

# TempExperts



# 2025 Salary Guide

Finance & Accounting  
Information Technology  
Legal  
Professional Office  
Light Industrial



# Table of Contents

- Using this Salary Guide  
P. 2
- Knowledge Base - Articles and Statistics  
P. 3
- Salary Guide  
P. 6
- Conclusion  
P. 13





# 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 Finance & Accounting, Information Technology, Professional Office, 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 11, which is listed on a per hour basis.

## Staffing Made Simple.



**Ron Strother**  
Managing Director

At TempExperts, we like to think of ourselves as having an “And an a And” mentality. That means is that we are always looking at ways to add “extra” for our clients and candidates. Our annual Salary Guide is an extension of that philosophy. We want everyone to have the tools and information that allows them to make educated decisions about compensation. The nature of our business is real life. Instead of weekend beach walks and candlelit dinners, our “And an a And” deals in résumés and salary expectations. Whether you’re a client trying to figure out what “competitive compensation” means or a candidate wondering how much that dream job should pay, we’ve got you covered. Our guide helps you figure out what’s realistic without needing a crystal ball. With this in hand, you’ll be ready to find the perfect job or employee without breaking a sweat—or the budget.



**Ed McGoldrick**  
President

Our 2025 Salary Guide is designed to provide employers and job seekers with valuable insights into current compensation trends across key sectors, including Finance, Accounting, Legal, Administrative, Light Industrial, and IT staffing. Whether you’re looking to attract top talent or navigate your career path, understanding competitive salary benchmarks is essential. This guide serves as a resource, offering salary ranges based on industry standards and local market dynamics. Our goal is to empower you with the knowledge needed to make informed decisions about hiring, budgeting, and career planning. TempExperts is committed to supporting your staffing needs with the latest market data, helping you stay confident in your approach to talent acquisition and job search strategies. Explore the insights within to align your goals with today’s compensation landscape.



## Advice to candidates.

TempExperts recruits candidates for positions at a variety of levels. Relevant work experience is required 99% of the time, so your previous work “story” is the best indicator of your future performance. It is incumbent on a candidate to make sure they have a great story to tell. The basics are a must: show up on time, well-rested, and be ready to work. While most employers are patient with new hires, they also want to get them up to speed quickly. Candidates with a strong employment history will generally find the transition smoother than those with an inferior record.

It's crucial for every applicant to remember that they are always under observation. If a person is motivated to make a living, they should understand the importance of being a productive employee.

## Advice to clients.

Clients require accurate and frank assessments of their staffing needs—no sugar-coating allowed! They should be just as curious about roles as we are. Candidates are typically motivated by six key factors when job hunting: growth, opportunity, compensation, title, location (in-office, remote, hybrid), and benefits. It's crucial to consider all these elements when matching qualified candidates with the right job opportunities.

Thoughtful, collaborative efforts require a level of give & take and candor. We strive for that. You can't find the perfect match without a bit of forthright, open dialogue - beginning from the onset of the relationship. Having that conversation makes the hiring process smoother and less stressful for everyone involved. Extra dedication

to qualification helps safeguard the principle that both the client and candidate must be thrilled with the new role. We make staffing simple by discerning answers to complex questions. We then summarize the results for you. Why is the candidate hunting for a new gig? What made them leave their last job? How big of a deal is pay to them? What are they hoping for in their next role? These are just a few of the burning questions we ask candidates that fuel our necessary nosiness to assess fit.

The strength of a seasoned, dedicated team of recruiters lies in their ability to chat effortlessly with everyone—from seasoned accountants with degrees to general laborers. This skill is crucial for building trust. Being able to connect with every type of applicant is fundamental to a successful recruitment process. Staying on top of the latest pay trends and all the little factors that influence candidate decisions is fundamental.

## 2024. The Rapid Recap

### Compensation Trends in the Southeastern U.S.

In 2024, the Southeastern U.S. saw notable shifts in compensation across various industries due to economic factors and evolving workforce expectations.

