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## 2010 Salary Survey Minnesota Industry Accounting

POSITION	COMPENSATION RANGE
CFO/VP Finance	\$115,000 +
Director	\$95,000 - \$200,000
Controller	\$85,000 - \$175,000
Asst. Controller	\$65,000 - \$125,000
Accounting Manager/Analyst	\$60,000 - \$100,000
Accounting Supervisor/Analyst	\$55,000 - \$100,000
Senior Accountant/Analyst	\$55,000 - \$75,000
Staff Accountant/Analyst	\$42,000 - \$60,000
Full Charge Bookkeeper	\$42,000 - \$59,000
Bookkeeper	\$30,000 - \$45,000
Accounting Clerk	\$28,000 - \$45,000

On an average, smaller firms represent the lower end of the pay range with compensation increasing with the size of the organization. Outstate compensation may run lower.

- Small firms include companies with revenues in the \$0-\$30 range = lower 1/3 of compensation range
- Mid-range with \$30 million to \$200 million = mid 1/3 range
- Large with \$200 million in revenue = top 1/3 of range
- Specialized technical areas (Audit/Tax/Cost/Payroll/etc.) may demand slightly higher compensation.