Accountant I (FA06000001)

Assists in maintaining financial records and ensuring that financial transactions are properly recorded. Ensures the accuracy of entries to ledger accounts and reconciles subsidiary ledger accounts to the general ledger. Compiles financial data to aid more senior accountants in the preparation of balance sheets, profit and loss statements and other financial reports. Assists in analyzing current costs, revenues, financial commitments, and obligations incurred to predict future revenues and expenses. Requires a bachelor’s degree. May require eligibility to sit for CPA exam. Typically reports to a supervisor or manager.

P01-Entry : Works on projects/matters of limited complexity in a support role. Work is closely managed. Typically requires 0-2 years of related experience.

Boston, MA (Metro) | All Industries | All FTEs

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>BASE (000s)</th>
<th>TCC (000s)</th>
<th>BONUS TARGET (000s)</th>
<th>BONUS TARGET %</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Jul 2021</td>
<td>Ors</td>
<td>Incs</td>
<td>25th</td>
<td>50th</td>
</tr>
<tr>
<td>40</td>
<td>125</td>
<td>57.0</td>
<td>62.2</td>
<td>68.2</td>
</tr>
</tbody>
</table>

Source: CompAnalyst Market Data | Currency: Local | Rate: Annual | Age From 1 Jul 2021 | Aging factor: 0.0%

Alternate Job Titles
Entry Accountant | Financial Accountant | General Accountant, Entry | Junior Accountant | Staff Accountant

Competencies/Skills
Account Reconciliation | Balance Sheet Analysis | Bank Reconciliation | Calculate Depreciation | Financial Accounting | General Ledger Accounting | Month-End Close | Quarter-End Close | Revenue Recognition | Year-End Close | GAAP Standards | Accounting Software

Managerial Responsibilities

Base Salary *

Boston, MA (Metro) | All Industries | All FTEs

<table>
<thead>
<tr>
<th>10%</th>
<th>25%</th>
<th>50% (Median)</th>
<th>75%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>52.3</td>
<td>57.0</td>
<td>62.2</td>
<td>68.2</td>
<td>73.7</td>
</tr>
</tbody>
</table>
### Geographic Roll-Up Report

#### Accountant I

#### Salary.com Market Analysis

<table>
<thead>
<tr>
<th>Geographic Roll-up</th>
<th>Orgs</th>
<th>Incs</th>
<th>25th</th>
<th>50th</th>
<th>75th</th>
<th>Avg</th>
<th>25th</th>
<th>50th</th>
<th>75th</th>
<th>Avg</th>
<th>50th</th>
<th>Avg</th>
<th>50th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston, MA (Metro)</td>
<td>40</td>
<td>125</td>
<td>57.0</td>
<td>62.2</td>
<td>68.2</td>
<td>63.0</td>
<td>58.2</td>
<td>63.9</td>
<td>70.3</td>
<td>64.6</td>
<td>3.7</td>
<td>4.1</td>
<td>6.0</td>
</tr>
<tr>
<td>Massachusetts (State)</td>
<td>40</td>
<td>125</td>
<td>55.5</td>
<td>60.5</td>
<td>66.4</td>
<td>61.3</td>
<td>56.6</td>
<td>62.0</td>
<td>68.3</td>
<td>62.8</td>
<td>3.6</td>
<td>4.0</td>
<td>6.0</td>
</tr>
<tr>
<td>Northeast (Region)</td>
<td>250</td>
<td>1300</td>
<td>52.8</td>
<td>58.4</td>
<td>65.1</td>
<td>59.3</td>
<td>53.8</td>
<td>59.9</td>
<td>66.9</td>
<td>60.7</td>
<td>3.5</td>
<td>3.9</td>
<td>6.0</td>
</tr>
<tr>
<td>All United States</td>
<td>850</td>
<td>7100</td>
<td>51.1</td>
<td>56.1</td>
<td>61.7</td>
<td>56.7</td>
<td>52.2</td>
<td>57.6</td>
<td>63.7</td>
<td>58.3</td>
<td>3.4</td>
<td>3.7</td>
<td>6.0</td>
</tr>
</tbody>
</table>

