



TempExperts
Staffing Made Simple

2026 Salary Guide

Finance & Accounting
Information Technology
Legal
Professional Office
Light Industrial



Temp
Experts

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. 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're committed to giving both clients and candidates more than just the basics. We are always looking for ways to provide that little something extra that makes decisions easier and outcomes better. That's why we publish our annual Salary Guide, designed to offer clear, useful data so everyone can make informed decisions about compensation. Our days are immersed in résumés, interviews, and salary expectations. Whether you are a client trying to figure out what "competitive compensation" really means or a candidate wondering how much your dream job should pay, this guide is here to help. It gives you insight into what's realistic. No guesswork required. With the right information in hand, you can find the ideal job or employee without breaking a sweat or breaking the budget.



Ed McGoldrick
President

The 2026 Salary Guide is your go-to resource for today's pay trends. Covering Finance, Accounting, Legal, Administrative, Light Industrial, and IT staffing, it provides salary ranges based on industry standards and local market data. Whether you're hiring top talent or mapping your next career move, understanding competitive compensation is key. This guide helps you make informed decisions about hiring, budgeting, and planning your career with confidence. At TempExperts, we believe the right data removes the guesswork and keeps you ahead of the curve. With these insights, you can align goals with market expectations and move forward with clarity. This guide reflects how we do business, always adding value and going the extra mile.



Advice to candidates.

TempExperts places candidates in roles at many levels. Relevant work experience is expected nearly all of the time, so your previous work “story” often predicts your future success. It is up to candidates to ensure they have a compelling story to share. The fundamentals cannot be overlooked: arrive on time, be well-rested, and ready to contribute. While most employers are patient with new hires, they also expect them to ramp up in good order fairly quickly. Companies know that candidates with a solid employment background usually experience a smoother transition than those with weaker records.

Every applicant should keep in mind that they are constantly being observed and evaluated. Recognizing the value of being a productive, reliable employee is paramount. Demonstrating initiative, consistency, and professionalism signals that you are serious about your role and committed to long-term success.

Counsel to clients.

There is no sugar coating needed to understand that clients need accurate, straightforward assessments of their staffing needs. They should be as curious about roles as we are. Candidates are usually driven by six main factors when job hunting: growth, opportunity, compensation, title, location (in-office, remote, hybrid), and benefits. Considering all these elements is essential when matching the right candidates with the right roles.

Effective, collaborative staffing requires give-and-take and candor. We strive for that from the very start. Open, honest conversations make the hiring process smoother and less stressful for everyone. Diligent qualification ensures both client and candidate are thrilled with the outcome. We simplify staffing by answering the tough

questions: Why is the candidate seeking a new role? Why did they leave their last position? How important is pay? What do they want next?

A skilled, experienced recruiting team engages professionals at every level with a focus on trust, alignment, and results. For HR professionals and company executives, success in hiring depends on more than just filling a position; it requires insight into evolving pay trends and ever-changing candidate expectations. By staying current on both, our team ensures every placement supports your organization’s goals, culture, and long-term retention strategy.

2025. The Rapid Recap

Compensation Trends in the Southeastern U.S.

In 2025, the Southeastern U.S. workforce continued to evolve, with compensation adjusting to economic pressures, remote/hybrid trends, and talent scarcity across multiple sectors.

Finance & Accounting: High demand for experienced accountants and financial analysts pushed salaries up 4-6%, especially for senior-level roles.

Legal: Competitive hiring for corporate, litigation, and compliance specialties led to 5-7% salary growth for entry- and mid-level attorneys.

Professional: Roles such as Executive Assistants, HR Coordinators, and Project Managers saw 3-5% increases as hybrid and flexible work became standard.

Light Industrial: Ongoing labor shortages fueled wage gains of 5-8% for manufacturing, warehouse, and logistics positions.

IT: Technology roles, particularly Cybersecurity Analysts, Software Engineers, and Cloud Specialists, experienced 7-9% growth as digital transformation and remote security needs intensified.



Monetary Trends in Compensation

As we look toward 2026, the compensation landscape continues to evolve, building upon the trends identified in 2025. Here's an updated overview of the key trends shaping monetary compensation:

Trend #1: Pay Transparency The momentum for pay transparency has intensified. By mid-2025, over 25 states and various cities in the U.S. had enacted or strengthened pay transparency laws, requiring employers to disclose salary ranges in job postings. For instance, Illinois and Massachusetts introduced new legislation mandating salary disclosures in job listings, with penalties for non-compliance. Additionally, Washington, D.C. expanded its wage transparency rules to include projected pay ranges and healthcare benefits information before a candidate's first interview.

