



# 2026 COMPENSATION TRENDS REPORT

**COMPREHENSIVE SALARY INSIGHTS FOR COMPETITIVE ADVANTAGE  
AND TOP TALENT ACQUISITION**

Presented by



# COMPENSATION TRENDS FOR 2026

The following information is an overview of national average salaries across a wide range of professions in the United States. The report is designed to help organizations gain a competitive edge in talent acquisition and retention by providing up-to-date compensation insights. The data is intended to support employers in benchmarking compensation, attracting top talent, and developing effective compensation strategies.

All wage data in this report was derived from [Lightcast](#), a labor market analytics company. Wages could be higher or lower than reported depending on a variety of factors, such as location, time of year, experience level, etc.

The percentiles above each column indicate what percent of the jobs in the occupation earn that amount or less. For example, 25th percentile earnings of \$100,000 indicate that 25% of the professionals in that occupation make \$100,000 or less and 75% of the professionals in that occupation make more than \$100,000.

## ACCOUNTING AND FINANCE

Job Title	25%	50%	75%
Accounting Directors	\$118,373	<b>\$161,699</b>	\$214,198
Accounting Managers	\$133,906	<b>\$157,536</b>	\$181,166
Accounting Specialists	\$46,720	<b>\$53,120</b>	\$61,312
Accounts Payable Managers	\$80,256	<b>\$95,104</b>	\$114,560
Accounts Payable Specialists	\$47,744	<b>\$53,120</b>	\$60,032
Accounts Receivable Managers	\$74,496	<b>\$92,416</b>	\$105,216
Accounts Receivable Specialists	\$45,696	<b>\$52,096</b>	\$58,240
Assistant Controllers	\$89,856	<b>\$109,824</b>	\$129,792
Billing Managers	\$109,920	<b>\$118,053</b>	\$123,287
Billing Specialists	\$43,648	<b>\$48,768</b>	\$57,984
Cash Applications Specialists	\$41,392	<b>\$49,213</b>	\$60,216
Chief Financial Officers	\$140,032	<b>\$179,968</b>	\$225,024
Collections Specialists	\$40,576	<b>\$46,720</b>	\$54,656
Corporate Controllers	\$122,624	<b>\$155,392</b>	\$185,088
Cost Accountants	\$75,008	<b>\$87,296</b>	\$100,096
Credit Analysts	\$58,880	<b>\$68,864</b>	\$82,688
Credit Managers	\$105,000	<b>117,700</b>	\$130,300
Divisional Controllers	\$119,808	<b>\$140,800</b>	\$167,424
Finance Directors	\$187,084	<b>\$203,356</b>	\$226,787
Finance Managers	\$118,373	<b>\$161,699</b>	\$214,198
Financial Analysts	\$78,291	<b>\$101,358</b>	\$132,059
General Ledger Accountants	\$65,280	<b>\$74,496</b>	\$85,248
Internal Auditors	\$75,008	<b>\$88,320</b>	\$103,680
Payroll Directors	\$124,160	<b>\$145,152</b>	\$166,656
Payroll Managers	\$84,864	<b>\$103,808</b>	\$122,752
Payroll Specialists	\$52,096	<b>\$60,288</b>	\$70,016
Plant Controllers	\$109,824	<b>\$125,696</b>	\$140,032
Procurement Managers	\$113,500	<b>\$125,400</b>	\$137,800
Property Accountants	\$66,816	<b>\$77,568</b>	\$89,856
Staff Accountants	\$61,312	<b>\$68,992</b>	\$77,696
Tax Accountants	\$70,496	<b>\$82,528</b>	\$97,504
Tax Directors	\$174,976	<b>\$200,576</b>	\$240,512
Tax Managers	\$122,240	<b>\$135,040</b>	\$154,496
Vice Presidents of Finance	\$222,608	<b>\$250,020</b>	\$273,598

