance Supervisor	\$85,000 - \$105,000	\$85,000 - \$105,000	\$85,000 - \$110,000	\$80,000 - \$95,000	\$85,000 - \$100,000	\$86,000 - \$105,000
QC/QA Supervisor	\$75,000 - \$110,000	\$80,000 - \$110,000	\$65,000 - \$100,000	\$65,000 - \$95,000	\$75,000 - \$95,000	\$75,000 - \$105,000
Production Supervisor	\$75,000 - \$115,000	\$70,000 - \$95,000	\$65,000 - \$100,000	\$60,000 - \$85,000	\$75,000 - \$95,000	\$75,000 - \$105,000
Warehouse Supervisor	\$75,000 - \$115,000	\$70,000 - \$95,000	\$75,000 - \$105,000	\$65,000 - \$100,000	\$75,000 - \$95,000	\$75,000 - \$105,000
Facilities Supervisor	\$75,000 - \$100,000	\$75,000 - \$100,000	\$72,000 - \$108,000	\$75,000 - \$100,000	\$75,000 - \$95,000	\$75,000 - \$105,000
Operations Positions						
Chief Operating Officer	\$300,000 - \$700,000	\$335,000 - \$745,000	\$285,000 - \$705,000	\$299,000 - \$674,000	\$293,000 - \$700,000	\$300,000 - \$700,000
Operations Director	\$200,000 - \$270,000	\$210,000 - \$295,000	\$185,000 - \$275,000	\$110,000 - \$170,000	\$125,000 - \$205,000	\$130,000 - \$215,000
Supply Chain Planner/Buyer	\$84,000 - \$100,000	\$86,000 - \$105,000	\$75,000 - \$95,000	\$70,000 - \$90,000	\$74,000 - \$95,000	\$77,000 - \$97,000
Operations Manager	\$90,000 - \$167,000	\$91,000 - \$165,000	\$78,000 - \$145,000	\$95,000 - \$130,000	\$102,000 - \$132,000	\$110,000 - \$150,000
Safety Positions						
Safety Manager	\$95,000 - \$186,000	\$94,000 - \$176,000	\$92,000 - \$163,000	\$91,000 - \$140,000	\$95,000 - \$120,000	\$100,000 - \$125,000
Safety Coordinator	\$53,000 - \$67,000	\$63,000 - \$89,000	\$61,000 - \$84,000	\$65,000 - \$85,000	\$79,000 - \$95,000	\$82,000 - \$98,000

Manufacturing & Logistics

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Staff Positions						
Assembler	\$42,000 - \$50,000	\$40,000 - \$51,000	\$39,000 - \$46,000	\$37,000 - \$44,000	\$38,000 - \$42,000	\$39,000 - \$45,000
Bottling/Cellar Crew	\$36,000 - \$42,000	\$38,000 - \$45,000	\$37,000 - \$47,000	\$37,000 - \$45,000	\$37,000 - \$47,000	\$38,000 - \$48,000
Bottling Line Mechanic	\$65,000 - \$75,000	\$65,000 - \$80,000	\$62,000 - \$78,000	\$62,000 - \$78,000	\$62,000 - \$78,000	\$63,000 - \$79,000
Electronic Assembler	\$48,000 - \$65,000	\$46,000 - \$56,000	\$42,000 - \$54,000	\$40,000 - \$52,000	\$42,000 - \$65,000	\$44,000 - \$67,000
Electronic Technician	\$60,000 - \$70,000	\$58,000 - \$72,000	\$55,000 - \$75,000	\$58,000 - \$65,000	\$58,000 - \$80,000	\$58,000 - \$80,000
Forklift Operator	\$42,000 - \$54,000	\$41,000 - \$53,000	\$40,000 - \$54,000	\$41,000 - \$52,000	\$42,000 - \$50,000	\$43,000 - \$54,000
Inventory Control Clerk	\$44,000 - \$58,000	\$45,000 - \$56,000	\$44,000 - \$55,000	\$42,000 - \$50,000	\$42,000 - \$50,000	\$42,000 - \$51,000
Janitor	\$39,000 - \$52,000	\$39,000 - \$46,000	\$37,000 - \$43,000	\$37,000 - \$45,000	\$37,000 - \$42,000	\$39,000 - \$45,000
Lab Technician	\$45,000 - \$55,000	\$45,000 - \$55,000	\$42,000 - \$52,000	\$41,000 - \$51,000	\$42,000 - \$52,000	\$43,000 - \$53,000
Maintenance Mechanic	\$62,000 - \$80,000	\$57,000 - \$80,000	\$64,000 - \$80,000	\$60,000 - \$80,000	\$62,000 - \$83,000	\$63,000 - \$85,000
Material Handler	\$44,000 - \$57,000	\$42,000 - \$53,000	\$39,000 - \$47,000	\$37,000 - \$42,000	\$37,000 - \$43,000	\$42,000 - \$45,000
Mechanical Assembler	\$44,000 - \$53,000	\$44,000 - \$53,000	\$42,000 - \$54,000	\$40,000 - \$52,000	\$42,000 - \$65,000	\$42,000 - \$65,000
Production Worker	\$39,000 - \$48,000	\$39,000 - \$47,000	\$37,000 - \$46,000	\$37,000 - \$42,000	\$37,000 - \$43,000	\$39,000 - \$45,000
Production Bottling Line	\$36,000 - \$43,000	\$38,000 - \$45,000	\$37,000 - \$47,000	\$37,000 - \$45,000	\$37,000 - \$47,000	\$38,000 - \$48,000
Production Lead	\$52,000 - \$62,000	\$49,000 - \$57,000	\$45,000 - \$62,000	\$46,000 - \$60,000	\$42,000 - \$60,000	\$45,000 - \$61,000
QA Technician	\$63,000 - \$75,000	\$61,000 - \$74,000	\$45,000 - \$59,000	\$44,000 - \$58,000	\$42,000 - \$62,000	\$43,000 - \$62,000
Sanitation Worker	\$41,000 - \$52,000	\$38,000 - \$50,000	\$40,000 - \$52,000	\$36,000 - \$46,000	\$37,000 - \$42,000	\$39,000 - \$45,000
Shipping, Receiving, Packaging	\$44,000 - \$57,000	\$41,000 - \$51,000	\$37,000 - \$46,000	\$38,000 - \$44,000	\$37,000 - \$43,000	\$41,000 - \$48,000
Warehouse Worker	\$40,000 - \$46,000	\$38,000 - \$46,000	\$36,000 - \$43,000	\$37,000 - \$42,000	\$36,000 - \$43,000	\$40,000 - \$45,000
Weighmaster	\$45,000 - \$55,000	\$45,000 - \$55,000	\$45,000 - \$55,000	\$42,000 - \$49,000	\$44,000 - \$48,000	\$45,000 - \$55,000

