



# PALMER GROUP

Des Moines' Premier Employment Firm

## 2014 Salary Guide



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# Welcome from David Leto, Palmer Group

Dear Colleague,

In 2013, Palmer Group celebrated our 15-year anniversary as Central Iowa's Employment Solution. Since inception, we have accumulated salary information from thousands of individuals and hundreds of positions. We are proud to compile this valuable data and share it with you.

We are extremely fortunate to live and work in Central Iowa. We have a wonderful community with many successful organizations. In 2013, Des Moines was voted #1 Best Places for Business and Careers by Forbes and #1 Best Cities for Families by Kiplinger along with receiving many other awards.

Palmer Group not only has the opportunity to work with many outstanding local companies who have made a tremendous impact on our community, but we also have some excellent business partners whose sole focus is bettering our region. One of our closest business partners is the Greater Des Moines Partnership. For a second year, Palmer Group has collaborated with the Partnership on our Salary Guide. The Partnership has a dedicated team of employees who are committed to economic and community development in Central Iowa.

This complimentary guide is available on [our website](#), the [Greater Des Moines Partnership](#) website or by directly contacting a [Palmer Group team member](#) at 515.225.7000. We sincerely hope all of the information provided within this salary guide is educational and informative.

Wishing you all the best,

David Leto  
Executive Vice President  
Palmer Group



David Leto

# Welcome from Jay Byers, Greater Des Moines Partnership



Jay Byers

Greater Des Moines is an outstanding community in which to live, work, and thrive. The region is experiencing tremendous growth and an exceptionally low unemployment rate. Our metro has repeatedly been included at the top of national rankings for finding a job or advancing a career. It is also a great place for businesses to expand their workforce because we boast some of the most productive and educated employees in the country. In just the past few years, Central Iowa has seen a boom in terms of economic development. Major companies like DuPont Pioneer, Kemin Industries, Facebook, Microsoft, The Principal Financial Group, Wells Fargo, and many others are investing or expanding in the region.

To keep this momentum going, the region must continue to attract the best. New and expanding employers need a strong and vibrant workforce, and quality of life is key to attracting and retaining those individuals. As a business community, we must continue to create desirable careers and work environments with competitive wages. Through these efforts, Greater Des Moines will continue to expand and prosper.

Jay Byers  
Chief Executive Officer,  
Greater Des Moines Partnership



# 2014 Central Iowa Salaries

The information in this guide is based upon two sources of actual salaries being paid in Central Iowa. First, we gather data while assisting thousands of job seekers with their career planning. Our current database includes more than 25,000 individuals currently employed or seeking employment, which is an excellent source of salaries being paid. We also gather salary information while working on searches for actual job openings here in Central Iowa. Thus far in 2013, we have worked on more than 1,400 searches; this work is also an excellent source of actual salaries being paid in our market. The result, we believe, is the most accurate summary of salary information in Central Iowa.

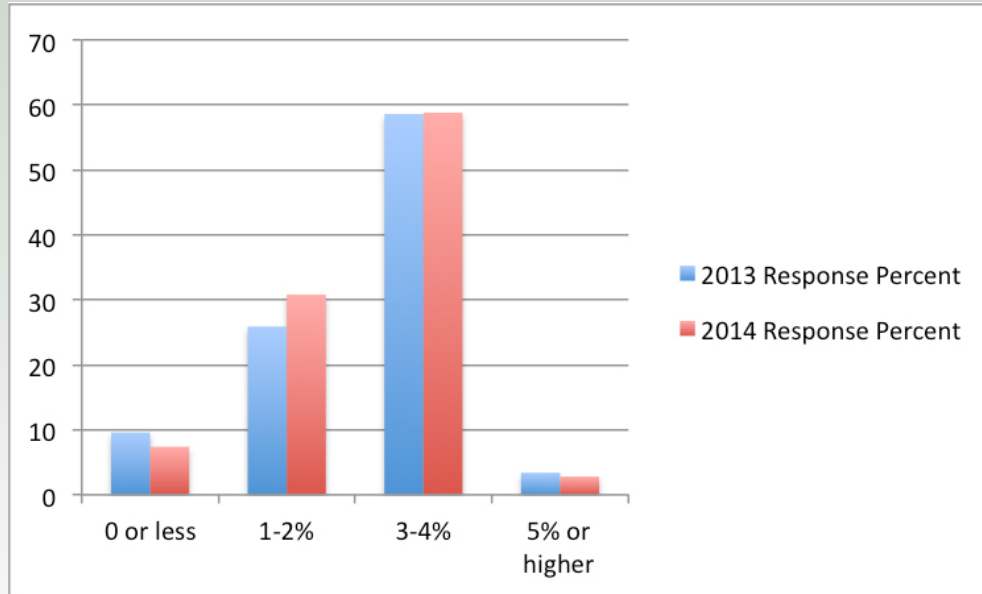
In addition to providing salary figures, below is data on how organizations in Central Iowa plan to proceed in 2014 as it related to salary increases for their employees.