## ENGINEERING

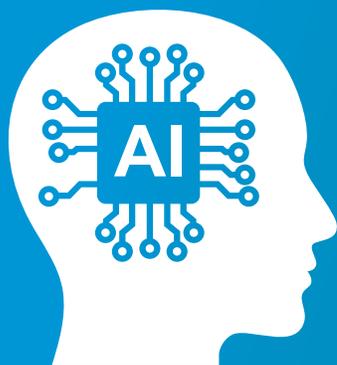
Job Title	25%	50%	75%
Assistant Project Managers	\$70,016	\$82,816	\$97,664
Automation Engineers	\$101,339	\$108,693	\$116,886
Building Inspectors	\$54,051	\$60,869	\$68,540
CAD Drafters	\$51,424	\$62,496	\$75,808
Chemical Engineers	\$96,034	\$121,867	\$152,298
Civil Engineers	\$78,790	\$99,590	\$128,294
CNC Programmers	\$55,973	\$65,666	\$80,309
Construction Inspectors	\$57,304	\$72,114	\$92,331
Construction Project Managers	\$83,491	\$106,974	\$139,339
Construction Superintendents	\$99,710	\$111,405	\$125,291
Controls Engineers	\$92,512	\$109,216	\$129,504
Design Engineers	\$118,539	\$128,044	\$136,493
Electrical Engineers	\$98,688	\$116,608	\$137,088
Engineering Managers	\$134,930	\$167,731	\$207,210
Environmental Engineers	\$80,517	\$104,166	\$130,832
Estimators	\$59,842	\$77,064	\$99,632
Foremen	\$62,400	\$78,686	\$100,194
Industrial Engineers	\$81,910	\$101,150	\$127,483
Journeyman Electricians	\$58,256	\$75,696	\$99,056
Manufacturing Engineers	\$80,736	\$97,632	\$117,472
Mechanical Engineers	\$95,104	\$114,560	\$135,040
Process Engineers	\$83,232	\$98,784	\$120,032
Project Engineers	\$94,496	\$113,504	\$140,000
Project Managers	\$80,032	\$103,712	\$132,832
Quality Engineers	\$85,758	\$117,749	\$152,672
Robotics Engineers	\$106,240	\$129,792	\$140,704
Safety Managers	\$83,200	\$100,096	\$117,504
Safety Technicians	\$49,525	\$58,448	\$74,818
Site Superintendents	\$83,491	\$106,974	\$125,300
Software Engineers	\$117,120	\$141,184	\$171,904
Surveyors	\$53,581	\$72,738	\$94,557
Systems Engineers	\$104,192	\$126,720	\$155,392
Validation Engineers	\$81,910	\$101,150	\$127,483

## BUSINESS SERVICES

Job Title	25%	50%	75%
Benefits Administrators	\$59,696	\$77,022	\$99,216
Benefits Managers	\$116,286	\$128,157	\$139,391
Compensation Analysts	\$59,696	\$77,022	\$99,216
Compensation Managers	\$105,206	\$140,358	\$190,902
Diversity and Inclusion Managers	\$120,576	\$144,128	\$150,272
Diversity and Inclusion Specialist	\$72,448	\$83,200	\$102,656
Human Resources Business Partners	\$105,581	\$140,026	\$189,966
Human Resources Directors	\$157,751	\$173,145	\$191,049
Human Resources Generalists	\$67,456	\$75,136	\$83,328
Human Resources Managers	\$109,763	\$122,266	\$131,737
Recruiters	\$64,351	\$74,062	\$76,562
Recruiting Directors	\$100,096	\$132,864	\$185,088

