

2019

# Salary Guide





# IOWA JOB MARKET

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## Central Iowans:

2018 was another incredible year to be an Iowan. As a native of central Iowa, I am extremely proud of what the community and businesses have done to make this the place to be to raise a family and enjoy a rewarding career. We have so many reasons to be thankful. Our ongoing positive energy and momentum are at the forefront of the minds of many with the goal to keep Iowa growing and prospering in 2019.

As we look at careers in central Iowa with the focus on salary trends, our salary survey results have been consistent the past five years (2015 - 2019) with 58% of hiring authorities stating they are providing 3-4% pay increases. These average salary increases are "healthy," but not overboard given continuing drops in unemployment numbers.

Undoubtedly, in addition to salaries increasing, companies are investing more and more in their office environments. We continue to see construction all around us. Whether companies are moving into new buildings or remodeling their existing space, they are spending their resources to improve work environments for their employees. The aesthetics and functional capabilities of your work environment are as important as ever. Open, collaborative space is popular and companies who offer special amenities such as fitness centers, stand-up work stations, game rooms, lounge areas for meetings or relaxation, etc. are being noticed.

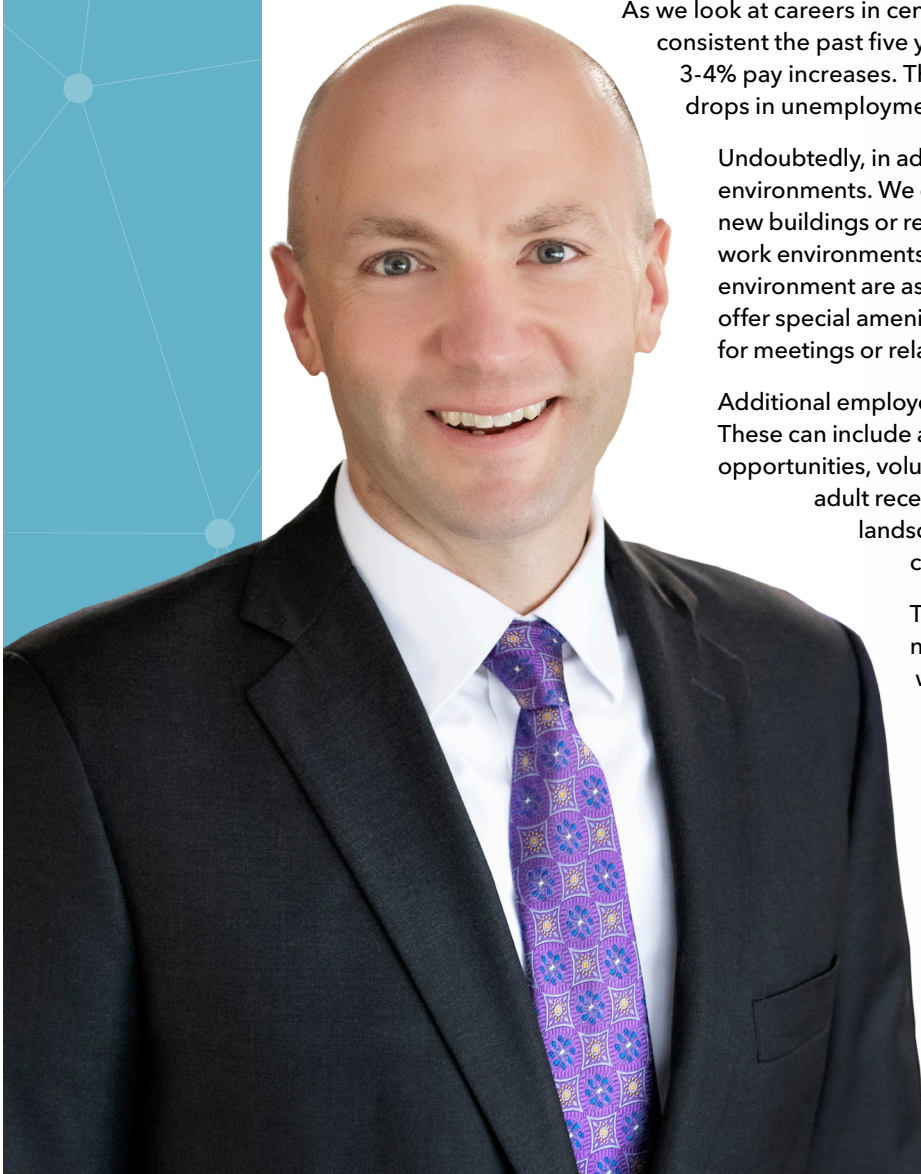
Additional employee perks and benefits are also important and can help you stand out as an employer. These can include an opportunity to become a shareholder, professional and personal development opportunities, volunteer time off (VTO), time to work out of the office, paid sabbaticals, wellness incentives, adult recess, company trip incentives, free food and off-site office events. In this competitive talent landscape, we all want our employees "plugged in" and motivated to succeed, and it takes creative ideas to keep the environment productive yet fun.