What is the percentage of salary increases you are planning for 2014?		
Answer Options	2013 Response Rate	2014 Response Percent
0-less	9.6%	7.4%
1-2%	25.9%	30.8%
3-4%	58.6%	58.8%
5% or higher	3.4%	2.8%



# 2014 Central Iowa Salaries

What is the percentage of salary increase you are planning for 2014?



# 2014 Central Iowa Salaries

Our salary guide includes low, median, and high salaries for positions in the following areas:

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If you would like additional information or have specific questions we might answer, please feel free to contact us at 515-225-7000 or send your question to [palmergroup@thepalmergroup.com](mailto:palmergroup@thepalmergroup.com). To direct your question to a specific Palmer Group representative, please click [here](#) for a full list of our team.



# 2014 Central Iowa Salaries

## Accounting and Finance

Position	Salary Low	Median	Salary High
<b>Management</b>			
Chief Financial Officer – Corporate	200,000	<b>325,000</b>	500,000
Chief Financial Officer – Small/Midsized	100,000	<b>140,000</b>	180,000
Corporate Controller	135,000	<b>180,000</b>	250,000
Controller – Midsized Company	80,000	<b>110,000</b>	150,000
Plant Controller (Manufacturing)	80,000	<b>98,000</b>	120,000
Controller – Small Company	50,000	<b>75,000</b>	90,000
Director of Financial Reporting	110,000	<b>130,000</b>	170,000
Director of Tax	100,000	<b>120,000</b>	150,000
Director of Internal Audit	90,000	<b>110,000</b>	140,000
<b>Accounting Management</b>			
Manager of Financial Planning and Analysis	80,000	<b>90,000</b>	110,000
Manager of Financial Reporting	80,000	<b>90,000</b>	110,000
Assistant Controller	50,000	<b>65,000</b>	90,000
Accounting Manager	50,000	<b>60,000</b>	80,000
Merger and Acquisitions	80,000	<b>90,000</b>	125,000
Audit Manager	65,000	<b>80,000</b>	90,000
Tax Manager	65,000	<b>80,000</b>	90,000
<b>Accounting and Finance</b>			
Financial Systems Analyst	60,000	<b>68,000</b>	80,000
Senior Financial Analyst	50,000	<b>62,000</b>	75,000
Financial Analyst	40,000	<b>52,000</b>	60,000
Senior Accountant	50,000	<b>58,000</b>	70,000
Staff Accountant	35,000	<b>45,000</b>	50,000

Accounting and Finance | Banking and Mortgage | Engineering and Manufacturing | Human Resources | Information Technology | Insurance | Office Administration & Customer Service | Sales and Marketing





# 2014 Central Iowa Salaries

## Accounting and Finance

Position	Salary Low	Median	Salary High
<b>Accounting and Finance</b>			
Senior Internal Audit	55,000	<b>58,000</b>	65,000
Internal Audit	45,000	<b>48,000</b>	55,000
Tax Accountant	45,000	<b>52,000</b>	60,000
Cost Accountant	50,000	<b>62,000</b>	70,000
<b>Public Accounting</b>			
Senior Manager, Public Accounting	80,000	<b>93,000</b>	125,000
Manager, Public Accounting	60,000	<b>72,000</b>	85,000
Audit/Tax Senior	50,000	<b>58,000</b>	65,000
Auditor/Tax-Big 4	45,000	<b>48,000</b>	55,000
Auditor/Tax-Local/Regional Firm	35,000	<b>39,000</b>	45,000
<b>Accounting Bookkeeper</b>			
Office Manager	35,000	<b>42,000</b>	65,000
Bookkeeper	30,000	<b>33,000</b>	45,000
Accounting Associate	32,000	<b>33,000</b>	38,000
Accounts Receivable/Payable Manager	35,000	<b>39,000</b>	50,000
Accounts Receivable/Payable Specialist/Clerk	27,000	<b>33,000</b>	35,000
Billing Specialist	27,000	<b>33,000</b>	37,000
<b>Payroll</b>			
Director of Payroll	65,000	<b>72,000</b>	120,000
Payroll Manager	55,000	<b>67,000</b>	90,000
Payroll Supervisor	45,000	<b>52,000</b>	60,000
Payroll Specialist	30,000	<b>35,000</b>	45,000