# INFORMATION TECHNOLOGY

Job Title	25%	50%	75%
Agile Coaches	\$104,992	<b>\$130,016</b>	\$157,536
AI Analysts	\$108,800	<b>\$140,032</b>	\$185,088
Blockchain Developers	\$110,848	<b>\$146,176</b>	\$165,632
Business Intelligence Analysts	\$85,024	<b>\$109,088</b>	\$140,128
Business Systems Analysts	\$87,296	<b>\$107,264</b>	\$129,792
Chief Information Officers	\$135,040	<b>\$188,288</b>	\$286,592
Chief Technology Officers	\$193,280	<b>\$247,552</b>	\$313,088
Cloud Architects	\$122,080	<b>\$151,008</b>	\$171,616
Cloud Engineers	\$118,016	<b>\$146,176</b>	\$170,752
Cybersecurity Engineers	\$116,992	<b>\$129,792</b>	\$148,224
Data Analysts	\$81,504	<b>\$104,032</b>	\$124,832
Data Architects	\$125,024	<b>\$149,856</b>	\$173,664
Data Engineers	\$117,408	<b>\$144,224</b>	\$172,512
Data Scientists	\$124,160	<b>\$144,128</b>	\$166,656
Database Administrators	\$97,536	<b>\$114,432</b>	\$136,960
Desktop Support Technicians	\$47,504	<b>\$56,176</b>	\$66,672
DevOps Engineers	\$114,080	<b>\$135,264</b>	\$162,528
Full-Stack Developers	\$106,752	<b>\$125,184</b>	\$146,176
Help Desk Specialists	\$47,570	<b>\$60,341</b>	\$77,002
Information Technology Specialists	\$57,472	<b>\$74,112</b>	\$98,176
Machine Learning Engineers	\$127,520	<b>\$164,320</b>	\$205,024
Mobile Developers	\$103,064	<b>\$133,078</b>	\$169,000
Network Architects	\$119,552	<b>\$140,032</b>	\$165,632
Network Engineers	\$101,120	<b>\$122,624</b>	\$143,104
Scrum Masters	\$101,632	<b>\$120,576</b>	\$137,984
Security Analysts	\$85,248	<b>\$106,752</b>	\$129,792
Security Engineers	\$119,040	<b>\$145,152</b>	\$174,848
Site Reliability Engineers	\$119,552	<b>\$140,032</b>	\$173,824
Software Engineers	\$103,064	<b>\$133,078</b>	\$169,000
Software Quality Assurance Analysts	\$80,032	<b>\$100,576</b>	\$124,832
Software Test Engineers	\$99,072	<b>\$112,896</b>	\$145,152
Solutions Architects	\$135,040	<b>\$156,544</b>	\$182,144
Systems Administrators	\$75,858	<b>\$96,803</b>	\$123,386
Systems Engineers	\$104,192	<b>\$126,720</b>	\$155,392
UI/UX Designers	\$93,440	<b>\$120,064</b>	\$151,296
User Experience Designers	\$99,712	<b>\$125,312</b>	\$153,472



## AI'S GROWING ROLE IN SHAPING COMPENSATION AND WORKFORCE STRUCTURE

Nearly two-thirds (64 %) of hiring decision makers say implementing AI tools/technologies would allow them to reduce their workforce size by needing fewer workers, but 86% believe new jobs will emerge to offset roles eliminated by AI in their field/industry. Leaders should consider how AI-driven changes may affect pay structures, job roles, and the value of specialized skills.

## ENTRY-LEVEL ROLES AND COMPENSATION EXPECTATIONS ARE EVOLVING

More is expected of entry-level candidates than in the past, with 85% of hiring decision makers agreeing these roles now require candidates to possess greater skills than they have in the past. Nearly 3 in 10 (29%) expect candidates to have AI skills when applying for entry-level positions at their company.