#### Job Comparison - Base VS TCC

<table>
<thead>
<tr>
<th>Geographic Roll-up</th>
<th>Base 50th</th>
<th>TCC 50th</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boston, MA (Metro)</td>
<td>$62.2</td>
<td>$63.9</td>
</tr>
<tr>
<td>Massachusetts (State)</td>
<td>$60.5</td>
<td>$62.0</td>
</tr>
<tr>
<td>Northeast (Region)</td>
<td>$58.4</td>
<td>$59.9</td>
</tr>
<tr>
<td>All United States</td>
<td>$56.1</td>
<td>$57.6</td>
</tr>
</tbody>
</table>

Report Date: 07/02/2021 © Copyright Salary.com, LLC. 2000, 2021. All Rights Reserved.
### Additional Data
**Accountant I**

### Total Cash Compensation
**Boston, MA (Metro) | All Industries | All FTEs**

<table>
<thead>
<tr>
<th>Percentile</th>
<th>10%</th>
<th>25%</th>
<th>50% (Median)</th>
<th>75%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>53.1</td>
<td>58.2</td>
<td>63.9</td>
<td>70.3</td>
<td>76.1</td>
</tr>
</tbody>
</table>

### Total Cash at Target
**Boston, MA (Metro) | All Industries | All FTEs**

<table>
<thead>
<tr>
<th>Percentile</th>
<th>10%</th>
<th>25%</th>
<th>50% (Median)</th>
<th>75%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>55.5</td>
<td>60.5</td>
<td>65.9</td>
<td>72.3</td>
<td>78.2</td>
</tr>
</tbody>
</table>

### Long Term Incentives

$3.8k**
payout

**3.4% of incumbents are eligible for LTIs
## Job Family Report

### General Accounting Family

<table>
<thead>
<tr>
<th><strong>BENCHMARK JOB TITLE</strong></th>
<th><strong>ENTRY (I)</strong></th>
<th><strong>INTERMEDIATE (II)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SUPERVISORS</strong></th>
<th><strong>MANAGERS</strong></th>
<th><strong>DIRECTORS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accountant I</strong></td>
<td>Accountant I</td>
<td>Accountant II</td>
<td>Accountant III</td>
<td>Accountant IV</td>
<td>Accounting Supervisor</td>
<td>Accounting Manager</td>
<td>Accounting Director</td>
</tr>
</tbody>
</table>

### BASE 50TH

<table>
<thead>
<tr>
<th><strong>YEARS EXPERIENCE</strong></th>
<th>0 - 2</th>
<th>2 - 4</th>
<th>4 - 7</th>
<th>7+</th>
<th>3 - 5</th>
<th>5+</th>
<th>Varies</th>
</tr>
</thead>
</table>

### DEGREE

<table>
<thead>
<tr>
<th><strong>DEGREE</strong></th>
<th><strong>ENTRY (I)</strong></th>
<th><strong>INTERMEDIATE (II)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SUPERVISORS</strong></th>
<th><strong>MANAGERS</strong></th>
<th><strong>DIRECTORS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
<td>Bachelor's</td>
</tr>
</tbody>
</table>

### REPORTS TO

<table>
<thead>
<tr>
<th><strong>REPORTS TO</strong></th>
<th><strong>ENTRY (I)</strong></th>
<th><strong>INTERMEDIATE (II)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SENIOR (III-V)</strong></th>
<th><strong>SUPERVISORS</strong></th>
<th><strong>MANAGERS</strong></th>
<th><strong>DIRECTORS</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor or Manager</td>
<td>Supervisor or Manager</td>
<td>Supervisor or Manager</td>
<td>Manager or Head of a Unit/Department</td>
<td>Manager</td>
<td>Director or Head of a Unit/Department</td>
<td>CFO or Top Management</td>
<td></td>
</tr>
</tbody>
</table>

