

2022 Salary Guide



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



Welcome to
Nelson Connects'
2022 Salary Guide

To build the best teams in today's unpredictable environment, employers are hard-pressed to do anything other than meet or exceed average pay rates. But structuring compensation packages that address industry standards and regional salary expectations is not a simple task. It requires knowledge of the competitive landscape and insight into how pay differentials impact various employee populations. Being attuned to these nuances is Nelson Connects' specialty and is precisely where our team can help yours.

Our salary guidelines offer localized pay rates not readily available from other compensation resources. Nelson Connects' recruiting and staffing experts are skilled at customizing wage and salary recommendations so companies can compete – and win – on the compensation front.

In every situation, we share our recruiting and staffing expertise, local market knowledge, and broad understanding of how employers can strengthen their compensation offerings to make the best hires, manage overhead, and build a better company.

We value your partnership and look forward to working with you in 2022 and beyond.

Our Purpose Is Your Success,
Joe Madigan
CEO, Nelson Connects

Key Insights

The past two-plus years of maneuvering our businesses through profoundly unusual circumstances have highlighted new challenges – and novel opportunities – for building a strong and resilient workforce.

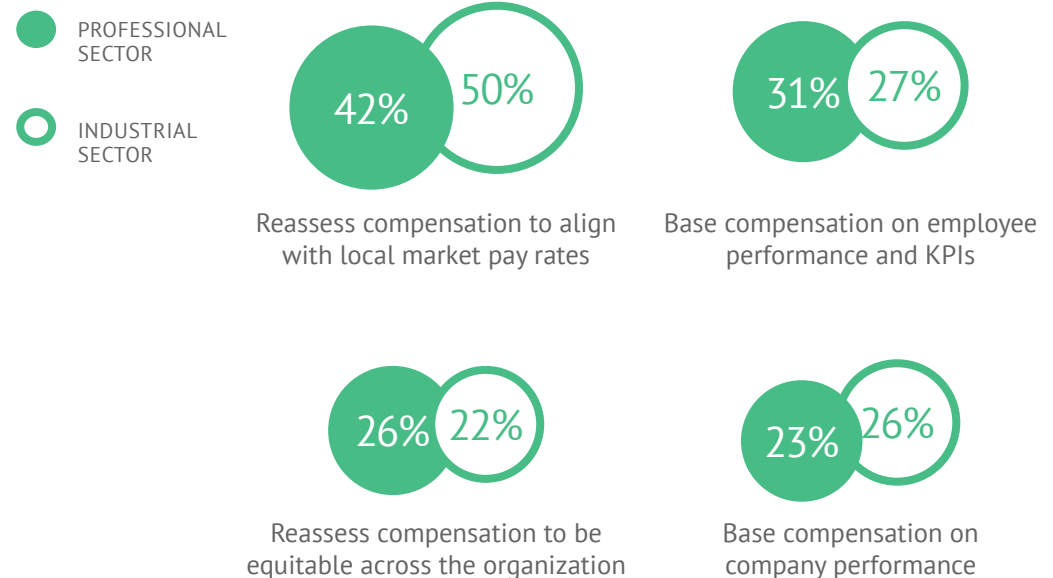
In response to pandemic disruption, employees have clearly stated their desire for increased agency in structuring employment relationships. Workers across industries have demonstrated that workplace flexibility, holistic benefits, and corporate transparency and diversity are must-haves for companies that want to compete as employers of choice.

That said, compensation still remains the number-one factor people consider when making employment decisions. Which means that getting the right offer on the table is fundamental to any company's hiring strategy.

The Compensation Factor

Insights from Nelson Connects' survey of nearly 350 employers across industries. Data collected Q4 2021.

COMPENSATION STRATEGIES COMPANIES WILL IMPLEMENT IN 2022:



Key Insights

EXAMPLES OF COMPENSATION INCENTIVES COMPANIES WILL OFFER *SALARIED* HIRES:

Increased base salary



32%

KPI-driven bonus



17%

Signing bonus



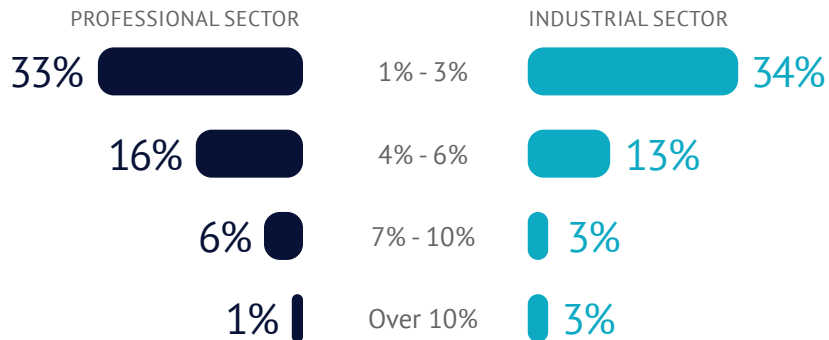
13%

Financial perks

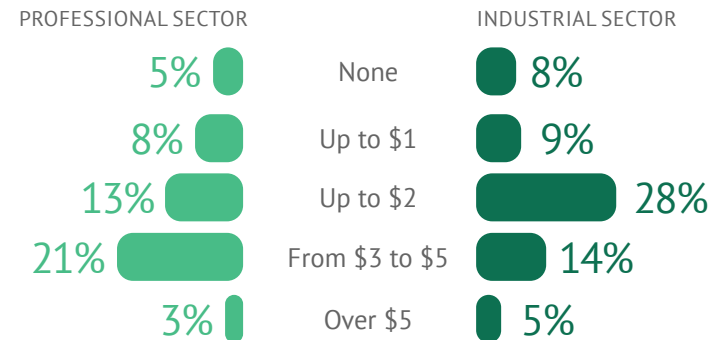


9%

WHEN HIRING FOR A *SALARIED* ROLE, COMPANIES WILL INCREASE THE STATED SALARY BY:



WHEN HIRING FOR A HARD-TO-FILL *HOURLY* POSITION, COMPANIES WILL INCREASE THE STATED HOURLY RATE:



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 always curated by hand 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 on Page 7 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 tabs on 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 as of Q3 2021.

Source:

The data has been compiled by [PayScale.com](https://www.payscale.com) for Q3 of 2021.

-2.2% Atlanta, GA ▼	+3.4% Austin, TX ▲	-1.2% Baltimore, MD ▼
-1.1% Charlotte, NC ▼	-1.8% Chicago, IL ▼	+0.4% Cincinnati, OH ▲
-0.8% Dallas, TX ▼	+2.3% Denver, CO ▲	-5% Detroit, MI ▼
-0.5% Kansas City, MO ▼	+1.0% Los Angeles, CA ▲	-4.8% Miami, FL ▼
-1.7% Minneapolis, MN ▼	+0.8% Nashville, TN ▲	+0.5% New York, NY ▲
-2.6% Philadelphia, PA ▼	-0.3% Phoenix, AZ ▼	+3.7% Pittsburgh, PA ▲
-0.5% Raleigh, NC ▼	+2.9% San Diego, CA ▲	+7.4% San Francisco, CA ▲
+9.2% Seattle, WA ▲	+0.5% St. Louis, MO ▲	-1.0% Tampa, FL ▼



Specialties

Administrative	8
Engineering	12
Finance & Accounting	16
Human Resources	23
IT	27
Manufacturing & Logistics	31
Marketing & Creative	38
Product Development	42
Public Accounting	46
Sales	50
Wine & Beverage	54



Administrative



Administrative

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
Chief of Staff	\$205,000 – \$250,000	\$205,000 – \$250,000	\$180,000 – \$240,000	\$180,000 – \$230,000
Director of Administration	\$190,000 – \$250,000	\$190,000 – \$250,000	\$165,000 – \$240,000	\$160,000 – \$220,000
Executive Assistant to the C-Suite	\$120,000 – \$145,000	\$120,000 – \$145,000	\$90,000 – \$110,000	\$75,000 – \$100,000

LEGAL POSITIONS

Contracts Administrator/Manager	\$70,000 – \$135,000	\$70,000 – \$135,000	\$65,000 – \$120,000	\$65,000 – \$110,000
Legal Secretary	\$65,000 – \$115,000	\$65,000 – \$115,000	\$60,000 – \$95,000	\$60,000 – \$90,000
Legal Word Processor	\$65,000 – \$95,000	\$65,000 – \$95,000	\$58,000 – \$75,000	\$48,000 – \$65,000
Paralegal	\$68,000 – \$125,000	\$68,000 – \$125,000	\$65,000 – \$115,000	\$65,000 – \$85,000

MANAGEMENT POSITIONS

Facilities Manager	\$105,000 – \$135,000	\$105,000 – \$135,000	\$95,000 – \$130,000	\$90,000 – \$125,000
Customer Service Manager	\$100,000 – \$120,000	\$100,000 – \$120,000	\$85,000 – \$110,000	\$80,000 – \$105,000
Call Center Manager	\$85,000 – \$110,000	\$85,000 – \$110,000	\$80,000 – \$110,000	\$75,000 – \$100,000
Office Manager	\$90,000 – \$115,000	\$90,000 – \$115,000	\$80,000 – \$98,000	\$65,000 – \$80,000

STAFF POSITIONS

Data Entry Clerk	\$55,000 – \$75,000	\$55,000 – \$75,000	\$42,000 – \$52,000	\$41,000 – \$47,000
Customer Service Representative	\$55,000 – \$70,000	\$55,000 – \$70,000	\$42,000 – \$52,000	\$42,000 – \$47,000

SUPPORT POSITIONS

Administrative Assistant	\$55,000 – \$75,000	\$55,000 – \$75,000	\$42,000 – \$52,000	\$48,000 – \$54,000
Receptionist/Front Desk Coordinator	\$50,000 – \$65,000	\$50,000 – \$65,000	\$40,000 – \$46,000	\$39,000 – \$48,000
File/Office Clerk	\$55,000 – \$70,000	\$55,000 – \$70,000	\$37,000 – \$40,000	\$35,000 – \$40,000
Mailroom Clerk	\$45,000 – \$60,000	\$45,000 – \$60,000	\$37,000 – \$40,000	\$34,000 – \$40,000



Administrative

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
Chief of Staff	\$185,000 – \$230,000	\$185,000 – \$230,000	\$175,000 – \$220,000	\$175,000 – \$215,000
Director of Administration	\$165,000 – \$220,000	\$165,000 – \$220,000	\$150,000 – \$210,000	\$140,000 – \$200,000
Executive Assistant to the C-Suite	\$80,000 – \$100,000	\$83,000 – \$102,000	\$75,000 – \$90,000	\$75,000 – \$92,000

LEGAL POSITIONS

Contracts Administrator/Manager	\$65,000 – \$115,000	\$65,000 – \$115,000	\$67,000 – \$107,000	\$60,000 – \$100,000
Legal Secretary	\$60,000 – \$88,000	\$60,000 – \$88,000	\$61,000 – \$89,000	\$56,000 – \$80,000
Legal Word Processor	\$52,000 – \$75,000	\$48,000 – \$68,000	\$45,000 – \$62,000	\$45,000 – \$60,000
Paralegal	\$60,000 – \$105,000	\$60,000 – \$105,000	\$54,000 – \$82,000	\$56,000 – \$85,000

MANAGEMENT POSITIONS

Facilities Manager	\$95,000 – \$125,000	\$95,000 – \$125,000	\$85,000 – \$120,000	\$80,000 – \$115,000
Customer Service Manager	\$80,000 – \$110,000	\$92,000 – \$110,000	\$80,000 – \$110,000	\$75,000 – \$100,000
Call Center Manager	\$75,000 – \$100,000	\$80,000 – \$100,000	\$75,000 – \$95,000	\$74,000 – \$90,000
Office Manager	\$70,000 – \$95,000	\$77,000 – \$95,000	\$65,000 – \$82,000	\$65,000 – \$80,000

STAFF POSITIONS

Data Entry Clerk	\$42,000 – \$51,000	\$45,000 – \$53,000	\$38,000 – \$45,000	\$35,000 – \$43,000
Customer Service Representative	\$42,000 – \$53,000	\$43,000 – \$53,000	\$39,000 – \$52,000	\$39,000 – \$52,000

SUPPORT POSITIONS

Administrative Assistant	\$50,000 – \$56,000	\$57,000 – \$72,000	\$45,000 – \$60,000	\$39,000 – \$52,000
Receptionist/Front Desk Coordinator	\$41,000 – \$52,000	\$48,000 – \$55,000	\$37,000 – \$48,000	\$36,000 – \$48,000
File/Office Clerk	\$37,000 – \$43,000	\$44,000 – \$50,000	\$36,000 – \$40,000	\$35,000 – \$40,000
Mailroom Clerk	\$36,000 – \$41,000	\$39,500 – \$45,000	\$36,000 – \$40,000	\$31,000 – \$40,000