**Finance & Accounting:** Demand for skilled professionals surged, leading to salary increases of 3-5% for roles like Staff Accountants and Financial Analysts.

**Legal:** Specialized expertise in corporate law and litigation drove salary hikes of 4-6% for entry-level positions, with mid-level associates seeing even larger increases.

**Professional:** Positions like Executive Assistants and HR Coordinators experienced 2-4% salary growth as companies adapted to hybrid work.

**Light Industrial:** Wages increased by 4-7% due to labor shortages and high demand.

**IT:** The sector thrived, with salaries rising 6-8% for in-demand roles like Cybersecurity Analysts.



## Monetary Trends in Compensation

**Trend #1: Pay Transparency.** Last year we identified this as an emerging trend. Cowden Associates Inc., a business consulting group focused on compensation consulting, noted one in four workers had a measure of protection in the form of pay transparency legislation in 2023, with the number expected to increase in 2024. So did this come true? As of 2024, the predictions regarding pay transparency legislation have largely materialized. Over 25 states and various cities in the U.S. have enacted or strengthened pay transparency laws, requiring employers to disclose salary ranges in job postings. The trend reflects a significant shift toward more transparent compensation practices across the country.

Around 60% of U.S. companies now share pay range data with their employees, a sizable increase compared to previous years. Additionally, approximately 70% of companies include salary ranges in their job postings in some states. The movement has been driven by new laws enacted across multiple states, such as California, Colorado, New York, and Washington, among others, which now require varying degrees of pay transparency.

**Trend #2: More personalized compensation.** Personalized compensation packages go beyond the traditional one-size-fits-all approach, allowing employees to choose

## 2025. The Look Ahead.

### Growth in the Southeastern U.S.

As we enter 2025, the Southeastern U.S. is set for significant growth across key industries, including Finance, Accounting, Legal, Administrative, and IT. This landscape promises exciting opportunities for job seekers and employers alike, with evolving compensation packages and career pathways.

**Finance & Accounting:** Demand for Financial Analysts, Controllers, and Staff Accountants will rise, driven by businesses focusing on growth and compliance. Salary growth is expected at 4-6%, especially for senior roles, with companies offering flexible arrangements and performance bonuses.

**Legal:** The legal sector anticipates robust growth due to increased demand for expertise in corporate law, intellectual property, and compliance. Salaries may rise 5-7%, with flexible roles and enhanced benefits becoming common.

**Professional:** Skilled administrative professionals, such as Executive Assistants and HR Coordinators, will be in high demand, particularly in cities like Tampa and Atlanta. Salary growth is projected at 2-4%, with a focus on improved work-life balance.

**Light Industrial:** As manufacturing and logistics expand, demand for roles like Machine Operators will increase. Salaries are expected to rise 3-5%, driven by competition for skilled labor.

**IT:** The IT sector will thrive, with salaries projected to grow 6-8% for roles in cloud computing and cybersecurity. Companies will offer competitive benefits, including remote work options.

Overall, 2025 presents a dynamic landscape for growth and opportunity across these sectors.

### 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.

### Information Technology

IT hires are recruited with a competitive base salary, often supplemented by bonuses for performance. Common perks include flexible working hours and remote work options.

### Legal

Base salaries are offered with bonuses and promises of partnership track prospects. Perks include flexible billing arrangements, remote work, and CLE.





benefits and rewards that align with their unique needs and preferences. This trend is driven by the increasingly diverse workforce and the growing emphasis on work-life balance. With a multi-generational workforce, compensation packages that cater to different life stages are becoming essential. Younger employees might prioritize career development or student debt repayment, while older workers might value retirement contributions or health benefits. Tailoring packages to individual needs helps attract and retain top talent, especially in competitive job markets.

## 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: Additional Flexibility with Work Environment** One of the most prominent trends was offering greater flexibility in work arrangements. Hybrid schedules, and flexible working hours became essential for retaining talent. Providing employees with autonomy in how they work became key. This involved less micromanagement and more empowerment, where employees could define how to best achieve their goals. Additionally, HR focused on creating more engaging and creative workspaces, whether remote or in-office.

