FinanceGigs
Compensation Intelligence

Personal Compensation Report **$29.99**

YOUR RAISE, BACKED BY MARKET DATA · REVIEW SEASON 2027

Live market data: 5,403 finance roles posting pay, as of November 13, 2026 at 5:16 PM ET

Your scope grew by two business units while your pay sits below the Atlanta median

PREPARED FOR
FP&A Manager

COMPANY
Healthcare providers, 5,000-25,000 staff

MARKET
Atlanta, GA

REVIEW
February 2027

REPORT
FG-PCR-DF1B4405

EXECUTIVE SUMMARY

At $128K you sit at the 45th percentile of posted Manager-level base pay in Atlanta (median $131K), and at the 27th-29th percentile against the South Atlantic, national and large-employer markets. This year you took on forecasting for two more business units, cut the close by two days, built the driver-based forecast and led the Adaptive Planning rollout. Ask for $131K, the Atlanta median, as the floor, with a case that points toward the national and large-employer medians of $143K-$146K.

45th
Your percentile, Atlanta area

28th
Your percentile, U.S.

19
Employers posting roles like yours in Atlanta area, last 4 months

$131K
Your ask, +2.3%

Atlanta is your thinnest comparison

Only 29 Manager-level roles posted pay in Atlanta, and the mix includes state government roles at a $68K median. Broader markets with 173-1,484 roles put the median at $142K-$146K, where you sit near the 28th percentile.

Large employers pay well above you

Employers with 5,000-25,000 people post a $146K median for Manager-level roles, and you sit at the 27th percentile. Clorox, Cox and Fortna posted Atlanta roles at medians of $152K-$184K.

Your scope now looks like more

You lead two people, own forecasts for added business units and ran a systems rollout. Eight open remote roles post above your base, including next-level Director FP&A roles starting at $136K-$168K.

Your last raise trailed the market

Your 3% raise was below the 3.2-3.5% that WTW, Mercer and The Conference Board report for 2027 budgets, so your position has likely slipped.