Source: Job Insights Survey\*

## SALES, MARKETING, AND CREATIVE

Job Title	25%	50%	75%
Account Managers	\$60,032	<b>\$76,672</b>	\$100,224
Advertising Managers	\$87,296	<b>\$133,888</b>	\$176,896
Business Development Managers	\$80,256	<b>\$106,880</b>	\$140,160
Communications Coordinators	\$51,979	<b>\$69,784</b>	\$95,950
Copywriters	\$65,008	<b>\$80,048</b>	\$100,016
Creative Directors	\$123,136	<b>\$157,440</b>	\$190,208
Digital Marketing Managers	\$86,240	<b>\$118,304</b>	\$175,072
Digital Marketing Specialists	\$58,512	<b>\$76,528</b>	\$102,064
District Sales Managers	\$115,080	<b>\$126,400</b>	\$145,070
Editors	\$50,211	<b>\$75,254</b>	\$101,213
Graphic Designers	\$47,195	<b>\$61,298</b>	\$78,998
Inside Sales Representatives	\$49,046	<b>\$66,789</b>	\$97,573
Market Researchers	\$56,222	<b>\$76,960</b>	\$104,874
Marketing Coordinators	\$47,488	<b>\$54,912</b>	\$64,896
Marketing Directors	\$111,218	<b>\$161,034</b>	\$211,078
Public Relations Managers	\$102,315	<b>\$138,528</b>	\$197,995
Regional Sales Managers	\$95,909	<b>\$138,070</b>	\$201,490
Sales Directors	\$174,697	<b>\$190,738</b>	\$214,287
Sales Managers	\$115,080	<b>\$126,398</b>	\$145,063
Territory Managers	\$88,382	<b>\$110,316</b>	\$137,196
Video Editors	\$51,072	<b>\$64,384</b>	\$79,232
Vice Presidents of Marketing	\$160,512	<b>\$200,448</b>	\$247,552

## SUPPLY CHAIN AND LOGISTICS

Job Title	25%	50%	75%
Buyers	\$58,677	<b>\$75,650</b>	\$99,195
Category Managers	\$105,504	<b>\$132,960</b>	\$172,640
Demand Planners	\$62,920	<b>\$80,891</b>	\$104,333
Directors of Supply Chain Management	\$128,768	<b>\$165,632</b>	\$190,208
Inventory Control Specialists	\$39,552	<b>\$43,648</b>	\$59,264
Logistics Analysts	\$62,920	<b>\$80,891</b>	\$104,333
Logistics Managers	\$78,354	<b>\$102,024</b>	\$136,053
Materials Managers	\$85,888	<b>\$107,904</b>	\$128,896
Operations Managers	\$67,163	<b>\$102,960</b>	\$164,133
Procurement Managers	\$100,224	<b>\$117,632</b>	\$138,112
Product Support Specialists	\$51,072	<b>\$62,848</b>	\$86,400
Production Managers	\$94,619	<b>\$121,451</b>	\$156,333
Purchasing Managers	\$113,469	<b>\$125,336</b>	\$137,767
Quality Control Managers	\$87,520	<b>\$112,032</b>	\$137,568
Receiving Coordinators	\$38,528	<b>\$43,648</b>	\$50,560
Supply Chain Analysts	\$70,816	<b>\$87,520</b>	\$110,816
Supply Chain Specialists	\$57,344	<b>\$75,008</b>	\$98,048
Transport Managers	\$78,354	<b>\$102,024</b>	\$136,053
Warehouse Managers	\$67,488	<b>\$83,488</b>	\$110,432

# WAGE PRESSURE VALUE

## WHAT IS A WPV?

The Wage Pressure Value (WPV) refers to the difference in average wages across the U.S. It highlights how compensation for similar positions can vary based on factors like cost of living, local labor market conditions, industry presence, and state-level economic policies.

The WPVs represented below have been refined to articulate specific occupational groups, each containing only professional roles.

Data and configuration for the WPV was provided by JobsEQ in collaboration with Express Employment International's Business Intelligence division.

## HOW IS THE WPV CALCULATED?

The WPV is calculated by taking the median annual salary of an occupational group for a specific metro location and dividing by the U.S. median salary of that occupational group then multiplying by 100.

Example: WPV = median salary for Accounting and Finance for Atlanta-Sandy Springs-Roswell, GA / U.S. median salary \*100

$$107,700/105,900*100 = 102\%$$

In this example, metro market salaries for Accounting and Finance positions in Atlanta-Sandy Springs-Roswell, GA, are 2% higher than the national median salary.

