

## 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

Effective Date 1 Jul 2021		BASE (000s)				TCC (000s)				BONUS TARGET (000s)		BONUS TARGET %
Orgs	Incs	25th	50th	75th	Avg	25th	50th	75th	Avg	50th	Avg	50th
40	125	57.0	62.2	68.2	63.0	58.2	63.9	70.3	64.6	3.7	4.1	6.0

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

### Alternate Job Titles

Entry Accountant | Financial Accountant I | General Accountant, Entry | Junior Accountant | Staff Accountant I

Level

**Entry (I)**

Experience

**0-2 Years**

FLSA Status

**Varies**

### 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

Education

**Bachelor's**

Manage People

**No**

Reports To

**Supervisor or Manager**

### Managerial Responsibilities

Job Family

**Finance & Accounting**

Job Function

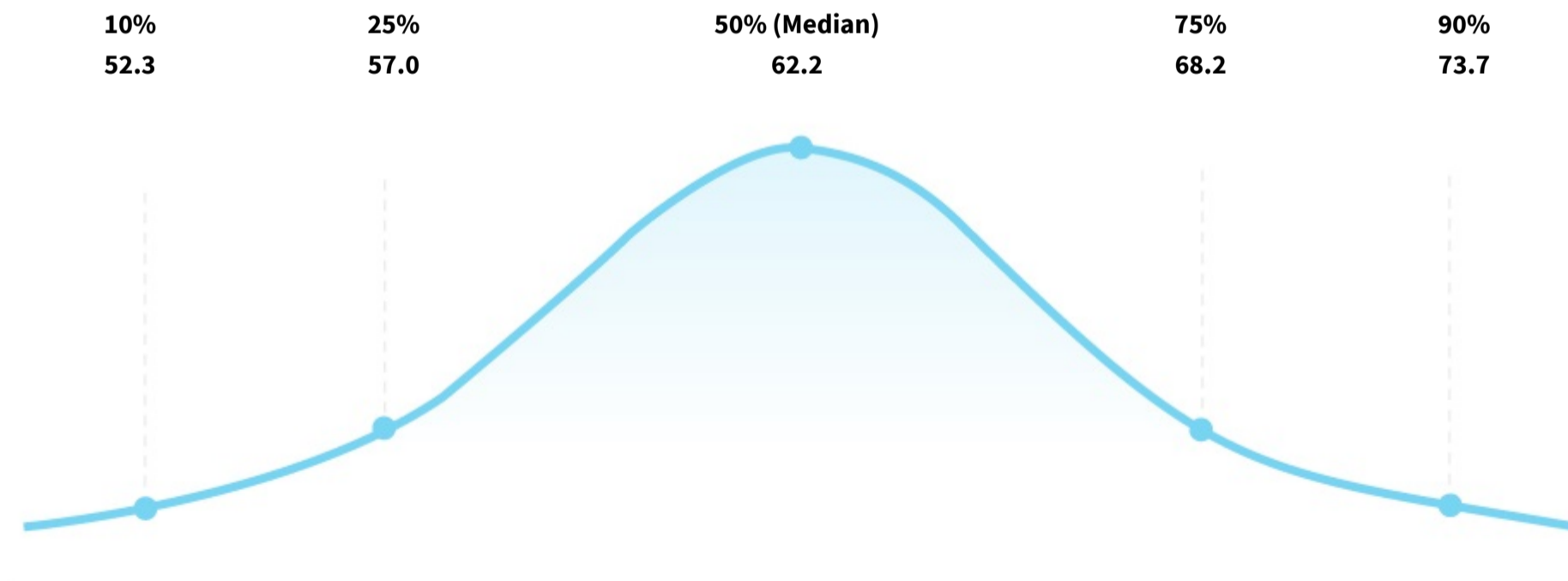
**Accounting**

Job Focus

**General Accounting**

## Base Salary \*

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

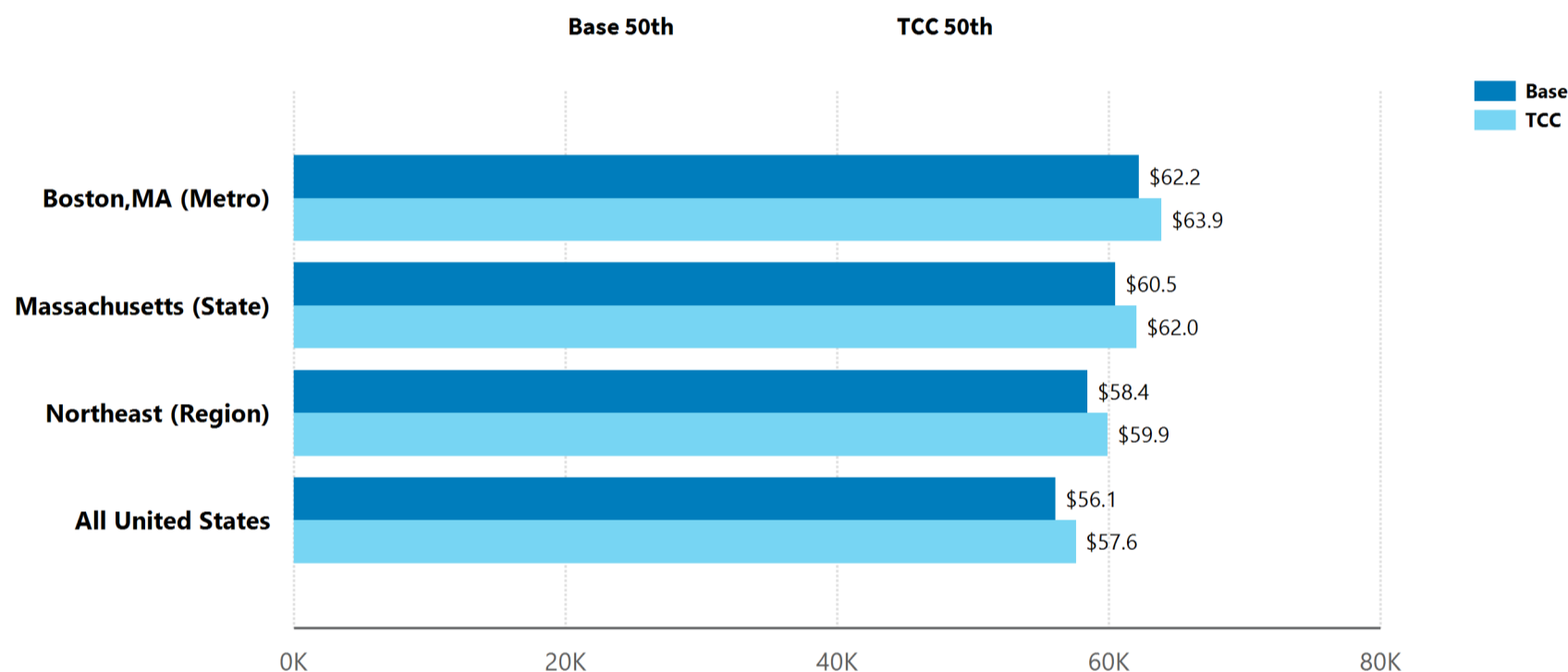


## Geographic Roll-Up Report Accountant I

### Salary.com Market Analysis

Effective Date 1 Jul 2021			Base (000s)				TCC (000s)				Bonus Target (000s)		Bonus Target %
Geographic Roll-up	Orgs	Incs	25th	50th	75th	Avg	25th	50th	75th	Avg	50th	Avg	50th
Boston,MA (Metro)	40	125	57.0	62.2	68.2	63.0	58.2	63.9	70.3	64.6	3.7	4.1	6.0
Massachusetts (State)	40	125	55.5	60.5	66.4	61.3	56.6	62.0	68.3	62.8	3.6	4.0	6.0
Northeast (Region)	250	1300	52.8	58.4	65.1	59.3	53.8	59.9	66.9	60.7	3.5	3.9	6.0
All United States	850	7100	51.1	56.1	61.7	56.7	52.2	57.6	63.7	58.3	3.4	3.7	6.0