Administrative

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
Chief of Staff	\$185,000 – \$231,000	\$183,000 – \$230,000	\$179,000 – \$224,000	\$179,000 – \$225,000
Director of Administration	\$240,000 – \$325,000	\$238,000 – \$322,000	\$234,000 – \$316,000	\$234,000 – \$316,000
Executive Assistant to the C-Suite	\$78,000 – \$92,000	\$80,000 – \$95,000	\$67,000 – \$88,000	\$78,000 – \$92,000
LEGAL POSITIONS				
Contracts Administrator/Manager	\$110,000 – \$150,000	\$110,000 – \$150,000	\$95,000 – \$130,000	\$110,000 – \$140,000
Legal Secretary	\$60,000 – \$85,000	\$60,000 – \$85,000	\$40,000 – \$55,000	\$60,000 – \$85,000
Legal Word Processor	\$50,000 – \$70,000	\$50,000 – \$70,000	\$50,000 – \$65,000	\$50,000 – \$70,000
Paralegal	\$58,000 – \$88,000	\$58,000 – \$88,000	\$50,000 – \$75,000	\$58,000 – \$88,000
MANAGEMENT POSITIONS				
Facilities Manager	\$92,000 – \$108,000	\$90,000 – \$107,000	\$89,000 – \$105,000	\$88,000 – \$103,000
Customer Service Manager	\$88,000 – \$108,000	\$90,000 – \$108,000	\$87,000 – \$104,000	\$86,000 – \$104,000
Call Center Manager	\$82,000 – \$96,000	\$80,000 – \$94,000	\$77,000 – \$91,000	\$78,000 – \$92,000
Office Manager	\$79,000 – \$93,000	\$79,000 – \$93,000	\$73,000 – \$86,000	\$75,000 – \$88,000
STAFF POSITIONS				
Data Entry Clerk	\$39,000 – \$42,000	\$39,000 – \$42,000	\$37,000 – \$40,000	\$39,000 – \$42,000
Customer Service Representative	\$41,000 – \$52,000	\$41,000 – \$52,000	\$39,000 – \$50,000	\$41,000 – \$52,000
SUPPORT POSITIONS				
Administrative Assistant	\$49,000 – \$55,000	\$49,000 – \$55,000	\$46,000 – \$53,000	\$49,000 – \$55,000
Receptionist/Front Desk Coordinator	\$36,000 – \$41,500	\$37,000 – \$42,000	\$35,000 – \$40,000	\$37,000 – \$42,000
File/Office Clerk	\$38,000 – \$44,000	\$38,000 – \$44,000	\$37,000 – \$43,000	\$38,000 – \$44,000
Mailroom Clerk	\$38,000 – \$44,000	\$38,000 – \$44,000	\$37,000 – \$43,000	\$38,000 – \$44,000



Engineering



Engineering

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
Vice President, Engineering	\$254,000 – \$350,000	\$253,000 – \$350,000	\$247,000 – \$325,000	\$241,000 – \$292,000
Director of Engineering	\$181,000 – \$225,000	\$182,000 – \$225,000	\$178,000 – \$200,000	\$174,000 – \$195,000
MANAGEMENT POSITIONS				
Engineering Manager	\$152,000 – \$200,000	\$140,000 – \$200,000	\$141,000 – \$195,000	\$143,000 – \$161,000
Principal Engineer	\$135,000 – \$220,000	\$135,000 – \$220,000	\$135,000 – \$220,000	\$131,000 – \$146,000
Program/Project Manager	\$146,000 – \$220,000	\$146,000 – \$220,000	\$143,000 – \$200,000	\$139,000 – \$159,000
STAFF POSITIONS				
Program/Project Engineer	\$146,000 – \$170,000	\$146,000 – \$170,000	\$95,000 – \$170,000	\$92,000 – \$104,000
RF/Analog Engineer	\$135,000 – \$170,000	\$135,000 – \$170,000	\$131,000 – \$155,000	\$127,000 – \$135,000
R&D Engineer	\$116,000 – \$150,000	\$116,000 – \$150,000	\$113,000 – \$150,000	\$110,000 – \$126,000
ASIC/FPGA Engineer	\$109,000 – \$125,000	\$109,000 – \$125,000	\$107,000 – \$115,000	\$103,000 – \$111,000
Reliability Engineer	\$99,000 – \$125,000	\$99,000 – \$125,000	\$98,000 – \$125,000	\$95,000 – \$103,000
Civil Engineer	\$97,000 – \$135,000	\$97,000 – \$135,000	\$94,000 – \$135,000	\$92,000 – \$104,000
Electrical Engineer	\$97,000 – \$120,000	\$97,000 – \$120,000	\$93,000 – \$120,000	\$90,000 – \$100,000
Mechanical Engineer	\$96,000 – \$175,000	\$96,000 – \$175,000	\$95,000 – \$150,000	\$92,000 – \$102,000
Industrial Engineer	\$90,000 – \$120,000	\$92,000 – \$120,000	\$90,000 – \$120,000	\$87,000 – \$98,000
Manufacturing Engineer	\$90,000 – \$120,000	\$90,000 – \$120,000	\$89,000 – \$120,000	\$87,000 – \$96,000
Design Engineer	\$88,000 – \$150,000	\$88,000 – \$150,000	\$85,000 – \$140,000	\$83,000 – \$93,000
QA/QC Engineer	\$87,000 – \$130,000	\$87,000 – \$130,000	\$84,000 – \$130,000	\$82,000 – \$91,000
Drafter/Detailer	\$65,000 – \$90,000	\$65,000 – \$90,000	\$63,000 – \$90,000	\$62,000 – \$71,000
CNC/CMM Programmer	\$65,000 – \$85,000	\$65,000 – \$85,000	\$64,000 – \$85,000	\$62,000 – \$72,000



Engineering

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
Vice President, Engineering	\$224,000 – \$272,000	\$232,000 – \$282,000	\$222,000 – \$270,000	\$216,000 – \$262,000
Director of Engineering	\$161,000 – \$180,000	\$167,000 – \$187,000	\$158,000 – \$179,000	\$154,000 – \$172,000
MANAGEMENT POSITIONS				
Engineering Manager	\$136,000 – \$153,000	\$139,000 – \$157,000	\$134,000 – \$151,000	\$130,000 – \$146,000
Principal Engineer	\$125,000 – \$139,000	\$128,000 – \$142,000	\$125,000 – \$139,000	\$122,000 – \$136,000
Program/Project Manager	\$130,000 – \$149,000	\$135,000 – \$154,000	\$129,000 – \$148,000	\$125,000 – \$144,000
STAFF POSITIONS				
Program/Project Engineer	\$130,000 – \$149,000	\$89,000 – \$100,000	\$85,000 – \$96,000	\$82,000 – \$93,000
RF/Analog Engineer	\$117,000 – \$125,000	\$122,000 – \$130,000	\$116,000 – \$123,000	\$112,000 – \$119,000
R&D Engineer	\$102,000 – \$117,000	\$106,000 – \$127,000	\$101,000 – \$116,000	\$98,000 – \$112,000
ASIC/FPGA Engineer	\$95,000 – \$103,000	\$99,000 – \$107,000	\$94,000 – \$102,000	\$91,000 – \$98,000
Reliability Engineer	\$87,000 – \$95,000	\$91,000 – \$99,000	\$86,000 – \$94,000	\$83,000 – \$91,000
Civil Engineer	\$84,000 – \$96,000	\$88,000 – \$100,000	\$84,000 – \$95,000	\$81,000 – \$91,000
Electrical Engineer	\$84,000 – \$93,000	\$87,000 – \$97,000	\$83,000 – \$92,000	\$80,000 – \$89,000
Mechanical Engineer	\$85,000 – \$94,000	\$88,000 – \$98,000	\$84,000 – \$92,000	\$81,000 – \$89,000
Industrial Engineer	\$81,000 – \$90,000	\$84,000 – \$94,000	\$80,000 – \$89,000	\$77,000 – \$86,000
Manufacturing Engineer	\$80,000 – \$88,000	\$83,000 – \$92,000	\$79,000 – \$87,000	\$76,000 – \$84,000
Design Engineer	\$76,000 – \$86,000	\$79,000 – \$89,000	\$75,000 – \$85,000	\$73,000 – \$82,000
QA/QC Engineer	\$76,000 – \$84,000	\$79,000 – \$88,000	\$75,000 – \$83,000	\$72,000 – \$80,000
Drafter/Detailer	\$57,000 – \$66,000	\$59,000 – \$68,000	\$56,000 – \$65,000	\$54,000 – \$63,000
CNC/CMM Programmer	\$57,000 – \$66,000	\$59,000 – \$69,000	\$56,000 – \$66,000	\$54,000 – \$63,000



Engineering

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
Vice President, Engineering	\$224,000 – \$272,000	\$227,000 – \$290,000	\$216,000 – \$262,000	\$224,000 – \$272,000
Director of Engineering	\$167,000 – \$186,000	\$167,000 – \$186,000	\$154,000 – \$172,000	\$167,000 – \$186,000
MANAGEMENT POSITIONS				
Engineering Manager	\$136,000 – \$153,000	\$136,000 – \$153,000	\$130,000 – \$146,000	\$136,000 – \$153,000
Principal Engineer	\$127,000 – \$142,000	\$127,000 – \$142,000	\$122,000 – \$136,000	\$127,000 – \$142,000
Program/Project Manager	\$133,000 – \$153,000	\$133,000 – \$153,000	\$125,000 – \$144,000	\$133,000 – \$153,000
STAFF POSITIONS				
Program/Project Engineer	\$88,000 – \$99,000	\$88,000 – \$99,000	\$82,000 – \$93,000	\$88,000 – \$99,000
RF/Analog Engineer	\$121,000 – \$128,000	\$121,000 – \$128,000	\$112,000 – \$119,000	\$121,000 – \$128,000
R&D Engineer	\$105,000 – \$120,000	\$105,000 – \$120,000	\$98,000 – \$112,000	\$105,000 – \$120,000
ASIC/FPGA Engineer	\$98,000 – \$106,000	\$98,000 – \$106,000	\$91,000 – \$98,000	\$98,000 – \$106,000
Reliability Engineer	\$90,000 – \$98,000	\$90,000 – \$98,000	\$83,000 – \$91,000	\$90,000 – \$98,000
Civil Engineer	\$87,000 – \$99,000	\$87,000 – \$99,000	\$81,000 – \$91,000	\$87,000 – \$99,000
Electrical Engineer	\$86,000 – \$94,000	\$86,000 – \$94,000	\$80,000 – \$89,000	\$86,000 – \$94,000
Mechanical Engineer	\$86,000 – \$94,000	\$86,000 – \$94,000	\$81,000 – \$89,000	\$86,000 – \$94,000
Industrial Engineer	\$83,000 – \$92,000	\$83,000 – \$92,000	\$77,000 – \$86,000	\$83,000 – \$92,000
Manufacturing Engineer	\$82,000 – \$91,000	\$82,000 – \$91,000	\$76,000 – \$84,000	\$82,000 – \$91,000
Design Engineer	\$79,000 – \$88,000	\$79,000 – \$88,000	\$73,000 – \$82,000	\$79,000 – \$88,000
QA/QC Engineer	\$76,000 – \$85,000	\$76,000 – \$85,000	\$72,000 – \$80,000	\$76,000 – \$85,000
Drafter/Detailer	\$58,000 – \$68,000	\$58,000 – \$68,000	\$54,000 – \$63,000	\$58,000 – \$68,000
CNC/CMM Programmer	\$59,000 – \$68,000	\$59,000 – \$68,000	\$54,000 – \$63,000	\$59,000 – \$68,000



Finance & Accounting



Finance & Accounting

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
CFO	\$250,000 – \$500,000	\$300,000 – \$500,000	\$195,000 – \$400,000	\$195,000 – \$300,000
Vice President, Finance	\$180,000 – \$260,000	\$210,000 – \$300,000	\$175,000 – \$250,000	\$170,000 – \$225,000
Controller	\$165,000 – \$250,000	\$190,000 – \$250,000	\$150,000 – \$280,000	\$125,000 – \$180,000
Treasurer	\$160,000 – \$240,000	\$200,000 – \$225,000	\$150,000 – \$195,000	\$135,000 – \$190,000
Director of Finance	\$165,000 – \$240,000	\$185,000 – \$250,000	\$150,000 – \$220,000	\$135,000 – \$180,000
Director of Audit	\$175,000 – \$230,000	\$175,000 – \$230,000	\$150,000 – \$230,000	\$150,000 – \$190,000
MANAGEMENT POSITIONS				
Assistant Controller	\$125,000 – \$175,000	\$145,000 – \$190,000	\$130,000 – \$165,000	\$120,000 – \$155,000
SEC Manager	\$145,000 – \$200,000	\$150,000 – \$200,000	\$140,000 – \$190,000	\$140,000 – \$190,000
Tax Manager	\$140,000 – \$195,000	\$140,000 – \$190,000	\$130,000 – \$200,000	\$130,000 – \$160,000
Finance Manager	\$140,000 – \$175,000	\$145,000 – \$175,000	\$125,000 – \$170,000	\$120,000 – \$160,000
Audit Manager	\$130,000 – \$160,000	\$130,000 – \$150,000	\$120,000 – \$160,000	\$115,000 – \$140,000
Cost Accounting Manager	\$120,000 – \$155,000	\$120,000 – \$155,000	\$110,000 – \$150,000	\$110,000 – \$140,000
Payroll Manager	\$110,000 – \$150,000	\$120,000 – \$150,000	\$90,000 – \$140,000	\$90,000 – \$130,000
AP/AR Manager	\$110,000 – \$140,000	\$110,000 – \$140,000	\$100,000 – \$125,000	\$90,000 – \$120,000
STAFF POSITIONS				
Accounting Manager/Supervisor	\$100,000 – \$145,000	\$120,000 – \$145,000	\$95,000 – \$135,000	\$90,000 – \$125,000
Senior Financial Analyst	\$100,000 – \$150,000	\$100,000 – \$120,000	\$95,000 – \$125,000	\$95,000 – \$120,000
Senior Cost Accountant/Analyst	\$95,000 – \$130,000	\$105,000 – \$135,000	\$90,000 – \$120,000	\$90,000 – \$120,000
Senior Accountant	\$90,000 – \$125,000	\$90,000 – \$140,000	\$80,000 – \$120,000	\$80,000 – \$115,000
Cost Accountant/Analyst	\$95,000 – \$125,000	\$95,000 – \$125,000	\$80,000 – \$110,000	\$85,000 – \$110,000
Financial Analyst	\$90,000 – \$110,000	\$90,000 – \$100,000	\$80,000 – \$105,000	\$80,000 – \$100,000