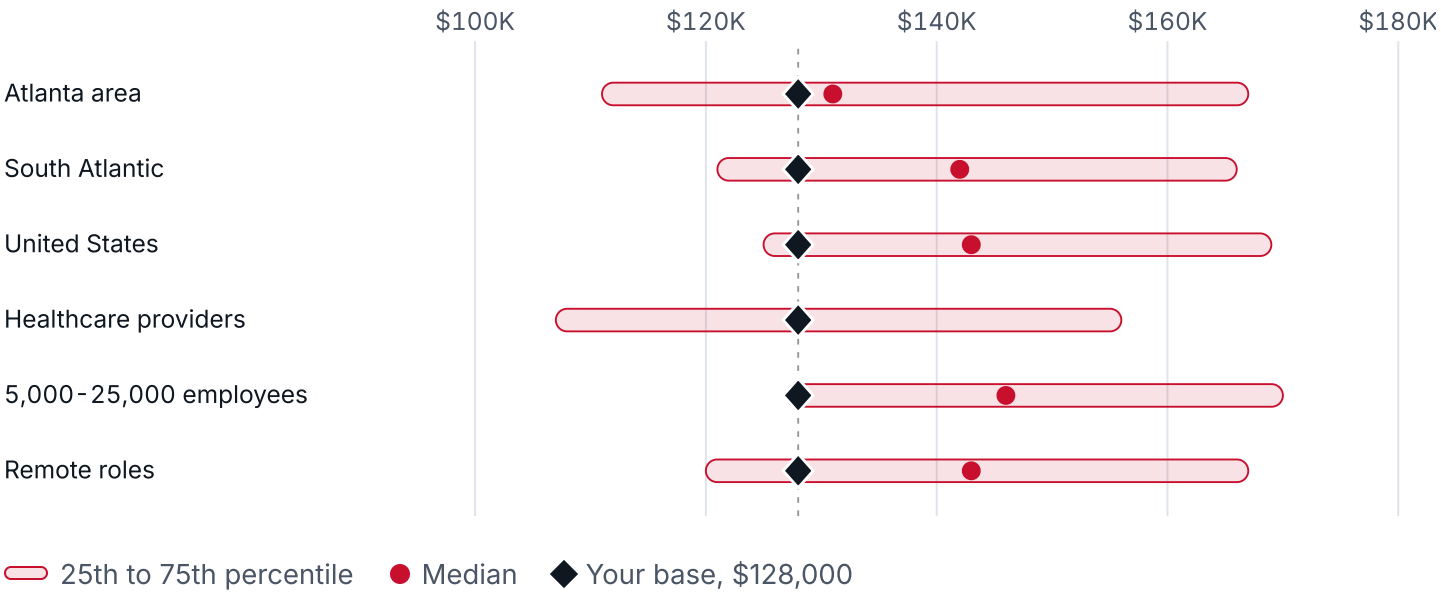
FINANCEGIGS INSIGHT

I now run forecasting for more of the business, a faster close and the planning system we rely on, and I'd like my base brought to at least the market median of $131K, with a path toward the $143K national median for this scope.

What you told us

Base pay	$128,000, bonus target 12%, last bonus paid at 90% of target
Last raise	3%, February 2026
Team	2 direct reports
Since then	Took over the monthly forecast for two more business units
Wins this year	Cut the close by two days; Built the new driver-based forecast; Led the Adaptive Planning rollout
Review	February

Where you stand in every market



MARKET	ROLES	25TH	MEDIAN	75TH	YOUR PERCENTILE
Atlanta area **Main market**	29	$111K	**$131K**	$167K	45th
South Atlantic	173	$121K	**$142K**	$166K	29th
United States	1484	$125K	**$143K**	$169K	28th
Healthcare providers	54	$107K	**$128K**	$156K	52nd
5,000-25,000 employees	400	$127K	**$146K**	$170K	27th
Remote roles	182	$120K	**$143K**	$167K	34th

Compared with all Manager-level roles (too few titled like "FP&A Manager" post pay in your area).

WHAT THIS MEANS FOR YOU

Lead with the Atlanta median of $131K because it is local and it is the suggested ask, then the national ($143K, 1,484 roles) and large-employer ($146K) medians to show where the scope points. Keep the healthcare providers figure ($128K, 52nd percentile) ready for 'compared with whom?': it is a fair question, and you should acknowledge it while noting your role now spans more business units than a typical posting. Mention that Atlanta's 29-role sample includes low-paying government roles.

How to position yourself

Frame yourself as the person who runs the forecasting and planning engine, not as a manager asking for a cost-of-living bump. Your pay was set for a smaller scope: you now forecast two more business units, own the driver-based model and the Adaptive Planning setup. Replacing that knowledge would mean hiring into a market whose broader posted median is $142K-$146K, plus the risk of forecasting gaps during the transition.

The business case, in leadership's terms

Scope: forecasting now covers two additional business units with no change in base pay.

Efficiency: the close is two days faster, giving leadership numbers sooner [hours saved per month or decisions made earlier].

Continuity: you built the driver-based forecast and led the Adaptive Planning rollout, knowledge that is costly to replace.

Market: at $128K you are below the $131K Atlanta median and roughly $15K below the $143K national median for Manager-level roles.

The case for keeping you

Open now and posting more than your base, within 50 miles of Atlanta

None open near you right now post more than your base.

Remote roles posting more than your base

EMPLOYER	ROLE	WHERE	POSTED BASE
GitLab	Director, FP&A **Next level**	Remote	$168K-$286K
UnitedHealth Group	Senior Director, Finance AI SME, FP&A and Forecasting Transformation - Eden Prairie, MN preferred, Remote considered **Next level**	Remote	$159K-$273K
McKesson	Director, Revenue Cycle FP&A **Next level**	Remote	$136K-$226K
PagerDuty	Senior FP&A Manager, GTM	Remote	$131K-$220K
Talkdesk	Senior Manager, FP&A - GTM	Remote	$150K-$200K
Two Chairs	Corporate FP&A Manager	Remote	$145K-$161K
Diebold Nixdorf	Senior Manager Corporate FP&A	Remote	$140K-$160K
Oura	Manager, GTM FP&A	Remote	$117K-$169K

Other open roles closest to yours, within 50 miles of Atlanta

EMPLOYER	ROLE	WHERE	POSTED BASE
The Home Depot	Manager, FP&A - Real Estate	Atlanta, GA	Not posted
Global Payments	FP&A Manager	Atlanta, GA	Not posted
The Home Depot	Finance Manager, Global FP&A	Atlanta, GA	Not posted
Western Union	Manager FP&A CS and Owned Stores	Atlanta, GA	Not posted

