



2020 KANSAS CITY AREA

SALARY GUIDE

For Accounting & Finance, Administrative, Human Resources, Information Technology,
Marketing and Sales Professionals



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Kansas City's Competitive Hiring Landscape

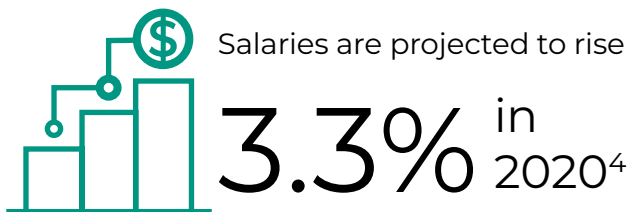
If there's one thing we've learned from the last decade, it's that the Kansas City hiring market includes periods of both growth and stagnation. Though volatility in the market is a veritable guarantee, it can be challenging to maintain competitive rates that attract top talent.

As we enter an employer-driven market, many are still finding new ways to tap into the local talent. Flexible work schedules and the ability to work from home top the list of benefits job applicants are intentionally seeking. Job stability and security are key priorities for job-seekers, who are making conscious decisions about where to take their talent. While these strategies make for an enticing opportunity for candidates, there's one thing you can do to remain competitive with other employers in the Kansas City market: offer the right compensation.

With this guide in hand, you can spend less time crunching numbers and more time getting to know the person behind the resume. When you get down to it, your organization is only as strong as its people. In this guide, we provide the most up-to-date salary information for Accounting & Finance, Administrative, Human Resources, Marketing and Sales positions, giving you the data you need to effectively compete for talent in the Kansas City hiring market.

Note: The salaries in this guide are rounded to the nearest thousand and do not reflect commissions or bonuses, only base salaries.

State of the Hiring Market



75%

of recruiters have noticed an increase in salary negotiations from their candidates¹

86%

of employers have had a candidate walk away from their job offer after it has been accepted²

76%

of employees are either actively looking or open to new job opportunities³

59%

say a higher base salary would make them look for a new position³

¹ <https://www.jobvite.com/wp-content/uploads/2018/11/2018-Recruiter-Nation-Study.pdf>

² <https://resources.careerbuilder.com/guides/state-of-recruiting-and-onboarding-report-2018>

³ <https://resources.careerbuilder.com/guides/salary-trends-guide>

⁴ https://www.worldatwork.org/docs/research-and-surveys/sbs/SBS2019_20_TopLevelData_NonParticipants.pdf