Finance & Accounting

STAFF POSITIONS (CONT'D)	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
Internal Auditor	\$85,000 – \$105,000	\$80,000 – \$105,000	\$90,000 – \$110,000	\$90,000 – \$110,000
Tax Accountant	\$85,000 – \$105,000	\$80,000 – \$85,000	\$80,000 – \$100,000	\$80,000 – \$100,000
Staff Accountant	\$70,000 – \$90,000	\$75,000 – \$90,000	\$65,000 – \$80,000	\$65,000 – \$80,000
Revenue Accountant	\$85,000 – \$125,000	\$85,000 – \$125,000	\$75,000 – \$120,000	\$75,000 – \$110,000
Credit Analyst	\$75,000 – \$95,000	\$75,000 – \$95,000	\$65,000 – \$90,000	\$65,000 – \$85,000
Junior Staff Accountant	\$65,000 – \$85,000	\$70,000 – \$85,000	\$60,000 – \$75,000	\$60,000 – \$70,000
SUPPORT POSITIONS				
Full Charge Bookkeeper	\$70,000 – \$100,000	\$70,000 – \$100,000	\$70,000 – \$90,000	\$65,000 – \$75,000
Bookkeeper	\$70,000 – \$85,000	\$70,000 – \$85,000	\$60,000 – \$75,000	\$55,000 – \$70,000
Accounting Specialist	\$60,000 – \$75,000	\$65,000 – \$75,000	\$50,000 – \$65,000	\$50,000 – \$65,000
Payroll Specialist	\$60,000 – \$75,000	\$60,000 – \$75,000	\$55,000 – \$75,000	\$55,000 – \$65,000
Accounts Receivable/Credit & Collections Specialist	\$60,000 – \$70,000	\$60,000 – \$70,000	\$50,000 – \$65,000	\$45,000 – \$60,000
Accounts Payable Specialist	\$60,000 – \$85,000	\$55,000 – \$75,000	\$55,000 – \$75,000	\$45,000 – \$60,000
Accounting Clerk	\$58,000 – \$70,000	\$60,000 – \$70,000	\$50,000 – \$65,000	\$45,000 – \$60,000



Finance & Accounting

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	INLAND EMPIRE	SAN DIEGO	MARIN COUNTY
CFO	\$180,000 – \$300,000	\$280,000 – \$401,000	\$325,000 – \$480,000	\$180,000 – \$300,000
Vice President, Finance	\$170,000 – \$225,000	\$171,000 – \$255,000	\$245,000 – \$338,000	\$170,000 – \$225,000
Controller	\$120,000 – \$180,000	\$145,000 – \$207,000	\$167,000 – \$210,000	\$120,000 – \$190,000
Treasurer	\$142,000 – \$189,000	\$140,000 – \$190,000	\$176,000 – \$224,000	\$150,000 – \$190,000
Director of Finance	\$135,000 – \$180,000	\$135,000 – \$180,000	\$164,000 – \$205,000	\$140,000 – \$180,000
Director of Audit	\$152,000 – \$174,000	\$125,000 – \$166,000	\$150,000 – \$210,000	\$158,000 – \$181,000
MANAGEMENT POSITIONS				
Assistant Controller	\$115,000 – \$145,000	\$114,000 – \$140,000	\$119,000 – \$150,000	\$115,000 – \$148,000
SEC Manager	\$140,000 – \$190,000	\$109,000 – \$126,000	\$112,000 – \$130,000	\$150,000 – \$190,000
Tax Manager	\$120,000 – \$150,000	\$111,000 – \$130,000	\$115,000 – \$134,000	\$120,000 – \$150,000
Finance Manager	\$110,000 – \$140,000	\$109,000 – \$135,000	\$112,000 – \$140,000	\$110,000 – \$150,000
Audit Manager	\$110,000 – \$138,000	\$114,000 – \$135,000	\$118,000 – \$146,000	\$115,000 – \$141,000
Cost Accounting Manager	\$110,000 – \$135,000	\$114,000 – \$135,000	\$117,000 – \$145,000	\$110,000 – \$140,000
Payroll Manager	\$85,000 – \$125,000	\$81,000 – \$105,000	\$90,000 – \$130,000	\$95,000 – \$130,000
AP/AR Manager	\$85,000 – \$110,000	\$75,000 – \$101,000	\$85,000 – \$112,000	\$85,000 – \$110,000
STAFF POSITIONS				
Accounting Manager/Supervisor	\$90,000 – \$120,000	\$75,000 – \$86,000	\$76,000 – \$98,000	\$95,000 – \$140,000
Senior Financial Analyst	\$95,000 – \$120,000	\$82,000 – \$91,000	\$85,000 – \$100,000	\$90,000 – \$115,000
Senior Cost Accountant/Analyst	\$95,000 – \$125,000	\$71,000 – \$85,000	\$84,000 – \$105,000	\$90,000 – \$125,000
Senior Accountant	\$85,000 – \$105,000	\$74,000 – \$85,000	\$78,000 – \$100,000	\$90,000 – \$125,000
Cost Accountant/Analyst	\$85,000 – \$110,000	\$69,000 – \$78,000	\$71,000 – \$85,000	\$85,000 – \$112,000
Financial Analyst	\$75,000 – \$95,000	\$66,000 – \$75,000	\$69,000 – \$80,000	\$70,000 – \$90,000



Finance & Accounting

STAFF POSITIONS (CONT'D)	NAPA & SONOMA COUNTIES	INLAND EMPIRE	SAN DIEGO	MARIN COUNTY
Internal Auditor	\$90,000 – \$110,000	\$63,000 – \$73,000	\$65,000 – \$90,000	\$90,000 – \$110,000
Tax Accountant	\$80,000 – \$100,000	\$63,000 – \$73,000	\$67,000 – \$80,000	\$75,000 – \$95,000
Staff Accountant	\$65,000 – \$80,000	\$59,000 – \$67,000	\$70,000 – \$80,000	\$60,000 – \$80,000
Revenue Accountant	\$80,000 – \$100,000	\$54,000 – \$64,000	\$60,000 – \$80,000	\$80,000 – \$100,000
Credit Analyst	\$65,000 – \$85,000	\$54,000 – \$63,000	\$56,000 – \$68,000	\$65,000 – \$85,000
Junior Staff Accountant	\$60,000 – \$65,000	\$51,000 – \$59,000	\$53,000 – \$63,000	\$60,000 – \$70,000

SUPPORT POSITIONS

Full Charge Bookkeeper	\$65,000 – \$75,000	\$41,000 – \$49,000	\$44,000 – \$58,000	\$65,000 – \$80,000
Bookkeeper	\$60,000 – \$65,000	\$39,000 – \$47,000	\$44,000 – \$55,000	\$60,000 – \$70,000
Accounting Specialist	\$50,000 – \$60,000	\$44,000 – \$50,000	\$42,000 – \$52,000	\$55,000 – \$64,000
Payroll Specialist	\$55,000 – \$75,000	\$41,000 – \$48,000	\$48,000 – \$60,000	\$55,000 – \$68,000
Accounts Receivable/Credit & Collections Specialist	\$50,000 – \$62,000	\$40,000 – \$48,000	\$43,000 – \$52,000	\$50,000 – \$60,000
Accounts Payable Specialist	\$50,000 – \$62,000	\$43,000 – \$50,000	\$45,000 – \$55,000	\$50,000 – \$60,000
Accounting Clerk	\$45,000 – \$55,000	\$41,000 – \$48,000	\$42,000 – \$50,000	\$45,000 – \$55,000



Finance & Accounting

EXECUTIVE POSITIONS	GREATER SACRAMENTO	CENTRAL VALLEY	LOS ANGELES	ORANGE COUNTY
CFO	\$180,000 – \$275,000	\$170,000 – \$275,000	\$338,000 – \$565,000	\$336,000 – \$525,000
Vice President, Finance	\$175,000 – \$240,000	\$150,000 – \$220,000	\$243,000 – \$338,000	\$245,000 – \$338,000
Controller	\$120,000 – \$170,000	\$95,000 – \$165,000	\$174,000 – \$245,000	\$170,000 – \$245,000
Treasurer	\$120,000 – \$180,000	\$120,000 – \$175,000	\$185,000 – \$237,000	\$180,000 – \$231,000
Director of Finance	\$130,000 – \$180,000	\$125,000 – \$175,000	\$166,000 – \$220,000	\$166,000 – \$220,000
Director of Audit	\$150,000 – \$180,000	\$150,000 – \$180,000	\$155,000 – \$210,000	\$156,000 – \$210,000
MANAGEMENT POSITIONS				
Assistant Controller	\$110,000 – \$150,000	\$95,000 – \$140,000	\$120,000 – \$160,000	\$124,000 – \$155,000
SEC Manager	\$125,000 – \$150,000	\$120,000 – \$140,000	\$116,000 – \$150,000	\$116,000 – \$150,000
Tax Manager	\$115,000 – \$140,000	\$110,000 – \$135,000	\$120,000 – \$160,000	\$120,000 – \$160,000
Finance Manager	\$100,000 – \$140,000	\$100,000 – \$140,000	\$115,000 – \$140,000	\$114,000 – \$140,000
Audit Manager	\$115,000 – \$140,000	\$110,000 – \$135,000	\$122,000 – \$150,000	\$122,000 – \$150,000
Cost Accounting Manager	\$105,000 – \$135,000	\$105,000 – \$135,000	\$121,000 – \$145,000	\$121,000 – \$145,000
Payroll Manager	\$95,000 – \$125,000	\$90,000 – \$125,000	\$112,000 – \$150,000	\$80,000 – \$140,000
AP/AR Manager	\$90,000 – \$125,000	\$90,000 – \$125,000	\$88,000 – \$112,000	\$85,000 – \$112,000
STAFF POSITIONS				
Accounting Manager/Supervisor	\$85,000 – \$130,000	\$85,000 – \$130,000	\$85,000 – \$110,000	\$81,000 – \$110,000
Senior Financial Analyst	\$95,000 – \$120,000	\$90,000 – \$120,000	\$88,000 – \$105,000	\$88,000 – \$105,000
Senior Cost Accountant/Analyst	\$90,000 – \$110,000	\$90,000 – \$110,000	\$87,000 – \$105,000	\$87,000 – \$105,000
Senior Accountant	\$85,000 – \$105,000	\$82,000 – \$100,000	\$75,000 – \$105,000	\$80,000 – \$100,000
Cost Accountant/Analyst	\$85,000 – \$105,000	\$80,000 – \$100,000	\$74,000 – \$85,000	\$74,000 – \$85,000
Financial Analyst	\$80,000 – \$100,000	\$80,000 – \$100,000	\$71,000 – \$85,000	\$71,000 – \$85,000



Finance & Accounting

STAFF POSITIONS (CONT'D)	GREATER SACRAMENTO	CENTRAL VALLEY	LOS ANGELES	ORANGE COUNTY
Internal Auditor	\$80,000 – \$100,000	\$80,000 – \$95,000	\$70,000 – \$90,000	\$70,000 – \$90,000
Tax Accountant	\$75,000 – \$100,000	\$75,000 – \$100,000	\$67,000 – \$80,000	\$67,000 – \$80,000
Staff Accountant	\$65,000 – \$75,000	\$60,000 – \$75,000	\$65,000 – \$80,000	\$70,000 – \$80,000
Revenue Accountant	\$78,000 – \$95,000	\$75,000 – \$92,000	\$60,000 – \$80,000	\$60,000 – \$80,000
Credit Analyst	\$60,000 – \$75,000	\$60,000 – \$75,000	\$57,000 – \$70,000	\$58,000 – \$70,000
Junior Staff Accountant	\$55,000 – \$65,000	\$50,000 – \$60,000	\$55,000 – \$65,000	\$55,000 – \$65,000

SUPPORT POSITIONS

Full Charge Bookkeeper	\$58,000 – \$65,000	\$57,000 – \$65,000	\$45,000 – \$58,000	\$44,000 – \$58,000
Bookkeeper	\$50,000 – \$55,000	\$50,000 – \$55,000	\$44,000 – \$55,000	\$44,000 – \$55,000
Accounting Specialist	\$48,000 – \$50,000	\$46,000 – \$49,000	\$46,000 – \$55,000	\$43,000 – \$55,000
Payroll Specialist	\$50,000 – \$62,000	\$45,000 – \$60,000	\$50,000 – \$70,000	\$50,000 – \$65,000
Accounts Receivable/Credit & Collections Specialist	\$45,000 – \$49,000	\$42,000 – \$49,000	\$43,000 – \$52,000	\$44,000 – \$52,000
Accounts Payable Specialist	\$44,000 – \$48,000	\$42,000 – \$47,000	\$46,000 – \$56,000	\$46,000 – \$56,000
Accounting Clerk	\$42,000 – \$48,000	\$40,000 – \$46,000	\$44,000 – \$50,000	\$44,000 – \$52,000



A photograph of two men in a professional setting. The man on the left is wearing glasses and a plaid shirt, looking at a document. The man on the right is wearing a light-colored jacket over a plaid shirt, also looking at the document. They are both holding and reviewing papers. The background is a gradient of green and blue.

