FinanceGigs

Compensation Intelligence

Team Compensation Report

2027 PLANNING · CHICAGO, IL FINANCE MARKET

Live market data: 5,508 finance roles posting pay, as of November 15, 2026 at 10:44 AM ET

11 of your 12 finance people sit in roles paid below the Chicago median, and 53 employers are hiring nearby

PREPARED FOR
Sample Leader

COMPANY
Sample Manufacturing Co, healthcare providers, 5,000-25,000 staff

MARKET
Chicago, IL

TEAM
12 people, 5 roles

REPORT
FG-TCR-261115-7801

EXECUTIVE SUMMARY

Base payroll for these 12 people is $1,263,000 against a posted market median of $1,324,000, about $61,000 short. The gap sits in four roles: Senior Accountant at the 7th percentile, Accounting Manager at the 14th, Financial Analyst at the 27th and FP&A Manager at the 36th, while the Controller band sits at the 75th. Moving the at-risk roles to the median costs $104,000, or 8.2% of base payroll.

$1.26M
Your base payroll, 12 people with a band

$1.32M
Posted market median for the same team

11 of 12
People in roles at high flight risk

$104K
To move the at-risk roles to the median, 8.2% of payroll

Chicago sets your price, not healthcare

Healthcare provider medians run below Chicago: $96K against $101K for Senior Accountant and $74K against $82K for Financial Analyst. The employers recruiting your people are Chicago finance, insurance and industrial firms, so the local posted median is the right anchor.

FP&A Managers have 53 local suitors

Huron, Mars, McDonald's, Northern Trust, Arthur J. Gallagher and ITW lead 53 employers posting similar roles within 50 miles. Your band midpoint sits at the 36th percentile, 4.4% under the $136K posted median.

Remote offers outpay your bands

Remote roles post medians of $107K for Senior Accountant, $135K for Accounting Manager and $144K for FP&A Manager, all above your band midpoints. A hybrid setup does not shield these roles from remote competition.