Accounting & Finance Salaries



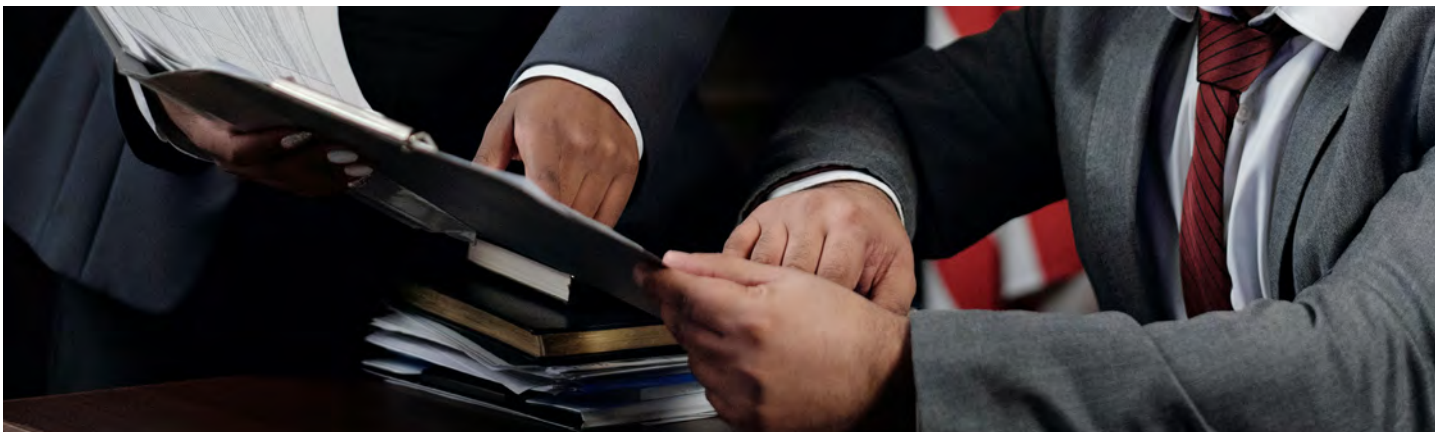
Company Size	Small		Medium		Large	
	Min	Max	Min	Max	Min	Max
Chief Financial Officer	\$121,000	\$164,000	\$145,000	\$225,000	\$215,000	\$550,000
Treasurer	NA	NA	\$115,000	\$155,000	\$145,000	\$195,000
Vice President of Finance	\$95,000	\$145,000	\$140,000	\$185,000	\$175,000	\$225,000
Director of Finance	NA	NA	\$132,000	\$150,000	\$145,000	\$185,000
Director of Financial Reporting	\$95,000	\$125,000	\$120,000	\$174,000	\$155,000	\$210,000
Controller	\$85,000	\$125,000	\$120,000	\$153,000	\$140,000	\$195,000
Assistant Controller	\$73,000	\$88,000	\$85,000	\$130,000	\$120,000	\$155,000
Tax Director	NA	NA	\$140,000	\$205,000	\$175,000	\$245,000
Tax Manager	NA	NA	\$105,000	\$155,000	\$135,000	\$195,000
Director of Internal Audit	NA	NA	\$150,000	\$211,000	\$165,000	\$235,000
Internal Auditor Manager	NA	NA	\$113,000	\$135,000	\$125,000	\$155,000
Senior Internal Auditor	NA	NA	\$78,000	\$104,000	\$95,000	\$135,000
Internal Auditor	NA	NA	\$65,000	\$85,000	\$80,000	\$105,000
Financial Reporting Manager	NA	NA	\$113,000	\$135,000	\$125,000	\$155,000
Financial Reporting Accountant	NA	NA	\$73,000	\$98,000	\$85,000	\$105,000
Director of SEC Financial Reporting	NA	NA	\$139,000	\$188,000	\$155,000	\$225,000
SEC Financial Reporting Manager	NA	NA	\$114,000	\$135,000	\$125,000	\$165,000
SEC Financial Reporting Analyst	NA	NA	\$83,000	\$98,000	\$91,000	\$115,000
Cost Accountant Manager	NA	NA	\$94,000	\$111,000	\$105,000	\$145,000
Senior Cost Accountant	NA	NA	\$79,000	\$94,000	\$85,000	\$99,000
Cost Accountant	NA	NA	\$62,000	\$75,000	\$70,000	\$91,000
Senior Accountant	\$55,000	\$70,000	\$62,000	\$83,000	\$75,000	\$91,000
Staff Accountant/Accountant	\$40,000	\$48,000	\$45,000	\$65,000	\$59,000	\$75,000
Tax Accountant Manager	NA	NA	\$110,000	\$130,000	\$115,000	\$131,000
Senior Tax Accountant	NA	NA	\$89,000	\$105,000	\$95,000	\$110,000
Tax Accountant	NA	NA	\$62,000	\$84,000	\$75,000	\$95,000
Director of FP&A	NA	NA	\$132,000	\$154,000	\$145,000	\$165,000
Manager of FP&A	NA	NA	\$103,000	\$124,000	\$115,000	\$132,000
Senior Financial Analyst	NA	NA	\$80,000	\$100,000	\$78,000	\$115,000
Financial Analyst	\$45,000	\$59,000	\$55,000	\$80,000	\$75,000	\$105,000



