

## Accountant II (FA06000002)

Maintains financial records and ensures that financial transactions are properly recorded. Ensures the accuracy of entries to ledger accounts and reconciles subsidiary ledger accounts to the general ledger. Prepares balance sheets, profit and loss statements and other financial reports. Analyzes 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.

P02-Intermediate : Gains exposure to some of the complex tasks within the job function. Occasionally directed in several aspects of the work. Typically requires 2 to 4 years of related experience.

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

| Effective Date 1/1/2018 |      |      | Base (000s) |      |      |      | TCC (000s) |      |      |      | Bonus Target (000s) |     | Bonus Target % |
|-------------------------|------|------|-------------|------|------|------|------------|------|------|------|---------------------|-----|----------------|
| Currency Code           | ORGs | INCs | 25th        | 50th | 75th | AVG  | 25th       | 50th | 75th | AVG  | 50th                | AVG | 50th           |
| USD                     | 50   | 225  | 64.8        | 70.9 | 78.2 | 71.6 | 66.0       | 72.9 | 81.0 | 73.6 | 5.0                 | 5.2 | 7.0            |

Source: CompAnalyst Market Data | Currency: Local | Rate: Annual | AgeFrom 1/1/2018 | Aging factor: 0.0%

### Alternate Job Titles

Financial Accountant II | General Accountant, Experienced | Intermediate Accountant | Staff Accountant II

### Level

Intermediate (II)

### Experience

2-4 Years

### Flsa Status

Typically Exempt

### 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

### Job Family

Finance & Accounting

### Job Function

Accounting

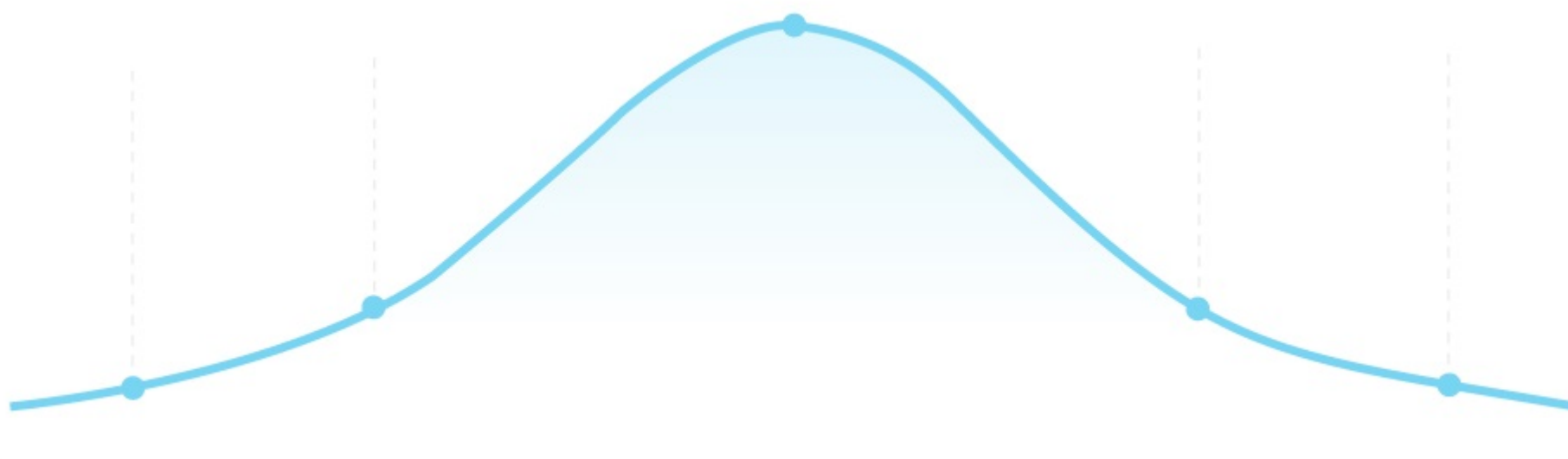
### Job Focus

General Accounting

## Base Salary \*

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

|      |      |              |      |      |
|------|------|--------------|------|------|
| 10%  | 25%  | 50% (Median) | 75%  | 90%  |
| 59.1 | 64.8 | 70.9         | 78.2 | 84.8 |