Accounting and Finance | Banking and Mortgage | Engineering and Manufacturing | Human Resources | Information Technology | Insurance | Office Administration & Customer Service | Sales and Marketing



# 2014 Central Iowa Salaries

## Accounting and Finance

Position	Salary Low	Median	Salary High
<b>Finance Other</b>			
Senior Credit Analyst	55,000	<b>63,000</b>	75,000
Credit Analyst	45,000	<b>55,000</b>	65,000
Procurement Manager	75,000	<b>83,000</b>	90,000
Buyer	40,000	<b>46,000</b>	55,000
Credit Manager	50,000	<b>64,000</b>	75,000
Collector	22,000	<b>31,000</b>	37,000

- Management positions may have large incentive compensation
- Publicly traded companies typically pay 15% premium
- Multistate payroll experience may require a 15% premium
- Agricultural background pay may require a 15% premium



# 2014 Central Iowa Salaries

## Banking and Mortgage

Position	Salary Low	Median	Salary High
<b>Banking</b>			
Teller	20,000	<b>24,000</b>	29,000
Teller Supervisor	29,000	<b>33,000</b>	41,000
Account Manager	33,000	<b>37,000</b>	45,000
Credit Analyst	45,000	<b>55,000</b>	65,000
Credit Manager	50,000	<b>64,000</b>	75,000
Underwriter	40,000	<b>48,000</b>	78,000
Processor / Closer	27,000	<b>35,000</b>	43,000
Phone Banker	22,000	<b>26,000</b>	33,000
Personal Banker	27,000	<b>33,000</b>	41,000
Financial Planner*	28,000	<b>32,000</b>	35,000
Branch Manager	37,000	<b>54,000</b>	60,000
Investment / Treasury Analyst	48,000	<b>52,000</b>	58,000
Commercial Lender*	40,000	<b>57,000</b>	65,000
Agriculture Lender*	50,000	<b>62,000</b>	65,000
Senior Lender*	52,000	<b>72,000</b>	95,000
Compliance Specialist	42,000	<b>50,000</b>	65,000
<b>Mortgage</b>			
Phone Banker	22,000	<b>25,000</b>	31,000
Customer Service Representative	20,000	<b>26,000</b>	31,000
Loan Originator*	27,000	<b>35,000</b>	42,000
Loan Processor / Closer	27,000	<b>36,000</b>	43,000
Loan Documentation Specialist	24,000	<b>35,000</b>	43,000
Loan Adjuster	27,000	<b>32,000</b>	39,000

Accounting and Finance | Banking and Mortgage | Engineering and Manufacturing | Human Resources | Information Technology | Insurance | Office Administration & Customer Service | Sales and Marketing



# 2014 Central Iowa Salaries

## Banking and Mortgage

Position	Salary Low	Median	Salary High
<b>Mortgage</b>			
Legal Process Specialist	27,000	<b>30,000</b>	34,000
Operations Processor	25,000	<b>29,000</b>	31,000
Credit Manager	50,000	<b>64,000</b>	75,000
Underwriter	40,000	<b>48,000</b>	78,000
Mortgage Quality Assurance	40,000	<b>43,000</b>	55,000
Mortgage Compliance	38,000	<b>51,000</b>	62,000
Loss Mitigation Specialist	27,000	<b>29,000</b>	31,000
Collector	22,000	<b>27,000</b>	35,000
Collections Manager	45,000	<b>52,000</b>	65,000
Claims Processor	27,000	<b>28,000</b>	30,000