	Accounting and Finance	Business Services	Engineering	Information Technology	Sales, Marketing, and Creative	Supply Chain and Logistics
	U.S. Annual Median Salary					
	\$105,900	\$93,400	\$96,100	\$137,400	\$90,800	\$103,100
Metro	Wage Pressure Value					
Atlanta-Sandy Springs-Roswell, GA	102%	107%	96%	100%	101%	103%
Austin-Round Rock-San Marcos, TX	99%	96%	100%	101%	103%	111%
Baltimore-Columbia-Towson, MD	106%	101%	106%	106%	96%	106%
Boston-Cambridge-Newton, MA-NH	120%	129%	120%	116%	124%	132%
Charlotte-Concord-Gastonia, NC-SC	102%	106%	99%	99%	100%	105%
Chicago-Naperville-Elgin, IL-IN	110%	114%	109%	100%	105%	106%
Cincinnati, OH-KY-IN	91%	101%	98%	91%	93%	92%
Cleveland, OH	92%	98%	95%	87%	89%	90%
Columbus, OH	91%	100%	96%	92%	94%	94%
Dallas-Fort Worth-Arlington, TX	99%	107%	96%	101%	98%	102%
Denver-Aurora-Centennial, CO	103%	112%	106%	99%	110%	110%
Des Moines-West Des Moines, IA	100%	93%	92%	91%	92%	99%
Detroit-Warren-Dearborn, MI	96%	103%	105%	96%	103%	97%
Grand Rapids-Wyoming-Kentwood, MI	92%	99%	95%	83%	90%	84%
Greenville-Anderson-Greer, SC	85%	91%	98%	83%	83%	88%
Hartford-West Hartford-East Hartford, CT	117%	106%	107%	101%	113%	117%
Houston-Pasadena-The Woodlands, TX	102%	102%	101%	101%	93%	98%
Indianapolis-Carmel-Greenwood, IN	93%	84%	95%	83%	90%	88%
Jacksonville, FL	86%	90%	92%	91%	86%	92%
Kansas City, MO-KS	92%	96%	96%	88%	92%	92%
Las Vegas-Henderson-North Las Vegas, NV	89%	85%	95%	96%	79%	82%
Los Angeles-Long Beach-Anaheim, CA	111%	110%	112%	114%	112%	109%
Louisville/Jefferson County, KY-IN	86%	89%	90%	84%	87%	79%
Memphis, TN-MS-AR	86%	89%	88%	88%	86%	84%
Miami-Fort Lauderdale-West Palm Beach, FL	94%	96%	95%	99%	90%	94%

## WHY IS THE WPV IMPORTANT?

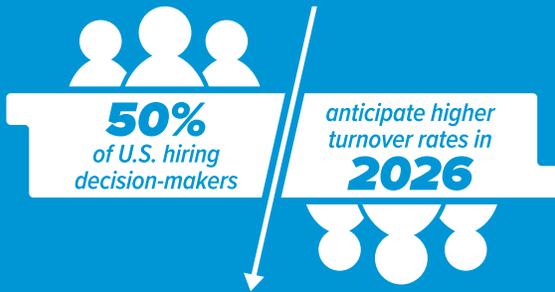
Understanding the metro market's WPV is critical for any organization seeking long-term success. An accurate WPV ensures that the organization aligns with local labor market trends, compensation benchmarks, and evolving workforce expectations.

This alignment not only strengthens retention by meeting the needs of current employees but also enhances the organization's ability to attract top professionals to its markets.

By leveraging accurate WPV insights, organizations can position themselves competitively, maintain relevance in a dynamic talent landscape, and build a reputation as an employer of choice within their metro areas.