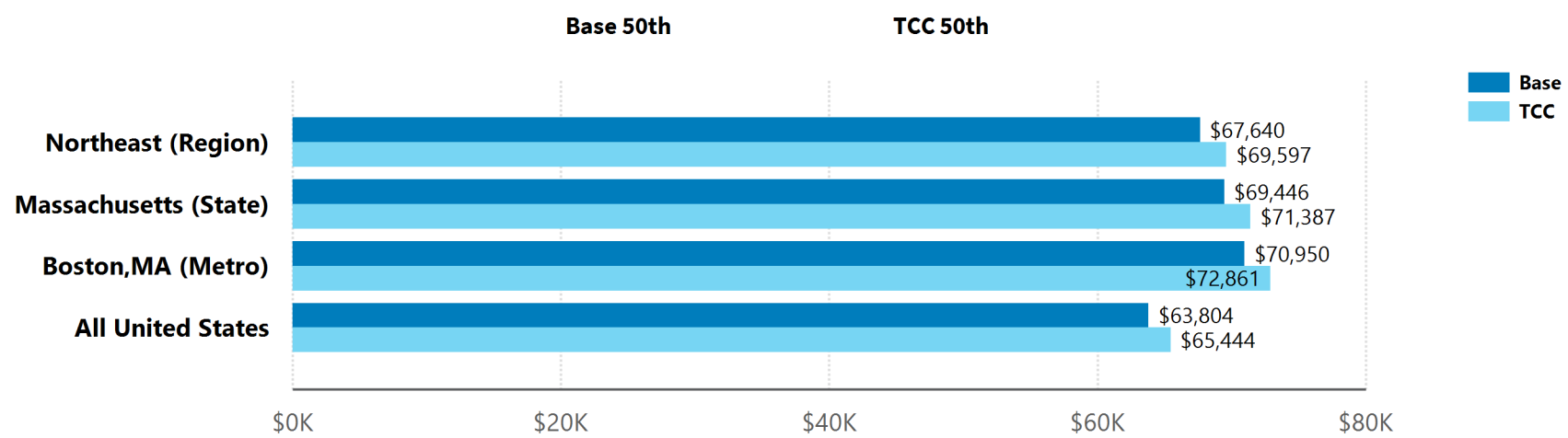


Geographic Roll-Up Report Accountant II

Salary.com Market Analysis

| Effective Date 1/1/2018 |      | 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)       | 50   | 225         | 64.8 | 70.9 | 78.2 | 71.6 | 66.0       | 72.9 | 81.0 | 73.6 | 5.0                 | 5.2 | 7.0            |
| Massachusetts (State)   | 50   | 225         | 62.9 | 69.4 | 76.9 | 69.9 | 64.2       | 71.4 | 79.6 | 71.9 | 4.9                 | 5.1 | 7.0            |
| Northeast (Region)      | 350  | 2300        | 60.9 | 67.6 | 75.0 | 68.1 | 62.2       | 69.6 | 77.4 | 70.0 | 4.7                 | 4.9 | 7.0            |
| All United States       | 999  | 9999        | 57.7 | 63.8 | 70.5 | 64.4 | 59.0       | 65.4 | 73.0 | 66.3 | 4.5                 | 4.7 | 7.0            |