\*Significant incentive/commission compensation opportunity may apply



# 2014 Central Iowa Salaries

## Engineering and Manufacturing

Position	Salary Low	Median	Salary High
Drafter	31,000	<b>39,000</b>	48,000
Designer	41,000	<b>48,000</b>	56,000
Industrial Engineer	48,000	<b>68,000</b>	76,000
Manufacturing Engineer	45,000	<b>65,000</b>	73,000
Mechanical Engineer	48,000	<b>66,000</b>	80,000
Electrical Engineer	48,000	<b>71,000</b>	95,000
Agricultural Engineer	46,000	<b>65,000</b>	75,000
Structural Engineer	50,000	<b>70,000</b>	81,000
Civil Engineer	52,000	<b>64,000</b>	78,000
Quality Engineer	45,000	<b>60,000</b>	72,000
Chemical Engineer	49,000	<b>67,000</b>	80,000
Construction Engineer	40,000	<b>59,500</b>	75,000
Skilled Trades	31,000	<b>38,000</b>	45,000
Engineering Tech	31,000	<b>39,000</b>	55,000

### Management/Director Level

Manager Level	70,000	<b>91,000</b>	110,000
Director Level	100,000	<b>115,000</b>	150,000
Vice President Level	150,000	<b>180,000</b>	250,000+

- Senior-level Engineer positions may pay up to a 20% premium
- Professional Engineers (P.E.) may earn up to a 20% premium
- Based on 3-7 years experience



# 2014 Central Iowa Salaries

## Human Resources

Position	Salary Low	Median	Salary High
<b>HR Leadership</b>			
Vice President of Human Resources	125,000	<b>140,000</b>	185,000
Human Resources Director	80,000	<b>100,000</b>	120,000
Human Resources Manager	65,000	<b>90,000</b>	100,000
<b>Compensation/Benefits</b>			
Director of Compensation/Benefits	115,000	<b>125,000</b>	160,000
Director of Benefits	100,000	<b>110,000</b>	145,000
Compensation Manager	65,000	<b>85,000</b>	90,000
Senior Compensation Analyst	60,000	<b>65,000</b>	85,000
Compensation Analyst	45,000	<b>50,000</b>	60,000
Benefits Analyst	45,000	<b>50,000</b>	70,000
<b>Staffing/Recruitment</b>			
Director of Recruitment	80,000	<b>100,000</b>	140,000
Corporate Staffing Manager	70,000	<b>85,000</b>	115,000
Corporate Recruiter	45,000	<b>55,000</b>	77,500
Corporate Staffing Representative	40,000	<b>45,000</b>	55,000
<b>HR Generalist</b>			
Senior Human Resources Generalist	55,000	<b>70,000</b>	75,000
Human Resources Generalist	45,000	<b>50,000</b>	65,000
Human Resources Representative	35,000	<b>45,000</b>	60,000
<b>Training/Development</b>			
Vice President – Training/Development	110,000	<b>120,000</b>	150,000
Corporate Training Manager	75,000	<b>80,000</b>	100,000



# 2014 Central Iowa Salaries

## Information Technology

Position	Salary Low	Median	Salary High
<b>Computers/Software</b>			
Application Developer	60,000	<b>80,000</b>	95,000
Business Systems Analyst	55,000	<b>70,000</b>	85,000
QA Analyst	55,000	<b>70,000</b>	85,000
IT Architect	90,000	<b>110,000</b>	120,000
Database Analyst	55,000	<b>80,000</b>	100,000
Project Manager	75,000	<b>90,000</b>	105,000
Tech Lead	85,000	<b>90,000</b>	100,000
<b>Computers/Hardware</b>			
Computer Operator	30,000	<b>39,500</b>	40,000
Senior Computer Operator	40,000	<b>52,000</b>	50,000
Help Desk	30,000	<b>32,000</b>	40,000
Senior Help Desk	40,000	<b>46,000</b>	50,000
Desktop	35,000	<b>32,000</b>	45,000
Senior Desktop	45,000	<b>50,000</b>	55,000
Systems Administrator	50,000	<b>60,000</b>	65,000
Systems Engineer	65,000	<b>75,000</b>	80,000
Senior Systems Engineer	80,000	<b>90,000</b>	95,000
Systems Architect	95,000	<b>105,000</b>	115,000
<b>Management</b>			
CIO	100,000	<b>140,000</b>	165,000
Program Manager	90,000	<b>105,000</b>	120,000
Application Development Manager	95,000	<b>105,000</b>	120,000
Network Manager	80,000	<b>95,000</b>	100,000
Help Desk Supervisor	55,000	<b>70,000</b>	75,000

