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finding that aligning pay with the overall market is no longer enough to attract top talent.

Isaac M. O'Bannon • Mar. 13, 2018

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Show me the money! A new report suggests job seekers have a little more heft when it comes to their salaries. Continuing a recent trend, the most recent analysis in [Randstad's U.S. Salary Guides](#) show that salaries have risen an average of three percent across many fields and industries.

This is great news for workers, but it puts pressure on employers, many of whom are

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Randstad's Salary Guides include pay ranges for common job titles or positions within engineering, finance and accounting, clinical and non-clinical healthcare, human resources, information technology, life sciences, manufacturing and logistics and office and administration.

A sample of what you'll find in Randstad's 2018 Salary Guides includes:

Engineering

Validation Engineer

\$125,233

Northeast | senior-level

Finance and accounting

Financial Analysts

\$65,015 – \$75,090

Baltimore, MD | large company

Healthcare

Medical Assistant

\$21.52/hour

midwest | expert

Non-clinical healthcare

Medical Receptionists

\$14.51 – \$17.71/hour

Houston, TX | 5 years of experience

Human resources

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Life sciences

Drug Safety Associates

\$125,000

Chicago, IL | average mid-range salary

Manufacturing and logistics

Maintenance Mechanics

\$25.70 – \$29.97/hour

Ontario/Riverside, CA | 6 years of experience

Office and administration

Executive Assistants

\$30.82 – \$38.57/hour

Miami, FL | 7 years of experience

Download [Randstad's 2018 Salary Guides](#) for engineering, finance and accounting, clinical and non-clinical healthcare, human resources, information technology, life sciences, manufacturing and logistics and office and administration.

Every year, Randstad US publishes its [Salary Guides](#) highlighting compensation information across many fields and industries in key geographic markets.

Salaries in specific regions may vary based upon local market conditions and position-specific requirements, such as experience levels, professional certifications or knowledge of certain software. In addition, the salary data has been drawn from multiple industries and may not accurately portray a company's specific situation.

The salary data is a combination of proprietary Randstad information and data

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