## Similar Jobs

### Accountant I

**JOB**

**ACCOUNTANT I (CURRENT JOB)**

Family: General Accounting

**COMPETENCIES**

* Account Reconciliation | Balance Sheet Analysis | Bank Reconciliation | Calculate Depreciation | Financial Accounting | General Ledger Accounting | Month-End Close | Quarter-End Close | Revenue Recognition | Year-End Close | GAAP Standards | Accounting Software

**Billing Analyst I**

Family: Billing

**COMPETENCIES**

* Account Reconciliation | Billing | Inquiry Research/Response | Process Analysis | Billing Software

**Billing Systems Analyst I**

Family: Telecom, Billing

**COMPETENCIES**

Billing | Process Analysis | Billing Software

**Cost Accountant I**

Family: Accountant, Cost

**COMPETENCIES**

Activity-Based Costing | Cost Accounting | Cost Control | Cost Estimation | Cost Management | Product Costing | Project Costing | * GAAP Standards | * Accounting Software

**Payroll Administrator I**

Family: Payroll

**COMPETENCIES**


**Revenue Analyst I**

Family: Revenue

**COMPETENCIES**


**Tax Accountant I**

Family: Tax Accounting

**COMPETENCIES**

Tax Compliance Reporting | Tax Preparation | * GAAP Standards | * Accounting Software | Enterprise Tax Software
Legend *

† Analysis based on at least this many orgs/incs that partially match the selected scope.
‡ Analysis based on all orgs/incs adjusted for selected scope.

Displayed as general business information only, not legal advice.
Note: All orgs/incs are at least the number specified.
Salary.com's compensation analysts strictly adhere to professional compensation standards and principles when pricing and analyzing jobs. Refer to the statement on Methodology for more information.

Glossary

**Base Pay**
The fixed portion of an employee's compensation, which is paid for the fulfillment of their job’s essential functions. Base pay does not include differentials, premiums, overtime, benefits, or any pay elements other than the fixed salary.

**Total Cash Compensation (TCC)**
The combined value of an employee's base pay and their short-term incentive (STI) pay items, including bonuses, incentives, and commissions. Includes data for non-eligible incumbents.

**Total Cash at Target**
The combined value of an employee's base pay and the target % bonus for those eligible for a bonus.

**Bonus Target**
Short-term incentive (STI) pay items, including bonuses, incentives, and commissions paid out. Includes data for non-eligible incumbents. Salary.com calculates the Bonus Target by multiplying the displayed base salary by the national bonus target percent established for each position.

**Bonus Target %**
The bonus target % for those eligible for STIs.

**Number of Organizations (often displayed as '# orgs')**
The number of participating organizations used to produce pay data in the market data.

**Number of Incumbents (often displayed as '# incs')**
The count of best-matched individual job holders whose data was used to produce pay data in the market data.

**Long-Term Incentives (LTI)**
The dollar value of long-term incentives such as restricted stock units and stock options. Salary surveys typically report the LTI value as a percentage of Base Salary. The LTI dollar values shown in CompAnalyst are calculated by multiplying these percentages by the base salary amounts shown on the report. LTI values are based on the actual grant value, except in the case of appreciation-based awards such as Stock Options, which are discounted to present value using Black-Scholes methodology.

**LTI Eligibility %**
Long-Term Incentive Eligibility indicates the percentage of US incumbents that are eligible to receive a long-term incentive. The eligibility percentage shows how common it is for long term incentives to be provided to a specific position.
Where does the data come from?

The data in these reports represents Salary.com’s market price for this job. The source of the data is Salary.com. All pay figures are expressed in U.S. dollars. Salary.com’s team of compensation consultants establishes the market compensation data based on primary and secondary research, analysis, and a proprietary mathematical model.

In addition to using their own HR-sourced data, Salary.com identifies and purchases the most current compensation surveys covering the targeted jobs. All of the surveys are published by reputable compensation data firms and Salary.com. Crowd-sourced or employee-reported data is not used. Salary.com’s compensation consultants match the job descriptions to the most comparable jobs (if any) from each available data source. Each job must be matched to multiple survey sources to be published in the Salary.com database. Salary.com compensation consultants create a composite (combined) view for each job and pay market, then adjust the data for any inherent biases in the source data.