**Trend #2: Employee Well-Being and Mental Health Initiatives** Organizations increasingly prioritized mental health and wellness programs, acknowledging that employee well-being plays a crucial role in sustaining job satisfaction and performance. To address this, many companies introduced access to counseling services, designated mental health days, and a variety of wellness resources tailored to individual needs. This growing focus on holistic well-being, particularly in response to the pandemic's lasting effects, underscores the recognition that mental health is integral to workplace success. Companies expanded offerings to include therapy access, stress management workshops, and wellness days, designed to help employees manage stress and maintain balance. Physical wellness programs, such as gym memberships, virtual fitness classes, and wellness challenges, also gained momentum, reinforcing the understanding that employee health is multi-dimensional.

## Other Emerging Trends

**Work from Anywhere Initiatives:** Work from anywhere policies allow employees to perform their duties from any location, catering to the increasing number of digital nomads. This trend is supported by advancements in remote work technologies, enabling seamless collaboration regardless of physical location. Companies adopting this model benefit from broader talent pools, improved employee satisfaction, and increased productivity, making it a key non-monetary compensation trend to look at in 2025. This trend aligns best with results-oriented companies, where employees are judged more on outcomes rather than adherence to practices & processes.

**Work Process Autonomy:** Providing employees with autonomy in how they work is gradually becoming a more pronounced trend in the workplace. The concept involves less micromanagement of the work process itself and affords more empowerment in how the work result gets produced. A key tenet of this is employees being provided more say in defining “how” to best achieve their work goals with HR focused on creating more engaging and creative workspaces, -- whether remote or in-office.



## Finance & Accounting

Position Description	Low	MidPoint	High
Collections Rep	\$43,879	\$54,248	\$64,617
Billing Coordinator	\$39,894	\$46,521	\$53,148
Billing Supervisor   Mgr.	\$56,421	\$69,493	\$82,564
Accounts Payable   AP	\$46,027	\$51,975	\$57,922
Accounts Receivable   AR	\$43,885	\$48,716	\$53,548
Accounting Clerk	\$40,965	\$45,517	\$50,069
Accounting Manager	\$93,242	\$108,770	\$124,297
Bookkeeper	\$52,613	\$59,039	\$65,360
Payroll Specialist	\$45,328	\$53,999	\$62,780
Payroll Supervisor/ Mgr.	\$69,358	\$88,771	\$108,183
Staff Accountant	\$58,740	\$70,537	\$82,335
Senior Accountant	\$70,430	\$83,257	\$96,084
Financial Analyst	\$67,740	\$77,112	\$86,483
AML Investigator   SAR Writer	\$68,351	\$81,106	\$94,713





## Information Technology

Position Description	Low	MidPoint	High
Network Technician	\$57,803	\$66,912	\$76,988
IT Project Leader   Manager	\$90,610	\$105,654	\$119,850
Database Administrator	\$68,005	\$101,200	\$135,500
Desktop Support	\$43,500	\$60,300	\$76,000
Systems Administrator	\$62,775	\$86,500	\$114,635
Help Desk Analyst   Support	\$39,320	\$52,800	\$66,500
Internet Security Manager	\$108,110	\$134,550	\$160,665
JAVA Developer	\$73,000	\$98,000	\$122,220
Network Administrator	\$62,200	\$80,536	\$102,500
Network Engineer	\$78,445	\$98,500	\$123,285
Web Development   Net Developer	\$92,800	\$117,200	\$138,200
Senior Web Developer	\$117,828	\$140,500	\$91,500
Front-End Developer	\$87,200	\$106,322	\$126,000
IT Director	\$134,526	\$164,500	\$195,900





## Legal

Position Description	Low	MidPoint	High
Legal Secretary	\$47,250	\$60,950	\$76,468
Executive Legal Secretary	\$64,792	\$73,736	\$82,680
Legal Assistant	\$48,680	\$66,385	\$88,159
Senior Legal Assistant	\$72,610	\$79,765	\$86,920
Paralegal	\$61,941	\$67,781	\$73,622
Certified/Sr. Paralegal	\$72,382	\$85,947	\$99,512
Attorney (9 Years and Under)	\$111,032	\$148,500	\$179,312
Attorney (10 Years and Over)	\$127,480	\$160,205	\$193,350