Every employer that posted roles like yours in Atlanta area, last 4 months

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
The Coca-Cola Company	6	$111K	
Georgia Department of Administrative Services	3	$68K	
Clorox	2	$184K	
Fortna	2	$156K	
Cox	2	$152K	
Lockheed Martin	1	$193K	
EY	1	$182K	
Carrier	1	$176K	
OneTrust	1	$174K	
GE Vernova	1	$148K	
Salesforce	1	$148K	
Truist	1	$138K	
Siemens Healthineers	1	$137K	
New Relic	1	$133K	
McKesson	1	$121K	
SGS	1	$118K	

EMPLOYER	ROLES	MEDIAN POSTED BASE	REMOTE
Hormel Foods	1	$114K	
Target	1	$103K	
AmTrust Financial	1	$58K	

WATCH OUT

Talk about the market, never about leaving. Use the data as context: "Clorox and Cox posted Atlanta roles at $152K-$184K medians," not "I could get more elsewhere."

Your company's year and what the market budgets

$14K
Your bonus at a 90% payout on your 12% target

3.2-3.5%
2027 U.S. salary increase budgets

For 2027, WTW reports planned salary increase budgets of 3.4%, Mercer 3.2% merit and 3.5% total, and The Conference Board 3.5%.

PRO TIP

With a February review, raise the topic in December so your manager can request funds while 2027 budgets are still being finalized; by February the pool is usually already allocated.

What to ask for

Your ask

$131,000

+$3,000 (+2.3%): brings you to the market median. Stretch: $167K, the 75th percentile.

If the budget is fixed, ask for one of these instead

- A written review in 6 months with the target figure agreed now
- A higher bonus target (yours is 12%)
- A title that matches the scope you now carry

Paid training or a certification (see Raise your pay over time, below)

More remote or flexible days

PRO TIP

Say it plainly and stop: "I'd like my base moved to $131K, the Atlanta median for my level, because I now run forecasting for two more business units and the planning system we rely on." Then wait for the response.

Your talking points

My role is bigger than it was a year ago. I took over the monthly forecast for two more business units on top of my existing scope and team of two.	**EVIDENCE** Two added business units; 2 direct reports. **WHY IT LANDS** Managers fund scope changes more readily than general market adjustments.
We close two days faster now. That puts results in front of leadership sooner every single month.	**EVIDENCE** Close cut by two days. **WHY IT LANDS** A recurring, visible business benefit is easy for a manager to repeat upward.
The forecast is now driver-based and runs in Adaptive Planning. I built the model and led the rollout, so the business can test assumptions instead of rebuilding spreadsheets.	**EVIDENCE** Driver-based forecast built; Adaptive Planning rollout led. **WHY IT LANDS** It shows lasting capability, not a one-off task, and signals replacement risk without saying so.
I'm paid below the local market for my level. Posted Manager-level base pay in Atlanta has a median of $131K, and I'm at $128K.	**EVIDENCE** 45th percentile, -2.3% against the Atlanta median. **WHY IT LANDS** A modest, sourced gap is hard to dispute.

For the scope I carry, the wider market sits higher. Nationally the posted median for Manager-level roles is $143K, and at companies of 5,000-25,000 employees it is $146K.	EVIDENCE 1,484 national roles; 400 large-employer roles; you at the 27th-28th percentile. WHY IT LANDS It anchors the conversation above the floor without an aggressive demand.
My last raise was 3%, below the 3.2-3.5% budgets reported for 2027. I'd like this review to correct for that and the added scope.	EVIDENCE WTW 3.4%, Mercer 3.2-3.5%, Conference Board 3.5%. WHY IT LANDS It explains why a standard merit increase won't close the gap.

Your wins, in business terms

How you described them, and how to say them so leadership hears the value. Fill in anything in [brackets].