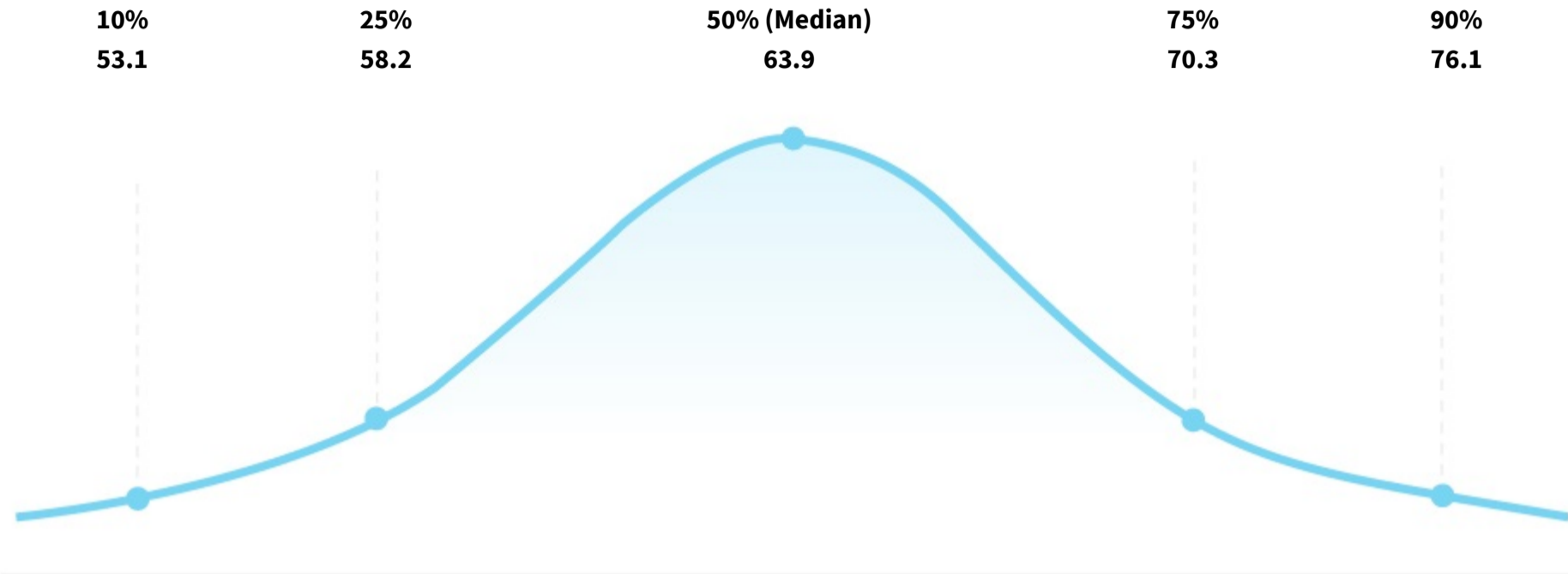
Job Comparison - Base VS TCC



## Additional Data Accountant I

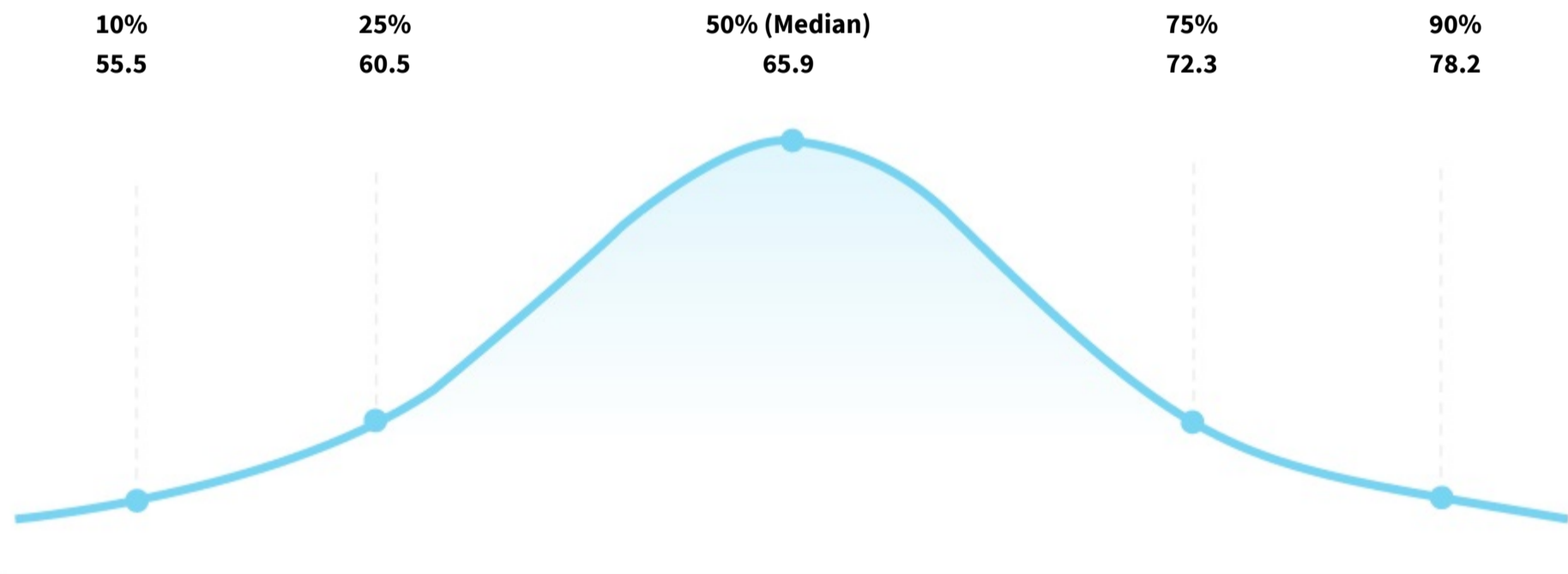
### Total Cash Compensation

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



### Total Cash at Target

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



### Long Term Incentives

**\$3.8k\*\***  
payout

\*\* 3.4% of incumbents are eligible for LTIs

## Job Family Report

### General Accounting Family

• BENCHMARK JOB TITLE

<b>Entry (I)</b>	Intermediate (II)	Senior (III-V)	Senior (III-V)	Supervisors	Managers	Directors
<b>Accountant I</b>	Accountant II	Accountant III	Accountant IV	Accounting Supervisor	Accounting Manager	Accounting Director

• BASE 50TH



• YEAR EXPERIENCE

<b>0 - 2</b>	2 - 4	4 - 7	7 +	3 - 5	5 +	Varies
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• DEGREE

<b>Bachelor's</b>	Bachelor's	Bachelor's	Bachelor's	Bachelor's	Bachelor's	Bachelor's
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• REPORTS TO

<b>Supervisor or Manager</b>	Supervisor or Manager	Supervisor or Manager	Manager or Head of a Unit/Department	Manager	Director or Head of a Unit/Department	CFO or Top Management
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## Similar Jobs Accountant I

JOB	COMPETENCIES	<a href="#">* Show competencies in common with current job</a>
<b>Accountant I (current job)</b> Family: General Accounting	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	