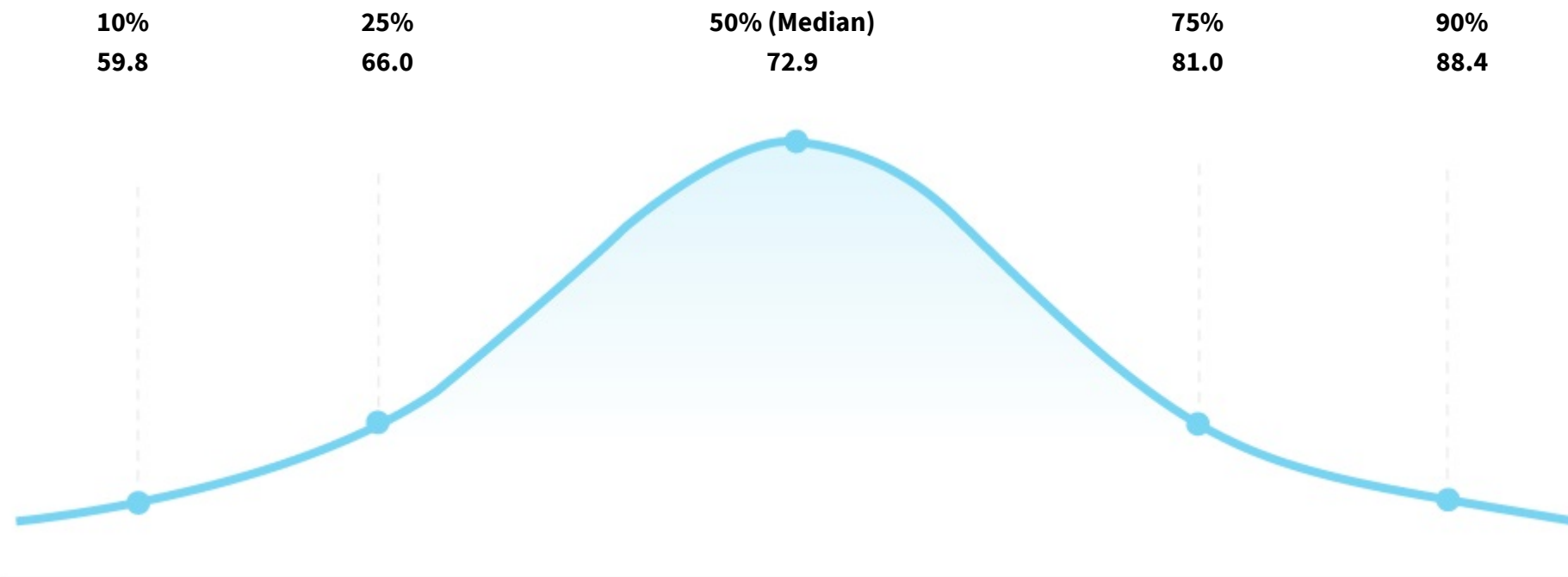
Job Comparison - Base VS TCC



**Additional Data** Accountant II

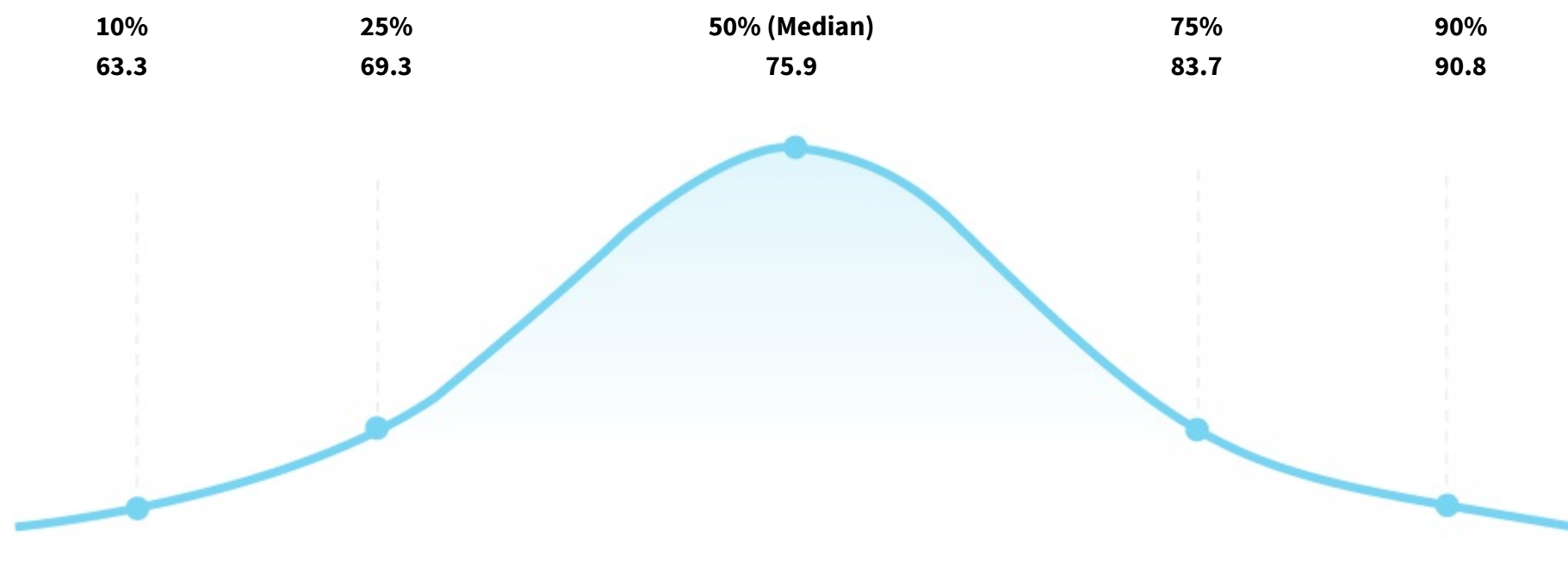
**Total Cash Compensation**

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



**Total Cash at Target**

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



**Long Term Incentives**

**\$5.3k\*\***  
payout

\*\* 4.9% of incumbents are eligible for LTIs

## Job Family Report

### General Accounting Family

• BENCHMARK JOB TITLE

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

• BASE 50TH



• YEAR EXPERIENCE

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

• DEGREE

|            |                   |            |            |            |            |            |
|------------|-------------------|------------|------------|------------|------------|------------|
| Bachelor's | <b>Bachelor's</b> | Bachelor's | Bachelor's | Bachelor's | Bachelor's | Bachelor's |
|------------|-------------------|------------|------------|------------|------------|------------|

• REPORTS TO

|                       |                              |                       |                                      |         |                                       |                       |
|-----------------------|------------------------------|-----------------------|--------------------------------------|---------|---------------------------------------|-----------------------|
| Supervisor or Manager | <b>Supervisor or Manager</b> | Supervisor or Manager | Manager or Head of a Unit/Department | Manager | Director or Head of a Unit/Department | CFO or Top Management |
|-----------------------|------------------------------|-----------------------|--------------------------------------|---------|---------------------------------------|-----------------------|