Human Resources



Human Resources

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
CHRO/SVP	\$235,000 – \$310,000	\$235,000 – \$310,000	\$200,000 – \$265,000	\$190,000 – \$255,000
Vice President, Human Resources	\$180,000 – \$260,000	\$180,000 – \$260,000	\$180,000 – \$260,000	\$160,000 – \$250,000
Director of Compensation & Benefits	\$170,000 – \$200,000	\$170,000 – \$200,000	\$145,000 – \$190,000	\$140,000 – \$175,000
Director of Human Resources	\$140,000 – \$160,000	\$140,000 – \$160,000	\$130,000 – \$160,000	\$125,000 – \$150,000
Director of Recruiting	\$100,000 – \$185,000	\$100,000 – \$185,000	\$130,000 – \$175,000	\$125,000 – \$160,000
Director of Learning & Development	\$140,000 – \$175,000	\$140,000 – \$175,000	\$130,000 – \$165,000	\$125,000 – \$160,000
MANAGEMENT POSITIONS				
HRIS Manager	\$135,000 – \$155,000	\$135,000 – \$155,000	\$120,000 – \$145,000	\$110,000 – \$135,000
Learning & Development Manager	\$130,000 – \$165,000	\$130,000 – \$165,000	\$120,000 – \$150,000	\$110,000 – \$135,000
Senior/Human Resources Manager	\$110,000 – \$135,000	\$110,000 – \$135,000	\$110,000 – \$130,000	\$110,000 – \$135,000
Recruiting Manager	\$125,000 – \$145,000	\$125,000 – \$145,000	\$100,000 – \$130,000	\$90,000 – \$125,000
Employee Relations Manager	\$120,000 – \$140,000	\$120,000 – \$140,000	\$100,000 – \$130,000	\$95,000 – \$120,000
Benefits & Compensation Manager	\$120,000 – \$145,000	\$120,000 – \$145,000	\$95,000 – \$125,000	\$95,000 – \$130,000
Human Resources Generalist	\$75,000 – \$95,000	\$75,000 – \$95,000	\$75,000 – \$85,000	\$70,000 – \$85,000
STAFF POSITIONS				
Learning & Development Specialist	\$100,000 – \$120,000	\$100,000 – \$120,000	\$85,000 – \$110,000	\$85,000 – \$105,000
Employee Relations Specialist	\$85,000 – \$100,000	\$85,000 – \$100,000	\$78,000 – \$95,000	\$75,000 – \$90,000
Recruiter	\$70,000 – \$110,000	\$70,000 – \$110,000	\$70,000 – \$100,000	\$70,000 – \$110,000
Compensation Analyst	\$80,000 – \$90,000	\$80,000 – \$90,000	\$75,000 – \$95,000	\$75,000 – \$90,000
Human Resources Representative	\$65,000 – \$80,000	\$65,000 – \$80,000	\$60,000 – \$80,000	\$60,000 – \$75,000
Sourcer	\$68,000 – \$85,000	\$68,000 – \$85,000	\$52,000 – \$65,000	\$52,000 – \$65,000
SUPPORT POSITIONS				
Human Resources Coordinator/Assistant	\$56,000 – \$65,000	\$56,000 – \$65,000	\$52,000 – \$60,000	\$46,000 – \$58,000



Human Resources

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
CHRO/SVP	\$190,000 – \$265,000	\$190,000 – \$265,000	\$185,000 – \$255,000	\$185,000 – \$250,000
Vice President, Human Resources	\$173,000 – \$205,000	\$185,000 – \$210,000	\$155,000 – \$200,000	\$125,000 – \$195,000
Director of Compensation & Benefits	\$154,000 – \$177,000	\$160,000 – \$184,000	\$130,000 – \$180,000	\$120,000 – \$185,000
Director of Human Resources	\$130,000 – \$160,000	\$132,000 – \$147,000	\$125,000 – \$150,000	\$120,000 – \$140,000
Director of Recruiting	\$130,000 – \$160,000	\$150,000 – \$177,000	\$120,000 – \$155,000	\$120,000 – \$152,000
Director of Learning & Development	\$130,000 – \$164,000	\$132,000 – \$165,000	\$120,000 – \$160,000	\$120,000 – \$152,000
MANAGEMENT POSITIONS				
HRIS Manager	\$114,000 – \$133,000	\$119,000 – \$137,000	\$115,000 – \$140,000	\$100,000 – \$130,000
Learning & Development Manager	\$100,000 – \$124,000	\$127,000 – \$159,000	\$120,000 – \$150,000	\$100,000 – \$125,000
Senior/Human Resources Manager	\$100,000 – \$124,000	\$117,000 – \$128,000	\$95,000 – \$120,000	\$90,000 – \$120,000
Recruiting Manager	\$90,000 – \$132,000	\$110,000 – \$126,000	\$100,000 – \$125,000	\$90,000 – \$125,000
Employee Relations Manager	\$104,000 – \$121,000	\$109,000 – \$126,000	\$95,000 – \$125,000	\$90,000 – \$125,000
Benefits & Compensation Manager	\$104,000 – \$122,000	\$108,000 – \$128,000	\$95,000 – \$130,000	\$99,000 – \$117,000
Human Resources Generalist	\$70,000 – \$85,000	\$75,000 – \$90,000	\$65,000 – \$80,000	\$60,000 – \$72,000
STAFF POSITIONS				
Learning & Development Specialist	\$88,000 – \$110,000	\$91,000 – \$110,000	\$85,000 – \$110,000	\$80,000 – \$105,000
Employee Relations Specialist	\$73,000 – \$90,000	\$77,000 – \$91,000	\$72,000 – \$95,000	\$70,000 – \$93,000
Recruiter	\$60,000 – \$110,000	\$60,000 – \$110,000	\$60,000 – \$95,000	\$52,000 – \$59,000
Compensation Analyst	\$75,000 – \$90,000	\$82,000 – \$100,000	\$75,000 – \$95,000	\$68,000 – \$88,000
Human Resources Representative	\$62,000 – \$75,000	\$66,000 – \$84,000	\$52,000 – \$68,000	\$51,000 – \$63,000
Sourcer	\$52,000 – \$65,000	\$53,000 – \$65,000	\$50,000 – \$65,000	\$50,000 – \$64,000
SUPPORT POSITIONS				
Human Resources Coordinator/Assistant	\$48,000 – \$58,000	\$52,000 – \$60,000	\$44,000 – \$58,000	\$42,000 – \$54,000



Human Resources

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
CHRO/SVP	\$219,000 – \$290,000	\$217,000 – \$282,000	\$200,000 – \$261,000	\$203,000 – \$265,000
Vice President, Human Resources	\$184,000 – \$240,000	\$182,000 – \$237,000	\$176,000 – \$230,000	\$176,000 – \$230,000
Director of Compensation & Benefits	\$159,000 – \$204,000	\$167,000 – \$217,000	\$150,000 – \$193,000	\$152,000 – \$195,000
Director of Human Resources	\$162,000 – \$208,000	\$160,000 – \$205,000	\$153,000 – \$197,000	\$155,000 – \$198,000
Director of Recruiting	\$153,000 – \$188,000	\$136,000 – \$186,000	\$151,000 – \$186,000	\$146,000 – \$180,000
Director of Learning & Development	\$151,000 – \$214,000	\$155,000 – \$200,000	\$144,000 – \$197,000	\$148,000 – \$201,000
MANAGEMENT POSITIONS				
HRIS Manager	\$118,000 – \$155,000	\$117,000 – \$152,000	\$112,000 – \$146,000	\$113,000 – \$147,000
Learning & Development Manager	\$118,000 – \$155,000	\$117,000 – \$152,000	\$112,000 – \$146,000	\$113,000 – \$147,000
Senior/Human Resources Manager	\$108,000 – \$136,000	\$106,000 – \$134,000	\$102,000 – \$129,000	\$103,000 – \$130,000
Recruiting Manager	\$91,000 – \$106,000	\$108,000 – \$124,000	\$104,000 – \$119,000	\$104,000 – \$120,000
Employee Relations Manager	\$107,000 – \$124,000	\$107,000 – \$123,000	\$102,000 – \$118,000	\$103,000 – \$119,000
Benefits & Compensation Manager	\$65,000 – \$80,000	\$65,000 – \$80,000	\$65,000 – \$80,000	\$65,000 – \$80,000
Human Resources Generalist	\$65,000 – \$80,000	\$65,000 – \$80,000	\$63,000 – \$75,000	\$65,000 – \$80,000
STAFF POSITIONS				
Learning & Development Specialist	\$90,000 – \$115,000	\$92,000 – \$119,000	\$86,000 – \$105,000	\$90,000 – \$115,000
Employee Relations Specialist	\$79,000 – \$102,000	\$77,000 – \$100,000	\$72,000 – \$89,000	\$75,000 – \$97,000
Recruiter	\$55,000 – \$80,000	\$55,000 – \$80,000	\$55,000 – \$75,000	\$62,000 – \$85,000
Compensation Analyst	\$77,000 – \$109,000	\$71,000 – \$107,000	\$71,000 – \$86,000	\$74,000 – \$104,000
Human Resources Representative	\$52,000 – \$65,000	\$52,000 – \$65,000	\$46,000 – \$60,000	\$52,000 – \$65,000
Sourcer	\$50,000 – \$65,000	\$50,000 – \$65,000	\$45,000 – \$60,000	\$50,000 – \$65,000
SUPPORT POSITIONS				
Human Resources Coordinator/Assistant	\$52,000 – \$65,000	\$52,000 – \$65,000	\$46,000 – \$60,000	\$52,000 – \$65,000





Information Technology



EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
CTO/CIO	\$250,000 – \$304,000	\$251,000 – \$304,000	\$244,000 – \$297,000	\$238,000 – \$289,000
MANAGEMENT POSITIONS				
Enterprise Systems Manager	\$139,000 – \$165,000	\$139,000 – \$157,000	\$137,000 – \$154,000	\$134,000 – \$151,000
IT Manager	\$135,000 – \$160,000	\$136,000 – \$152,000	\$132,000 – \$148,000	\$129,000 – \$144,000
STAFF POSITIONS				
Data Scientist	\$185,000 – \$220,000	\$185,000 – \$220,000	\$185,000 – \$220,000	\$89,000 – \$96,000
Data Architect	\$190,000 – \$220,000	\$190,000 – \$220,000	\$180,000 – \$200,000	\$104,000 – \$126,000
CRM Architect	\$130,000 – \$175,000	\$130,000 – \$175,000	\$120,000 – \$160,000	\$126,000 – \$144,000
Security Engineer	\$130,000 – \$175,000	\$130,000 – \$175,000	\$120,000 – \$160,000	\$101,000 – \$119,000
Database Developer	\$130,000 – \$150,000	\$130,000 – \$150,000	\$130,000 – \$150,000	\$93,000 – \$111,000
ETL Developer	\$126,000 – \$139,000	\$126,000 – \$139,000	\$113,000 – \$126,000	\$110,000 – \$123,000
SAN/Storage Engineer	\$120,000 – \$160,000	\$120,000 – \$160,000	\$115,000 – \$150,000	\$72,000 – \$119,000
Data Analyst/Modeler	\$110,000 – \$145,000	\$110,000 – \$145,000	\$110,000 – \$145,000	\$100,000 – \$115,000
ERP/CRM Technical Developer	\$110,000 – \$140,000	\$110,000 – \$140,000	\$100,000 – \$140,000	\$96,000 – \$112,000
Systems Administrator/Engineer	\$110,000 – \$160,000	\$110,000 – \$140,000	\$100,000 – \$140,000	\$83,000 – \$96,000
Business Systems Analyst	\$95,000 – \$145,000	\$95,000 – \$140,000	\$90,000 – \$130,000	\$80,000 – \$90,000
VOIP Engineer/Architect	\$90,000 – \$150,000	\$90,000 – \$150,000	\$90,000 – \$145,000	\$86,000 – \$99,000
Network Administrator/Engineer	\$95,000 – \$150,000	\$95,000 – \$140,000	\$90,000 – \$130,000	\$79,000 – \$90,000
SUPPORT POSITIONS				
Database Administrator	\$95,000 – \$150,000	\$95,000 – \$140,000	\$95,000 – \$135,000	\$93,000 – \$108,000
CRM Administrator	\$90,000 – \$120,000	\$90,000 – \$120,000	\$90,000 – \$120,000	\$89,000 – \$107,000
IT Help Desk	\$73,000 – \$85,000	\$73,000 – \$85,000	\$71,000 – \$83,000	\$69,000 – \$81,000
Desktop Support	\$60,000 – \$90,000	\$60,000 – \$90,000	\$60,000 – \$75,000	\$60,000 – \$68,000

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
CTO/CIO	\$222,000 – \$269,000	\$230,000 – \$279,000	\$220,000 – \$267,000	\$214,000 – \$259,000
MANAGEMENT POSITIONS				
Enterprise Systems Manager	\$127,000 – \$143,000	\$131,000 – \$147,000	\$127,000 – \$143,000	\$124,000 – \$139,000
IT Manager	\$119,000 – \$133,000	\$124,000 – \$138,000	\$117,000 – \$131,000	\$113,000 – \$127,000
STAFF POSITIONS				
Data Scientist	\$82,000 – \$89,000	\$120,000 – \$160,000	\$81,000 – \$88,000	\$78,000 – \$85,000
Data Architect	\$96,000 – \$116,000	\$100,000 – \$121,000	\$95,000 – \$115,000	\$91,000 – \$111,000
CRM Architect	\$119,000 – \$137,000	\$120,000 – \$160,000	\$119,000 – \$136,000	\$116,000 – \$133,000
Security Engineer	\$94,000 – \$110,000	\$130,000 – \$160,000	\$93,000 – \$109,000	\$90,000 – \$106,000
Database Developer	\$86,000 – \$102,000	\$90,000 – \$106,000	\$85,000 – \$101,000	\$82,000 – \$97,000
ETL Developer	\$102,000 – \$114,000	\$106,000 – \$118,000	\$101,000 – \$113,000	\$98,000 – \$109,000
SAN/Storage Engineer	\$67,000 – \$110,000	\$115,000 – \$150,000	\$66,000 – \$109,000	\$64,000 – \$106,000
Data Analyst/Modeler	\$92,000 – \$106,000	\$96,000 – \$111,000	\$91,000 – \$105,000	\$88,000 – \$102,000
ERP/CRM Technical Developer	\$88,000 – \$103,000	\$110,000 – \$140,000	\$88,000 – \$102,000	\$85,000 – \$98,000
Systems Administrator/Engineer	\$77,000 – \$89,000	\$120,000 – \$140,000	\$76,000 – \$88,000	\$74,000 – \$85,000
Business Systems Analyst	\$73,000 – \$83,000	\$90,000 – \$135,000	\$72,000 – \$81,000	\$70,000 – \$79,000
VOIP Engineer/Architect	\$80,000 – \$91,000	\$90,000 – \$150,000	\$79,000 – \$90,000	\$76,000 – \$87,000
Network Administrator/Engineer	\$73,000 – \$83,000	\$90,000 – \$140,000	\$72,000 – \$82,000	\$70,000 – \$79,000
SUPPORT POSITIONS				
Database Administrator	\$85,000 – \$99,000	\$90,000 – \$140,000	\$85,000 – \$91,000	\$81,000 – \$94,000
CRM Administrator	\$83,000 – \$100,000	\$90,000 – \$120,000	\$82,000 – \$99,000	\$80,000 – \$96,000
IT Help Desk	\$64,000 – \$74,000	\$66,000 – \$77,000	\$63,000 – \$73,000	\$61,000 – \$71,000
Desktop Support	\$55,000 – \$63,000	\$55,000 – \$75,000	\$55,000 – \$62,000	\$53,000 – \$60,000



EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
CTO/CIO	\$226,000 – \$282,000	\$226,000 – \$274,000	\$218,000 – \$265,000	\$219,000 – \$266,000
MANAGEMENT POSITIONS				
Enterprise Systems Manager	\$129,000 – \$146,000	\$129,000 – \$145,000	\$126,000 – \$142,000	\$126,000 – \$142,000
IT Manager	\$120,000 – \$135,000	\$121,000 – \$135,000	\$116,000 – \$130,000	\$117,000 – \$131,000
STAFF POSITIONS				
Data Scientist	\$84,000 – \$92,000	\$83,000 – \$91,000	\$80,000 – \$87,000	\$80,000 – \$87,000
Data Architect	\$99,000 – \$119,000	\$98,000 – \$118,000	\$94,000 – \$114,000	\$94,000 – \$114,000
CRM Architect	\$122,000 – \$139,000	\$121,000 – \$139,000	\$118,000 – \$135,000	\$118,000 – \$135,000
Security Engineer	\$97,000 – \$113,000	\$96,000 – \$112,000	\$92,000 – \$108,000	\$93,000 – \$109,000
Database Developer	\$87,000 – \$103,000	\$87,000 – \$104,000	\$84,000 – \$100,000	\$85,000 – \$100,000
ETL Developer	\$105,000 – \$117,000	\$104,000 – \$116,000	\$101,000 – \$112,000	\$101,000 – \$112,000
SAN/Storage Engineer	\$69,000 – \$114,000	\$68,000 – \$113,000	\$66,000 – \$108,000	\$66,000 – \$109,000
Data Analyst/Modeler	\$95,000 – \$110,000	\$94,000 – \$108,000	\$90,000 – \$104,000	\$90,000 – \$105,000
ERP/CRM Technical Developer	\$91,000 – \$106,000	\$90,000 – \$105,000	\$87,000 – \$101,000	\$87,000 – \$101,000
Systems Administrator/Engineer	\$79,000 – \$92,000	\$79,000 – \$91,000	\$76,000 – \$97,000	\$76,000 – \$88,000
Business Systems Analyst	\$74,000 – \$83,000	\$75,000 – \$85,000	\$72,000 – \$81,000	\$72,000 – \$81,000
VOIP Engineer/Architect	\$82,000 – \$94,000	\$81,000 – \$93,000	\$78,000 – \$89,000	\$78,000 – \$90,000
Network Administrator/Engineer	\$76,000 – \$86,000	\$75,000 – \$85,000	\$72,000 – \$82,000	\$72,000 – \$82,000
SUPPORT POSITIONS				
Database Administrator	\$90,000 – \$104,000	\$88,000 – \$102,000	\$84,000 – \$97,000	\$85,000 – \$98,000
CRM Administrator	\$85,000 – \$102,000	\$84,000 – \$101,000	\$82,000 – \$98,000	\$82,000 – \$98,000
IT Help Desk	\$66,000 – \$77,000	\$65,000 – \$76,000	\$62,000 – \$73,000	\$63,000 – \$73,000
Desktop Support	\$58,000 – \$66,000	\$54,000 – \$61,000	\$54,000 – \$61,000	\$54,000 – \$61,000



Manufacturing & Logistics



Manufacturing & Logistics

MANAGEMENT POSITIONS	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY	NAPA & SONOMA COUNTIES
Director of Manufacturing	\$120,000 – \$155,000	\$120,000 – \$160,000	\$110,000 – \$160,000	\$119,000 – \$173,000
Plant Manager	\$150,000 – \$213,000	\$130,000 – \$175,000	\$110,000 – \$150,000	\$132,000 – \$187,000
Maintenance Manager	\$95,000 – \$120,000	\$95,000 – \$130,000	\$90,000 – \$140,000	\$100,000 – \$140,000
Warehouse Manager	\$95,000 – \$120,000	\$90,000 – \$120,000	\$80,000 – \$110,000	\$80,000 – \$100,000
QC/QA Manager	\$95,000 – \$120,000	\$95,000 – \$120,000	\$90,000 – \$120,000	\$100,000 – \$125,000
Supply Chain Manager	\$95,000 – \$115,000	\$95,000 – \$125,000	\$90,000 – \$115,000	\$90,000 – \$125,000
Demand Manager	\$85,000 – \$100,000	\$90,000 – \$120,000	\$90,000 – \$120,000	\$90,000 – \$120,000
Production Manager	\$85,000 – \$120,000	\$90,000 – \$130,000	\$90,000 – \$140,000	\$90,000 – \$132,000
Maintenance Supervisor	\$85,000 – \$105,000	\$85,000 – \$100,000	\$80,000 – \$95,000	\$85,000 – \$95,000
QC/QA Supervisor	\$80,000 – \$110,000	\$65,000 – \$95,000	\$65,000 – \$95,000	\$65,000 – \$95,000
Production Supervisor	\$70,000 – \$95,000	\$65,000 – \$95,000	\$60,000 – \$85,000	\$62,000 – \$85,000
Warehouse Supervisor	\$65,000 – \$80,000	\$75,000 – \$100,000	\$65,000 – \$100,000	\$70,000 – \$90,000
Facilities Supervisor	\$58,000 – \$72,000	\$72,000 – \$95,000	\$75,000 – \$100,000	\$75,000 – \$90,000

STAFF POSITIONS

Supply Chain Planner/Buyer	\$80,000 – \$95,000	\$75,000 – \$90,000	\$72,000 – \$85,000	\$72,000 – \$90,000
Inventory Control Clerk	\$42,000 – \$54,000	\$42,000 – \$55,000	\$42,000 – \$50,000	\$42,000 – \$50,000
Maintenance Mechanic	\$56,000 – \$76,000	\$62,000 – \$80,000	\$60,000 – \$80,000	\$62,000 – \$83,000
Electronic Technician	\$58,000 – \$64,000	\$55,000 – \$75,000	\$58,000 – \$65,000	\$58,000 – \$75,000
QA Technician	\$60,000 – \$72,000	\$45,000 – \$52,000	\$42,000 – \$48,000	\$42,000 – \$62,000
Production Lead	\$48,000 – \$55,000	\$45,000 – \$60,000	\$52,000 – \$60,000	\$42,000 – \$60,000
Electronic Assembler	\$45,000 – \$54,000	\$42,000 – \$52,000	\$40,000 – \$52,000	\$48,000 – \$65,000
Mechanical Assembler	\$43,000 – \$51,000	\$42,000 – \$52,000	\$40,000 – \$52,000	\$40,000 – \$52,000



Manufacturing & Logistics

STAFF POSITIONS (CONT'D)	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY	NAPA & SONOMA COUNTIES
Assembler	\$40,000 – \$49,000	\$39,000 – \$45,000	\$37,000 – \$44,000	\$36,000 – \$42,000
Forklift Operator	\$41,000 – \$52,000	\$40,000 – \$52,000	\$41,000 – \$52,000	\$40,000 – \$52,000
Material Handler	\$42,000 – \$52,000	\$39,000 – \$45,000	\$37,000 – \$42,000	\$37,000 – \$43,000
Production Worker	\$38,000 – \$44,000	\$37,000 – \$45,000	\$37,000 – \$42,000	\$35,000 – \$42,000
Shipping Worker	\$41,000 – \$49,000	\$37,000 – \$45,000	\$37,000 – \$42,000	\$37,000 – \$43,000
Receiving Worker	\$41,000 – \$49,000	\$37,000 – \$45,000	\$37,000 – \$42,000	\$37,000 – \$43,000
Packaging Worker	\$41,000 – \$49,000	\$37,000 – \$45,000	\$37,000 – \$42,000	\$37,000 – \$43,000
Warehouse Worker	\$38,000 – \$44,000	\$36,000 – \$42,000	\$37,000 – \$42,000	\$35,000 – \$44,000
Sanitation Technician/Janitor	\$39,000 – \$45,000	\$37,000 – \$42,000	\$37,000 – \$45,000	\$37,000 – \$46,000



Manufacturing & Logistics

MANAGEMENT POSITIONS	MARIN COUNTY	GREATER SACRAMENTO	LOS ANGELES
Director of Manufacturing	\$120,000 – \$175,000	\$95,000 – \$160,000	\$90,000 – \$181,000
Plant Manager	\$135,000 – \$190,000	\$100,000 – \$150,000	\$80,000 – \$161,000
Maintenance Manager	\$105,000 – \$145,000	\$80,000 – \$120,000	\$75,000 – \$140,000
Warehouse Manager	\$85,000 – \$105,000	\$80,000 – \$120,000	\$73,000 – \$116,000
QC/QA Manager	\$100,000 – \$125,000	\$80,000 – \$120,000	\$82,000 – \$145,000
Supply Chain Manager	\$95,000 – \$125,000	\$90,000 – \$115,000	\$83,000 – \$146,000
Demand Manager	\$76,000 – \$96,000	\$90,000 – \$120,000	\$71,000 – \$100,000
Production Manager	\$92,000 – \$135,000	\$85,000 – \$125,000	\$50,000 – \$100,000
Maintenance Supervisor	\$86,000 – \$96,000	\$70,000 – \$95,000	\$44,000 – \$80,000
QC/QA Supervisor	\$66,000 – \$96,000	\$65,000 – \$95,000	\$36,000 – \$90,000
Production Supervisor	\$65,000 – \$88,000	\$60,000 – \$90,000	\$35,000 – \$80,000
Warehouse Supervisor	\$75,000 – \$92,000	\$60,000 – \$100,000	\$79,000 – \$94,000
Facilities Supervisor	\$74,000 – \$85,000	\$75,000 – \$100,000	\$72,000 – \$84,000
STAFF POSITIONS			
Supply Chain Planner/Buyer	\$75,000 – \$95,000	\$70,000 – \$95,000	\$60,000 – \$87,000
Inventory Control Clerk	\$42,000 – \$51,000	\$38,000 – \$52,000	\$39,000 – \$45,000
Maintenance Mechanic	\$63,000 – \$85,000	\$65,000 – \$95,000	\$40,000 – \$70,000
Electronic Technician	\$57,000 – \$68,000	\$44,000 – \$58,000	\$57,000 – \$67,000
QA Technician	\$43,000 – \$50,000	\$38,000 – \$48,000	\$42,000 – \$49,000
Production Lead	\$45,000 – \$61,000	\$42,000 – \$65,000	\$34,000 – \$75,000
Electronic Assembler	\$44,000 – \$54,000	\$38,000 – \$48,000	\$30,000 – \$45,000
Mechanical Assembler	\$42,000 – \$52,000	\$38,000 – \$48,000	\$52,000 – \$63,000



Manufacturing & Logistics

STAFF POSITIONS (CONT'D)	MARIN COUNTY	GREATER SACRAMENTO	LOS ANGELES
Assembler	\$37,000 – \$44,000	\$36,000 – \$46,000	\$35,000 – \$41,000
Forklift Operator	\$41,000 – \$53,000	\$40,000 – \$55,000	\$36,000 – \$41,000
Material Handler	\$38,000 – \$44,000	\$36,000 – \$45,000	\$35,000 – \$40,000
Production Worker	\$37,000 – \$42,000	\$35,000 – \$45,000	\$47,000 – \$56,000
Shipping Worker	\$38,000 – \$45,000	\$35,000 – \$45,000	\$35,000 – \$40,000
Receiving Worker	\$38,000 – \$45,000	\$35,000 – \$45,000	\$35,000 – \$40,000
Packaging Worker	\$38,000 – \$45,000	\$35,000 – \$45,000	\$35,000 – \$40,000
Warehouse Worker	\$37,000 – \$42,000	\$34,000 – \$42,000	\$29,000 – \$36,000
Sanitation Technician/Janitor	\$40,000 – \$47,000	\$34,000 – \$42,000	\$33,000 – \$40,000