Manufacturing & Logistics

	Greater Sacramento	Los Angeles	Orange County	Inland Empire	San Diego
Management Positions					
Director of Manufacturing	\$95,000 - \$160,000	\$140,000 - \$200,000	\$95,000 - \$170,000	\$144,000 - \$187,000	\$145,000 - \$176,000
Plant Manager	\$110,000 - \$160,000	\$122,000 - \$207,000	\$80,000 - \$161,000	\$96,000 - \$101,000	\$158,000 - \$217,000
Maintenance Manager	\$95,000 - \$140,000	\$78,000 - \$145,000	\$83,000 - \$139,000	\$91,000 - \$123,000	\$75,000 - \$84,000
Warehouse Manager	\$85,000 - \$120,000	\$75,000 - \$125,000	\$86,000 - \$119,000	\$54,000 - \$82,000	\$83,000 - \$115,000
QC/QA Manager	\$84,000 - \$125,000	\$84,000 - \$145,000	\$115,000 - \$148,000	\$82,000 - \$111,000	\$124,000 - \$157,000
Supply Chain Manager	\$90,000 - \$130,000	\$95,000 - \$150,000	\$100,000 - \$150,000	\$111,000 - \$143,000	\$82,000 - \$145,000
Demand Manager	\$95,000 - \$135,000	\$84,000 - \$115,000	\$84,000 - \$100,000	\$81,000 - \$100,000	\$91,000 - \$114,000
Production Manager	\$85,000 - \$125,000	\$85,000 - \$140,000	\$75,000 - \$125,000	\$61,000 - \$75,000	\$70,000 - \$90,000
Maintenance Supervisor	\$72,000 - \$95,000	\$60,000 - \$85,000	\$56,000 - \$75,000	\$53,000 - \$75,000	\$55,000 - \$85,000
QC/QA Supervisor	\$65,000 - \$95,000	\$70,000 - \$90,000	\$70,000 - \$85,000	\$57,000 - \$86,000	\$72,000 - \$97,000
Production Supervisor	\$60,000 - \$90,000	\$75,000 - \$90,000	\$67,000 - \$84,000	\$54,000 - \$78,000	\$56,000 - \$75,000
Warehouse Supervisor	\$62,000 - \$95,000	\$75,000 - \$90,000	\$63,000 - \$86,000	\$59,000 - \$88,000	\$56,000 - \$75,000
Facilities Supervisor	\$75,000 - \$100,000	\$75,000 - \$90,000	\$65,000 - \$88,000	\$59,000 - \$88,000	\$56,000 - \$75,000
Operations Positions					
Chief Operating Officer	\$288,000 - \$650,000	\$226,000 - \$443,000	\$402,000 - \$670,000	\$385,000 - \$632,000	\$389,000 - \$649,000
Operations Director	\$110,000 - \$160,000	\$98,000 - \$145,000	\$92,000 - \$132,000	\$100,000 - \$130,000	\$184,000 - \$205,000
Supply Chain Planner/Buyer	\$70,000 - \$95,000	\$64,000 - \$76,000	\$61,000 - \$90,000	\$68,000 - \$89,000	\$68,000 - \$90,000
Operations Manager	\$92,000 - \$130,000	\$90,000 - \$135,000	\$65,000 - \$120,000	\$54,000 - \$116,000	\$115,000 - \$145,000
Safety Positions					
Safety Manager	\$95,000 - \$135,000	\$105,000 - \$146,000	\$103,000 - \$158,000	\$101,000 - \$134,000	\$102,000 - \$135,000
Safety Coordinator	\$65,000 - \$85,000	\$53,000 - \$73,000	\$52,000 - \$74,000	\$52,000 - \$74,000	\$63,000 - \$74,000

Manufacturing & Logistics

	Greater Sacramento	Los Angeles	Orange County	Inland Empire	San Diego
Staff Positions					
Assembler	\$39,000 - \$48,000	\$39,000 - \$46,000	\$41,000 - \$48,000	\$35,000 - \$41,000	\$32,000 - \$41,000
Bottling/Cellar Crew	\$38,000 - \$45,000	\$34,000 - \$43,000	\$32,000 - \$42,000	\$32,000 - \$42,000	\$32,000 - \$40,000
Bottling Line Mechanic	\$65,000 - \$95,000	\$54,000 - \$77,000	\$53,000 - \$86,000	\$44,000 - \$58,000	\$44,000 - \$58,000
Electronic Assembler	\$40,000 - \$52,000	\$42,000 - \$67,000	\$34,000 - \$48,000	\$34,000 - \$54,000	\$33,000 - \$47,000
Electronic Technician	\$44,000 - \$58,000	\$57,000 - \$67,000	\$56,000 - \$73,000	\$57,000 - \$66,000	\$65,000 - \$73,000
Forklift Operator	\$40,000 - \$55,000	\$41,000 - \$58,000	\$39,000 - \$44,000	\$38,000 - \$57,000	\$32,000 - \$44,000
Inventory Control Clerk	\$40,000 - \$52,000	\$40,000 - \$55,000	\$53,000 - \$63,000	\$38,000 - \$47,000	\$37,000 - \$47,000
Janitor	\$36,000 - \$42,000	\$37,000 - \$45,000	\$33,000 - \$48,000	\$32,000 - \$46,000	\$32,000 - \$40,000
Lab Technician	\$40,000 - \$50,000	\$40,000 - \$50,000	\$38,000 - \$48,000	\$37,000 - \$47,000	\$32,000 - \$40,000
Maintenance Mechanic	\$65,000 - \$95,000	\$54,000 - \$77,000	\$53,000 - \$86,000	\$44,000 - \$58,000	\$49,000 - \$56,000
Material Handler	\$38,000 - \$45,000	\$37,000 - \$45,000	\$35,000 - \$41,000	\$33,000 - \$41,000	\$34,000 - \$39,000
Mechanical Assembler	\$40,000 - \$52,000	\$42,000 - \$67,000	\$36,000 - \$51,000	\$49,000 - \$66,000	\$49,000 - \$66,000
Production Worker	\$38,000 - \$45,000	\$34,000 - \$45,000	\$34,000 - \$42,000	\$45,000 - \$54,000	\$41,000 - \$45,000
Production Bottling Line	\$38,000 - \$45,000	\$34,000 - \$43,000	\$32,000 - \$42,000	\$32,000 - \$42,000	\$32,000 - \$40,000
Production Lead	\$44,000 - \$65,000	\$45,000 - \$75,000	\$45,000 - \$69,000	\$47,000 - \$75,000	\$45,000 - \$62,000
QA Technician	\$42,000 - \$54,000	\$45,000 - \$60,000	\$42,000 - \$51,000	\$41,000 - \$52,000	\$46,000 - \$52,000
Sanitation Worker	\$36,000 - \$42,000	\$39,000 - \$47,000	\$33,000 - \$48,000	\$32,000 - \$46,000	\$32,000 - \$40,000
Shipping, Receiving, Packaging	\$39,000 - \$46,000	\$37,000 - \$48,000	\$34,000 - \$40,000	\$33,000 - \$47,000	\$33,000 - \$40,000
Warehouse Worker	\$36,000 - \$42,000	\$34,000 - \$45,000	\$32,000 - \$39,000	\$33,000 - \$39,000	\$32,000 - \$40,000
Weighmaster	\$39,000 - \$48,000	\$45,000 - \$55,000	\$42,000 - \$52,000	\$41,000 - \$51,000	\$40,000 - \$50,000