These extra perks and benefits certainly help with your recruiting efforts when adding new employees to your company and in retaining your current team, but as employers, we all must remember to continue to recruit the individuals we currently employ. Cool perks can help you do that, but simple appreciation and saying thank you on a job well done still goes further than anything else you may do. People matter, and everyone needs to feel appreciated for the work they are doing.

We would enjoy the opportunity to further discuss the information within this guide and to answer any specific questions you may have. I wish you all tremendous success in the New Year ahead!



David Leto  
President





# BUILDING BUSINESSES AND CAREERS

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Greater Des Moines (DSM) Employers:

The Greater Des Moines Partnership is the regional economic and community development organization serving DSM. Together with 23 Affiliate Chambers of Commerce, more than 6,100 Regional Business Members and more than 340 Investors, The Partnership grows opportunity, helps create jobs and promotes DSM as the best place to build a business, a career and a future.

DSM continues to experience tremendous economic development momentum. DSM is again the fastest-growing major metro in the Midwest in terms of percentage of population growth, according to the latest U.S. Census Bureau numbers, led by continued growth in the 25-34-year-old age demographic. Real gross domestic product growth and employment growth also continue to outpace Midwest peers. Recently, our region has been ranked as the #4 Best Place to Live in the Country by U.S. News & World Report, the #5 Best Place for Business and Careers by Forbes and the #8 Best Job Market by ZipRecruiter, among many more.

To keep this momentum moving forward, it is crucial that we continue to attract and retain a highly-skilled workforce. The Partnership has many efforts devoted to this. The first class of the DSM Fellowship Program is underway with fellows coming from diverse backgrounds and industries from across the country and world. The Partnership is leading a national digital marketing campaign to share the region's story with potential residents from across the country. Our team attends career fairs across the country to recruit prospective talent. The Partnership's Global DSM: International Talent Strategy focuses on how the region can further attract and retain foreign-born talent. Education Drives Our Greater Economy (EDGE) is a cradle-through-career education and training initiative with a goal of ensuring 75 percent of DSM working-age adults have degrees, certificates and other credentials by 2025. This initiative works closely with the statewide Future Ready Iowa initiative to ensure 70 percent of the state's workforce has education or training beyond high school in the same time frame. All of these efforts and many more will build on our status as a global community and help ensure our employers are able to hire top talent.

The Greater Des Moines Partnership is committed to empowering and energizing DSM's leadership in our ongoing collective efforts to maximize momentum in the region. Thank you for your continued support.