	Accounting and Finance	Business Services	Engineering	Information Technology	Sales, Marketing, and Creative	Supply Chain and Logistics
	U.S. Annual Median Salary					
	\$105,900	\$93,400	\$96,100	\$137,400	\$90,800	\$103,100
Metro	Wage Pressure Value					
Milwaukee-Waukesha, WI	104%	103%	100%	89%	94%	94%
Minneapolis-St. Paul-Bloomington, MN-WI	106%	109%	108%	100%	110%	111%
Nashville-Davidson Murfreesboro-Franklin, TN	93%	87%	93%	91%	90%	95%
New Orleans-Metairie, LA	82%	91%	99%	79%	79%	86%
New York-Newark-Jersey City, NY-NJ	142%	127%	116%	120%	140%	137%
Oklahoma City, OK	82%	81%	90%	79%	73%	85%
Orlando-Kissimmee-Sanford, FL	88%	93%	94%	94%	86%	94%
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	107%	101%	104%	102%	102%	108%
Phoenix-Mesa-Chandler, AZ	83%	97%	100%	95%	90%	98%
Pittsburgh, PA	95%	91%	95%	92%	86%	94%
Portland-Vancouver-Hillsboro, OR-WA	105%	110%	117%	110%	109%	105%
Raleigh-Cary, NC	95%	92%	101%	97%	98%	106%
Richmond, VA	99%	107%	96%	98%	98%	104%
Riverside-San Bernardino-Ontario, CA	98%	94%	100%	102%	91%	85%
Sacramento-Roseville-Folsom, CA	98%	90%	118%	102%	102%	107%
Salt Lake City-Murray, UT	88%	100%	95%	96%	95%	94%
San Antonio-New Braunfels, TX	91%	92%	88%	96%	87%	95%
San Diego-Chula Vista-Carlsbad, CA	110%	108%	116%	114%	109%	114%
San Francisco-Oakland-Fremont, CA	135%	138%	141%	134%	146%	147%
San Jose-Sunnyvale-Santa Clara, CA	154%	174%	152%	159%	165%	174%
Seattle-Tacoma-Bellevue, WA	121%	135%	127%	127%	125%	127%
St. Louis, MO-IL	91%	94%	98%	87%	89%	95%
Tampa-St. Petersburg-Clearwater, FL	89%	96%	94%	94%	89%	98%
Virginia Beach-Chesapeake-Norfolk, VA-NC	96%	96%	96%	94%	88%	98%
Washington-Arlington-Alexandria, DC-VA-MD-WV	120%	125%	119%	114%	119%	133%



**RISING EMPLOYEE TURNOVER AND ITS FINANCIAL IMPACT**

Average annual cost of turnover has jumped to **\$45,236** per company, up from \$36,723 last year, underscoring the urgent need for competitive compensation strategies to retain top talent.

**COMPETITIVE PAY AND BENEFITS ARE ESSENTIAL TO ATTRACT AND RETAIN TALENT**

Leaders should benchmark compensation packages to avoid losing employees to competitors.



Source: Job Insights Survey\*

**A HIGHER STANDARD OF SERVICE**

Specialized Recruiting Group is distinctly positioned to assist your organization in securing highly skilled talent tailored to your business objectives. Leveraging advanced recruiting methodologies and deep industry expertise, we consistently attract exceptional candidates that set us apart from our competitors.

To initiate a strategic partnership and discuss the next steps, please connect with your Specialized Recruiting Group representative. Our commitment is to serve as a reliable, trusted resource for your professional project and placement requirements.

Each Specialized Recruiting Group office is locally owned and operated, enabling our team to maintain a strong connection with the community and remain informed about the dynamics of the local employment market. Our vested interest in the prosperity of the local business environment and job market drives our dedication to client success. Through our franchise business model, we offer agile, independent responses to your specific needs, while our global reach provides access to exceptional resources and support.



\*The Job Insights survey was conducted online within the United States by The Harris Poll on behalf of Express Employment Professionals, parent company of Specialized Recruiting Group, among 1,002 U.S. hiring decision-makers (defined as adults ages 18+ in the U.S. who are employed full-time or self-employed, work at companies with more than one employee, and have full/significant involvement in hiring decisions at their company). The survey was conducted Nov. 3-19, 2025. Data are weighted where necessary by company size to bring them in line with their actual proportions in the population.



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