YOU SAID	SAY IT LIKE THIS
Took over the monthly forecast for two more business units	**Expanded forecasting coverage to two additional business units, representing [revenue or headcount of those units], without adding headcount.**
Cut the close by two days	**Shortened the monthly close by two days, delivering results to leadership sooner and freeing [hours per month] of team time.**
Built the new driver-based forecast	**Built a driver-based forecast that lets leadership model scenarios quickly, improving accuracy by [variance before vs after].**
Led the Adaptive Planning rollout	**Led the Adaptive Planning implementation across [number of users or units], on [time/budget], replacing manual spreadsheet planning.**

Your plan for the conversation

Now, mid-November (about 12 weeks out)	Fill in the bracketed figures for each win and draft a one-page summary of scope and results.
December, 6-8 weeks before the February review	Ask your manager for a short conversation about your scope and pay so they can request budget before 2027 raise pools are set.

Late January, 2 weeks before	Send the one-page summary, confirm the review date and rehearse your talking points and ask.
February review	Open with scope and results, then state $131K as the market median for your level, and discuss the path toward the national range.
After the review	Send a brief recap of what was agreed, and if the answer is partial, set a mid-year check-in with specific criteria.

Raise your pay over time

The FPAC from AFP fits best: it is FP&A-specific and backs up your forecasting and systems work. A CFA shows the clearest posted premium ($152K vs $143K) but appears in only 3.8% of roles, while the CPA and MBA show no premium. Leading with Finance is a lighter option if you want broader strategic framing.

What Manager-level employers ask for, and what those roles post

CREDENTIAL	SHARE OF ROLES	MEDIAN WITH IT	WITHOUT IT	DIFFERENCE
CFA (Chartered Financial Analyst) CFA Institute	3.8%	$152K	$143K	+6.5%
CIA (Certified Internal Auditor) Institute of Internal Auditors	6.1%	$143K	$143K	+0.3%
CPA (Certified Public Accountant) State boards of accountancy	43.9%	$142K	$143K	-0.5%
CMA (Certified Management Accountant) Institute of Management Accountants	4.9%	$140K	$143K	-2.1%
CTP (Certified Treasury Professional) Association for Financial Professionals	1.2%	$138K	$143K	-3.1%
MBA A business school	19.1%	$139K	$143K	-3.2%

From 1,484 Manager-level roles posting pay in the last 120 days. Roles that name a credential can pay more for other reasons too, like industry or seniority: read the difference as what employers ask for and pay, not a promise.

Continuing education worth a look

Leading with Finance Harvard Business School Online	An online course on using financial data to make decisions, with a certificate on completion.
Program on Negotiation executive education Harvard Law School	Short programs on negotiation and leadership; useful for anyone who negotiates with suppliers, budgets or their own pay.
FPAC (Certified Corporate FP&A Professional) Association for Financial Professionals	The FP&A credential, for planning and analysis roles.

Many employers pay for training like this, which makes it a good ask if the raise budget is fixed.

If you hear...

“Healthcare providers pay less, and you're at the median for our industry.” That's fair at the posting level, but I now cover two more business units than when my pay was set, and the national median for this level is $143K.

“The raise budget is about 3.5% this year.” I understand. That's why I'm raising it now, so it can be planned as a scope adjustment, not just merit.

“You already got a raise in February.” I did, 3%, and since then my scope grew. I'm asking for pay to match the role I'm doing now.

“Let's revisit next year.” Could we agree on the criteria and a mid-year date in writing, so we both know what gets us there?

What to avoid

Mentioning the remote Director roles as alternatives or implying you'd leave.

Leading with the $167K stretch figure, which is the 75th percentile and may look out of step.

Relying only on the Atlanta number without noting how thin that sample is.

Waiting until the February meeting to raise pay for the first time.

Sources and methods

Freshness: we pull new roles from employers' own career sites every hour. This report was built from the postings live on November 13, 2026 at 5:16 PM ET.

Market pay: the midpoint of each posted base range on U.S. finance roles we synced in the last 120 days, compared with all Manager-level roles (too few titled like "FP&A Manager" post pay in your area). Hourly rates are annualized at 2,080 hours. A market needs at least 8 roles with pay.

Markets: the metro is within 50 miles; regions follow U.S. survey regions. Industry and company size come from our employer profiles.

Credentials: roles that name each one against those that don't, at your level. Higher pay comes with them; they are not the only reason for it.

Written guidance: the headline, summary, positioning, talking points and plan are written for you from these figures and what you told us.

Not covered: bonus and equity, which postings rarely include, and what people in these roles are actually paid.

This report is market information to support your conversation. It does not promise any outcome, and your figures are never shared with an employer.