Sincerely,



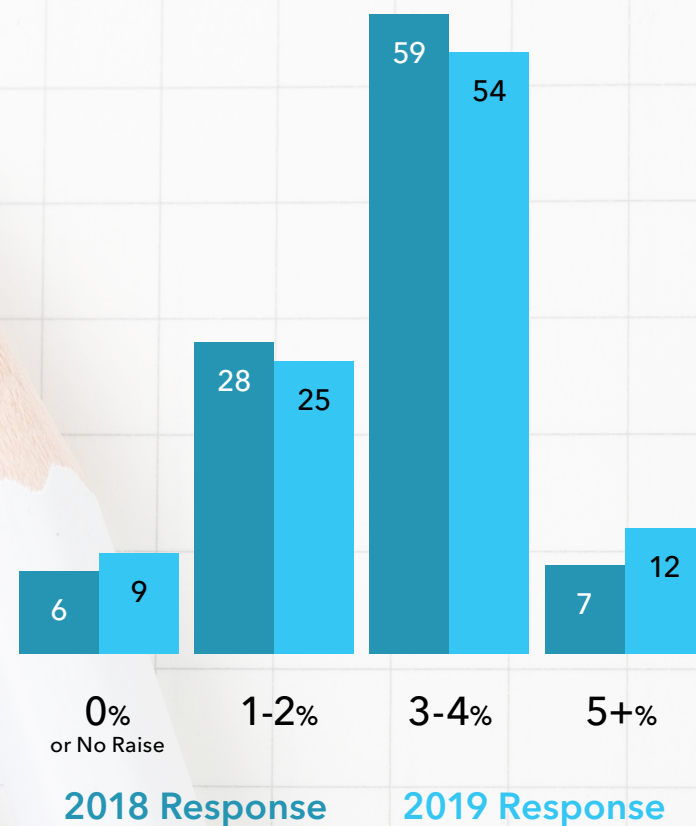
Jay Byers  
CEO, Greater Des Moines Partnership





## 2019 IOWA SALARY SURVEY

Palmer Group collects annual data from Iowa organizations about their plans to increase salaries for employees in the year ahead. This survey shows the results and highlights the differences between 2018 and 2019. 3-4% continues to be the most popular increase, yet this year there is a slight change from what we found last year. Fewer employers plan to increase pay from 1-4% while more anticipate 5+% wage growth. Our survey continues to show that companies in Iowa feel confident about the economy, their business and their plans for 2019.



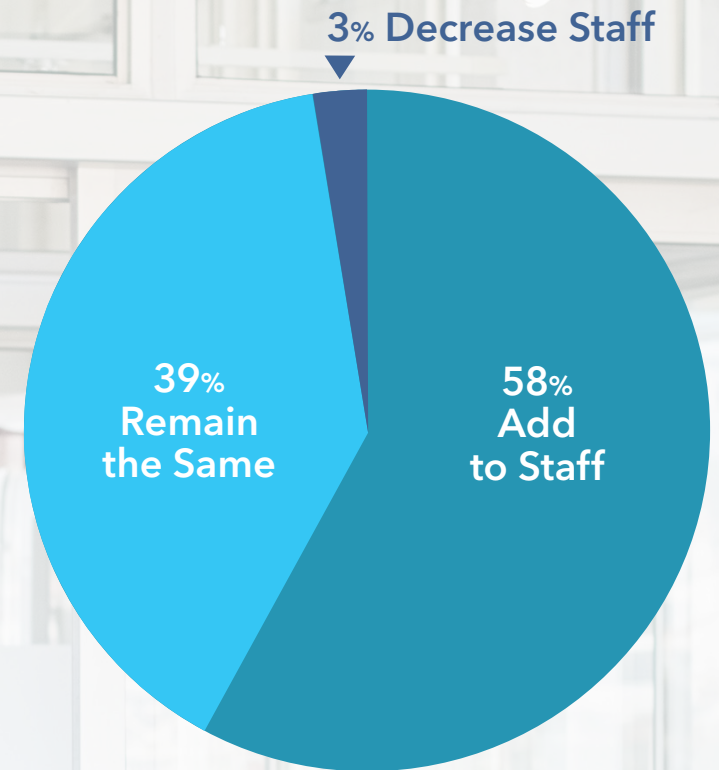


## 2019 HIRING

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Demand for talented and motivated employees has never been stronger. More than half of the employers we surveyed plan to add to staff versus fewer than 5% that plan cutbacks.