Finance & Accounting

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	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
CFO	\$250,000 - \$500,000	\$300,000 - \$500,000	\$195,000 - \$400,000	\$195,000 - \$300,000	\$180,000 - \$300,000	\$180,000 - \$300,000
Vice President, Finance	\$180,000 - \$260,000	\$210,000 - \$260,000	\$175,000 - \$250,000	\$170,000 - \$225,000	\$170,000 - \$225,000	\$170,000 - \$225,000
Controller	\$165,000 - \$250,000	\$185,000 - \$250,000	\$140,000 - \$240,000	\$125,000 - \$180,000	\$120,000 - \$180,000	\$120,000 - \$190,000
Treasurer	\$160,000 - \$240,000	\$180,000 - \$240,000	\$150,000 - \$195,000	\$135,000 - \$190,000	\$142,000 - \$189,000	\$150,000 - \$190,000
Director of Finance	\$165,000 - \$240,000	\$175,000 - \$240,000	\$150,000 - \$220,000	\$135,000 - \$180,000	\$135,000 - \$180,000	\$140,000 - \$180,000
Director of Audit	\$175,000 - \$230,000	\$175,000 - \$230,000	\$150,000 - \$230,000	\$150,000 - \$190,000	\$152,000 - \$174,000	\$158,000 - \$181,000
Management Positions						
Assistant Controller	\$135,000 - \$175,000	\$145,000 - \$175,000	\$130,000 - \$165,000	\$120,000 - \$155,000	\$115,000 - \$145,000	\$115,000 - \$148,000
SEC Manager	\$145,000 - \$200,000	\$155,000 - \$200,000	\$140,000 - \$190,000	\$140,000 - \$190,000	\$140,000 - \$190,000	\$150,000 - \$190,000
Tax Manager	\$145,000 - \$195,000	\$145,000 - \$195,000	\$130,000 - \$200,000	\$130,000 - \$160,000	\$120,000 - \$150,000	\$120,000 - \$150,000
Finance Manager	\$140,000 - \$175,000	\$140,000 - \$175,000	\$125,000 - \$170,000	\$120,000 - \$160,000	\$110,000 - \$140,000	\$110,000 - \$150,000
Audit Manager	\$130,000 - \$160,000	\$130,000 - \$160,000	\$120,000 - \$160,000	\$115,000 - \$140,000	\$110,000 - \$138,000	\$115,000 - \$141,000
Cost Accounting Manager	\$130,000 - \$155,000	\$130,000 - \$155,000	\$110,000 - \$150,000	\$110,000 - \$140,000	\$110,000 - \$135,000	\$110,000 - \$140,000
Payroll Manager	\$120,000 - \$150,000	\$125,000 - \$150,000	\$90,000 - \$140,000	\$90,000 - \$130,000	\$85,000 - \$125,000	\$95,000 - \$130,000
Accounting Manager/Supervisor	\$100,000 - \$145,000	\$110,000 - \$145,000	\$95,000 - \$135,000	\$90,000 - \$125,000	\$90,000 - \$120,000	\$95,000 - \$140,000
Credit & Collections Manager	\$110,000 - \$140,000	\$110,000 - \$140,000	\$100,000 - \$125,000	\$90,000 - \$120,000	\$85,000 - \$110,000	\$85,000 - \$110,000
Accounts Payable Manager	\$95,000 - \$130,000	\$95,000 - \$130,000	\$90,000 - \$125,000	\$90,000 - \$125,000	\$90,000 - \$125,000	\$90,000 - \$125,000

Finance & Accounting

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Staff Positions						
Senior Financial Analyst	\$105,000 - \$150,000	\$105,000 - \$150,000	\$95,000 - \$125,000	\$95,000 - \$120,000	\$95,000 - \$120,000	\$90,000 - \$115,000
Senior Cost Accountant/Analyst	\$95,000 - \$130,000	\$95,000 - \$130,000	\$90,000 - \$120,000	\$90,000 - \$120,000	\$95,000 - \$125,000	\$90,000 - \$125,000
Senior Accountant	\$95,000 - \$125,000	\$95,000 - \$125,000	\$80,000 - \$120,000	\$80,000 - \$115,000	\$85,000 - \$105,000	\$90,000 - \$125,000
Cost Accountant/Analyst	\$95,000 - \$125,000	\$95,000 - \$125,000	\$80,000 - \$110,000	\$85,000 - \$110,000	\$85,000 - \$110,000	\$85,000 - \$112,000
Financial Analyst	\$90,000 - \$110,000	\$90,000 - \$110,000	\$80,000 - \$105,000	\$80,000 - \$100,000	\$75,000 - \$95,000	\$70,000 - \$90,000
Internal Auditor	\$85,000 - \$105,000	\$85,000 - \$105,000	\$90,000 - \$110,000	\$90,000 - \$110,000	\$90,000 - \$110,000	\$90,000 - \$110,000
Tax Accountant	\$85,000 - \$105,000	\$85,000 - \$105,000	\$80,000 - \$100,000	\$80,000 - \$100,000	\$80,000 - \$100,000	\$75,000 - \$95,000
Staff Accountant	\$70,000 - \$90,000	\$80,000 - \$90,000	\$60,000 - \$80,000	\$60,000 - \$80,000	\$65,000 - \$80,000	\$60,000 - \$80,000
Revenue Accountant	\$85,000 - \$125,000	\$85,000 - \$125,000	\$75,000 - \$120,000	\$75,000 - \$110,000	\$80,000 - \$100,000	\$80,000 - \$100,000
Credit Analyst	\$75,000 - \$95,000	\$75,000 - \$95,000	\$65,000 - \$90,000	\$65,000 - \$85,000	\$65,000 - \$85,000	\$65,000 - \$85,000
Junior Staff Accountant	\$65,000 - \$85,000	\$65,000 - \$85,000	\$58,000 - \$70,000	\$58,000 - \$70,000	\$58,000 - \$70,000	\$60,000 - \$70,000
Support Positions						
Full Charge Bookkeeper	\$70,000 - \$100,000	\$70,000 - \$100,000	\$65,000 - \$85,000	\$65,000 - \$75,000	\$65,000 - \$75,000	\$65,000 - \$80,000
Bookkeeper	\$70,000 - \$85,000	\$70,000 - \$85,000	\$60,000 - \$75,000	\$55,000 - \$70,000	\$60,000 - \$65,000	\$60,000 - \$70,000
Accounting Specialist	\$65,000 - \$75,000	\$65,000 - \$75,000	\$50,000 - \$65,000	\$50,000 - \$65,000	\$50,000 - \$60,000	\$55,000 - \$64,000
Payroll Specialist	\$65,000 - \$75,000	\$65,000 - \$75,000	\$55,000 - \$75,000	\$55,000 - \$65,000	\$55,000 - \$75,000	\$55,000 - \$68,000
Accounts Receivable/Credit & Collections Specialist	\$65,000 - \$70,000	\$65,000 - \$70,000	\$50,000 - \$65,000	\$45,000 - \$60,000	\$50,000 - \$62,000	\$50,000 - \$60,000
Accounts Payable Specialist	\$65,000 - \$85,000	\$65,000 - \$85,000	\$55,000 - \$75,000	\$45,000 - \$60,000	\$50,000 - \$62,000	\$50,000 - \$60,000
Accounting Clerk	\$62,000 - \$70,000	\$62,000 - \$70,000	\$50,000 - \$65,000	\$45,000 - \$60,000	\$48,000 - \$50,000	\$50,000 - \$55,000

Finance & Accounting

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
CFO	\$180,000 - \$275,000	\$170,000 - \$275,000	\$348,000 - \$582,000	\$346,000 - \$541,000	\$288,000 - \$413,000	\$335,000 - \$494,000
Vice President, Finance	\$175,000 - \$240,000	\$150,000 - \$220,000	\$191,000 - \$244,000	\$185,000 - \$238,000	\$144,000 - \$196,000	\$181,000 - \$231,000
Controller	\$125,000 - \$180,000	\$110,000 - \$170,000	\$171,000 - \$227,000	\$171,000 - \$227,000	\$139,000 - \$185,000	\$169,000 - \$211,000
Treasurer	\$120,000 - \$180,000	\$120,000 - \$175,000	\$160,000 - \$216,000	\$161,000 - \$216,000	\$129,000 - \$171,000	\$155,000 - \$216,000
Director of Finance	\$140,000 - \$180,000	\$125,000 - \$175,000	\$171,000 - \$227,000	\$171,000 - \$227,000	\$139,000 - \$185,000	\$169,000 - \$211,000
Director of Audit	\$150,000 - \$180,000	\$140,000 - \$175,000	\$160,000 - \$216,000	\$161,000 - \$216,000	\$129,000 - \$171,000	\$155,000 - \$216,000
Management Positions						
Assistant Controller	\$110,000 - \$150,000	\$100,000 - \$140,000	\$124,000 - \$165,000	\$128,000 - \$160,000	\$117,000 - \$144,000	\$123,000 - \$155,000
SEC Manager	\$125,000 - \$150,000	\$120,000 - \$140,000	\$119,000 - \$155,000	\$119,000 - \$155,000	\$112,000 - \$130,000	\$115,000 - \$134,000
Tax Manager	\$120,000 - \$150,000	\$110,000 - \$140,000	\$124,000 - \$165,000	\$124,000 - \$165,000	\$114,000 - \$134,000	\$118,000 - \$138,000
Finance Manager	\$110,000 - \$150,000	\$100,000 - \$140,000	\$118,000 - \$144,000	\$117,000 - \$144,000	\$112,000 - \$139,000	\$115,000 - \$144,000
Audit Manager	\$115,000 - \$150,000	\$110,000 - \$140,000	\$124,000 - \$155,000	\$126,000 - \$155,000	\$117,000 - \$139,000	\$122,000 - \$150,000
Cost Accounting Manager	\$110,000 - \$135,000	\$105,000 - \$130,000	\$125,000 - \$149,000	\$125,000 - \$149,000	\$117,000 - \$139,000	\$121,000 - \$149,000
Payroll Manager	\$90,000 - \$120,000	\$85,000 - \$115,000	\$100,000 - \$150,000	\$82,000 - \$144,000	\$83,000 - \$108,000	\$93,000 - \$134,000
Accounting Manager/Supervisor	\$95,000 - \$125,000	\$90,000 - \$120,000	\$88,000 - \$113,000	\$83,000 - \$113,000	\$77,000 - \$89,000	\$78,000 - \$101,000
Credit & Collections Manager	\$85,000 - \$115,000	\$80,000 - \$110,000	\$91,000 - \$115,000	\$88,000 - \$115,000	\$77,000 - \$104,000	\$88,000 - \$115,000
Accounts Payable Manager	\$85,000 - \$115,000	\$80,000 - \$110,000	\$85,000 - \$110,000	\$85,000 - \$110,000	\$80,000 - \$105,000	\$85,000 - \$110,000

