

01 01
0101
01 01
0101
01 01
0101
01

2024 Salary Guide



Table of Contents

- Using this Salary Guide
P. 3
- Knowledge Base - Articles and Statistics
P. 4
- Salary Guide
P. 6
- Conclusion
P. 11



Using this Guide

How to use this guide to understand compensation. **It matters.**

The following TempExperts salary guide is an overview of compensation for the positions noted, beginning on page 6 and segmented by range. This Salary Guide is organized and focused to Accounting & Finance, Office Professionals, Legal, and Light Industrial work. Factors that you can use to help you determine which of the three salary ranges best applies to you for each position include years of experience, results achieved, scarcity/abundance of qualified workers in your field, and skill sets and/or certifications you may possess. Compensation is described as annual salary terms, except for the Light Industrial section, beginning on page 9, which is listed on a per hour basis.

Welcome.



Ron Strother
Managing Director

TempExperts relies on the insights and expertise of our people and their ability to understand the needs of both clients and candidates. The desire to publish our salary guide stems from this understanding. Sometimes we find that a perfect match on paper doesn't assure a proper match in practice. We want to equip both clients and candidates with the tools that help them clarify their own needs. Doing this allows us to simplify the process for making the strongest possible match. Compensation is a critical component of assessing "fit." Our goal is to provide you with assets that give you a say in determining what is appropriate for you. Our hope is that our Salary Guide helps you narrow down the parameters for discovering what is realistic compensation for your employment pursuits.



Ed McGoldrick
President

As we transition from 2023 into 2024, the employment landscape presents a dynamic and promising outlook. Throughout 2023, we witnessed a resilient job market, characterized by a robust demand for skilled professionals across various industries.

This trend is set to continue into 2024, with technology, healthcare, and renewable energy sectors leading the charge. Salaries are expected to reflect this demand, with competitive packages necessary to attract and retain top talent. Our comprehensive salary guide is meticulously crafted to assist employers in navigating these shifts. It offers valuable insights into evolving salary trends, enabling businesses to make informed staffing decisions.



What **candidates** should keep in mind.

Naturally, it doesn't take extra skill to show up on-time, well-rested, and ready to work. Most employers are patient with new hires, but eager to get them up to speed as quickly as possible. Candidates who have a solid track record of employment will always find the sailing smoother than those candidates with a poor record.

Every applicant should also keep in mind that the world is always watching. If a candidate is motivated to make a living, they should understand the importance of being a productive employee. TempExperts recruits candidates for multiple positions at varying levels. Relevant work experience is required 99% of the time, so what you've done remains the best indicator of what you'll do—and how well you'll do it.

What **clients** should keep in mind.

Clients require accurate, forthright appraisals of their staffing needs. The client should have the desire to learn about the same things we seek to gain an understanding of. Candidates are typically motivated by six things when looking for a new job: growth, opportunity, compensation, title, location (in-office, remote, hybrid), and benefits. It is important to gauge all these factors in matching qualified candidates to the right job opportunities.

Thoughtful, collaborative efforts take time. Finding the right match doesn't happen without some candid and open dialogue upfront. But having that conversation creates simplicity in the hiring process for everyone.

2023. The **Rapid** Recap

In 2023, the staffing landscape continued to evolve in response to global changes and technological advancements. The COVID-19 pandemic accelerated the adoption of remote work and flexible arrangements, leading to a hybrid workforce model that has become a permanent fixture for many industries. As a result, the demand for digital skills and remote collaboration tools surged, with a growing emphasis on digital literacy and adaptability.

Employers recognized the benefits of a more diverse workforce in fostering innovation and meeting consumer demands. Automation and AI continued to reshape job roles, with a focus on upskilling and reskilling to remain competitive in the job market. The state of staffing in 2023 underscored the importance of adaptability and continuous learning in a dynamic and ever-changing work environment.

It better ensures that both the client and the candidate will be happy in filling a new role. Why is the candidate looking for a new position? What are the reasons why they left a past job? How important is compensation to the candidate? What does the candidate want out of their next role? These are just a few questions that drive our necessary curiosity to assess fit.

The strength of a seasoned, dedicated team of recruiters is the ability to communicate just as easily with experienced, degreed accountants as they do with general laborers. This is important for creating trust. The ability to effectively engage with every type of applicant is fundamental to the success of a reliable recruitment effort. Keeping up with the most recent compensation trends and all ancillary factors which drive candidate decision-making is most important of all.



Monetary Trends in Compensation

Trend #1: It's not just about money anymore. Perhaps the biggest shift in the compensation discussion can be seen in the willingness to trade a portion of take-home pay for a more favorable work/life balance. For some, the deal is even worth sacrificing up to 15 percent of their income. Employees who prefer arrangements that allow them to set aside more time for themselves, especially those who are able to do some work from home, point to savings on insurance, gas, and commute time. Yet, those factors may intensify shortfalls in compensation, particularly those increasingly driven by rising inflation rates (as high 9 percent only a year ago).