## Similar Jobs Accountant II

| JOB   | COMPETENCIES   | <a href="#">* Show competencies in common with current job</a> |
|---|--|--|
| <b>Accountant II (current job)</b><br>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>Accounts Payable Analyst</b><br>Family: Accounts Payable                         | Accounts Payable   Data Entry-Keyboarding   Financial Statements   Invoice Management   Invoice Verification   Payment Posting   Payment Processing   <b>* GAAP Standards</b>   AP Automation Software   |  |
| <b>Accounts Payable/Receivable Analyst</b><br>Family: Accounts Payable & Receivable | Accounts Payable   Accounts Receivable   Billing   Data Entry-Keyboarding   Dunning   Invoice Management   Invoice Verification   Payment Posting   Payment Processing   <b>* GAAP Standards</b>   AP Automation Software   AR Automation Software   |  |
| <b>Accounts Receivable Analyst</b><br>Family: Accounts Receivable                   | Accounts Receivable   Billing   Data Entry-Keyboarding   Dunning   Financial Statements   Invoice Management   <b>* GAAP Standards</b>   AR Automation Software  |  |
| <b>Billing Analyst II</b><br>Family: Billing  | <b>* Account Reconciliation</b>   Billing   Inquiry Research/Response   Process Analysis   Billing Software  |  |
| <b>Billing Systems Analyst II</b><br>Family: Telecom, Billing                       | <b>* Account Reconciliation</b>   Billing   Process Analysis   Billing Software  |  |
| <b>Plant Accountant</b><br>Family: Plant, General Accounting                        | <b>* Account Reconciliation</b>   Accounting Management   <b>* Balance Sheet Analysis</b>   <b>* Bank Reconciliation</b>   <b>* Financial Accounting</b>   <b>* General Ledger Accounting</b>   Product Costing   <b>* Revenue Recognition</b>   Trend Analysis   <b>* GAAP Standards</b>   <b>* Accounting Software</b> |  |

## 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.