Finance & Accounting

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Staff Positions						
Senior Financial Analyst	\$95,000 - \$125,000	\$90,000 - \$120,000	\$91,000 - \$108,000	\$91,000 - \$108,000	\$85,000 - \$100,000	\$88,000 - \$103,000
Senior Cost Accountant/Analyst	\$90,000 - \$115,000	\$85,000 - \$110,000	\$90,000 - \$108,000	\$90,000 - \$108,000	\$84,000 - \$105,000	\$87,000 - \$108,000
Senior Accountant	\$85,000 - \$110,000	\$82,000 - \$100,000	\$77,000 - \$108,000	\$82,000 - \$103,000	\$78,000 - \$100,000	\$80,000 - \$103,000
Cost Accountant/Analyst	\$85,000 - \$105,000	\$80,000 - \$100,000	\$76,000 - \$88,000	\$76,000 - \$88,000	\$71,000 - \$85,000	\$73,000 - \$88,000
Financial Analyst	\$85,000 - \$105,000	\$80,000 - \$100,000	\$73,000 - \$88,000	\$74,000 - \$88,000	\$69,000 - \$80,000	\$71,000 - \$82,000
Internal Auditor	\$80,000 - \$100,000	\$80,000 - \$95,000	\$72,000 - \$93,000	\$72,000 - \$93,000	\$65,000 - \$90,000	\$67,000 - \$93,000
Tax Accountant	\$80,000 - \$100,000	\$75,000 - \$100,000	\$69,000 - \$82,000	\$69,000 - \$82,000	\$67,000 - \$80,000	\$69,000 - \$82,000
Staff Accountant	\$65,000 - \$80,000	\$60,000 - \$75,000	\$67,000 - \$82,000	\$72,000 - \$82,000	\$70,000 - \$80,000	\$72,000 - \$82,000
Revenue Accountant	\$78,000 - \$95,000	\$75,000 - \$92,000	\$62,000 - \$82,000	\$62,000 - \$82,000	\$60,000 - \$80,000	\$62,000 - \$82,000
Credit Analyst	\$60,000 - \$75,000	\$60,000 - \$75,000	\$59,000 - \$72,000	\$60,000 - \$72,000	\$56,000 - \$68,000	\$58,000 - \$70,000
Junior Staff Accountant	\$55,000 - \$65,000	\$50,000 - \$60,000	\$57,000 - \$67,000	\$57,000 - \$67,000	\$53,000 - \$63,000	\$55,000 - \$65,000
Support Positions						
Full Charge Bookkeeper	\$58,000 - \$65,000	\$57,000 - \$65,000	\$46,000 - \$60,000	\$45,000 - \$60,000	\$42,000 - \$50,000	\$45,000 - \$60,000
Bookkeeper	\$50,000 - \$60,000	\$50,000 - \$58,000	\$45,000 - \$57,000	\$45,000 - \$57,000	\$40,000 - \$48,000	\$45,000 - \$57,000
Accounting Specialist	\$50,000 - \$58,000	\$48,000 - \$55,000	\$47,000 - \$57,000	\$44,000 - \$57,000	\$45,000 - \$52,000	\$43,000 - \$54,000
Payroll Specialist	\$50,000 - \$62,000	\$50,000 - \$60,000	\$52,000 - \$72,000	\$52,000 - \$67,000	\$42,000 - \$49,000	\$49,000 - \$62,000
Accounts Receivable/Credit & Collections Specialist	\$45,000 - \$55,000	\$45,000 - \$55,000	\$44,000 - \$54,000	\$45,000 - \$54,000	\$41,000 - \$49,000	\$44,000 - \$54,000
Accounts Payable Specialist	\$45,000 - \$55,000	\$45,000 - \$55,000	\$47,000 - \$58,000	\$47,000 - \$58,000	\$44,000 - \$52,000	\$46,000 - \$57,000
Accounting Clerk	\$45,000 - \$55,000	\$42,000 - \$50,000	\$45,000 - \$52,000	\$45,000 - \$54,000	\$42,000 - \$49,000	\$43,000 - \$52,000

Finance & Accounting

Public Accounting

[See the Salaries](#)

Public Accounting

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
Partner	\$200,000 - \$350,000	\$200,000 - \$350,000	\$200,000 - \$350,000	\$195,000 - \$350,000	\$200,000 - \$350,000	\$200,000 - \$350,000
Management Positions						
Senior Manager	\$140,000 - \$180,000	\$140,000 - \$180,000	\$130,000 - \$180,000	\$115,000 - \$155,000	\$150,000 - \$180,000	\$150,000 - \$180,000
Manager of Audit	\$130,000 - \$160,000	\$130,000 - \$160,000	\$120,000 - \$160,000	\$95,000 - \$125,000	\$120,000 - \$160,000	\$120,000 - \$160,000
Manager of Tax	\$130,000 - \$160,000	\$130,000 - \$160,000	\$120,000 - \$160,000	\$95,000 - \$125,000	\$120,000 - \$160,000	\$115,000 - \$133,000
Audit Senior	\$95,000 - \$120,000	\$95,000 - \$120,000	\$90,000 - \$115,000	\$85,000 - \$115,000	\$90,000 - \$115,000	\$90,000 - \$115,000
Senior Accountant/Supervisor (2-5 yrs.)	\$90,000 - \$115,000	\$90,000 - \$115,000	\$85,000 - \$110,000	\$80,000 - \$105,000	\$86,000 - \$107,000	\$88,000 - \$110,000
Tax Senior	\$90,000 - \$115,000	\$90,000 - \$115,000	\$90,000 - \$115,000	\$85,000 - \$110,000	\$90,000 - \$115,000	\$90,000 - \$115,000
Assurance Senior	\$90,000 - \$115,000	\$90,000 - \$115,000	\$90,000 - \$115,000	\$85,000 - \$115,000	\$90,000 - \$115,000	\$90,000 - \$115,000
Staff Positions						
Staff Accountant (0-2 yrs.)	\$75,000 - \$100,000	\$75,000 - \$100,000	\$65,000 - \$85,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$65,000 - \$80,000
Assurance Associate	\$75,000 - \$100,000	\$75,000 - \$100,000	\$65,000 - \$85,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$65,000 - \$80,000
Audit Associate	\$75,000 - \$100,000	\$75,000 - \$100,000	\$65,000 - \$85,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$65,000 - \$80,000
Tax Associate	\$75,000 - \$100,000	\$75,000 - \$100,000	\$65,000 - \$85,000	\$65,000 - \$80,000	\$65,000 - \$80,000	\$65,000 - \$80,000