<b>Billing Analyst I</b> Family: Billing	<b>* Account Reconciliation</b>   Billing   Inquiry Research/Response   Process Analysis   Billing Software	
<b>Billing Systems Analyst I</b> Family: Telecom, Billing	Billing   Process Analysis   Billing Software	
<b>Cost Accountant I</b> Family: Accountant, Cost	Activity-Based Costing   Cost Accounting   Cost Control   Cost Estimation   Cost Management   Product Costing   Project Costing   <b>* GAAP Standards</b>   <b>* Accounting Software</b>	
<b>Payroll Administrator I</b> Family: Payroll	Data Entry-Keyboarding   Direct Deposit Administration   E-filing Employment Tax   Garnishments and Levies   Inquiry Research/Response   Paid time off tracking   Pay and Bonus Calculations   Payroll Administration   Payroll Reconciliation   Payroll Tax Compliance   Payroll Tax Deposits   Payroll Tax Reporting   Timekeeping/Time Sheets   Timesheet Auditing   X form Tax Adjustments   Payroll Software   Travel & Expense Software	
<b>Revenue Analyst I</b> Family: Revenue	Financial Analysis   Financial Forecasting   Financial Reporting   Invoice Verification   <b>* Revenue Recognition</b>   Strategic Planning   Financial Analysis Software	
<b>Tax Accountant I</b> Family: Tax Accounting	Tax Compliance Reporting   Tax Preparation   <b>* GAAP Standards</b>   <b>* Accounting Software</b>   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.