Manufacturing & Logistics

MANAGEMENT POSITIONS	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
Director of Manufacturing	\$86,000 – \$170,000	\$85,000 – \$141,000	\$90,000 – \$170,000
Plant Manager	\$80,000 – \$161,000	\$80,000 – \$132,000	\$81,000 – \$150,000
Maintenance Manager	\$75,000 – \$140,000	\$65,000 – \$130,000	\$75,000 – \$140,000
Warehouse Manager	\$73,000 – \$116,000	\$52,000 – \$75,000	\$73,000 – \$116,000
QC/QA Manager	\$82,000 – \$145,000	\$75,000 – \$110,000	\$82,000 – \$145,000
Supply Chain Manager	\$80,000 – \$144,000	\$73,000 – \$110,000	\$80,000 – \$144,000
Demand Manager	\$70,000 – \$105,000	\$70,000 – \$90,000	\$60,000 – \$110,000
Production Manager	\$50,000 – \$100,000	\$51,000 – \$85,000	\$51,000 – \$89,000
Maintenance Supervisor	\$43,000 – \$78,000	\$40,000 – \$75,000	\$43,000 – \$78,000
QC/QA Supervisor	\$39,000 – \$90,000	\$42,000 – \$75,000	\$38,000 – \$61,000
Production Supervisor	\$37,000 – \$76,000	\$42,000 – \$74,000	\$49,000 – \$87,000
Warehouse Supervisor	\$57,000 – \$67,000	\$77,000 – \$92,000	\$75,000 – \$90,000
Facilities Supervisor	\$72,000 – \$84,000	\$70,000 – \$81,000	\$66,000 – \$79,000
STAFF POSITIONS			
Supply Chain Planner/Buyer	\$60,000 – \$90,000	\$52,000 – \$78,000	\$52,000 – \$83,000
Inventory Control Clerk	\$40,000 – \$46,000	\$38,000 – \$44,000	\$36,000 – \$42,000
Maintenance Mechanic	\$52,000 – \$65,000	\$37,000 – \$52,000	\$47,000 – \$55,000
Electronic Technician	\$56,000 – \$66,000	\$53,000 – \$64,000	\$50,000 – \$59,000
QA Technician	\$42,000 – \$49,000	\$40,000 – \$47,000	\$39,000 – \$46,000
Production Lead	\$35,000 – \$68,000	\$36,000 – \$70,000	\$34,000 – \$60,000
Electronic Assembler	\$33,000 – \$41,000	\$26,000 – \$36,000	\$33,000 – \$38,000
Mechanical Assembler	\$51,000 – \$62,000	\$49,000 – \$60,000	\$48,000 – \$59,000



Manufacturing & Logistics

STAFF POSITIONS (CONT'D)	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
Assembler	\$35,000 – \$42,000	\$34,000 – \$41,000	\$34,000 – \$40,000
Forklift Operator	\$36,000 – \$42,000	\$35,000 – \$40,000	\$35,000 – \$40,000
Material Handler	\$35,000 – \$40,000	\$33,000 – \$39,000	\$32,000 – \$38,000
Production Worker	\$47,000 – \$56,000	\$45,000 – \$54,000	\$44,000 – \$52,000
Shipping Worker	\$34,000 – \$40,000	\$33,000 – \$38,000	\$32,000 – \$37,000
Receiving Worker	\$34,000 – \$40,000	\$33,000 – \$38,000	\$32,000 – \$37,000
Packaging Worker	\$34,000 – \$40,000	\$33,000 – \$38,000	\$32,000 – \$37,000
Warehouse Worker	\$28,000 – \$35,000	\$27,000 – \$33,000	\$27,000 – \$33,000
Sanitation Technician/Janitor	\$33,000 – \$40,000	\$32,000 – \$38,000	\$30,000 – \$35,000



Marketing & Creative



Marketing & Creative

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
CMO	\$235,000 – \$315,000	\$235,000 – \$315,000	\$225,000 – \$295,000	\$210,000 – \$282,000
Vice President, Marketing	\$236,500 – \$315,000	\$236,500 – \$315,000	\$205,000 – \$285,000	\$200,000 – \$278,000
Director of Marketing	\$150,000 – \$180,000	\$150,000 – \$180,000	\$130,000 – \$172,000	\$127,000 – \$164,000
MANAGEMENT POSITIONS				
Public Relations Manager	\$120,000 – \$145,000	\$120,000 – \$145,000	\$110,000 – \$132,000	\$100,000 – \$124,000
Digital Marketing Manager	\$120,000 – \$140,000	\$120,000 – \$140,000	\$110,000 – \$136,000	\$90,000 – \$120,000
Brand Manager	\$120,000 – \$140,000	\$120,000 – \$140,000	\$110,000 – \$136,000	\$90,000 – \$120,000
Marketing Communications Manager	\$110,000 – \$135,000	\$110,000 – \$135,000	\$100,000 – \$128,000	\$95,000 – \$128,000
Marketing Manager	\$111,000 – \$135,000	\$111,000 – \$135,000	\$100,000 – \$128,000	\$95,000 – \$128,000
PRODUCT & CREATIVE POSITIONS				
Product Marketing Manager/Web Dev	\$110,000 – \$130,000	\$110,000 – \$130,000	\$94,000 – \$125,000	\$92,000 – \$125,000
Creative/Art Director	\$95,000 – \$120,000	\$95,000 – \$120,000	\$92,000 – \$118,000	\$88,000 – \$110,000
Web Designer	\$85,000 – \$95,000	\$85,000 – \$95,000	\$75,000 – \$98,000	\$72,000 – \$95,000
Graphic Designer	\$70,000 – \$80,000	\$70,000 – \$80,000	\$65,000 – \$74,000	\$65,000 – \$74,000
STAFF POSITIONS				
Content Manager	\$110,000 – \$130,000	\$110,000 – \$130,000	\$95,000 – \$124,000	\$90,000 – \$120,000
Events Manager	\$85,000 – \$110,000	\$85,000 – \$110,000	\$80,000 – \$100,000	\$78,000 – \$92,000
Social Media Manager	\$80,000 – \$110,000	\$80,000 – \$110,000	\$67,000 – \$85,000	\$64,000 – \$82,000
Market Research Analyst	\$75,000 – \$95,000	\$75,000 – \$95,000	\$70,000 – \$90,000	\$65,000 – \$88,000
SEO/SEM Specialist	\$70,000 – \$95,000	\$70,000 – \$95,000	\$68,000 – \$89,000	\$62,000 – \$80,000
SUPPORT POSITIONS				
Copywriter	\$70,000 – \$85,000	\$70,000 – \$85,000	\$65,000 – \$84,000	\$60,000 – \$78,000
Marketing Coordinator	\$65,000 – \$75,000	\$65,000 – \$75,000	\$58,000 – \$70,000	\$56,000 – \$72,000
Marketing Assistant	\$55,000 – \$65,000	\$55,000 – \$65,000	\$50,000 – \$62,000	\$43,000 – \$54,000



Marketing & Creative

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
CMO	\$205,000 – \$263,000	\$213,000 – \$273,000	\$210,000 – \$290,000	\$200,000 – \$277,000
Vice President, Marketing	\$205,000 – \$263,000	\$219,000 – \$273,000	\$180,000 – \$256,000	\$180,000 – \$252,000
Director of Marketing	\$132,000 – \$159,000	\$139,000 – \$167,000	\$125,000 – \$168,000	\$127,000 – \$152,000
MANAGEMENT POSITIONS				
Public Relations Manager	\$106,000 – \$123,000	\$110,000 – \$128,000	\$94,000 – \$130,000	\$92,000 – \$125,000
Digital Marketing Manager	\$95,000 – \$117,000	\$105,000 – \$130,000	\$90,000 – \$120,000	\$90,000 – \$115,000
Brand Manager	\$103,000 – \$121,000	\$120,000 – \$145,000	\$90,000 – \$120,000	\$90,000 – \$115,000
Marketing Communications Manager	\$98,000 – \$115,000	\$102,000 – \$119,000	\$90,000 – \$125,000	\$90,000 – \$122,000
Marketing Manager	\$98,000 – \$116,000	\$101,000 – \$120,000	\$90,000 – \$125,000	\$90,000 – \$120,000
PRODUCT & CREATIVE POSITIONS				
Product Marketing Manager/Web Dev	\$94,000 – \$109,000	\$108,000 – \$126,000	\$90,000 – \$120,000	\$86,000 – \$105,000
Creative/Art Director	\$89,000 – \$108,000	\$92,000 – \$112,000	\$86,000 – \$110,000	\$86,000 – \$105,000
Web Designer	\$72,000 – \$95,000	\$82,000 – \$95,000	\$70,000 – \$90,000	\$68,000 – \$86,000
Graphic Designer	\$65,000 – \$74,000	\$61,000 – \$69,000	\$65,000 – \$78,000	\$56,000 – \$63,000
STAFF POSITIONS				
Content Manager	\$94,000 – \$109,000	\$108,000 – \$126,000	\$87,000 – \$110,000	\$86,000 – \$100,000
Events Manager	\$78,000 – \$92,000	\$80,000 – \$92,000	\$75,000 – \$90,000	\$74,000 – \$88,000
Social Media Manager	\$65,000 – \$85,000	\$75,000 – \$90,000	\$62,000 – \$75,000	\$60,000 – \$75,000
Market Research Analyst	\$66,000 – \$78,000	\$80,000 – \$90,000	\$65,000 – \$85,000	\$63,000 – \$80,000
SEO/SEM Specialist	\$61,000 – \$79,000	\$83,000 – \$101,000	\$64,000 – \$85,000	\$60,000 – \$78,000
SUPPORT POSITIONS				
Copywriter	\$61,000 – \$71,000	\$75,000 – \$115,000	\$58,000 – \$72,000	\$58,000 – \$68,000
Marketing Coordinator	\$56,000 – \$72,000	\$55,000 – \$65,000	\$55,000 – \$70,000	\$51,000 – \$62,000
Marketing Assistant	\$50,000 – \$65,000	\$54,000 – \$60,000	\$42,000 – \$52,000	\$40,000 – \$52,000



Marketing & Creative

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
CMO	\$217,000 – \$278,000	\$213,000 – \$272,000	\$202,000 – \$259,000	\$202,000 – \$260,000
Vice President, Marketing	\$217,000 – \$278,000	\$213,000 – \$272,000	\$202,000 – \$259,000	\$202,000 – \$260,000
Director of Marketing	\$137,000 – \$163,000	\$136,000 – \$163,000	\$129,000 – \$155,000	\$134,000 – \$160,000
MANAGEMENT POSITIONS				
Public Relations Manager	\$107,000 – \$124,000	\$108,000 – \$126,000	\$104,000 – \$121,000	\$103,000 – \$120,000
Digital Marketing Manager	\$98,000 – \$120,000	\$97,000 – \$119,000	\$93,000 – \$115,000	\$94,000 – \$115,000
Brand Manager	\$106,000 – \$123,000	\$105,000 – \$123,000	\$101,000 – \$118,000	\$102,000 – \$119,000
Marketing Communications Manager	\$100,000 – \$116,000	\$99,000 – \$117,000	\$96,000 – \$113,000	\$96,000 – \$113,000
Marketing Manager	\$100,000 – \$118,000	\$99,000 – \$117,000	\$96,000 – \$114,000	\$95,000 – \$113,000
PRODUCT & CREATIVE POSITIONS				
Product Marketing Manager/Web Dev	\$97,000 – \$113,000	\$95,000 – \$112,000	\$92,000 – \$108,000	\$92,000 – \$108,000
Creative/Art Director	\$91,000 – \$110,000	\$90,000 – \$110,000	\$88,000 – \$107,000	\$88,000 – \$107,000
Web Designer	\$74,000 – \$85,000	\$73,000 – \$84,000	\$70,000 – \$81,000	\$70,000 – \$81,000
Graphic Designer	\$60,000 – \$67,000	\$60,000 – \$67,000	\$57,000 – \$65,000	\$57,000 – \$65,000
STAFF POSITIONS				
Content Manager	\$106,000 – \$123,000	\$105,000 – \$123,000	\$92,000 – \$108,000	\$92,000 – \$108,000
Events Manager	\$79,000 – \$91,000	\$83,000 – \$96,000	\$75,000 – \$87,000	\$76,000 – \$87,000
Social Media Manager	\$64,000 – \$69,000	\$63,000 – \$68,000	\$60,000 – \$66,000	\$60,000 – \$66,000
Market Research Analyst	\$67,000 – \$78,000	\$67,000 – \$78,000	\$65,000 – \$76,000	\$65,000 – \$76,000
SEO/SEM Specialist	\$63,000 – \$82,000	\$62,000 – \$81,000	\$60,000 – \$78,000	\$60,000 – \$78,000
SUPPORT POSITIONS				
Copywriter	\$63,000 – \$73,000	\$62,000 – \$72,000	\$60,000 – \$69,000	\$60,000 – \$70,000
Marketing Coordinator	\$55,000 – \$64,000	\$55,000 – \$63,000	\$52,000 – \$61,000	\$53,000 – \$62,000
Marketing Assistant	\$41,000 – \$48,000	\$41,000 – \$47,000	\$39,000 – \$46,000	\$39,000 – \$46,000



Product Development



Product Development

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
Vice President, Product	\$244,000 – \$291,000	\$244,000 – \$291,000	\$238,000 – \$284,000	\$235,000 – \$280,000
MANAGEMENT POSITIONS				
QA Manager/Director of QA	\$180,000 – \$206,000	\$180,000 – \$206,000	\$161,000 – \$181,000	\$157,000 – \$176,000
Engineering Manager	\$165,000 – \$185,000	\$165,000 – \$185,000	\$144,000 – \$159,000	\$140,000 – \$155,000
Technical Project/Program Manager	\$130,000 – \$180,000	\$130,000 – \$180,000	\$136,000 – \$186,000	\$130,000 – \$180,000
STAFF POSITIONS				
Software Architect	\$170,000 – \$220,000	\$170,000 – \$220,000	\$170,000 – \$220,000	\$138,000 – \$153,000
Cloud Architect/Developer	\$170,000 – \$200,000	\$170,000 – \$200,000	\$170,000 – \$200,000	\$146,000 – \$174,000
Platform Engineer	\$165,000 – \$190,000	\$165,000 – \$190,000	\$160,000 – \$180,000	\$101,000 – \$115,000
Product Manager	\$160,000 – \$185,000	\$160,000 – \$185,000	\$150,000 – \$175,000	\$116,000 – \$132,000
Full Stack Developer	\$165,000 – \$195,000	\$165,000 – \$195,000	\$165,000 – \$195,000	\$155,000 – \$185,000
Java Developer	\$150,000 – \$190,000	\$150,000 – \$190,000	\$150,000 – \$180,000	\$93,000 – \$108,000
Mobile Developer	\$140,000 – \$175,000	\$140,000 – \$175,000	\$140,000 – \$165,000	\$91,000 – \$106,000
Integration Engineer	\$145,000 – \$165,000	\$145,000 – \$165,000	\$145,000 – \$160,000	\$88,000 – \$97,000
QA/Automation Engineer	\$135,000 – \$165,000	\$135,000 – \$165,000	\$135,000 – \$165,000	\$82,000 – \$91,000
.NET/Python Developer	\$145,000 – \$175,000	\$145,000 – \$175,000	\$130,000 – \$165,000	\$66,000 – \$75,000
Software Developer	\$145,000 – \$175,000	\$145,000 – \$175,000	\$120,000 – \$165,000	\$95,000 – \$105,000
UI/UX Designer	\$110,000 – \$140,000	\$110,000 – \$140,000	\$108,000 – \$121,000	\$105,000 – \$118,000
Technical Writer	\$110,000 – \$135,000	\$110,000 – \$135,000	\$110,000 – \$130,000	\$71,000 – \$82,000
SUPPORT POSITIONS				
Associate Product Manager	\$100,000 – \$130,000	\$100,000 – \$130,000	\$97,000 – \$107,000	\$94,000 – \$104,000
QA Tester	\$48,000 – \$53,000	\$48,000 – \$53,000	\$46,000 – \$52,000	\$45,000 – \$50,000