Administrative Salaries



Company Size	Small		Medium		Large	
	Min	Max	Min	Max	Min	Max
Account Manager/Customer Success Manager	\$40,000	\$50,000	\$40,000	\$60,000	\$45,000	\$60,000
Accounts Payable Clerk	\$36,000	\$38,000	\$36,000	\$45,000	\$40,000	\$45,000
Accounts Receivable Clerk	\$35,000	\$38,000	\$35,000	\$45,000	\$35,000	\$45,000
Administrative Assistant	\$30,000	\$38,000	\$35,000	\$40,000	\$38,000	\$40,000
Sr. Administrative Assistant/Coordinator	\$40,000	\$50,000	\$40,000	\$55,000	\$48,000	\$55,000
Executive Assistant	\$45,000	\$65,000	\$50,000	\$75,000	\$65,000	\$115,000
Bilingual Customer Service Representative	\$33,000	\$40,000	\$40,000	\$52,000	\$45,000	\$58,000
Bookkeeper	\$36,000	\$42,000	\$40,000	\$48,000	\$45,000	\$50,000
Customer Service Representative/Specialist	\$33,000	\$40,000	\$36,000	\$50,000	\$40,000	\$50,000
Data/Reporting Specialist	\$39,000	\$42,000	\$39,000	\$46,000	\$42,000	\$47,000
Data Entry Specialist	\$29,000	\$35,000	\$29,000	\$42,000	\$29,000	\$42,000
Database Specialist	\$35,000	\$39,000	\$37,000	\$45,000	\$37,000	\$52,000
Finance Associate/Representative	\$40,000	\$50,000	\$50,000	\$65,000	\$50,000	\$70,000
Human Resources Assistant	\$31,000	\$35,000	\$35,000	\$45,000	\$38,000	\$45,000
Internet Researcher	\$31,000	\$42,000	\$31,000	\$42,000	\$31,000	\$42,000
Licensed Insurance Associate/Coordinator	\$40,000	\$50,000	\$45,000	\$55,000	\$48,000	\$65,000
Mailroom Associate	\$31,000	\$35,000	\$31,000	\$35,000	\$35,000	\$40,000
Office Manager	\$45,000	\$60,000	\$45,000	\$70,000	\$60,000	\$80,000
Open Enrollment Coordinator	\$42,000	\$46,000	\$42,000	\$46,000	\$42,000	\$46,000
Paralegal/Legal Assistant	\$35,000	\$40,000	\$35,000	\$50,000	\$40,000	\$70,000
Payroll Clerk/Assistant	\$35,000	\$42,000	\$40,000	\$50,000	\$45,000	\$52,000
Project Coordinator	\$39,000	\$45,000	\$40,000	\$50,000	\$42,000	\$55,000
Project Manager	\$45,000	\$65,000	\$45,000	\$75,000	\$60,000	\$90,000
Purchasing Coordinator	\$40,000	\$48,000	\$40,000	\$65,000	\$40,000	\$70,000
Receptionist	\$31,000	\$40,000	\$31,000	\$46,000	\$31,000	\$46,000