The bottom line is that candidates should carefully assess their desire for flexibility against the real-world pressures of making ends meet.

Trend #2: A 'millennial' movement for pay transparency. Compensation is more than just what is sent by direct deposit. So, many companies have begun to take the initiative to get everything down on paper in the form of a spreadsheet (wages, health insurance, payroll taxes, workers' compensation, etc.) and have it reside in one place. That kind of transparency keeps both sides honest in any conversation around fair and equitable pay, especially for younger employees who may not understand the full scope of their pay.

2024. The Right Now.

Heading into 2024, the staffing industry is on a growth trajectory, with an expected overall increase of about 3%. The Light Industrial and Finance & Accounting sectors are at the forefront, projected to grow by 5% and 6% respectively.

The U.S. hiring scene, largely employee-centric until 2022, began shifting in 2023. Factors such as layoffs in the tech sector and wider market dynamics initiated a move towards an employer-driven market, a trend likely to continue through 2024. A significant development is the adoption of hybrid work models by many employers, merging remote and on-site work environments. This shift has led to a reduction in fully remote positions.

In terms of compensation, the methodology involves benchmarking salaries against similar roles in different organizations. While salary levels were quite stable before the pandemic, there has been a notable increase since, largely attributed to inflation. Looking ahead to 2024, we expect compensation strategies to evolve further, focusing more on performance-based incentives to draw and keep top talent. The contemporary compensation package now typically includes higher wages along with a range of benefits like extra PTO, work location and schedule flexibility, hiring bonuses, funded education or tuition, and improved healthcare benefits.

Our firm is committed to offering in-depth insights and staffing solutions in line with these trends, helping both employers and job seekers effectively navigate this changing employment landscape.

Finance and Accounting

Successful hires are typically paid a mutually agreed upon base salary, and may also include potential bonus structures or remote work incentives.

Office Professionals

Most Temporary positions in sales or customer service can be hourly or salaried, and may have the potential for bonuses or additional earnings from commissions.

Light Industrial

Most general employees in the category (forklift drivers, pharmacy techs, warehouse labor, etc.) are paid hourly wages commensurate with standard rates.



Non-Monetary Trends in Compensation

The pandemic redefined many ordinary positions into almost heroic terms. Food preparers in processing plants and restaurants, delivery drivers, warehouse personnel, and other day laborers became part of the “essential workforce” practically overnight. The toll should have been obvious from the start. Yet, many persisted through the darkest times only to leave their jobs because of burnout.

Trend #1: Turning Back the Clock on Employee Burnout. The pandemic proved that livelihoods didn't begin and end at the office. Many who were initially forced into working remotely are now reluctant to give it up. In the past, things like parental leave, commuter benefits, and a childcare stipend might have been a hard-sell for most employers. Now, those options are among many distinct shifts in progress:

There are more 8-hour versus 12-hour shifts. Industrial employers whose businesses are sustained by laborers are becoming more flexible in managing employees and accommodating the standard 40-hour work week.

There is a trend towards safer workplaces & fewer lost time incidents. Reports show 8-hour shifts allow more time for rest and recuperation each day; in turn, reducing the risk of injury by 28 percent vs. 12-hour shifts.

Trend #2: Diminishing Opportunities for Remote/Hybrid Work. The desire remains strong, but the hard turn back to reality means fewer options as employers scale back. From a previous all-time high the year before, remote jobs made up 13.2% of postings advertised on LinkedIn at the start of 2023. So it is essential to reset expectations on remote work before elevating them beyond what's reasonable. In most cases, “hazard pay” no longer applies.

Other Trends

Pay Transparency: According to Cowden Associates Inc., a business consulting group focused on compensation consulting, one in four workers will have a measure of protection in the form of one or more forms of pay transparency legislation in 2023. While this number is expected to increase throughout 2024, pay transparency is not expected to become standard practice during the present year. It is expected to be seen as a best practice, however.

Quiet Quitting: The trend of "quiet quitting" gained momentum but started to abate somewhat towards the end of 2023. It has been defined as completing the bare minimum of work requirements while also becoming minimally engaged at work. It has also been described, more positively, as reclaiming some semblance of work-life balance.

Consensus seems to be forming around companies doing more to respect a healthy work-life balance with effort being made by employees to work with a level of dedication during office hours. It remains a consistent expectation that high performing employees strike this balance very effectively and are often rewarded accordingly, especially during times of economic downturn. It remains to be seen what effect the growing employee demand for "flexible hours" will have on this trend in the future.