Product Development

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
Vice President, Product	\$225,000 – \$268,000	\$230,000 – \$274,000	\$224,000 – \$266,000	\$220,000 – \$262,000
MANAGEMENT POSITIONS				
QA Manager/Director of QA	\$145,000 – \$163,000	\$151,000 – \$169,000	\$143,000 – \$161,000	\$139,000 – \$156,000
Engineering Manager	\$129,000 – \$144,000	\$135,000 – \$149,000	\$128,000 – \$142,000	\$124,000 – \$138,000
Technical Project/Program Manager	\$120,000 – \$160,000	\$125,000 – \$155,000	\$120,000 – \$160,000	\$116,000 – \$156,000
STAFF POSITIONS				
Software Architect	\$131,000 – \$146,000	\$134,000 – \$150,000	\$130,000 – \$145,000	\$127,000 – \$142,000
Cloud Architect/Developer	\$135,000 – \$161,000	\$141,000 – \$167,000	\$134,000 – \$159,000	\$130,000 – \$154,000
Platform Engineer	\$93,000 – \$106,000	\$97,000 – \$110,000	\$92,000 – \$105,000	\$89,000 – \$101,000
Product Manager	\$107,000 – \$121,000	\$112,000 – \$126,000	\$106,000 – \$120,000	\$102,000 – \$116,000
Full Stack Developer	\$145,000 – \$175,000	\$150,000 – \$180,000	\$140,000 – \$170,000	\$135,000 – \$165,000
Java Developer	\$86,000 – \$100,000	\$90,000 – \$104,000	\$85,000 – \$99,000	\$83,000 – \$96,000
Mobile Developer	\$84,000 – \$96,000	\$87,000 – \$102,000	\$83,000 – \$97,000	\$80,000 – \$94,000
Integration Engineer	\$81,000 – \$89,000	\$84,000 – \$93,000	\$80,000 – \$88,000	\$77,000 – \$85,000
QA/Automation Engineer	\$76,000 – \$84,000	\$79,000 – \$88,000	\$75,000 – \$83,000	\$72,000 – \$80,000
.NET/Python Developer	\$61,000 – \$69,000	\$63,000 – \$72,000	\$60,000 – \$68,000	\$58,000 – \$66,000
Software Developer	\$87,000 – \$97,000	\$91,000 – \$101,000	\$86,000 – \$95,000	\$84,000 – \$93,000
UI/UX Designer	\$98,000 – \$111,000	\$102,000 – \$114,000	\$98,000 – \$110,000	\$95,000 – \$107,000
Technical Writer	\$66,000 – \$75,000	\$68,000 – \$78,000	\$65,000 – \$74,000	\$63,000 – \$72,000
SUPPORT POSITIONS				
Associate Product Manager	\$86,000 – \$96,000	\$90,000 – \$100,000	\$86,000 – \$95,000	\$83,000 – \$92,000
QA Tester	\$41,000 – \$46,000	\$43,000 – \$48,000	\$41,000 – \$46,000	\$40,000 – \$44,000

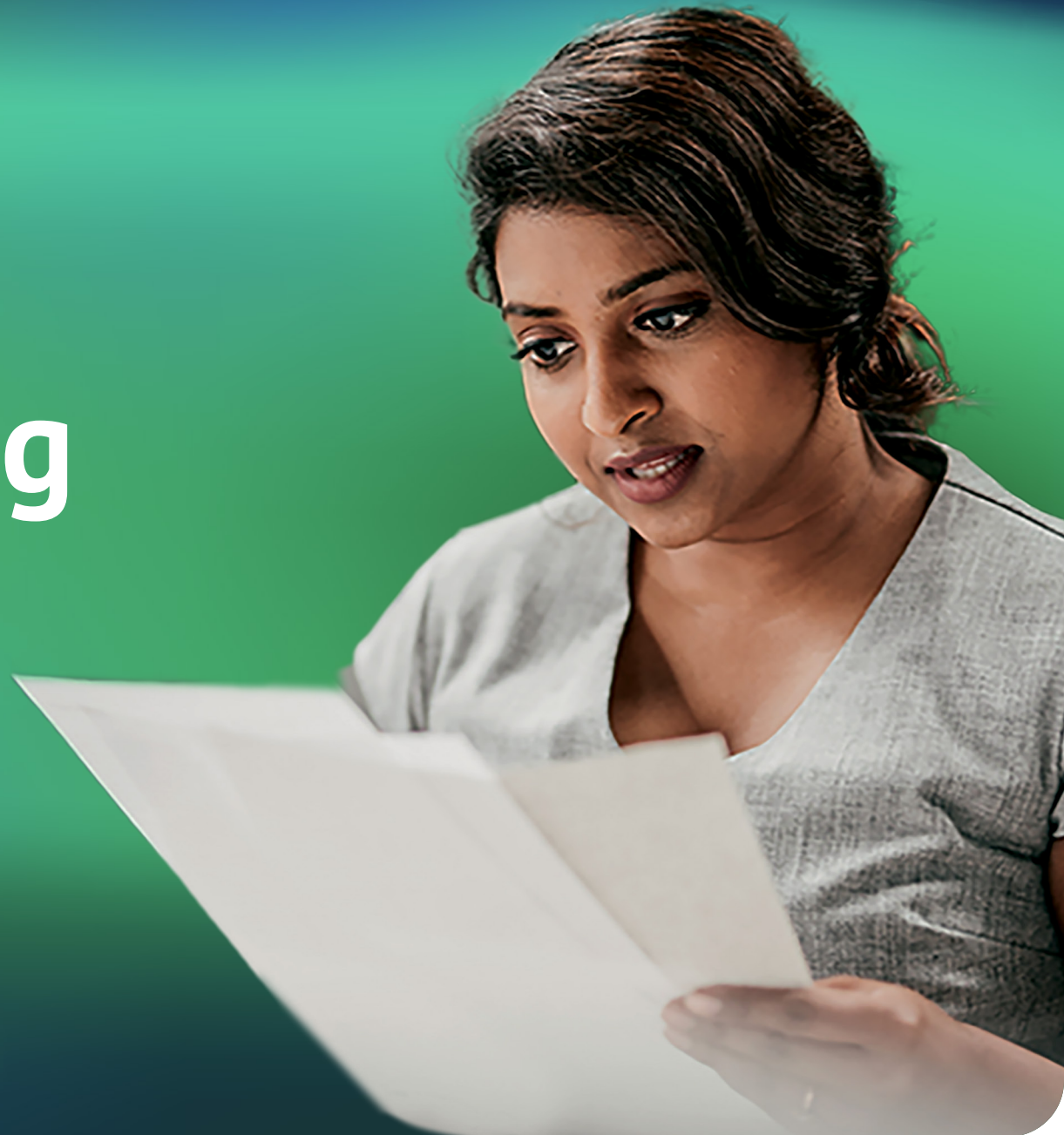


Product Development

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
Vice President, Product	\$232,000 – \$275,000	\$227,000 – \$271,000	\$222,000 – \$265,000	\$223,000 – \$266,000
MANAGEMENT POSITIONS				
QA Manager/Director of QA	\$149,000 – \$167,000	\$148,000 – \$166,000	\$142,000 – \$160,000	\$143,000 – \$160,000
Engineering Manager	\$133,000 – \$148,000	\$132,000 – \$147,000	\$127,000 – \$141,000	\$128,000 – \$142,000
Technical Project/Program Manager	\$127,000 – \$173,000	\$127,000 – \$173,000	\$120,000 – \$160,000	\$125,000 – \$165,000
STAFF POSITIONS				
Software Architect	\$133,000 – \$149,000	\$132,000 – \$147,000	\$129,000 – \$144,000	\$129,000 – \$144,000
Cloud Architect/Developer	\$139,000 – \$165,000	\$138,000 – \$164,000	\$133,000 – \$158,000	\$133,000 – \$158,000
Platform Engineer	\$96,000 – \$108,000	\$95,000 – \$108,000	\$91,000 – \$104,000	\$91,000 – \$104,000
Product Manager	\$110,000 – \$125,000	\$109,000 – \$124,000	\$105,000 – \$119,000	\$105,000 – \$119,000
Full Stack Developer	\$145,000 – \$175,000	\$145,000 – \$175,000	\$140,000 – \$170,000	\$145,000 – \$175,000
Java Developer	\$89,000 – \$103,000	\$88,000 – \$102,000	\$85,000 – \$98,000	\$85,000 – \$99,000
Mobile Developer	\$86,000 – \$101,000	\$85,000 – \$100,000	\$82,000 – \$96,000	\$82,000 – \$96,000
Integration Engineer	\$84,000 – \$92,000	\$83,000 – \$91,000	\$79,000 – \$87,000	\$80,000 – \$88,000
QA/Automation Engineer	\$76,000 – \$85,000	\$77,000 – \$86,000	\$74,000 – \$83,000	\$74,000 – \$83,000
.NET/Python Developer	\$63,000 – \$71,000	\$62,000 – \$71,000	\$60,000 – \$68,000	\$60,000 – \$68,000
Software Developer	\$90,000 – \$98,000	\$89,000 – \$99,000	\$86,000 – \$95,000	\$86,000 – \$95,000
UI/UX Designer	\$101,000 – \$113,000	\$100,000 – \$112,000	\$97,000 – \$109,000	\$98,000 – \$109,000
Technical Writer	\$68,000 – \$77,000	\$67,000 – \$77,000	\$64,000 – \$74,000	\$65,000 – \$74,000
SUPPORT POSITIONS				
Associate Product Manager	\$89,000 – \$99,000	\$88,000 – \$98,000	\$85,000 – \$94,000	\$85,000 – \$95,000
QA Tester	\$43,000 – \$48,000	\$42,000 – \$47,000	\$41,000 – \$45,000	\$41,000 – \$46,000



Public Accounting



Public Accounting

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
Partner	\$200,000 – \$350,000	\$200,000 – \$350,000	\$200,000 – \$350,000	\$195,000 – \$350,000
MANAGEMENT POSITIONS				
Senior Manager	\$140,000 – \$180,000	\$140,000 – \$180,000	\$130,000 – \$180,000	\$115,000 – \$155,000
Audit Manager	\$130,000 – \$160,000	\$130,000 – \$160,000	\$120,000 – \$160,000	\$95,000 – \$125,000
Tax Manager	\$130,000 – \$160,000	\$130,000 – \$160,000	\$120,000 – \$160,000	\$95,000 – \$125,000
Audit Senior	\$95,000 – \$120,000	\$95,000 – \$120,000	\$90,000 – \$115,000	\$85,000 – \$115,000
Senior Accountant/Supervisor (2–5 yrs.)	\$90,000 – \$115,000	\$90,000 – \$115,000	\$85,000 – \$110,000	\$80,000 – \$105,000
Tax Senior	\$90,000 – \$115,000	\$90,000 – \$115,000	\$90,000 – \$115,000	\$85,000 – \$110,000
Assurance Senior	\$90,000 – \$115,000	\$90,000 – \$115,000	\$90,000 – \$115,000	\$85,000 – \$115,000
STAFF POSITIONS				
Staff Accountant (0–2 yrs.)	\$75,000 – \$100,000	\$75,000 – \$100,000	\$70,000 – \$85,000	\$65,000 – \$80,000
Assurance Associate	\$75,000 – \$100,000	\$75,000 – \$100,000	\$70,000 – \$85,000	\$65,000 – \$80,000
Audit Associate	\$75,000 – \$100,000	\$75,000 – \$100,000	\$70,000 – \$85,000	\$65,000 – \$80,000
Tax Associate	\$75,000 – \$100,000	\$75,000 – \$100,000	\$70,000 – \$85,000	\$65,000 – \$80,000



Public Accounting

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	INLAND EMPIRE	SAN DIEGO	MARIN COUNTY
Partner	\$200,000 – \$350,000	\$185,000 – \$225,000	\$155,000 – \$185,000	\$200,000 – \$350,000
MANAGEMENT POSITIONS				
Senior Manager	\$150,000 – \$180,000	\$130,000 – \$170,000	\$125,000 – \$175,000	\$150,000 – \$180,000
Audit Manager	\$120,000 – \$160,000	\$110,000 – \$140,000	\$85,000 – \$105,000	\$120,000 – \$160,000
Tax Manager	\$120,000 – \$160,000	\$110,000 – \$140,000	\$85,000 – \$105,000	\$115,000 – \$133,000
Audit Senior	\$90,000 – \$115,000	\$70,000 – \$85,000	\$70,000 – \$80,000	\$90,000 – \$115,000
Senior Accountant/Supervisor (2–5 yrs.)	\$86,000 – \$107,000	\$70,000 – \$90,000	\$70,000 – \$95,000	\$88,000 – \$110,000
Tax Senior	\$90,000 – \$115,000	\$70,000 – \$100,000	\$70,000 – \$100,000	\$90,000 – \$115,000
Assurance Senior	\$90,000 – \$115,000	\$65,000 – \$80,000	\$70,000 – \$85,000	\$90,000 – \$115,000
STAFF POSITIONS				
Staff Accountant (0–2 yrs.)	\$65,000 – \$80,000	\$50,000 – \$65,000	\$60,000 – \$70,000	\$65,000 – \$80,000
Assurance Associate	\$65,000 – \$80,000	\$55,000 – \$70,000	\$57,000 – \$65,000	\$65,000 – \$80,000
Audit Associate	\$65,000 – \$80,000	\$50,000 – \$65,000	\$60,000 – \$70,000	\$65,000 – \$80,000
Tax Associate	\$65,000 – \$80,000	\$60,000 – \$75,000	\$60,000 – \$70,000	\$65,000 – \$80,000