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
Partner	\$200,000 - \$300,000	\$200,000 - \$300,000	\$191,000 - \$232,000	\$191,000 - \$232,000	\$191,000 - \$232,000	\$160,000 - \$191,000
Management Positions						
Senior Manager	\$140,000 - \$180,000	\$120,000 - \$165,000	\$134,000 - \$175,000	\$134,000 - \$175,000	\$134,000 - \$175,000	\$129,000 - \$180,000
Manager of Audit	\$120,000 - \$160,000	\$120,000 - \$160,000	\$113,000 - \$144,000	\$113,000 - \$144,000	\$113,000 - \$144,000	\$88,000 - \$108,000
Manager of Tax	\$120,000 - \$160,000	\$120,000 - \$160,000	\$113,000 - \$144,000	\$113,000 - \$144,000	\$113,000 - \$144,000	\$88,000 - \$108,000
Audit Senior	\$90,000 - \$120,000	\$90,000 - \$120,000	\$72,000 - \$88,000	\$72,000 - \$88,000	\$72,000 - \$88,000	\$72,000 - \$82,000
Senior Accountant/Supervisor (2-5 yrs.)	\$85,000 - \$110,000	\$85,000 - \$110,000	\$72,000 - \$93,000	\$72,000 - \$93,000	\$72,000 - \$93,000	\$72,000 - \$98,000
Tax Senior	\$90,000 - \$115,000	\$85,000 - \$115,000	\$72,000 - \$103,000	\$72,000 - \$103,000	\$72,000 - \$103,000	\$72,000 - \$103,000
Assurance Senior	\$90,000 - \$115,000	\$85,000 - \$115,000	\$67,000 - \$82,000	\$67,000 - \$82,000	\$67,000 - \$82,000	\$72,000 - \$88,000
Staff Positions						
Staff Accountant (0-2 yrs.)	\$65,000 - \$80,000	\$63,000 - \$78,000	\$52,000 - \$67,000	\$52,000 - \$67,000	\$52,000 - \$67,000	\$62,000 - \$72,000
Assurance Associate	\$65,000 - \$80,000	\$63,000 - \$78,000	\$57,000 - \$72,000	\$57,000 - \$72,000	\$57,000 - \$72,000	\$59,000 - \$67,000
Audit Associate	\$65,000 - \$80,000	\$63,000 - \$78,000	\$52,000 - \$67,000	\$52,000 - \$67,000	\$52,000 - \$67,000	\$62,000 - \$72,000
Tax Associate	\$65,000 - \$80,000	\$63,000 - \$78,000	\$72,000 - \$103,000	\$62,000 - \$77,000	\$62,000 - \$77,000	\$62,000 - \$72,000

Technology Engineering

See the Salaries



Engineering

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
Vice President, Engineering	\$262,000 - \$360,000	\$262,000 - \$360,000	\$254,000 - \$335,000	\$248,000 - \$300,000	\$230,000 - \$280,000	\$239,000 - \$290,000
Director of Engineering	\$187,000 - \$232,000	\$187,000 - \$232,000	\$183,000 - \$206,000	\$179,000 - \$200,000	\$166,000 - \$185,000	\$172,000 - \$193,000
Management Positions						
Engineering Manager	\$157,000 - \$206,000	\$157,000 - \$206,000	\$145,000 - \$201,000	\$147,000 - \$166,000	\$140,000 - \$156,000	\$143,000 - \$162,000
Principal Engineer	\$139,000 - \$227,000	\$139,000 - \$227,000	\$139,000 - \$227,000	\$135,000 - \$150,000	\$129,000 - \$143,000	\$132,000 - \$146,000
Program/Project Manager	\$150,000 - \$227,000	\$150,000 - \$227,000	\$147,000 - \$234,000	\$143,000 - \$164,000	\$129,000 - \$153,000	\$139,000 - \$159,000
Staff Positions						
Program/Project Engineer	\$150,000 - \$175,000	\$150,000 - \$175,000	\$98,000 - \$175,000	\$95,000 - \$107,000	\$134,000 - \$153,000	\$92,000 - \$103,000
RF/Analog Engineer	\$150,000 - \$190,000	\$150,000 - \$190,000	\$150,000 - \$190,000	\$130,000 - \$139,000	\$120,000 - \$129,000	\$126,000 - \$134,000
R&D Engineer	\$120,000 - \$155,000	\$120,000 - \$155,000	\$116,000 - \$155,000	\$113,000 - \$130,000	\$105,000 - \$121,000	\$109,000 - \$131,000
Principal Electrical Engineer	\$180,000 - \$220,000	\$180,000 - \$220,000	\$180,000 - \$220,000	\$165,000 - \$205,000	\$165,000 - \$205,000	\$175,000 - \$215,000
Principal Mechanical Engineer	\$180,000 - \$220,000	\$180,000 - \$220,000	\$180,000 - \$220,000	\$165,000 - \$205,000	\$165,000 - \$205,000	\$175,000 - \$215,000
ASIC/FPGA Engineer	\$112,000 - \$129,000	\$112,000 - \$129,000	\$110,000 - \$118,000	\$106,000 - \$114,000	\$98,000 - \$106,000	\$102,000 - \$110,000
Reliability Engineer	\$102,000 - \$129,000	\$102,000 - \$129,000	\$100,000 - \$129,000	\$98,000 - \$106,000	\$90,000 - \$98,000	\$94,000 - \$102,000
Civil Engineer	\$100,000 - \$140,000	\$100,000 - \$140,000	\$97,000 - \$139,000	\$95,000 - \$107,000	\$87,000 - \$99,000	\$90,000 - \$103,000
Electrical Engineer	\$120,000 - \$175,000	\$120,000 - \$175,000	\$96,000 - \$124,000	\$93,000 - \$103,000	\$87,000 - \$96,000	\$90,000 - \$100,000
Mechanical Engineer	\$120,000 - \$175,000	\$120,000 - \$175,000	\$98,000 - \$155,000	\$95,000 - \$105,000	\$88,000 - \$97,000	\$90,000 - \$101,000
Industrial Engineer	\$93,000 - \$124,000	\$93,000 - \$124,000	\$93,000 - \$124,000	\$90,000 - \$101,000	\$83,000 - \$93,000	\$87,000 - \$97,000
Manufacturing Engineer	\$93,000 - \$124,000	\$93,000 - \$124,000	\$92,000 - \$124,000	\$90,000 - \$99,000	\$82,000 - \$91,000	\$85,000 - \$95,000
QA/QC Engineer	\$90,000 - \$134,000	\$90,000 - \$134,000	\$87,000 - \$134,000	\$84,000 - \$94,000	\$78,000 - \$87,000	\$81,000 - \$91,000
Controls Engineer	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000
Field Service Engineer	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000
CNC/CMM Programmer	\$75,000 - \$120,000	\$75,000 - \$120,000	\$75,000 - \$120,000	\$64,000 - \$74,000	\$59,000 - \$68,000	\$61,000 - \$71,000