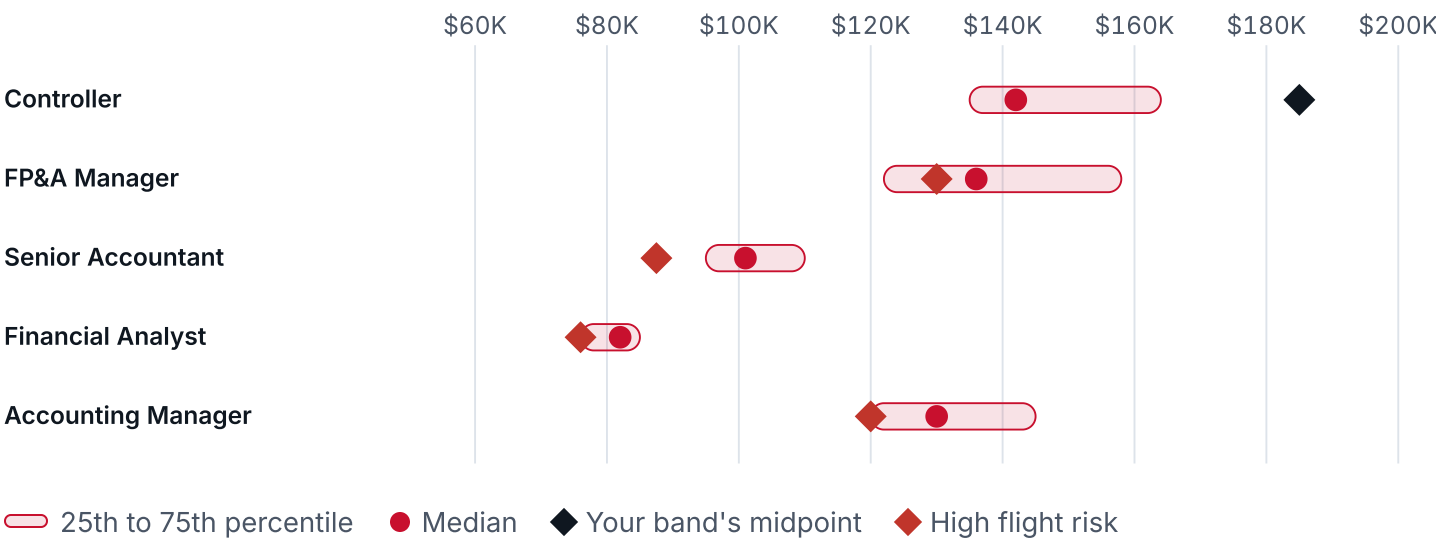
Bonus targets trail the market

Accounting Manager carries a 10% target against a typical 19% in similar postings, and Senior Accountant 5% against 9%. The total cash gap is wider than the base gap alone suggests.

FINANCEGIGS INSIGHT

If you make one move this cycle, lift the Senior Accountant band to the Chicago posted median of $101K. That is $13.5K for each of 4 people, about $54,000, and it fixes the deepest gap on the team: a band midpoint at the 7th percentile, 13.4% under market, in a role where you already lost people last year.

Your pay against the market, by role



Role by role

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Controller Director	1	$170K-$200K	Chicago area	$135K	**$142K**	$164K	75th	Medium
WHY: 5 other employers hiring similar roles within 50 miles of Chicago · Team turnover of 25% in the last 12 months								
FP&A Manager Manager	2	$120K-$140K	Chicago area	$122K	**$136K**	$158K	36th	High
WHY: 53 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $144K, above your band's midpoint · Team turnover of 25% in the last 12 months								
Senior Accountant Specialist	4	$80K-$95K	Chicago area	$95K	**$101K**	$110K	7th	High
WHY: Pay band midpoint 13.4% under the Chicago area median · Band midpoint in the bottom quarter of the market (7th percentile) · 11 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $107K, above your band's midpoint · Bonus target of 5% against a typical 9% in similar postings · Team turnover of 25% in the last 12 months								
Financial Analyst Analyst	3	$70K-$82K	Chicago area	$76K	**$82K**	$85K	27th	High

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK

WHY: Pay band midpoint 7.3% under the Chicago area median · 15 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $78K, above your band's midpoint · Team turnover of 25% in the last 12 months

Accounting Manager Manager	2	$110K-$130K	Chicago area	$120K	**$130K**	$145K	14th	High

WHY: Pay band midpoint 7.7% under the Chicago area median · Band midpoint in the bottom quarter of the market (14th percentile) · 15 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $135K, above your band's midpoint · Bonus target of 10% against a typical 19% in similar postings · Team turnover of 25% in the last 12 months

Each role is compared with the closest market where at least 8 similar roles post pay: the metro (within 50 miles), then the region, then the U.S. Your percentile is your band's midpoint against that market. Flight risk adds points for pay under the market, local employers hiring, remote roles paying more, a bonus under the market's, team turnover and a senior title with no team.

WATCH OUT

Senior Accountant is your biggest exposure. The band midpoint sits at the 7th percentile, 11 employers including Northern Trust, Ulta Beauty, Allianz and ITW are hiring similar roles within 50 miles, and Northern Trust has posted a Sr. Accountant role in its Corporate Controller's Group in Chicago at $95,600-$162,400, a floor above your entire $80K-$95K band.

Every market, side by side

Median posted base pay, with the 25th to 75th percentile below it. A market needs at least 8 roles with pay. The market each role is judged against is shaded.

ROLE	U.S.	NORTH CENTRAL	CHICAGO AREA	YOUR INDUSTRY	YOUR COMPANY SIZE	REMOTE
Controller	$154K $131K-$197K	$141K $121K-$173K	$142K $135K-$164K	0 roles	$140K $130K-$180K	3 roles
FP&A Manager	$143K $125K-$169K	$134K $120K-$152K	$136K $122K-$158K	$128K $107K-$151K	$146K $128K-$170K	$144K $121K-$168K
Senior Accountant	$102K $93K-$115K	$98K $89K-$104K	$101K $95K-$110K	$96K $85K-$104K	$103K $96K-$113K	$107K $97K-$115K