## Professional (General Office)

Position Description	Low	MidPoint	High
Admin Assistant/ Coordinator	\$44,023	\$51,902	\$58,177
Executive Assistant	\$59,228	\$70,784	\$82,341
Receptionist	\$35,713	\$37,424	\$38,758
Data Entry	\$35,983	\$39,791	\$43,569
Order Entry	\$35,852	\$41,170	\$46,489
General Office/Clerk	\$36,902	\$40,317	\$43,731
Mailroom Clerk	\$37,821	\$39,397	\$40,973
Office Manager	\$55,419	\$62,985	\$69,339
Facilities Manager	\$53,305	\$66,413	\$78,795
Insurance Verification Specialist	\$50,428	\$56,222	\$61,526
Project Coordinator	\$42,565	\$53,560	\$62,561
Purchasing	\$37,393	\$43,360	\$47,430

## Professional (Customer Care)

Position Description	Low	MidPoint	High
Customer Service Representative	\$35,404	\$43,227	\$51,051
Customer Service Manager	\$49,195	\$55,029	\$60,863
Call Center Representative	\$35,006	\$43,578	\$52,509
Call Center Supervisor	\$48,687	\$54,449	\$60,210
Call Center Manager	\$55,957	\$64,178	\$72,503
Account Manager	\$43,758	\$55,294	\$66,820





## Professional (Customer Care)

Position Description	Low	MidPoint	High
Benefits Clerk	\$44,553	\$46,675	\$48,796
Benefits Administrator	\$64,496	\$68,315	\$72,134
Employee Relations	\$71,094	\$77,365	\$84,864
HR Assistant	\$42,172	\$46,891	\$51,922
HR Coordinator	\$46,888	\$55,161	\$63,434
HR Generalist	\$63,960	\$75,530	\$87,100
HR Manager	\$82,680	\$108,290	\$133,900
Training Coordinator	\$63,648	\$74,256	\$84,864



## Light Industrial (Production & Operations)

Position Description	Low	MidPoint	High
General Laborer	\$14.50	\$15.75	\$16.75
Assembler	\$15.00	\$16.00	\$21.00
Welder	\$19.50	\$22.25	\$25.50
Machine Operator	\$14.50	\$16.75	\$20.00
C & C Operator	\$17.25	\$23.00	\$27.50
C & C Programmer	\$23.75	\$26.00	\$27.50
Equipment Technician	\$16.75	\$20.50	\$23.00
Custodial	\$14.75	\$16.00	\$17.75
Production Worker	\$16.00	\$17.00	\$18.00
Production Supervisor	\$21.00	\$30.00	\$36.00
Material Handler	\$15.75	\$18.00	\$20.00
Planning Engineer	\$44.50	\$49.50	\$60.00
Project Engineer	\$45.00	\$50.00	\$60.00
Pharmacy Tech	\$17.50	\$19.50	\$20.50





## Light Industrial

## Distribution and Fulfillment

Position Description	Low	MidPoint	High
Forklift Driver	\$16.00	\$17.00	\$17.75
Front End Loader	\$17.00	\$17.00	\$18.00
Shipping / Receiving	15.75	\$17.00	\$18.00
Picker / Packer	\$15.75	\$17.00	\$18.00
Inventory Analyst	\$35.00	\$37.50	\$42.50

## Light Industrial

## Quality Control

Position Description	Low	MidPoint	High
Quality Control Technician	\$19.00	\$23.00	\$26.00
Quality Assurance Inspector	\$39.50	\$43.50	\$45.50
Quality Assurance Manager	\$23.00	\$35.50	\$44.00

# Have Questions?

Contact us at [www.tempexperts.com/contact](http://www.tempexperts.com/contact)  
or email [info@tempexperts.com](mailto:info@tempexperts.com)