Engineering

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
Vice President, Engineering	\$222,000 - \$270,000	\$216,000 - \$262,000	\$224,000 - \$272,000	\$227,000 - \$290,000	\$216,000 - \$262,000	\$224,000 - \$272,000
Director of Engineering	\$158,000 - \$179,000	\$154,000 - \$172,000	\$167,000 - \$186,000	\$167,000 - \$186,000	\$154,000 - \$172,000	\$167,000 - \$186,000
Management Positions						
Engineering Manager	\$134,000 - \$151,000	\$130,000 - \$146,000	\$136,000 - \$153,000	\$136,000 - \$153,000	\$130,000 - \$146,000	\$136,000 - \$153,000
Principal Engineer	\$125,000 - \$139,000	\$122,000 - \$136,000	\$127,000 - \$142,000	\$127,000 - \$142,000	\$122,000 - \$136,000	\$127,000 - \$142,000
Program/Project Manager	\$129,000 - \$148,000	\$125,000 - \$144,000	\$133,000 - \$153,000	\$133,000 - \$153,000	\$125,000 - \$144,000	\$133,000 - \$153,000
Staff Positions						
Program/Project Engineer	\$85,000 - \$96,000	\$82,000 - \$93,000	\$88,000 - \$99,000	\$88,000 - \$99,000	\$82,000 - \$93,000	\$88,000 - \$99,000
RF/Analog Engineer	\$116,000 - \$123,000	\$112,000 - \$119,000	\$121,000 - \$128,000	\$121,000 - \$128,000	\$112,000 - \$119,000	\$121,000 - \$128,000
R&D Engineer	\$101,000 - \$116,000	\$98,000 - \$112,000	\$105,000 - \$120,000	\$105,000 - \$120,000	\$98,000 - \$112,000	\$105,000 - \$120,000
Principal Electrical Engineer	\$161,000 - \$200,000	\$156,000 - \$195,000	\$165,000 - \$205,000	\$165,000 - \$205,000	\$150,000 - \$190,000	\$162,000 - \$205,000
Principal Mechanical Engineer	\$161,000 - \$200,000	\$156,000 - \$195,000	\$165,000 - \$205,000	\$165,000 - \$205,000	\$150,000 - \$190,000	\$162,000 - \$205,000
ASIC/FPGA Engineer	\$94,000 - \$102,000	\$91,000 - \$98,000	\$98,000 - \$106,000	\$98,000 - \$106,000	\$91,000 - \$98,000	\$98,000 - \$106,000
Reliability Engineer	\$86,000 - \$94,000	\$83,000 - \$91,000	\$90,000 - \$98,000	\$90,000 - \$98,000	\$83,000 - \$91,000	\$90,000 - \$98,000
Civil Engineer	\$84,000 - \$95,000	\$81,000 - \$91,000	\$87,000 - \$99,000	\$87,000 - \$99,000	\$81,000 - \$91,000	\$87,000 - \$99,000
Electrical Engineer	\$83,000 - \$92,000	\$80,000 - \$89,000	\$86,000 - \$94,000	\$86,000 - \$94,000	\$80,000 - \$89,000	\$86,000 - \$94,000
Mechanical Engineer	\$84,000 - \$92,000	\$81,000 - \$89,000	\$86,000 - \$94,000	\$86,000 - \$94,000	\$81,000 - \$89,000	\$86,000 - \$94,000
Industrial Engineer	\$80,000 - \$89,000	\$77,000 - \$86,000	\$83,000 - \$92,000	\$83,000 - \$92,000	\$77,000 - \$86,000	\$83,000 - \$92,000
Manufacturing Engineer	\$79,000 - \$87,000	\$76,000 - \$84,000	\$82,000 - \$91,000	\$82,000 - \$91,000	\$76,000 - \$84,000	\$82,000 - \$91,000
QA/QC Engineer	\$75,000 - \$83,000	\$72,000 - \$80,000	\$76,000 - \$85,000	\$76,000 - \$85,000	\$72,000 - \$80,000	\$76,000 - \$85,000
Controls Engineer	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000	\$140,000 - \$160,000
Field Service Engineer	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000	\$130,000 - \$150,000
CNC/CMM Programmer	\$56,000 - \$66,000	\$54,000 - \$63,000	\$59,000 - \$68,000	\$59,000 - \$68,000	\$54,000 - \$63,000	\$59,000 - \$68,000

Technology Information Technology

[See the Salaries](#)



Information Technology

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
CTO/CIO	\$258,000 - \$313,000	\$258,000 - \$313,000	\$251,000 - \$306,000	\$245,000 - \$298,000	\$229,000 - \$277,000	\$237,000 - \$287,000
Vice President, IT	\$200,000 - \$260,000	\$200,000 - \$260,000	\$200,000 - \$260,000	\$186,000 - \$252,000	\$175,000 - \$238,000	\$182,000 - \$246,000
Director of IT	\$160,000 - \$220,000	\$160,000 - \$220,000	\$160,000 - \$220,000	\$146,000 - \$206,000	\$133,000 - \$200,000	\$140,000 - \$208,000
Management Positions						
Enterprise Systems Manager	\$143,000 - \$170,000	\$143,000 - \$170,000	\$141,000 - \$159,000	\$138,000 - \$159,000	\$131,000 - \$147,000	\$135,000 - \$151,000
IT Manager	\$139,000 - \$165,000	\$140,000 - \$157,000	\$136,000 - \$152,000	\$133,000 - \$148,000	\$122,000 - \$137,000	\$128,000 - \$142,000
Staff Positions						
Data Scientist	\$190,000 - \$227,000	\$190,000 - \$227,000	\$190,000 - \$227,000	\$92,000 - \$99,000	\$85,000 - \$92,000	\$124,000 - \$165,000
Data Architect	\$195,000 - \$227,000	\$195,000 - \$227,000	\$185,000 - \$206,000	\$107,000 - \$130,000	\$99,000 - \$119,000	\$103,000 - \$125,000
CRM Architect	\$134,000 - \$180,000	\$134,000 - \$180,000	\$124,000 - \$165,000	\$130,000 - \$148,000	\$123,000 - \$141,000	\$124,000 - \$165,000
Security Engineer	\$134,000 - \$180,000	\$134,000 - \$180,000	\$124,000 - \$165,000	\$105,000 - \$123,000	\$97,000 - \$113,000	\$134,000 - \$165,000
Database Developer	\$134,000 - \$155,000	\$134,000 - \$155,000	\$134,000 - \$155,000	\$96,000 - \$114,000	\$89,000 - \$105,000	\$93,000 - \$109,000
ETL Developer	\$130,000 - \$143,000	\$130,000 - \$143,000	\$116,000 - \$130,000	\$113,000 - \$127,000	\$105,000 - \$117,000	\$109,000 - \$122,000
SAN/Storage Engineer	\$124,000 - \$165,000	\$124,000 - \$165,000	\$118,000 - \$155,000	\$74,000 - \$123,000	\$69,000 - \$113,000	\$118,000 - \$155,000
Data Analyst/Data Modeler	\$113,000 - \$149,000	\$113,000 - \$149,000	\$113,000 - \$149,000	\$103,000 - \$118,000	\$95,000 - \$109,000	\$99,000 - \$114,000
ERP/CRM Technical Developer	\$113,000 - \$144,000	\$113,000 - \$144,000	\$113,000 - \$144,000	\$99,000 - \$115,000	\$91,000 - \$106,000	\$113,000 - \$144,000
Systems Administrator/Engineer	\$113,000 - \$165,000	\$113,000 - \$165,000	\$113,000 - \$165,000	\$85,000 - \$99,000	\$79,000 - \$92,000	\$124,000 - \$144,000
Business Systems Analyst	\$98,000 - \$149,000	\$98,000 - \$149,000	\$98,000 - \$149,000	\$82,000 - \$93,000	\$75,000 - \$85,000	\$93,000 - \$139,000
VOIP Engineer/Architect	\$93,000 - \$155,000	\$93,000 - \$155,000	\$93,000 - \$155,000	\$89,000 - \$102,000	\$82,000 - \$94,000	\$93,000 - \$155,000
Network Administrator/Engineer	\$98,000 - \$155,000	\$98,000 - \$155,000	\$98,000 - \$155,000	\$81,000 - \$93,000	\$75,000 - \$85,000	\$93,000 - \$144,000
Support Positions						
Database Administrator	\$98,000 - \$155,000	\$98,000 - \$155,000	\$98,000 - \$155,000	\$96,000 - \$111,000	\$88,000 - \$102,000	\$93,000 - \$144,000
CRM Administrator	\$93,000 - \$124,000	\$93,000 - \$124,000	\$93,000 - \$124,000	\$92,000 - \$110,000	\$85,000 - \$103,000	\$93,000 - \$124,000
IT Help Desk	\$75,000 - \$88,000	\$75,000 - \$88,000	\$75,000 - \$88,000	\$71,000 - \$83,000	\$66,000 - \$76,000	\$68,000 - \$79,000
Desktop Support	\$62,000 - \$93,000	\$62,000 - \$93,000	\$62,000 - \$93,000	\$62,000 - \$93,000	\$57,000 - \$65,000	\$57,000 - \$77,000