ROLE	U.S.	NORTH CENTRAL	CHICAGO AREA	YOUR INDUSTRY	YOUR COMPANY SIZE	REMOTE
Financial Analyst	$85K $75K-$98K	$80K $70K-$85K	$82K $76K-$85K	$74K $72K-$80K	$88K $80K-$98K	$78K $72K-$83K
Accounting Manager	$134K $120K-$148K	$131K $120K-$138K	$130K $120K-$145K	6 roles	$135K $120K-$150K	$135K $108K-$144K

FINANCEGIGS INSIGHT

Benchmark against who recruits your people, not who you resemble. For Financial Analyst the healthcare provider posted median is $74K, but Chicago is $82K and companies of your size post $88K. For FP&A Manager it is $128K in healthcare against $136K in Chicago and $146K at your size. A healthcare-only benchmark would understate what retention costs by $8K-$18K per role.

Skills that come with higher pay

ROLE	POSTINGS THAT ASK FOR	MEDIAN WITH	MEDIAN WITHOUT	DIFFERENCE	ROLES
Controller	AI or analytics	$185.9K	$149.3K	**+$36.6K**	31
Controller	A CPA	$171.9K	$138.8K	**+$33.2K**	65
FP&A Manager	A CFA	$163.8K	$139.9K	**+$23.9K**	10
Accounting Manager	AI or analytics	$152K	$129.7K	**+$22.3K**	131
Accounting Manager	A CPA	$143.2K	$127.7K	**+$15.5K**	216
FP&A Manager	Financial modeling	$147.1K	$132.5K	**+$14.6K**	55

U.S. roles like each of yours that post pay, last 120 days. These skills come with higher posted pay; they are not the only reason for it. Larger or more complex roles also ask for them more often.

PRO TIP

Fund the CPA for Accounting Managers. Postings asking for one show a median of $143.2K against $127.7K without, a $15.5K premium across 216 roles, and AI or analytics skills add $22.3K. Paying for the credential builds capability and gives the role a growth path inside your team.

2027 budget scenarios

Hold

$1,263,000

Today's base payroll for these roles, before your merit budget. Leaves 11 at-risk people where they are.

Move the at-risk roles to the median

$1,367,000

+$104,000 (8.2%): FP&A Manager +$6K each, Senior Accountant +$13.5K each, Financial Analyst +$6K each, Accounting Manager +$10K each.

Base pay only, for the roles with a band. Add your merit budget, bonus targets and benefits load to each scenario. Your planned raise budget is 3.5%. 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%.

Public healthcare providers companies near your size

At 6 public healthcare providers companies near your size, named executives below the CEO averaged a median of $3.8M in total pay.

COMPANY	REVENUE	GROWTH	OP. MARGIN	EXEC PAY BELOW CEO, AVG	CEO PAY
DaVita FY 2025	$13.6B	+6.5%	15%	$4.4M	$18.2M
Labcorp FY 2025	$14.0B	+7.2%	9.9%	$4.2M	$18.3M
Henry Schein FY 2025	$13.2B	+4%	5%	$3.3M	$12.0M
Community Health Systems FY 2025	$12.5B	-1.2%	11.9%	$2.3M	
Quest Diagnostics FY 2025	$11.0B	+11.8%	14.1%	$3.3M	
Universal Health Services FY 2025	$17.4B	+9.7%	11.5%	$5.5M	
Peer median		+6.9%	11.7%	$3.8M	$18.2M

From each company's latest annual report and proxy statement filed with the SEC. Peers are public employers in the same industry, nearest in revenue. Results drive bonus pools, so this is the backdrop for this year's payouts.

WHAT THIS MEANS FOR YOU

Holding payroll flat leaves 11 at-risk people where they are, while moving the at-risk roles to the median costs $104,000, or 8.2% on top of today's base, more than your 3.5% raise budget, which is in line with WTW at 3.4% and The Conference Board at 3.5%. Public healthcare peers posted 6.9% median revenue growth and an 11.7% operating margin, so a targeted market adjustment is a defensible investment against the cost of backfilling a finance team that turned over 25% last year.