Employers across multiple industries are competing for talent each and every day. Construction, manufacturing, distribution, and financial services businesses are expanding. Schools, hospitals, retailers, and associations are also competing for limited human capital. Organizations that are prepared, active, and consistent in their recruitment strategies and procedures will hire the best and continue to grow.
















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The information in this guide is based on two Iowa salary sources. The first is the data we gather while assisting thousands of job seekers with their career planning. Our current database includes more than 52,000 local individuals currently employed or seeking employment. The second source is the salary information we gather while working on searches for actual job openings here in Iowa. In 2018, these totaled more than 2,200. The combined result, we believe, is the most accurate summary of salary information in Iowa.







## ACCOUNTING AND FINANCE

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Career opportunities in the accounting and finance sector remain strong across all levels. A strong economy and low unemployment have continued to add to the difficulty in finding quality candidates. Combined with the growing number of proven accounting and finance professionals nearing retirement, the gap between supply and demand has widened. We are continuing to see organizations hire candidates with less experience. Additionally, organizations are engaging more individuals on a contract basis to bridge any knowledge and experience gaps. Individuals with strong technology and data analytics expertise are a growing asset.



Position		
Management	Low	High
Chief Financial Officer – Corporate	220,000	635,000
Chief Financial Officer – Mid-sized Company	120,000	235,000
Chief Financial Officer – Small Company	90,000	165,000
Corporate Controller	145,000	270,000
Controller – Mid-sized Company	85,000	160,000
Plant Controller (Manufacturing)	85,000	127,000
Controller – Small Company	55,000	95,000
Director of Financial Reporting	95,000	180,000
Director of Tax	100,000	191,000
Director of Internal Audit	95,000	159,000

Position		
Accounting Management	Low	High
Manager of Financial Planning and Analysis	80,000	120,000
Manager of Financial Reporting	80,000	120,000
Assistant Controller	45,000	100,000
Accounting Manager	55,000	95,000
Mergers and Acquisitions	85,000	135,000
Audit Manager	80,000	110,000
Tax Manager	80,000	115,000



## Position

**Accounting & Finance**

Low

High

Financial Systems Analyst	55,000	89,000
Senior Financial Analyst	55,000	95,000
Financial Analyst	40,000	65,000
Senior Accountant	55,000	86,000
Staff Accountant	42,000	65,000
Senior Internal Audit	60,000	90,000
Internal Audit	49,000	63,000
Senior Tax Accountant	60,000	90,000
Tax Accountant	52,000	69,000
Cost Accountant	53,000	75,000

## Position

**Public Accounting**

Low

High

Senior Manager	100,000	140,000
Manager	85,000	100,000
Audit/Tax Senior	65,000	80,000
Auditor/Tax - Big 4	58,000	65,000
Auditor/Tax - Local/Regional Firm	48,000	60,000

Position		
Accounting Bookkeeper	Low	High
Office Manager	40,000	65,000
Bookkeeper	33,000	52,000
Accounting Associate	31,000	46,000
Accounts Receivable/Payable Manager	40,000	61,000
Accounts Receivable/Payable Specialist/Clerk	29,000	45,000
Billing Specialist	29,000	42,000

Position		
Payroll	Low	High
Director of Payroll	75,000	145,000
Payroll Manager	57,000	96,000
Payroll Supervisor	47,000	65,000
Payroll Accountant	45,000	65,000
Payroll Specialist	33,000	50,000



Position		
Finance - Other	Low	High
Senior Credit Analyst	55,000	85,000
Credit Analyst	45,000	65,000
Procurement Manager	75,000	97,000
Buyer	40,000	65,000
Credit Manager	55,000	95,000
Collector	27,000	43,000
Compliance Manager	75,000	140,000
Senior Compliance Analyst	55,000	95,000
Compliance Analyst	42,000	68,000

## MORTGAGE AND BANKING

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In the coming year, the continued strong economy will result in a slight increase in interest rates, but the housing market will remain stable. Technology and innovation trends continue to be used to better serve the customer. Creative marketing strategies and products are developing in a way that allows banks to reach customers quickly and strategically. The workforce is being reimaged; there is an expansion of traditionally narrow roles to holistic roles that can serve all the customers' needs versus segmenting the sales and service levels within the organization.