Information Technology

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
CTO/CIO	\$220,000 - \$267,000	\$214,000 - \$259,000	\$226,000 - \$282,000	\$226,000 - \$274,000	\$218,000 - \$265,000	\$219,000 - \$266,000
Vice President, IT	\$170,000 - \$235,000	\$164,000 - \$229,000	\$175,000 - \$250,000	\$175,000 - \$250,000	\$163,000 - \$238,000	\$163,000 - \$238,000
Director of IT	\$125,000 - \$195,000	\$120,000 - \$190,000	\$130,000 - \$200,000	\$130,000 - \$200,000	\$120,000 - \$190,000	\$120,000 - \$190,000
Management Positions						
Enterprise Systems Manager	\$127,000 - \$143,000	\$124,000 - \$139,000	\$129,000 - \$146,000	\$129,000 - \$145,000	\$126,000 - \$142,000	\$126,000 - \$142,000
IT Manager	\$117,000 - \$131,000	\$113,000 - \$127,000	\$120,000 - \$135,000	\$121,000 - \$135,000	\$116,000 - \$130,000	\$117,000 - \$131,000
Staff Positions						
Data Scientist	\$81,000 - \$88,000	\$78,000 - \$85,000	\$84,000 - \$92,000	\$83,000 - \$91,000	\$80,000 - \$87,000	\$80,000 - \$87,000
Data Architect	\$95,000 - \$115,000	\$91,000 - \$111,000	\$99,000 - \$119,000	\$98,000 - \$118,000	\$94,000 - \$114,000	\$94,000 - \$114,000
CRM Architect	\$119,000 - \$136,000	\$116,000 - \$133,000	\$122,000 - \$139,000	\$121,000 - \$139,000	\$118,000 - \$135,000	\$118,000 - \$135,000
Security Engineer	\$93,000 - \$109,000	\$90,000 - \$106,000	\$97,000 - \$113,000	\$96,000 - \$112,000	\$92,000 - \$108,000	\$93,000 - \$109,000
Database Developer	\$85,000 - \$101,000	\$82,000 - \$97,000	\$87,000 - \$103,000	\$87,000 - \$104,000	\$84,000 - \$100,000	\$85,000 - \$100,000
ETL Developer	\$101,000 - \$113,000	\$98,000 - \$109,000	\$105,000 - \$117,000	\$104,000 - \$116,000	\$101,000 - \$112,000	\$101,000 - \$112,000
SAN/Storage Engineer	\$66,000 - \$109,000	\$64,000 - \$106,000	\$69,000 - \$114,000	\$68,000 - \$113,000	\$66,000 - \$108,000	\$66,000 - \$109,000
Data Analyst/Data Modeler	\$91,000 - \$105,000	\$88,000 - \$102,000	\$95,000 - \$110,000	\$94,000 - \$108,000	\$90,000 - \$104,000	\$90,000 - \$105,000
ERP/CRM Technical Developer	\$88,000 - \$102,000	\$85,000 - \$98,000	\$91,000 - \$106,000	\$90,000 - \$105,000	\$87,000 - \$101,000	\$87,000 - \$101,000
Systems Administrator/Engineer	\$76,000 - \$88,000	\$74,000 - \$85,000	\$79,000 - \$92,000	\$79,000 - \$91,000	\$76,000 - \$97,000	\$76,000 - \$88,000
Business Systems Analyst	\$72,000 - \$81,000	\$70,000 - \$79,000	\$74,000 - \$83,000	\$75,000 - \$85,000	\$72,000 - \$81,000	\$72,000 - \$81,000
VOIP Engineer/Architect	\$79,000 - \$90,000	\$76,000 - \$87,000	\$82,000 - \$94,000	\$81,000 - \$93,000	\$78,000 - \$89,000	\$78,000 - \$90,000
Network Administrator/Engineer	\$72,000 - \$82,000	\$70,000 - \$79,000	\$76,000 - \$86,000	\$75,000 - \$85,000	\$72,000 - \$82,000	\$72,000 - \$82,000
Support Positions						
Database Administrator	\$85,000 - \$91,000	\$81,000 - \$94,000	\$90,000 - \$104,000	\$88,000 - \$102,000	\$84,000 - \$97,000	\$85,000 - \$98,000
CRM Administrator	\$82,000 - \$99,000	\$80,000 - \$96,000	\$85,000 - \$102,000	\$84,000 - \$101,000	\$82,000 - \$98,000	\$82,000 - \$98,000
IT Help Desk	\$63,000 - \$73,000	\$61,000 - \$71,000	\$66,000 - \$77,000	\$65,000 - \$76,000	\$62,000 - \$73,000	\$63,000 - \$73,000
Desktop Support	\$55,000 - \$62,000	\$53,000 - \$60,000	\$58,000 - \$66,000	\$54,000 - \$61,000	\$54,000 - \$61,000	\$54,000 - \$61,000

Technology

Product Development

[See the Salaries](#)



Product Development

	San Francisco	Silicon Valley	East Bay & Tri-Valley	Solano County	Napa & Sonoma Counties	Marin County
Executive Positions						
Vice President, Product	\$250,000 - \$300,000	\$250,000 - \$300,000	\$245,000 - \$292,000	\$242,000 - \$288,000	\$232,000 - \$276,000	\$237,000 - \$282,000
Management Positions						
QA Manager/Director of QA	\$185,000 - \$212,000	\$185,000 - \$212,000	\$165,000 - \$186,000	\$162,000 - \$181,000	\$149,000 - \$168,000	\$155,000 - \$174,000
Engineering Manager	\$170,000 - \$190,000	\$170,000 - \$190,000	\$148,000 - \$163,000	\$144,000 - \$160,000	\$133,000 - \$148,000	\$139,000 - \$153,000
Technical Project/Program Manager	\$134,000 - \$185,000	\$134,000 - \$185,000	\$125,000 - \$175,000	\$134,000 - \$185,000	\$124,000 - \$165,000	\$129,000 - \$160,000
Staff Positions						
Software Architect	\$175,000 - \$226,000	\$175,000 - \$226,000	\$175,000 - \$226,000	\$142,000 - \$157,000	\$135,000 - \$150,000	\$138,000 - \$155,000
Cloud Architect/Developer	\$175,000 - \$226,000	\$175,000 - \$226,000	\$175,000 - \$206,000	\$150,000 - \$179,000	\$139,000 - \$166,000	\$145,000 - \$172,000
Platform Engineer	\$170,000 - \$195,000	\$170,000 - \$195,000	\$165,000 - \$185,000	\$104,000 - \$118,000	\$96,000 - \$109,000	\$100,000 - \$113,000
Product Manager	\$165,000 - \$190,000	\$165,000 - \$190,000	\$155,000 - \$180,000	\$119,000 - \$136,000	\$110,000 - \$125,000	\$115,000 - \$130,000
Full Stack Developer	\$170,000 - \$200,000	\$170,000 - \$200,000	\$170,000 - \$200,000	\$160,000 - \$190,000	\$149,000 - \$180,000	\$155,000 - \$185,000
Java Developer	\$155,000 - \$195,000	\$155,000 - \$195,000	\$155,000 - \$185,000	\$96,000 - \$111,000	\$89,000 - \$103,000	\$93,000 - \$107,000
Mobile Developer	\$144,000 - \$180,000	\$144,000 - \$180,000	\$144,000 - \$170,000	\$94,000 - \$109,000	\$87,000 - \$99,000	\$90,000 - \$105,000
Integration Engineer	\$149,000 - \$170,000	\$149,000 - \$170,000	\$149,000 - \$165,000	\$90,000 - \$100,000	\$83,000 - \$92,000	\$87,000 - \$96,000
QA/Automation Engineer	\$139,000 - \$170,000	\$139,000 - \$170,000	\$139,000 - \$170,000	\$84,000 - \$94,000	\$78,000 - \$86,000	\$81,000 - \$91,000
.NET/Python Developer	\$149,000 - \$180,000	\$149,000 - \$180,000	\$134,000 - \$170,000	\$68,000 - \$77,000	\$63,000 - \$71,000	\$65,000 - \$74,000
Software Developer	\$149,000 - \$180,000	\$149,000 - \$180,000	\$124,000 - \$170,000	\$98,000 - \$108,000	\$90,000 - \$100,000	\$94,000 - \$104,000
UI/UX Designer	\$113,000 - \$144,000	\$113,000 - \$144,000	\$111,000 - \$125,000	\$108,000 - \$121,000	\$100,000 - \$114,000	\$105,000 - \$117,000
Technical Writer	\$113,000 - \$139,000	\$113,000 - \$139,000	\$113,000 - \$134,000	\$73,000 - \$84,000	\$68,000 - \$77,000	\$70,000 - \$80,000
Support Positions						
Associate Product Manager	\$105,000 - \$134,000	\$105,000 - \$134,000	\$100,000 - \$110,000	\$97,000 - \$107,000	\$89,000 - \$99,000	\$93,000 - \$103,000
QA Tester	\$50,000 - \$55,000	\$50,000 - \$55,000	\$47,000 - \$54,000	\$46,000 - \$52,000	\$42,000 - \$47,000	\$44,000 - \$50,000