This trend is expected to continue, with more states considering similar legislation. Employers will need to stay informed about state-specific requirements and prepare for potential federal-level discussions on standardizing pay transparency practices. That said, the state of Florida does not yet have a law requiring employers to include salary ranges or pay details in job postings or to provide them proactively during hiring.

2026. The Look Ahead.

Growth in the Southeastern U.S.

As we enter 2026, the Southeastern U.S. workforce is being reshaped by the rapid rise of artificial intelligence. AI adoption is influencing hiring priorities, compensation, and the skills that employers value most, creating both opportunities and challenges for job seekers and companies.

Finance & Accounting: Automation and AI-powered analytics are transforming roles for Financial Analysts, Controllers, and Staff Accountants. Salary growth of 5-7% is expected for professionals who can leverage AI tools for forecasting, compliance, and strategic decision-making.

Legal: AI-driven research, contract review, and document analysis are changing the landscape for corporate, compliance, and IP roles. Salaries may rise 6-8% for attorneys who combine domain expertise with AI fluency.

Professional: Executive Assistants, HR Coordinators, and project support staff who can work alongside AI platforms will see 3-5% growth, with hybrid work and tech training becoming standard.

Light Industrial: AI-assisted machinery and robotics will increase productivity, with skilled operators and technicians commanding 5-7% higher wages.

IT: Cybersecurity, AI integration, cloud, and software development roles remain critical, with salaries projected to rise 7-9% as companies compete for AI-savvy talent.

In 2026, success will favor those who embrace AI, combining human judgment with technology to drive results and innovation.

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.



Trend #2: The Debate on Personalized Compensation Personalized compensation can boost satisfaction and retention by aligning benefits with individual employee priorities, from student loan repayment to wellness programs and career development. However, it also introduces significant challenges. Managing diverse packages adds administrative complexity, increases costs, and can create perceptions of inequity among staff. Over-customization may also misalign rewards with company goals or obscure career progression paths. Organizations must carefully balance flexibility with fairness and strategic alignment, ensuring personalized programs enhance engagement without compromising cost control, transparency, or organizational cohesion.

Trend #3: AI-Enhanced Compensation Roles requiring artificial intelligence (AI) skills are increasingly offering enhanced non-monetary benefits. A study found that AI-related positions are more likely to provide perks such as remote work options, parental leave, and health benefits, with salaries averaging 12% to 20% higher than similar roles without these benefits.

Non-Monetary Trends in Compensation

Trend #1: Career Development and Upskilling Opportunities Organizations are increasingly investing in employee growth through structured career development programs and upskilling initiatives. This includes offering access to online courses, certifications, and mentorship programs to help employees advance their skills and careers. Such investments not only enhance employee satisfaction but also contribute to improved performance and retention.

Trend #2: Lifestyle Spending Accounts (LSAs) To provide employees with greater flexibility in managing their well-being, companies are introducing Lifestyle Spending Accounts (LSAs). LSAs allow employees to allocate funds toward a variety of personal wellness expenses, such as fitness memberships, mental health services, and home office equipment. This approach supports a holistic view of employee health and work-life balance.

These trends reflect a continued emphasis on supporting employees' personal and professional development, recognizing that such investments contribute to a more engaged and loyal workforce.

Other Emerging Trends

Sabbaticals and Extended Leave Programs: In response to burnout and the desire for deeper personal growth, companies are increasingly offering sabbaticals. Sabbaticals are extended paid or unpaid leave beyond traditional vacation time. This trend is particularly popular among rising executives and younger managers and is seen as a commitment to higher-level talent for ensuring their well-being, long-term focus and continued professional development. Sabbaticals benefit both employees and employers by promoting a high engagement, flexible work culture, especially when the need for proactive talent retention is at a premium.

AI-Enhanced Workflows and Employee Productivity: Artificial Intelligence (AI) is becoming a silent co-worker, reshaping roles, workflows, and management strategies. Nearly 50% of American employees are using AI tools at work. Artificial Intelligence (AI) is increasingly integrated into daily workflows to streamline tasks, automate repetitive processes, and provide data-driven insights. Organizations adopting AI-enhanced workflows report faster decision-making, reduced errors, and improved collaboration across teams. This trend represents a shift toward leveraging technology as a productivity enhancer, making work smarter, not harder.