Public Accounting

EXECUTIVE POSITIONS	GREATER SACRAMENTO	CENTRAL VALLEY	LOS ANGELES	ORANGE COUNTY
Partner	\$200,000 – \$300,000	\$200,000 – \$300,000	\$185,000 – \$225,000	\$185,000 – \$225,000
MANAGEMENT POSITIONS				
Senior Manager	\$110,000 – \$150,000	\$100,000 – \$150,000	\$130,000 – \$170,000	\$130,000 – \$170,000
Audit Manager	\$120,000 – \$160,000	\$120,000 – \$160,000	\$110,000 – \$140,000	\$110,000 – \$140,000
Tax Manager	\$120,000 – \$160,000	\$120,000 – \$160,000	\$110,000 – \$140,000	\$110,000 – \$140,000
Audit Senior	\$90,000 – \$120,000	\$90,000 – \$120,000	\$70,000 – \$85,000	\$70,000 – \$85,000
Senior Accountant/Supervisor (2–5 yrs.)	\$85,000 – \$110,000	\$85,000 – \$110,000	\$70,000 – \$90,000	\$70,000 – \$90,000
Tax Senior	\$85,000 – \$115,000	\$85,000 – \$115,000	\$70,000 – \$100,000	\$70,000 – \$100,000
Assurance Senior	\$85,000 – \$115,000	\$85,000 – \$115,000	\$65,000 – \$80,000	\$65,000 – \$80,000
STAFF POSITIONS				
Staff Accountant (0–2 yrs.)	\$70,000 – \$80,000	\$68,000 – \$78,000	\$50,000 – \$65,000	\$50,000 – \$65,000
Assurance Associate	\$70,000 – \$80,000	\$68,000 – \$78,000	\$55,000 – \$70,000	\$55,000 – \$70,000
Audit Associate	\$70,000 – \$80,000	\$68,000 – \$78,000	\$50,000 – \$65,000	\$50,000 – \$65,000
Tax Associate	\$70,000 – \$80,000	\$68,000 – \$78,000	\$70,000 – \$100,000	\$60,000 – \$75,000



Sales



Sales

EXECUTIVE POSITIONS	SAN FRANCISCO	SILICON VALLEY	EAST BAY & TRI-VALLEY	SOLANO COUNTY
CSO	\$255,000 – \$330,000	\$255,000 – \$330,000	\$235,000 – \$325,000	\$229,000 – \$300,000
Vice President, Business Development	\$190,000 – \$275,000	\$190,000 – \$275,000	\$175,000 – \$250,000	\$165,000 – \$225,000
Director of Business Development	\$190,000 – \$220,000	\$190,000 – \$220,000	\$150,000 – \$205,000	\$145,000 – \$188,000
Regional Director of Business Development	\$160,000 – \$200,000	\$160,000 – \$200,000	\$130,000 – \$198,000	\$125,000 – \$178,000
MANAGEMENT POSITIONS				
Regional Business Development Manager	\$120,000 – \$145,000	\$120,000 – \$145,000	\$88,000 – \$120,000	\$88,000 – \$120,000
Customer Success Manager	\$80,000 – \$110,000	\$80,000 – \$110,000	\$75,000 – \$92,000	\$72,000 – \$90,000
STAFF POSITIONS				
Account Executive	\$90,000 – \$110,000	\$90,000 – \$110,000	\$65,000 – \$95,000	\$60,000 – \$90,000
Sales Rep/Business Development Manager	\$70,000 – \$90,000	\$70,000 – \$90,000	\$65,000 – \$95,000	\$60,000 – \$90,000
Inside/Outside Sales Specialist	\$65,000 – \$75,000	\$65,000 – \$75,000	\$42,000 – \$52,000	\$48,000 – \$56,000
Customer Success Coordinator	\$65,000 – \$75,000	\$65,000 – \$75,000	\$42,000 – \$50,000	\$42,000 – \$50,000
Telemarketer	\$65,000 – \$70,000	\$65,000 – \$70,000	\$37,000 – \$46,000	\$34,000 – \$42,000
Retail Sales Associate	\$65,000 – \$75,000	\$65,000 – \$75,000	\$35,000 – \$45,000	\$31,000 – \$44,000
SUPPORT POSITIONS				
Sales Assistant	\$65,000 – \$70,000	\$65,000 – \$70,000	\$38,000 – \$46,000	\$38,000 – \$46,000
Call Center Representative	\$65,000 – \$75,000	\$65,000 – \$75,000	\$42,000 – \$52,000	\$36,000 – \$46,000



Sales

EXECUTIVE POSITIONS	NAPA & SONOMA COUNTIES	MARIN COUNTY	GREATER SACRAMENTO	CENTRAL VALLEY
CSO	\$229,000 – \$300,000	\$235,000 – \$296,000	\$220,000 – \$300,000	\$220,000 – \$278,000
Vice President, Business Development	\$170,000 – \$243,000	\$170,000 – \$243,000	\$150,000 – \$215,000	\$150,000 – \$205,000
Director of Business Development	\$150,000 – \$190,000	\$175,000 – \$202,000	\$135,000 – \$190,000	\$130,000 – \$178,000
Regional Director of Business Development	\$130,000 – \$178,000	\$140,000 – \$185,000	\$120,000 – \$160,000	\$115,000 – \$154,000
MANAGEMENT POSITIONS				
Regional Business Development Manager	\$88,000 – \$130,000	\$90,000 – \$135,000	\$90,000 – \$120,000	\$85,000 – \$115,000
Customer Success Manager	\$73,000 – \$90,000	\$75,000 – \$91,000	\$68,000 – \$90,000	\$68,000 – \$85,000
STAFF POSITIONS				
Account Executive	\$65,000 – \$95,000	\$84,000 – \$101,000	\$65,000 – \$90,000	\$60,000 – \$85,000
Sales Rep/Business Development Manager	\$65,000 – \$90,000	\$65,000 – \$90,000	\$65,000 – \$90,000	\$60,000 – \$88,000
Inside/Outside Sales Specialist	\$48,000 – \$56,000	\$46,000 – \$54,000	\$48,000 – \$65,000	\$44,000 – \$49,000
Customer Success Coordinator	\$42,000 – \$50,000	\$43,000 – \$51,000	\$38,000 – \$48,000	\$37,000 – \$44,000
Telemarketer	\$38,000 – \$45,000	\$39,000 – \$45,000	\$35,000 – \$42,000	\$32,000 – \$40,000
Retail Sales Associate	\$34,000 – \$40,000	\$37,000 – \$42,000	\$35,000 – \$42,000	\$29,000 – \$40,000
SUPPORT POSITIONS				
Sales Assistant	\$39,000 – \$47,000	\$45,000 – \$56,000	\$38,000 – \$45,000	\$36,000 – \$42,000
Call Center Representative	\$39,000 – \$46,000	\$45,000 – \$56,000	\$36,000 – \$45,000	\$37,000 – \$44,000



Sales

EXECUTIVE POSITIONS	LOS ANGELES	ORANGE COUNTY	INLAND EMPIRE	SAN DIEGO
CSO	\$232,000 – \$290,000	\$232,000 – \$293,000	\$221,000 – \$279,000	\$226,000 – \$284,000
Vice President, Business Development	\$250,000 – \$322,000	\$257,000 – \$316,000	\$247,000 – \$303,000	\$249,000 – \$308,000
Director of Business Development	\$175,000 – \$203,000	\$173,000 – \$201,000	\$167,000 – \$192,000	\$169,000 – \$196,000
Regional Director of Business Development	\$109,000 – \$135,000	\$109,000 – \$134,000	\$102,000 – \$127,000	\$105,000 – \$128,000
MANAGEMENT POSITIONS				
Regional Business Development Manager	\$109,000 – \$135,000	\$109,000 – \$134,000	\$102,000 – \$127,000	\$105,000 – \$128,000
Customer Success Manager	\$71,000 – \$88,000	\$72,000 – \$90,000	\$68,000 – \$85,000	\$59,000 – \$86,000
STAFF POSITIONS				
Account Executive	\$82,000 – \$98,000	\$83,000 – \$101,000	\$78,000 – \$94,000	\$80,000 – \$96,000
Sales Rep/Business Development Manager	\$65,000 – \$90,000	\$65,000 – \$91,000	\$60,000 – \$85,000	\$63,000 – \$88,000
Inside/Outside Sales Specialist	\$45,000 – \$53,000	\$45,000 – \$53,000	\$42,000 – \$49,000	\$43,000 – \$51,000
Customer Success Coordinator	\$39,000 – \$46,000	\$39,000 – \$46,000	\$37,000 – \$44,000	\$38,000 – \$45,000
Telemarketer	\$32,000 – \$40,000	\$32,000 – \$40,000	\$32,000 – \$40,000	\$32,000 – \$40,000
Retail Sales Associate	\$32,000 – \$36,000	\$32,000 – \$36,000	\$32,000 – \$36,000	\$32,000 – \$36,000
SUPPORT POSITIONS				
Sales Assistant	\$47,000 – \$54,000	\$48,000 – \$56,000	\$45,000 – \$52,000	\$46,000 – \$53,000
Call Center Representative	\$33,000 – \$50,000	\$33,000 – \$50,000	\$33,000 – \$50,000	\$33,000 – \$50,000



Wine & Beverage



Wine & Beverage

HOSPITALITY POSITIONS	CENTRAL VALLEY	EAST BAY & TRI-VALLEY	NAPA & SONOMA COUNTIES
Hospitality Director	\$85,000 – \$120,000	\$100,000 – \$150,000	\$90,000 – \$150,000
Hospitality Manager	\$75,000 – \$100,000	\$90,000 – \$120,000	\$80,000 – \$110,000
Wine Club Manager	\$60,000 – \$80,000	\$68,000 – \$85,000	\$65,000 – \$85,000
Tasting Room/Tour Guide	\$37,000 – \$42,000	\$40,000 – \$45,000	\$38,000 – \$42,000
Banquet Server/Busser	\$37,000 – \$42,000	\$38,000 – \$46,000	\$37,000 – \$45,000
Busser/Bar Back	\$36,000 – \$39,000	\$38,000 – \$42,000	\$36,000 – \$39,000
PRODUCTION POSITIONS			
Winemaker	\$85,000 – \$110,000	\$100,000 – \$150,000	\$100,000 – \$150,000
Production Manager	\$85,000 – \$125,000	\$100,000 – \$135,000	\$90,000 – \$130,000
Cellar Master	\$58,000 – \$85,000	\$70,000 – \$80,000	\$60,000 – \$90,000
Assistant Winemaker	\$60,000 – \$78,000	\$70,000 – \$80,000	\$65,000 – \$80,000
Enologist	\$60,000 – \$75,000	\$62,000 – \$78,000	\$60,000 – \$75,000
Bottling Line Mechanic	\$60,000 – \$72,000	\$65,000 – \$80,000	\$62,000 – \$75,000
Lab Technician	\$41,000 – \$50,000	\$45,000 – \$55,000	\$42,000 – \$50,000
Beer Technician	\$41,000 – \$50,000	\$45,000 – \$55,000	\$42,000 – \$50,000
Forklift Operator	\$40,000 – \$52,000	\$43,000 – \$55,000	\$42,000 – \$52,000
Bottling/Cellar Crew	\$35,000 – \$42,000	\$38,000 – \$45,000	\$35,500 – \$42,000
Production Bottling Line Associate	\$35,000 – \$42,000	\$38,000 – \$45,000	\$35,500 – \$42,000



Wine & Beverage

SALES, MARKETING & DISTRIBUTION POSITIONS	CENTRAL VALLEY	EAST BAY & TRI-VALLEY	NAPA & SONOMA COUNTIES
District Sales Manager	\$90,000 – \$120,000	\$110,000 – \$140,000	\$100,000 – \$130,000
Regional Sales Manager	\$90,000 – \$120,000	\$110,000 – \$140,000	\$100,000 – \$130,000
Sales Manager	\$85,000 – \$100,000	\$100,000 – \$120,000	\$90,000 – \$110,000
Brand Ambassador	\$40,000 – \$45,000	\$42,000 – \$50,000	\$41,000 – \$48,000
Merchandisers	\$38,000 – \$42,000	\$41,000 – \$48,000	\$38,000 – \$45,000
Wine Resetter	\$37,000 – \$42,000	\$40,000 – \$45,000	\$37,000 – \$42,000





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Our Purpose
Is Your **Success.**

Nelson Connects delivers tailored staffing solutions in diverse industries across California and beyond. Offering deep industry knowledge and strong candidate networks, we partner with businesses of all sizes to provide customized results for executive-level, direct-hire, temporary, and consulting opportunities. Our tenured staffing and recruiting teams specialize in Business Professionals, Enterprise Managed Solutions, Executive Search, Finance & Accounting, Manufacturing & Logistics, Technology, and Wine & Spirits. With our innovative approach, commitment to transparency, and superior service, we collaborate closely with clients and candidates to achieve their version of success, today and tomorrow. When you work with Nelson Connects, you have a partner for the long-term. Our purpose is your success!

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