

AccuStaff[®]



SALARY GUIDE

Johnstown, New York



SALARY is the Key to a Strong Talent Strategy

With unemployment at a historic low, recruiting and hiring skilled talent has become significantly more challenging. It's a job seeker's market and employers need to up their game and their offer if they want to remain competitive. While there are many factors influencing workers' decisions, pay is proving to be a lead determinant in their employment choices.

When your salary ranges are right, you will gain the attention and interest of top candidates. But, if they fall short of what workers can earn elsewhere, you will limit your hiring options and set yourself up for higher turnover. In a tight job market, employers must make sure their compensation scales are competitive with what the market pays for talent with similar skills and experience.

At AccuStaff, we are passionate about helping companies build a high-performing workforce. Our salary guide will give you the insight you need to stay positioned to win, manage and retain the best talent.

The data in this guide reflects the most current salary information released at the time of publication by the Economic Research Institute (ERI), a leading provider of workforce data. ERI's expertise is built upon data collected over 25 years from more than 565,000 organizations.

Our 2019 Salary Guide provides competitive salary ranges for a broad spectrum of jobs throughout your geographic territory. Salaries are broken out by position and range (10th, 25th, median, 75th and 90th percentile) based on years of experience in a particular job.

Each position features the average years of experience a person has working in this position for the salary range provided. For higher-level roles, salary is linked to employer revenue data rather than years of experience, as revenue is more predictive of salary than career tenure for certain leadership positions.

AccuStaff is committed to helping organizations build a strong talent strategy. This salary guide will keep you informed about pay and well-positioned to win in the workforce!