Accounting and Finance | Banking and Mortgage | Engineering and Manufacturing | Human Resources | Information Technology | Insurance | Office Administration & Customer Service | Sales and Marketing



# 2014 Central Iowa Salaries

## Insurance

Position	Salary Low	Median	Salary High
<b>Operations</b>			
Claims Adjuster	30,000	<b>35,000</b>	55,000
Claims Auditor	30,000	<b>35,000</b>	60,000
Commercial Lines Underwriter	40,000	<b>42,000</b>	55,000
Life/Health Underwriter	40,000	<b>42,000</b>	55,000
Chief Actuary	150,000	<b>175,000</b>	225,000
<b>Sales</b>			
Life/Health/Annuity Sales Representative	28,000	<b>35,000</b>	80,000
Property/Casualty Sales Representative	30,000	<b>35,000</b>	65,000
Annuity Wholesaler	60,000	<b>70,000</b>	115,000
Employee Benefits Sales	40,000	<b>45,000</b>	75,000
<b>Management</b>			
Account Management	32,000	<b>40,000</b>	45,000
Claims Manager	58,000	<b>60,000</b>	85,000
Corporate Services Director	75,000	<b>90,000</b>	100,000
Compliance Manager	75,000	<b>90,000</b>	115,000





# 2014 Central Iowa Salaries

## Office Administration

Position	Salary Low	Median	Salary High
<b>Office Support</b>			
Clerical	22,000	<b>24,000</b>	25,800
Data Entry	21,000	<b>24,000</b>	30,000
Customer Service Representative I	23,000	<b>30,000</b>	36,000
Customer Service Representative II	27,000	<b>35,000</b>	44,000
<b>Administrative</b>			
Receptionist	22,000	<b>30,000</b>	35,000
Administrative Assistant I	26,000	<b>32,000</b>	38,000
Administrative Assistant II	31,000	<b>35,000</b>	45,000
Executive Assistant	40,000	<b>45,000</b>	70,000
Administrative Coordinator	35,000	<b>38,000</b>	48,000
<b>Legal</b>			
Legal Secretary	32,000	<b>40,000</b>	55,000
Paralegal	35,000	<b>50,000</b>	70,000
Legal Assistant	35,000	<b>45,000</b>	60,000
<b>Management</b>			
Team Leader	32,000	<b>45,000</b>	52,000
Customer Service Supervisor	40,000	<b>55,000</b>	75,000
Call Center Manager	50,000	<b>70,000</b>	85,000



# 2014 Central Iowa Salaries

## Sales

Position	Salary Low	Median	Salary High
<b>Development</b>			
Business Development Manager	65,000	<b>70,000</b>	95,000
Territory Manager	40,000	<b>62,500</b>	85,000
Senior Account Manager	40,000	<b>47,000</b>	55,000
Account Manager	30,000	<b>33,000</b>	42,000
Sales Representative	30,000	<b>42,000</b>	65,000
Inside Sales Representative	30,000	<b>40,000</b>	60,000
<b>Management</b>			
Vice President of Sales	80,000	<b>125,000</b>	165,000
Regional Sales Manager	80,000	<b>115,000</b>	150,000
District Sales Manager	75,000	<b>105,000</b>	130,000
Sales Director	75,000	<b>95,000</b>	125,000
Sales Manager	60,000	<b>76,000</b>	95,000

• Positions that require >50% National travel—premium on compensation



# 2014 Central Iowa Salaries

## Marketing

Position	Salary Low	Median	Salary High
<b>Marketing Management</b>			
Vice President of Marketing	95,000	<b>115,000</b>	145,000
Marketing Director	70,000	<b>90,000</b>	110,000
Creative Director	60,000	<b>67,000</b>	80,000
Communications Manager	55,000	<b>62,000</b>	75,000
Online Marketing Manager	57,000	<b>72,000</b>	82,000
<b>Marketing</b>			
Product Manager	60,000	<b>70,000</b>	80,000
Marketing Manager	65,000	<b>77,000</b>	85,000
Web Communication Specialist	55,000	<b>60,000</b>	72,000
Communications Coordinator	35,000	<b>42,000</b>	50,000
Marketing Analyst	40,000	<b>55,000</b>	75,000
SEO Specialist	52,000	<b>55,000</b>	65,000
Social Media Coordinator	40,000	<b>47,000</b>	60,000
Marketing Database Analyst	70,000	<b>78,000</b>	95,000





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