Professional

Finance & Accounting

Position Description	Low	MidPoint	High
Collections Rep	\$41,790	\$51,665	\$61,540
Billing Coordinator	\$37,995	\$44,306	\$50,618
Billing Supervisor Mgr.	\$53,735	\$66,184	\$78,633
Accounts Payable AP	\$43,836	\$49,500	\$55,164
Accounts Receivable AR	\$41,796	\$46,397	\$50,999
Accounting Clerk	\$39,015	\$43,350	\$47,685
Accounting Manager	\$88,802	\$103,591	\$118,379
Bookkeeper	\$50,108	\$56,228	\$62,348
Payroll Specialist	\$43,170	\$51,481	\$59,791
Payroll Supervisor/ Mgr.	\$66,056	\$84,544	\$103,032
Staff Accountant	\$55,943	\$67,179	\$78,415
Senior Accountant	\$67,077	\$79,293	\$91,509
Financial Analyst	\$64,515	\$73,440	\$82,365
AML Investigator SAR Writer	\$65,097	\$77,244	\$90,203



Salary Guide

TempExperts

Professional

General Office

	Low	MidPoint	High
Admin Assistant/ Coordinator	\$42,330	\$49,406	\$56,483
Executive Assistant	\$57,503	\$68,723	\$79,943
Receptionist	\$34,340	\$35,985	\$37,630
Data Entry	\$34,935	\$38,633	\$42,330
Order Entry	\$34,808	\$39,971	\$45,135
General Office/Clerk	\$35,828	\$39,143	\$42,458
Mailroom Clerk	\$36,720	\$38,250	\$39,780
Office Manager	\$53,805	\$60,563	\$67,320
Facilities Manager	\$51,255	\$63,878	\$76,500
Insurance Verification Specialist	\$48,960	\$54,060	\$59,160
Project Coordinator	\$40,928	\$51,500	\$60,155
Purchasing	\$35,955	\$41,693	\$47,430

Professional

Customer Care

Position Description	Low	MidPoint	High
Customer Service Representative	\$34,043	\$41,565	\$49,088
Customer Service Manager	\$47,303	\$52,913	\$58,523
Call Center Representative	\$33,660	\$42,075	\$50,490
Call Center Supervisor	\$46,815	\$52,355	\$57,895
Call Center Manager	\$53,805	\$61,710	\$69,715
Account Manager	\$42,075	\$53,168	\$64,260



Professional

Human Resources

Position Description	Low	MidPoint	High
Benefits Clerk	\$42,840	\$44,880	\$46,920
Benefits Administrator	\$62,015	\$65,688	\$69,360
Employee Relations	\$68,360	\$74,980	\$81,600
HR Assistant	\$40,550	\$45,088	\$49,625
HR Coordinator	\$45,085	\$53,040	\$60,995
HR Generalist	\$61,500	\$72,625	\$83,750
HR Manager	\$79,500	\$104,125	\$128,750
Training Coordinator	\$61,200	\$71,400	\$81,600

Professional

Legal

Position Description	Low	MidPoint	High
Legal Secretary	\$45,000	\$57,500	\$70,000
Executive Legal Secretary	\$61,125	\$69,563	\$78,000
Legal Assistant	\$45,295	\$53,240	\$61,185
Senior Legal Assistant	\$68,500	\$75,250	\$82,000
Paralegal	\$58,435	\$63,945	\$69,455
Certified/Sr. Paralegal	\$68,285	\$81,083	\$93,880
Attorney (9 Years and Under)	\$110,125	\$144,563	\$179,000
Attorney (10 Years and Over)	\$126,000	\$159,250	\$192,500



Light Industrial

Production & Operations

Position Description	Low	MidPoint	High
General Laborer	\$14.00	\$15.00	\$16.00
Assembler	\$14.50	\$15.00	\$20.00
Welder	\$18.50	\$21.00	\$24.00
Machine Operator	\$14.00	\$16.00	\$18.00
C & C Operator	\$16.60	\$22.00	\$26.00
C & C Programmer	\$22.50	\$25.00	\$26.00
Equipment Technician	\$16.00	\$19.00	\$22.00
Custodial	\$14.00	\$15.00	\$17.00
Production Worker	\$15.00	\$16.00	\$17.00
Production Supervisor	\$18.00	\$29.00	\$35.00
Material Handler	\$15.00	\$17.00	\$19.00
Planning Engineer	\$43.00	\$44.00	\$59.00
Project Engineer	\$43.00	\$44.00	\$57.00
Pharmacy Tech	\$16.50	\$18.50	\$19.00



Light Industrial

Distribution and Fulfillment

Position Description	Low	MidPoint	High
Forklift Driver	\$15.00	\$16.00	\$17.20
Front End Loader	\$16.00	\$17.00	\$18.00
Shipping / Receiving	\$14.00	\$15.00	\$17.00
Picker / Packer	\$15.00	\$15.50	\$16.00
Inventory Analyst	\$33.50	\$37.50	\$40.50

Light Industrial

Quality Control

Position Description	Low	MidPoint	High
Quality Control Technician	\$18.00	\$22.00	\$25.00
Quality Assurance Inspector	\$38.50	\$42.00	\$44.00
Quality Assurance Manager	\$18.00	\$34.50	\$43.00

Have Questions?

Contact us at www.tempexperts.com/contact
or email info@tempexperts.com