Johnstown, New York

Accounting Support	yrs of exp	10th	25th	median	75th	90th
Accounting Data Technician	6	\$16.92	\$18.11	\$19.32	\$20.84	\$22.15
Billing Clerk	6	\$16.76	\$18.06	\$19.38	\$21.02	\$22.46
Bookkeeper	7	\$16.57	\$17.99	\$19.42	\$21.19	\$22.74
Bookkeeping Clerk	6	\$16.92	\$18.11	\$19.32	\$20.84	\$22.15
Buyer Assistant	6	\$18.06	\$19.32	\$20.64	\$22.40	\$23.98
Clerk Accounts Payable	5	\$17.40	\$18.37	\$19.37	\$20.64	\$21.73
Clerk Accounts Receivable	5	\$17.88	\$18.84	\$19.83	\$21.12	\$22.25
Cost Accounting Clerk	6	\$16.91	\$18.20	\$19.52	\$21.17	\$22.62
Credit & Collection Clerk	6	\$16.52	\$17.72	\$18.95	\$20.45	\$21.73
Payroll Clerk	6	\$19.44	\$20.71	\$22.12	\$24.06	\$25.79
Supervisor Accounts Payable	7	\$27.49	\$29.63	\$32.09	\$35.32	\$38.21
Supervisor Accounts Receivable	7	\$26.05	\$28.06	\$30.37	\$33.41	\$36.13
Supervisor Payroll	7	\$26.07	\$28.26	\$30.77	\$34.08	\$37.03
Non-Clinical Health Care	yrs of exp	10th	25th	median	75th	90th
Billing Clerk Medical	6	\$15.90	\$17.21	\$18.57	\$20.17	\$21.53
Clerk Medical Records	5	\$14.13	\$15.29	\$16.67	\$18.28	\$19.59
Health Information Services Director	8	\$39.56	\$42.35	\$45.52	\$49.66	\$53.34
Medical Receptionist	5	\$13.40	\$14.34	\$15.54	\$17.02	\$18.27
Medical Records Coding Technician	7	\$18.14	\$19.41	\$20.75	\$22.54	\$24.14
Medical Secretary	7	\$16.03	\$17.45	\$18.90	\$20.65	\$22.14
Medical Stenographer	6	\$16.11	\$17.44	\$18.84	\$20.48	\$21.87
Insurance & Banking	yrs of exp	10th	25th	median	75th	90th
Banking Loan Clerk	5	\$15.32	\$16.49	\$17.76	\$19.25	\$20.47
Claims Analyst	7	\$17.77	\$18.98	\$20.26	\$22.01	\$23.58
Customer Service Representative Insurance (Commercial)	6	\$18.92	\$20.30	\$21.79	\$23.84	\$25.68
Customer Service Representative Insurance (Personal)	6	\$15.53	\$16.93	\$18.40	\$20.13	\$21.58
Insurance Claims Clerk	6	\$16.88	\$18.07	\$19.28	\$20.80	\$22.11
Loan Processor	6	\$17.31	\$18.71	\$20.12	\$21.96	\$23.60
Mortgage Clerk	6	\$16.55	\$17.96	\$19.39	\$21.17	\$22.72
New Accounts Representative Financial	6	\$15.87	\$17.39	\$18.95	\$20.81	\$22.43
Contact Center	yrs of exp	10th	25th	median	75th	90th
Call Center Sales Representative	6	\$13.68	\$14.82	\$16.05	\$17.50	\$18.73
Customer Center Representative (Complex Calls)	6	\$17.48	\$18.72	\$20.13	\$22.05	\$23.77
Customer Center Representative (General Calls)	7	\$11.83	\$12.91	\$14.28	\$15.91	\$17.23
Customer Center Representative (Specialized Calls)	6	\$14.88	\$16.01	\$17.17	\$18.63	\$19.91
Customer Service Representative (General Calls)	6	\$15.37	\$16.76	\$18.24	\$19.97	\$21.41
Customer Service Representative (Specialized Calls)	8	\$20.94	\$22.44	\$24.18	\$26.52	\$28.60
Information Center Representative	6	\$18.49	\$20.04	\$21.83	\$24.26	\$26.42
Public Interviewer	5	\$13.44	\$14.38	\$15.57	\$17.04	\$18.29
Telemarketing Supervisor	7	\$23.81	\$25.64	\$27.74	\$30.49	\$32.95
Telephone Solicitor	6	\$13.68	\$14.82	\$16.05	\$17.50	\$18.73
Office & Administrative Support	yrs of exp	10th	25th	median	75th	90th
Administrative Secretary	7	\$22.52	\$24.32	\$26.41	\$29.19	\$31.67
Assistant Administrative	8	\$18.43	\$19.92	\$21.50	\$23.65	\$25.58
Benefits Clerk	6	\$18.24	\$19.51	\$20.84	\$22.63	\$24.22
Bilingual Secretary	7	\$17.98	\$19.58	\$21.25	\$23.51	\$25.54
Computer Data Entry Supervisor	6	\$21.66	\$23.11	\$24.79	\$27.03	\$29.03
Executive Assistant	7	\$27.24	\$29.89	\$32.97	\$37.01	\$40.62
Executive Secretary, CEO	7	\$29.17	\$31.84	\$34.94	\$38.98	\$42.59
File Clerk	5	\$13.80	\$14.80	\$16.04	\$17.52	\$18.76
Foreign Clerk	6	\$16.43	\$17.74	\$19.07	\$20.70	\$22.10
Front Desk Receptionist	5	\$12.39	\$13.26	\$14.45	\$16.07	\$17.51
General Clerk	6	\$14.89	\$16.04	\$17.34	\$18.82	\$20.04
Human Resources Assistant	6	\$17.35	\$18.63	\$19.94	\$21.63	\$23.13
Inside Sales Clerk	6	\$15.57	\$16.75	\$18.02	\$19.50	\$20.74
Inventory Clerk	6	\$15.65	\$16.85	\$18.12	\$19.61	\$20.84
Key Entry Operator	5	\$13.41	\$14.37	\$15.59	\$17.08	\$18.33
Lead Data Entry Operator	6	\$18.02	\$19.29	\$20.60	\$22.35	\$23.93
Mailroom Clerk	5	\$13.23	\$14.07	\$15.15	\$16.49	\$17.66
Office Manager	7	\$23.59	\$25.68	\$28.09	\$31.27	\$34.12
Order Processing Supervisor	7	\$25.12	\$27.05	\$29.26	\$32.18	\$34.78
Personnel Assistant	6	\$17.35	\$18.63	\$19.94	\$21.63	\$23.13
Receptionist	6	\$13.25	\$14.25	\$15.53	\$17.12	\$18.45
Secretary	6	\$16.34	\$17.65	\$18.99	\$20.61	\$22.01
Word Processor Operator	7	\$17.50	\$18.68	\$19.88	\$21.43	\$22.80