Product Development

	Greater Sacramento	Central Valley	Los Angeles	Orange County	Inland Empire	San Diego
Executive Positions						
Vice President, Product	\$224,000 - \$266,000	\$220,000 - \$262,000	\$232,000 - \$275,000	\$227,000 - \$271,000	\$222,000 - \$265,000	\$223,000 - \$266,000
Management Positions						
QA Manager/Director of QA	\$143,000 - \$161,000	\$139,000 - \$156,000	\$149,000 - \$167,000	\$148,000 - \$166,000	\$142,000 - \$160,000	\$143,000 - \$160,000
Engineering Manager	\$128,000 - \$142,000	\$124,000 - \$138,000	\$133,000 - \$148,000	\$132,000 - \$147,000	\$127,000 - \$141,000	\$128,000 - \$142,000
Technical Project/Program Manager	\$120,000 - \$160,000	\$116,000 - \$156,000	\$127,000 - \$173,000	\$127,000 - \$173,000	\$120,000 - \$160,000	\$125,000 - \$165,000
Staff Positions						
Software Architect	\$130,000 - \$145,000	\$127,000 - \$142,000	\$133,000 - \$149,000	\$132,000 - \$147,000	\$129,000 - \$144,000	\$129,000 - \$144,000
Cloud Architect/Developer	\$134,000 - \$159,000	\$130,000 - \$154,000	\$139,000 - \$165,000	\$138,000 - \$164,000	\$133,000 - \$158,000	\$133,000 - \$158,000
Platform Engineer	\$92,000 - \$105,000	\$89,000 - \$101,000	\$96,000 - \$108,000	\$95,000 - \$108,000	\$91,000 - \$104,000	\$91,000 - \$104,000
Product Manager	\$106,000 - \$120,000	\$102,000 - \$116,000	\$110,000 - \$125,000	\$109,000 - \$124,000	\$105,000 - \$119,000	\$105,000 - \$119,000
Full Stack Developer	\$140,000 - \$170,000	\$135,000 - \$165,000	\$145,000 - \$175,000	\$145,000 - \$175,000	\$140,000 - \$170,000	\$145,000 - \$175,000
Java Developer	\$85,000 - \$99,000	\$83,000 - \$96,000	\$89,000 - \$103,000	\$88,000 - \$102,000	\$85,000 - \$98,000	\$85,000 - \$99,000
Mobile Developer	\$83,000 - \$97,000	\$80,000 - \$94,000	\$86,000 - \$101,000	\$85,000 - \$100,000	\$82,000 - \$96,000	\$82,000 - \$96,000
Integration Engineer	\$80,000 - \$88,000	\$77,000 - \$85,000	\$84,000 - \$92,000	\$83,000 - \$91,000	\$79,000 - \$87,000	\$80,000 - \$88,000
QA/Automation Engineer	\$75,000 - \$83,000	\$72,000 - \$80,000	\$76,000 - \$85,000	\$77,000 - \$86,000	\$74,000 - \$83,000	\$74,000 - \$83,000
.NET/Python Developer	\$60,000 - \$68,000	\$58,000 - \$66,000	\$63,000 - \$71,000	\$62,000 - \$71,000	\$60,000 - \$68,000	\$60,000 - \$68,000
Software Developer	\$86,000 - \$95,000	\$84,000 - \$93,000	\$90,000 - \$98,000	\$89,000 - \$99,000	\$86,000 - \$95,000	\$86,000 - \$95,000
UI/UX Designer	\$98,000 - \$110,000	\$95,000 - \$107,000	\$101,000 - \$113,000	\$100,000 - \$112,000	\$97,000 - \$109,000	\$98,000 - \$109,000
Technical Writer	\$65,000 - \$74,000	\$63,000 - \$72,000	\$68,000 - \$77,000	\$67,000 - \$77,000	\$64,000 - \$74,000	\$65,000 - \$74,000
Support Positions						
Associate Product Manager	\$86,000 - \$95,000	\$83,000 - \$92,000	\$89,000 - \$99,000	\$88,000 - \$98,000	\$85,000 - \$94,000	\$85,000 - \$95,000
QA Tester	\$41,000 - \$46,000	\$40,000 - \$44,000	\$43,000 - \$48,000	\$42,000 - \$47,000	\$41,000 - \$45,000	\$41,000 - \$46,000

Wine & Spirits

Wine & Spirits

[See the Salaries](#)



Wine & Spirits

	National Salary Range
Sales & Marketing	
Vice President, Sales	\$165,000 - \$220,000
Director of Sales	\$125,000 - \$190,000
National Sales Manager	\$140,000 - \$170,000
State Sales Manager	\$90,000 - \$140,000
Regional Sales Manager	\$110,000 - \$140,000
District Sales Manager	\$110,000 - \$140,000
DTC Sales & Marketing Manager	\$75,000 - \$95,000
Market Manager	\$80,000 - \$120,000
Merchandiser	\$55,000 - \$60,000
E-Commerce Manager	\$95,000 - \$115,000
Director of Marketing	\$125,000 - \$280,000
Brand Manager	\$100,000 - \$130,000
Trade Marketing Manager	\$95,000 - \$115,000

	National Salary Range
Operations & Hospitality	
General Manager	\$200,000 - \$300,000
Chief Operations Officer	\$165,000 - \$200,000
Director of Procurement	\$125,000 - \$185,000
Procurement Manager	\$90,000 - \$115,000
Director of Compliance	\$120,000 - \$140,000
Compliance Manager	\$80,000 - \$110,000
Hospitality Director	\$90,000 - \$120,000
Hospitality Manager	\$75,000 - \$95,000
Wine Club Manager	\$60,000 - \$85,000
Tasting Room Staff	\$40,000 - \$52,000
Winemaker	\$100,000 - \$150,000
Assistant Winemaker	\$75,000 - \$90,000
Cellar Master	\$85,000 - \$110,000
Enologist	\$60,000 - \$78,000

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