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WASHINGTON
D.C.
FINANCE &
ACCOUNTING
SALARY GUIDE
ADDENDUM

THE 2019 WASHINGTON D.C. FINANCE & ACCOUNTING SALARY GUIDE ADDENDUM

As the nation's capital, Washington D.C. is the most popular destination in the country¹ for people relocating and was listed as one of USA Today's top 20 best cities to live in². Finance and Accounting talent from across the nation seek to make D.C. their home. Let's take a look at what makes the Washington D.C. market so attractive, as well as detailed industry salary figures for a number of positions in the region.

WASHINGTON D.C.:

THE BIG PICTURE

There are a variety of factors that have allowed Washington D.C. to prosper as a Finance and Accounting hub. Home to 18 colleges and universities, along with the United States government, the D.C. talent pool is unprecedented. The dynamic region is populated by highly influential, well-educated, and culturally diverse professionals. Between its world-class museums, rich local food, and well-renowned art scene, the quality of life in D.C. is hard to beat. All things considered, the region is an extremely attractive place in which to build a career.

With a constant influx of talent moving into the D.C. metropolitan area, many organizations are following the same path. More jobs are becoming available in the region and, as a result, the competition for quality talent is heating up. Compensation for Accountants and Auditors in Washington D.C. is roughly 8.5% above the national

average³. Combined with the low area unemployment rate of 3.5%⁴, developing well-rounded offers is essential for attracting top professionals.

Ultimately, to achieve business success in Washington D.C., it's imperative to quickly fill roles with highly-skilled professionals. Determining the right salary to offer is the first step in the process of attracting and retaining Finance and Accounting talent.

Aligning with a full-service staffing partner like Highmark is also critical. Our wide network of Finance and Accounting professionals, coupled with our market expertise and deep understanding of our client's needs, allow us to find the right talent, when you need it.

2019 WASHINGTON D.C. FINANCE & ACCOUNTING SALARIES



		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
Executive Roles				
	Chief Financial Officer	\$261,800	\$331,700	\$361,500
	Chief Accounting Officer	\$193,600	\$232,300	\$253,200
	Chief Audit Executive	\$192,000	\$230,500	\$251,200
Financial Accounting				
	Controller	\$169,800	\$204,100	\$222,400
	Assistant Controller	\$125,100	\$146,800	\$160,000
	Accounting Manager	\$106,900	\$120,400	\$131,200
	Senior Accountant	\$83,300	\$92,300	\$100,500
	Staff Accountant	\$66,300	\$73,300	\$79,600
Operational Accounting				
	Accounts Payable Manager	\$80,800	\$90,600	\$98,700
	AR/Credit Manager	\$82,000	\$92,700	\$101,100
	Payroll Manager	\$78,100	\$85,800	\$93,500
	Payroll Administrator	\$61,700	\$68,600	\$74,800
	Payroll Clerk	\$45,400	\$51,300	\$55,800
	Accounting Clerk (AP/AR)	\$38,900	\$43,500	\$47,400

		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
Corporate Finance				
	Director of Finance	\$187,000	\$226,000	\$246,300
	Manager, FP&A	\$129,300	\$147,000	\$160,200
	Senior FP&A Analyst	\$91,300	\$100,600	\$109,600
	FP&A Analyst	\$74,200	\$83,100	\$90,500
Corporate Tax				
	Tax Director	\$180,900	\$204,300	\$225,400
	Tax Manager	\$130,100	\$150,000	\$168,200
	Senior Tax Accountant	\$87,700	\$98,700	\$107,600
	Tax Accountant	\$73,200	\$82,800	\$90,300
Internal Audit				
	Director, Internal Audit	\$166,700	\$188,600	\$205,600
	Manager, Internal Audit	\$132,100	\$153,000	\$166,800
	Senior Internal Auditor	\$91,200	\$99,700	\$108,800
	Internal Auditor	\$73,800	\$83,800	\$91,400
	IT Auditor	\$91,200	\$99,000	\$107,900

		AVERAGE	75TH PERCENTILE	90TH PERCENTILE
Financial (SEC) Reporting				
	Director of Financial Reporting	\$147,000	\$161,600	\$176,100
	Financial Reporting (SEC) Manager	\$125,400	\$142,600	\$155,300
	Senior Financial Reporting Accountant	\$92,600	\$101,900	\$111,000
	Financial Reporting Accountant	\$73,300	\$83,200	\$90,600
Revenue Recognition				
	Director of Revenue Accounting	\$174,400	\$211,300	\$230,300
	Manager, Revenue Accounting	\$121,200	\$139,100	\$151,700
	Senior Revenue Accountant	\$86,000	\$94,500	\$103,100
	Revenue Accountant	\$68,100	\$76,600	\$83,500
Cost Accounting				
	Cost Accounting Manager	\$116,300	\$138,100	\$150,600
	Senior Cost Accountant	\$90,300	\$98,900	\$107,800
	Cost Accountant	\$76,100	\$84,000	\$91,500

ABOUT HIGHMARK COMPANIES

Highmark Companies LLC is a North Carolina limited liability company established in 1999. We are headquartered in the Research Triangle area of North Carolina and have additional offices in Washington, DC, San Diego, New York City, Dallas, Denver, and Salt Lake City metropolitan areas.

Highmark provides full-service recruiting and staffing services to our clients. We deliver well-credentialed executives, managers, and professionals to a client base that are among the most successful companies and organizations in the country. Our reach extends nationwide – with placements in every region of the country.

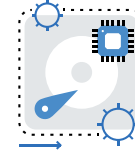
We have three integrated businesses that specialize in the following areas:



**FINANCE &
ACCOUNTING
PROFESSIONALS**



**CREATIVE
TALENT**



**TECHNOLOGY
PROFESSIONALS**

To discuss your hiring needs, reach out to us at:

Raleigh, NC

(919) 779-3055

Washington, D.C.

(703) 822-7500

San Diego, CA

(858)-391-1017

Park City, UT

(801) 415-9321

Or visit www.highmarkcompanies.com

SOURCES

1. <http://www.crains.com/article/news/washington-dc-top-destination-people-who-moved-2017>
2. <https://www.usatoday.com/story/money/nation-now/2017/10/13/most-liveable-americas-50-best-cities-live/761013001/>
3. https://www.bls.gov/eag/eag.dc_washington_md.htm
4. <https://www.bls.gov/web/metro/laummtrk.htm>