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Manufacturing & Logistics	yrs of exp	10th	25th	median	75th	90th
Assembly Line Foreman	7	\$21.88	\$23.62	\$25.64	\$28.33	\$30.73
Assembly Supervisor	7	\$25.11	\$27.20	\$29.60	\$32.76	\$35.59
Assistant Foreman	7	\$21.53	\$22.97	\$24.63	\$26.85	\$28.83
Assistant Plant Manager	7	\$29.66	\$32.18	\$35.05	\$38.80	\$42.14
Assistant Production Supervisor	7	\$20.07	\$21.49	\$23.13	\$25.35	\$27.33
Building Maintenance Worker	7	\$19.04	\$20.18	\$21.40	\$23.10	\$24.64
CAD/CAM Design Drafter	7	\$22.46	\$24.28	\$26.37	\$29.15	\$31.63
CAD/CAM/CAE Technician	7	\$23.51	\$25.43	\$27.64	\$30.57	\$33.19
Custodian	5	\$12.45	\$13.09	\$13.96	\$15.23	\$16.46
Electronics Assembler (General)	6	\$13.89	\$15.11	\$16.59	\$18.32	\$19.72
Electronics Assembler (Precision)	7	\$18.49	\$19.87	\$21.34	\$23.35	\$25.17
Electronics Technician	7	\$24.42	\$26.44	\$28.76	\$31.82	\$34.56
Fabricator Assembler	6	\$14.23	\$15.40	\$16.79	\$18.39	\$19.70
Forklift Operator	6	\$15.05	\$16.30	\$17.77	\$19.44	\$20.82
Injection Molder	6	\$13.41	\$14.40	\$15.68	\$17.27	\$18.62
Inventory Control Clerk	6	\$15.65	\$16.85	\$18.12	\$19.61	\$20.84
Logistics Manager	10	\$33.26	\$36.32	\$39.83	\$44.39	\$48.45
Machine Feeder	5	\$13.07	\$13.96	\$15.14	\$16.72	\$18.13
Machine Operator Helper	6	\$15.58	\$16.66	\$17.87	\$19.27	\$20.43
Machinist General	7	\$19.73	\$21.26	\$23.00	\$25.39	\$27.53
Mail Clerk	5	\$13.23	\$14.07	\$15.15	\$16.49	\$17.66
Maintenance Manager	7	\$30.98	\$33.60	\$36.65	\$40.62	\$44.17
Maintenance Mechanic	6	\$22.09	\$23.44	\$25.02	\$27.13	\$29.03
Maintenance Supervisor	7	\$28.58	\$31.05	\$33.89	\$37.58	\$40.87
Manager Warehouse	8	\$29.21	\$31.88	\$34.93	\$38.92	\$42.47
Manual Packager	5	\$12.89	\$13.50	\$14.30	\$15.40	\$16.45
Manufacturing Worker	6	\$13.50	\$14.33	\$15.41	\$16.76	\$17.95
Materials Handler	5	\$14.13	\$15.23	\$16.63	\$18.31	\$19.70
Materials Handler Warehouse	5	\$13.89	\$14.96	\$16.32	\$17.99	\$19.38
Molding Machine Operator	6	\$15.19	\$16.68	\$18.29	\$20.14	\$21.70
Operator Numerical Control Machine	6	\$16.35	\$17.89	\$19.45	\$21.36	\$23.04
Order Filler	5	\$12.97	\$13.85	\$14.99	\$16.45	\$17.71
Packer Shipper	6	\$12.66	\$13.43	\$14.48	\$15.96	\$17.35
Plant Manager (Experience)	9	\$50.52	\$55.57	\$61.35	\$69.01	\$75.78
Plant Manager (Revenue)	100m	\$52.30	\$58.28	\$65.20	\$74.31	\$82.24
Product Assembler (Bench)	6	\$16.02	\$17.32	\$18.67	\$20.29	\$21.67
Product Assembler (Machine)	6	\$17.38	\$18.88	\$20.41	\$22.44	\$24.27
Production Helper	6	\$12.72	\$13.48	\$14.49	\$15.86	\$17.14
Production Laborer	5	\$13.13	\$13.94	\$15.02	\$16.46	\$17.76
Production Machinist	6	\$18.42	\$19.92	\$21.51	\$23.69	\$25.65
Production Manager	9	\$42.58	\$46.53	\$51.04	\$56.89	\$62.11
Production Scheduler	7	\$24.28	\$26.28	\$28.58	\$31.61	\$34.33
Programmer Numerical Control	7	\$24.63	\$26.86	\$29.44	\$32.83	\$35.87
Quality Control Inspector	8	\$19.30	\$20.71	\$22.24	\$24.33	\$26.20
Quality Control Manager	9	\$40.79	\$44.57	\$48.89	\$54.50	\$59.48
Quality Control Tester	6	\$25.84	\$28.00	\$30.48	\$33.75	\$36.67
Shipping & Receiving Clerk	6	\$17.90	\$18.96	\$20.06	\$21.50	\$22.77
Stock Handler	5	\$14.13	\$15.23	\$16.63	\$18.31	\$19.70
Tool & Die Maker	7	\$24.94	\$27.04	\$29.47	\$32.64	\$35.49
Warehouse Laborer	5	\$13.89	\$14.77	\$15.89	\$17.27	\$18.49
Welder	6	\$19.25	\$20.76	\$22.44	\$24.74	\$26.82