Who is hiring your people near Chicago, IL

YOUR ROLE	EMPLOYERS HIRING	INCLUDING
FP&A Manager	53	Huron, Mars, McDonald's, Northern Trust, Arthur J. Gallagher, ITW
Financial Analyst	15	Ingredion, AbbVie, Aon, Arthur J. Gallagher, Chubb, Convergint
Accounting Manager	15	UL Solutions, Baxter, CF Industries, CME Group Inc., DoorDash, Exelon
Senior Accountant	11	Northern Trust, Ulta Beauty, Allianz, Arthur J. Gallagher, Invenergy, ITW
Controller	5	ITW, Ace Hardware, AMETEK, Atkore, Molex

Postings your at-risk people will see

EMPLOYER	ROLE	WHERE	POSTED BASE
Ripple Like your Senior Accountant	Senior Derivative Accountant	Chicago, IL	$144,000 - $175,000
Northern Trust Like your Senior Accountant	Sr. Accountant - Corporate Controller's Group	Chicago, IL	$95,600 - $162,400
CME Group Inc. Like your Accounting Manager	Manager, Accounting Research & Policy	Chicago, IL	$119,900 - $199,800
Baxter Like your Accounting Manager	Senior Manager, Global Tax Accounting	Deerfield, IL	$144,000 - $198,000
Pentair Like your Financial Analyst	Financial Analyst	Hanover Park, IL	$61,200 - $113,600

EMPLOYER	ROLE	WHERE	POSTED BASE
Ingredion Like your Financial Analyst	Financial Analyst, T&HS US/CAN Commercial Finance	Westchester, IL	$84,400 - $112,533
Accenture Like your FP&A Manager	Finance Reinvention – Financial Services Senior Manager, EPM	Chicago, IL	$122,700 - $292,200
Accenture Like your FP&A Manager	Finance Reinvention – Financial Services Manager, EPM	Chicago, IL	$87,400 - $253,800

Bonus terms in similar postings

ROLE	POSTINGS	MENTION A BONUS	TYPICAL STATED TARGET	YOURS
Controller	178	39%		20%
FP&A Manager	120	51%		10%
Senior Accountant	473	44%	9%	5%
Financial Analyst	291	42%		
Accounting Manager	371	52%	19%	10%

What to do

Fix Senior Accountant first. Move the 4 people to the $101K Chicago posted median at $13.5K each, about $54,000, and raise the band from $80K-$95K so its midpoint reaches the market.

Close the Accounting Manager gap. Add $10K each for 2 people, $20,000, and review the 10% bonus target against the typical 19% in similar postings.

Adjust FP&A Manager and Financial Analyst. Add $6K each for 2 FP&A Managers and 3 Financial Analysts, $30,000 in total, to reach the posted Chicago medians of $136K and $82K.

Price backfills at market. Open the 2 expected backfills at or near the Chicago posted median, not the current band midpoint, so new hires are not paid below the people they join.

Hold the Controller band steady. At the 75th percentile and 30.3% above the $142K median, the Controller band needs no increase this cycle; direct funds to CPA and analytics development across the team instead.

If someone leaves

FinanceGigs matches your role to the finance professionals in our candidate pool who fit it, and interested candidates come straight to you. A free employer account shows how many members match each role and what publishing it costs.

Create a free employer account

Sources and methods

Freshness: we pull new roles from employers' career sites every hour. This report was built from the postings live on November 15, 2026.

Market pay: the midpoint of each posted base range on finance roles we sync from employers' own career sites, over the last 120 days. Hourly ranges are annualized at 2,080 hours. A market needs at least 8 roles with pay.

Industry and size come from our profiles of each employer. **Hiring nearby** is roles open now within 50 miles.

Public companies: revenue and operating income from annual reports, pay from proxy statements filed with the SEC.

Not covered: bonus, equity and benefits; what people are actually paid, as opposed to posted ranges; individual performance. Flight risk is a guide to where to look first, not a prediction about any one person.

Your figures stay private, and are only added to our data, in totals, if you ticked the box.

Confidential: prepared for the recipient named on the cover. Market figures are posted pay from employers' own career sites and public SEC filings.