Finance & Accounting

Position Description	Low	MidPoint	High
Collections Rep	\$43,870	\$54,250	\$64,620
Billing Coordinator	\$45,125	\$54,875	\$62,630
Billing Supervisor Mgr.	\$62,235	\$74,000	\$85,000
Accounts Payable AP	\$46,025	\$51,975	\$57,925
Accounts Receivable AR	\$46,300	\$54,115	\$63,930
Accounting Clerk	\$41,020	\$45,525	\$50,075
Accounting Manager	\$90,400	\$103,500	\$114,850
Bookkeeper	\$52,610	\$59,050	\$65,360
Payroll Specialist	\$45,325	\$54,000	\$62,780
Payroll Supervisor/ Mgr.	\$69,350	\$88,775	\$108,200
Staff Accountant	\$58,740	\$70,525	\$82,335
Senior Accountant	\$70,430	\$83,275	\$96,085
Financial Analyst	\$67,740	\$77,125	\$86,475
AML Investigator SAR Writer	\$68,350	\$81,100	\$94,725



Information Technology

Position Description	Low	MidPoint	High
Network Technician	\$57,800	\$66,900	\$76,975
IT Project Leader Manager	\$90,600	\$105,650	\$119,850
Database Administrator	\$63,005	\$91,750	\$101,200
Desktop Support	\$45,000	\$56,250	\$76,000
Systems Administrator	\$61,750	\$86,500	\$121,250
Help Desk Analyst Support	\$42,750	\$63,750	\$79,750
Internet Security Manager	\$116,500	\$137,750	\$159,100
JAVA Developer	\$74,750	\$100,500	\$135,500
Network Administrator	\$63,950	\$95,750	\$120,300
Network Engineer	\$78,850	\$104,050	\$137,050
Web Development Net Developer	\$88,800	\$117,200	\$144,600
Senior Web Developer	\$101,850	\$106,500	\$123,750
Front-End Developer	\$83,200	\$101,500	\$140,300
IT Director	\$104,500	\$164,500	\$228,300



Legal

Position Description	Low	MidPoint	High
Legal Secretary	\$44,250	\$60,950	\$76,470
Executive Legal Secretary	\$57,100	\$75,600	\$91,900
Legal Assistant	\$48,675	\$66,400	\$88,150
Senior Legal Assistant	\$78,125	\$86,000	\$97,600
Paralegal	\$62,000	\$67,800	\$80,000
Certified/Sr. Paralegal	\$78,125	\$85,950	\$99,500
Attorney (9 Years and Under)	\$111,000	\$148,500	\$179,250
Attorney (10 Years and Over)	\$127,500	\$160,250	\$193,375



Professional (General Office)

Position Description	Low	MidPoint	High
Admin Assistant/ Coordinator	\$44,025	\$51,900	\$58,175
Executive Assistant	\$59,225	\$70,775	\$82,340
Receptionist	\$35,700	\$37,425	\$38,750
Data Entry	\$35,980	\$39,790	\$43,570
Order Entry	\$35,850	\$41,170	\$46,485
General Office/Clerk	\$36,902	\$40,317	\$43,731
Mailroom Clerk	\$37,820	\$39,400	\$40,975
Office Manager	\$55,420	\$62,985	\$69,340
Facilities Manager	\$53,305	\$66,413	\$78,795
Insurance Verification Specialist	\$50,425	\$56,225	\$61,525
Project Coordinator	\$42,565	\$53,560	\$62,560
Purchasing	\$37,395	\$43,360	\$47,430

Professional (Customer Care)

Position Description	Low	MidPoint	High
Customer Service Representative	\$35,400	\$43,225	\$51,050
Customer Service Manager	\$49,195	\$55,025	\$60,860
Call Center Representative	\$35,000	\$43,575	\$52,505
Call Center Supervisor	\$48,685	\$54,450	\$60,210
Call Center Manager	\$55,955	\$64,175	\$72,500
Account Manager	\$43,755	\$55,290	\$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	\$15.25	\$16.50	\$17.75
Assembler	\$15.50	\$16.75	\$21.25
Welder	\$20.25	\$23.25	\$26.75
Machine Operator	\$15.25	\$17.25	\$20.50
C & C Operator	\$17.75	\$23.50	\$28.00
C & C Programmer	\$24.50	\$26.50	\$28.00
Equipment Technician	\$17.25	\$21.25	\$23.25
Custodial	\$15.00	\$16.25	\$18.00
Production Worker	\$16.25	\$17.25	\$18.25
Production Supervisor	\$21.50	\$30.50	\$36.25
Material Handler	\$16.25	\$18.25	\$20.25
Planning Engineer	\$45.75	\$50.75	\$61.50
Project Engineer	\$46.00	\$51.00	\$61.50
Pharmacy Tech	\$18.25	\$20.25	\$21.25



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
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