Johnstown, New York

Banking & Finance	yrs of exp	10th	25th	median	75th	90th
Accountant	8	\$26.29	\$28.52	\$31.08	\$34.44	\$37.44
Accounting Manager	9	\$44.24	\$48.35	\$53.03	\$59.12	\$64.57
Accounting Supervisor (General)	9	\$32.23	\$35.23	\$38.69	\$43.18	\$47.18
Auditor Internal	7	\$29.64	\$32.19	\$35.12	\$38.95	\$42.36
Banking Loan Officer Commercial	8	\$36.98	\$40.21	\$43.92	\$48.70	\$52.94
Banking Loan Officer Consumer	8	\$22.16	\$23.98	\$26.07	\$28.84	\$31.31
Banking Loan Officer Mortgage	8	\$24.63	\$26.53	\$28.72	\$31.60	\$34.17
Financial Analysis Manager	8	\$50.58	\$55.28	\$60.66	\$67.75	\$74.09
Financial Analyst	9	\$33.87	\$36.81	\$40.20	\$44.59	\$48.49
Loan Officer	8	\$23.39	\$25.34	\$27.57	\$30.52	\$33.15
Mortgage Loan Officer	8	\$24.63	\$26.53	\$28.72	\$31.60	\$34.17
Public Accountant	9	\$30.67	\$33.32	\$36.36	\$40.33	\$43.86
Tax Manager	9	\$47.78	\$52.55	\$58.00	\$65.13	\$71.62
Legal	yrs of exp	10th	25th	median	75th	90th
Legal Aide	7	\$25.73	\$28.04	\$30.72	\$34.23	\$37.39
Legal Analyst	7	\$25.73	\$28.04	\$30.72	\$34.23	\$37.39
Legal Assistant	7	\$25.73	\$28.04	\$30.72	\$34.23	\$37.39
Legal Secretary	6	\$21.52	\$23.35	\$25.48	\$28.32	\$30.86
Paralegal	7	\$25.73	\$28.04	\$30.72	\$34.23	\$37.39
Sales	yrs of exp	10th	25th	median	75th	90th
Account Analyst	8	\$27.85	\$30.04	\$32.56	\$35.86	\$38.80
Account Manager Sales	8	\$34.68	\$38.13	\$42.10	\$47.24	\$51.79
Sales Analyst	9	\$24.92	\$27.02	\$29.45	\$32.64	\$35.50
Sales Manager Product or Brand	9	\$42.77	\$46.44	\$50.64	\$56.16	\$61.09
Sales Representative	7	\$21.16	\$22.78	\$24.64	\$27.08	\$29.26
Telemarketing Representative	6	\$13.68	\$14.82	\$16.05	\$17.50	\$18.73