Information Technology Salaries



Company Size	Small		Medium		Large	
	Min	Max	Min	Max	Min	Max
Chief Technology/Information Officer	NA	NA	\$141,000	\$182,000	\$153,000	\$228,000
Vice President of Information Technology	NA	NA	\$128,000	\$155,000	\$144,000	\$165,000
PMO Director	NA	NA	\$93,000	\$111,000	\$109,000	\$136,000
IT Manager	NA	NA	\$94,000	\$122,000	\$117,000	\$141,000
IT Project Manager	NA	NA	\$82,000	\$101,000	\$97,000	\$123,000
IT Auditor	NA	NA	\$75,000	\$102,000	\$98,000	\$134,000
Application Developer/Programmer	\$54,000	\$75,000	\$73,000	\$101,000	\$98,000	\$125,000
Software Developer/Programmer	\$58,000	\$80,000	\$78,000	\$114,000	\$104,000	\$131,000
Software Engineer/Programmer	\$58,000	\$80,000	\$78,000	\$114,000	\$104,000	\$131,000
Web Developer/Programmer	\$54,000	\$75,000	\$73,000	\$101,000	\$98,000	\$125,000
Business Intelligence Developer	NA	NA	\$87,000	\$108,000	\$102,000	\$138,000
Database Developer	\$73,000	\$89,000	\$84,000	\$103,000	\$99,000	\$123,000
SQL Developer	\$73,000	\$89,000	\$84,000	\$103,000	\$99,000	\$123,000
Security Engineer	NA	NA	\$96,000	\$117,000	\$109,000	\$143,000
Network Engineer	\$78,000	\$89,000	\$83,000	\$105,000	\$99,000	\$123,000
Automated Quality Assurance Engineer	NA	NA	\$83,000	\$101,000	\$100,000	\$115,000
Systems Engineer	\$70,000	\$82,000	\$80,000	\$99,000	\$94,000	\$122,000
Database Administrator	\$71,000	\$83,000	\$81,000	\$97,000	\$95,000	\$119,000
Network Administrator	\$69,000	\$76,000	\$73,000	\$88,000	\$84,000	\$96,000
Systems Administrator	\$69,000	\$76,000	\$73,000	\$88,000	\$84,000	\$96,000
Business Systems Analyst	NA	NA	\$68,000	\$79,000	\$80,000	\$95,000
Reporting Analyst	\$52,000	\$64,000	\$62,000	\$74,000	\$72,000	\$84,000
Manual QA	NA	NA	\$52,000	\$68,000	\$65,000	\$79,000
Business Analyst	\$56,000	\$67,000	\$65,000	\$78,000	\$73,000	\$88,000
IT/Desktop Support	\$42,000	\$53,000	\$49,000	\$61,000	\$58,000	\$69,000



Human Resources Salaries



Company Size	Small		Medium		Large	
	Min	Max	Min	Max	Min	Max
Chief People Officer	NA	NA	\$175,000	\$250,000	\$300,000	\$450,000
VP of HR	\$150,000	\$175,000	\$150,000	\$200,000	\$200,000	\$350,000
Labor Relations Manager	\$100,000	\$125,000	\$150,000	\$200,000	\$250,000	\$350,000
Total Rewards Director	NA	NA	\$110,000	\$150,000	\$150,000	\$200,000
Director of HR	\$90,000	\$125,000	\$90,000	\$150,000	\$160,000	\$180,000
HR Business Partner	\$75,000	\$100,000	\$80,000	\$100,000	\$100,000	\$125,000
HR Manager	\$65,000	\$100,000	\$65,000	\$115,000	\$115,000	\$130,000
Diversity & Inclusion Manager	NA	NA	\$80,000	\$100,000	\$100,000	\$125,000
Talent Acquisition Manager	NA	NA	\$80,000	\$120,000	\$100,000	\$130,000
Compensation Manager	NA	NA	\$90,000	\$125,000	\$125,000	\$150,000
Employee Relation Manager	\$80,000	\$100,000	\$80,000	\$110,000	\$100,000	\$120,000
Benefits Manager	\$70,000	\$90,000	\$75,000	\$110,000	\$100,000	\$120,000
Payroll Manager	\$70,000	\$85,000	\$75,000	\$90,000	\$100,000	\$150,000
Learning and Development	\$70,000	\$90,000	\$70,000	\$90,000	\$100,000	\$110,000
Compensation Analyst	\$75,000	\$85,000	\$75,000	\$85,000	\$80,000	\$90,000
HRIS Analyst	\$55,000	\$70,000	\$60,000	\$75,000	\$80,000	\$90,000
Talent Acquisition/Recruiter	\$55,000	\$70,000	\$60,000	\$72,800	\$75,000	\$85,000
Benefits Administrator	\$50,000	\$60,000	\$55,000	\$75,000	\$60,000	\$80,000
Payroll Administrator	\$50,000	\$60,000	\$50,000	\$65,000	\$55,000	\$70,000
Payroll and Benefits Administrator	\$50,000	\$60,000	\$50,000	\$60,000	\$55,000	\$65,000
HR Generalist	\$50,000	\$55,000	\$50,000	\$57,000	\$60,000	\$75,000
Recruiting Coordinator/Sourcer	\$42,000	\$45,000	\$48,000	\$55,000	\$48,000	\$55,000
HR Assistant	\$42,000	\$45,000	\$45,000	\$55,000	\$45,000	\$55,000



