



SALARY SURVEY 2017

Results for the Texas Region

our methodology

This year, Addison Group conducted our own salary survey independent of national surveys or data providers. We based it on our intimate knowledge of the Texas region, combined with our own, market-specific information to create a detailed analysis of what people are actually paid in our region. Factors that may affect actual compensation include company size, employee benefits, a candidate's skill set, and market trends.

Addison Group is uniquely capable of developing these results and insights, as no other regional firm has the depth of knowledge and experience across this breadth of job functions. We maintain our own, proprietary database containing real salary numbers for people working in our own backyard.

Human Resources

This sector was strong throughout 2016 and is looking to increase throughout 2017 on strong footing. Increases in compensation should be moderate but among the best in all segments we service.

Regional Averages in Thousands

Positions	Low	Mid	High
Human Resources			
VP of HR	160	175	200
HR Director	125	135	150
HR Business Partner	90	115	130
HR Generalist	55	60	65
HRIS Analyst	45	60	90
HR Manager	80	100	120
Recruiter	52	65	85
Recruiting Coordinator	40	48	55
HR Assistant/Coordinator	45	57	67
Compensation / Benefits Manager	75	106	126
Organizational Develop Specialist	51	70	81
Training Specialist	51	67	77
Benefits Specialist	40	46	52

Administrative

This sector was strong throughout 2016 and is looking to increase throughout 2017 on strong footing. Increases in compensation should be moderate but among the best in all segments we service.

Regional Averages in Thousands

Positions	Low	Mid	High
Administrative			
Executive Assistant	60	75	85
Administrative Assistant	40	45	55
Customer Service/ Call Center	32	35	40
Office Assistant	35	47	59
Office Manager	52	57	65
Marketing Assistant	48	58	68
Data Entry Specialist	30	35	40

Information Technology

Information Technology was the strongest sector in 2016 as companies were once again hiring high quality technical professionals, especially in emerging growth and middle market sectors. 2017 promises continued strength in technology with above average compensation increases.

Regional Averages in Thousands

Positions	Low	Mid	High
Leadership			
CIO	180	200	230
CTO	180	200	230
VP IT	155	165	175
Director of IT	120	135	150
Software Engineering / Web Application Development			
Manager of Software/App Development	115	127	140
Software / Solutions Architect	110	130	150
Software Engineer	85	105	125
Front-End Developer	60	80	100
Mobile Developer	90	110	130
Application Support	75	90	105
Web Design / Development			
Information Architect	100	120	140
User Experience	60	85	110
Web Developer/UI Developer	85	105	125
Database Developmet / Administration			
Big Data Engineer / Architect	100	115	130
Database Developer / Architect	85	105	125
DBA	100	116	152
Quality Assurance / Testing			
Director/Manager of QA	120	135	150
QA/Automation Engineer	75	92	110
Software Engineer in Test	80	100	115
Infrastructure: Product Operations			
Cloud Architect	110	120	130
DevOps Engineer	105	127	150
Build/Release Engineer	100	110	120
Infrastructure: Systems			
IT Manager	100	120	155
Systems Engineer	100	100	100
Systems Admin	55	83	110
Help Desk	35	50	73
Infrastructure: Networking			
Network Architect	100	115	130
Network Engineer	75	100	125
Network Administrator	65	80	95
Project / Product Management			
Product Manager	100	130	140
Project Manager	100	120	140
Program Manager	120	135	150
Business / Systems Analyst	80	100	120

Finance & Accounting

The Finance & Accounting segment showed continued improvement in 2016 in employment opportunity and in compensation. Employers are saying that 2017 hiring will focus in the operational and regulatory areas with above average compensation increases.

Regional Averages in Thousands

Positions	Low	Mid	High
Accounting			
CFO	160	200	250+
Controller	100	150	200
Assistant Controller	85	130	150
Accounting Manager	90	100	110
Senior Accountant	70	80	95
Staff Accountant	45	55	65
Compliance			
SEC Reporting Manager	120	135	150
Director of Audit	135	150	175
Audit Manager	75	86	95
Audit Senior	75	86	95
Audit Staff	45	55	65
Finance			
VP Finance	160	200	250+
Director, FP&A	130	145	170
Sr. Financial Analyst	70	85	105
Financial Analyst	55	65	80
Cost Accountant	60	75	90
Tax			
VP, Tax	140	160	190
Tax Manager	95	120	135
Tax Accountant	62	93	135
Operations			
Payroll Manager	80	95	115
Payroll Specialist	45	50	55
AR Manager	52	65	78
AR Specialist	38	42	50
AP Manager	55	77	113
AP Specialist	31	40	62
Billing Specialist	40	45	50
Accounting Assistant	40	42	45
Credit Manager	75	85	100
Credit/Collections Specialist	40	50	60

Healthcare

Compensation levels have increased moderately for Healthcare this past year, while overall commission payments increased more significantly. 2017 should bring moderate increases in base salaries.

Regional Averages in Thousands

Positions	Low	Mid	High
Revenue Cycle			
Insurance Verification/Registration	29	34	43
Medical Collector	31	36	58
Medical Biller	29	35	44
Revenue Analyst	44	50	63
Medical Assistant	23	33	42
Front Desk/Physician Office Rep	25	33	44
Payment Posting	31	37	42
HIM			
Inpatient Hospital Coders	69	75	85
ED/Outpatient Hospital Coders	63	68	75
DRG/APC Auditor	91	97	108
Clinical Documentation Specialist	80	103	150
Credentialing Coordinator	32	39	48
HIM Director	110	130	165
Coding Manager	65	93	129
Data Entry/Scanning projects	22	27	33
Medical Records Technician	41	48	58
Certified Tumor Registrator (CTR)	50	62	70

Engineering

The downturn in the oil and gas industry has created a slight lull in this sector, but revenue-producing roles remain in high demand for 2017.

Regional Averages in Thousands

Positions	Low	Mid	High
Key Engineering Disciplines			
Mechanical	70	85	110
Chemical	80	100	120
Petroleum	90	110	120
Electrical	85	95	105
Structural	85	95	105
Civil	80	90	100
Functional Specialization			
Architectural	90	100	110
Environmental	95	105	115
Geotechnical	120	150	180
Energy	100	110	120
Oil & Gas	95	105	115
Construction	85	100	115
Manufacturing & Industrial	70	80	90

About Addison Group

A leading provider of professional staffing and search services, Addison Group distinguishes itself through exceptional delivery, specialized knowledge and strong relationships. Addison enables ideal connections between talented professionals and dynamic businesses. Addison is an Inavero Best of Staffing winner for the past seven years.

Addison offers a simple value proposition: find solutions that work equally for both our clients and our candidates. It sets us apart...and it's just good business.