Marketing and Sales Salaries



Company Size	Small		Medium		Large	
	Min	Max	Min	Max	Min	Max
CMO	NA	NA	\$150,000	\$200,000	\$160,000	\$250,000
VP Marketing	\$80,000	\$110,000	\$100,000	\$150,000	\$125,000	\$175,000
Dir of Marketing	\$75,000	\$90,000	\$80,000	\$120,000	\$100,000	\$140,000
Digital Marketing Director	\$75,000	\$90,000	\$80,000	\$120,000	\$100,000	\$115,000
Digital Marketing Manager	\$60,000	\$75,000	\$65,000	\$85,000	\$70,000	\$90,000
Marketing Manager	\$40,000	\$80,000	\$50,000	\$90,000	\$60,000	\$150,000
SEO/SEM/PPC Manager	\$50,000	\$60,000	\$50,000	\$70,000	\$60,000	\$80,000
Sr. Graphic Designer	\$45,000	\$60,000	\$50,000	\$65,000	\$55,000	\$75,000
Sr. Copywriter	\$50,000	\$60,000	\$50,000	\$65,000	\$55,000	\$70,000
Content Manager	\$40,000	\$55,000	\$40,000	\$65,000	\$50,000	\$70,000
Social Media Manager	\$40,000	\$50,000	\$40,000	\$55,000	\$45,000	\$60,000
Digital Designer	\$40,000	\$50,000	\$40,000	\$55,000	\$45,000	\$80,000
Graphic Designer	\$40,000	\$45,000	\$40,000	\$50,000	\$45,000	\$60,000
Marketing Coordinator	\$30,000	\$40,000	\$30,000	\$45,000	\$40,000	\$50,000
Digital Marketing Coordinator	\$40,000	\$45,000	\$40,000	\$50,000	\$45,000	\$60,000
Copywriter	\$30,000	\$40,000	\$40,000	\$50,000	\$45,000	\$60,000
Social Media Coordinator	\$30,000	\$40,000	\$40,000	\$50,000	\$45,000	\$55,000
Chief Sales Officer	NA	NA	\$150,000	\$175,000	\$175,000	\$175,000
VP of Sales	\$125,000	\$140,000	\$125,000	\$150,000	\$140,000	\$140,000
Director of Sales	\$90,000	\$110,000	\$100,000	\$125,000	\$100,000	\$100,000
Sales Manager	\$60,000	\$80,000	\$75,000	\$100,000	\$75,000	\$75,000
Business Development Manager	\$40,000	\$60,000	\$40,000	\$65,000	\$60,000	\$60,000
Inside Sales Manager	\$55,000	\$65,000	\$55,000	\$70,000	\$55,000	\$55,000
Regional Sales Manager	\$55,000	\$65,000	\$55,000	\$75,000	\$50,000	\$50,000
Account Executive	\$50,000	\$60,000	\$50,000	\$70,000	\$55,000	\$55,000
Account Manager	\$45,000	\$55,000	\$45,000	\$65,000	\$50,000	\$50,000
Territory Sales Manager	\$35,000	\$45,000	\$35,000	\$55,000	\$50,000	\$50,000
Inside Sales	\$35,000	\$45,000	\$35,000	\$55,000	\$35,000	\$35,000





About Morgan Hunter

For us, it's all about people. Behind the desk and beyond the resume, we all want to make a human connection to something bigger—an opportunity for something purposeful and professional, real and rewarding.

Since 1986, Morgan Hunter has served Kansas City-area employers to help them meet a range of hiring needs, from temporary staffing to direct-hire placements. We're more than just a recruiting firm—we're a partner and a performer, leveraging our relationships and expertise to match companies with sought-after talent. Thoughtful and thorough in our approach, we're also responsive and efficient, creating an enjoyable experience for both employer and job seeker—because everyone deserves to find the right fit.

Across industries and positions, we're focused on relationships. We look past the transaction to see the person behind the job. It can be an impersonal business, but at the end of the day, our job comes down to people—which means it's all personal to us.

To learn more about our staffing solutions, [visit morganhunter.com](https://www.morganhunter.com) or call 913.491.3434.