Position		
Mortgage & Banking	Low	High
Teller	25,000	30,000
Lead Teller/Teller Supervisor	30,000	48,000
Credit Analyst	45,000	65,000
Credit Manager	45,000	88,000
Personal Banker	35,000	45,000
Phone Banker	28,000	37,000
Branch Manager	40,000	90,000
Document Imaging Specialist	27,000	31,000
Loan Processor I	30,000	40,000
Loan Processor II	40,000	50,000
Loan Closer I	35,000	50,000
Loan Closer II	42,000	62,000
Loan Underwriter I	40,000	50,000
Loan Underwriter II	45,000	60,000
Loan Underwriter III	60,000	120,000

## Position

**Mortgage & Banking** *(continued)*

Low

High

Loan Analyst I	37,000	43,000
Loan Analyst II	40,000	50,000
Financial Planner*	35,000	48,000
Investment/Treasury Analyst	48,000	78,000
Commercial Lender	45,000	70,000
Agricultural Lender	50,000	75,000
Lending Manager	70,000	125,000
Compliance Specialist	41,000	68,000
Loan Originator*	32,000	55,000

\* Heavily compensated based on commissions.





## ENGINEERING AND MANUFACTURING

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Central Iowa has seen a large increase in the demand for high caliber engineering candidates due to existing company growth and new employers entering the market. Additionally, agricultural manufacturing has come back strong in 2018 which has generated a surge in hiring that should continue into 2019. Candidates with automation and machine controls experience will continue to be heavily recruited. Increased demand has created an attractive market for candidates and has employers evaluating salaries and benefits packages to better attract and retain top talent.

Position		
Computers/Software	Low	High
Automation Engineer	65,000	105,000
Building Automation	62,000	109,000
CNC Programmer	46,000	60,000
Construction Project Manager	75,000	130,000
Construction Superintendent	65,000	84,000
Controls Engineer	65,000	105,000
Design Engineer	62,000	95,000
Drafter/ Cad Technician	35,000	54,000
Electrical Engineer	65,000	110,000
Facility Maintenance	37,000	52,000
Facility Manager	70,000	90,000
Forklift Operator	31,000	44,000
Machine Operator	37,000	56,000
Maintenance Manager	75,000	95,000
Maintenance Supervisor	60,000	75,000
Maintenance Technician	54,000	77,000
Manufacturing Engineer	60,000	85,000



Position		
Computers/Software	Low	High
Mechanical Engineer (HVAC)	65,000	110,00
Plant Manager	105,000	170,000
Process Engineer	60,000	83,000
Production Manager	75,000	95,000
Production Supervisor	55,000	70,000
Production Technician	29,000	37,000
Project Engineer	65,000	90,000
Project Manager	65,000	93,000
Quality Engineer	55,000	82,000
Safety Manager	66,000	97,000
Software Engineer	67,000	130,000
Supply Chain Manager	73,000	95,000
Supply Chain Specialist	37,000	60,000
Utility Operator	33,000	46,000
Vice President of Manufacturing or Engineering	155,000	245,000
Warehouse Manager	75,000	110,000
Warehouse Supervisor	45,000	60,000
Warehouse Worker	27,000	46,000

## HUMAN RESOURCES

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The number of career openings for central Iowa's Human Resources professionals remains strong. More organizations are navigating from traditional to strategic HR departments, so there are opportunities for HR professionals to join senior leadership teams as business partners and make an impact at all organizational levels. Tactical work remains the "nuts and bolts" of Human Resources so individuals with the generalist scope as well as those who specialize in a certain area such as compensation or employee relations are in demand. With a low unemployment rate, the need for corporate recruiters who can successfully build a pipeline of strong talent is also high.

Position		
HR Leadership	Low	High
Vice President of Human Resources	125,000	195,000
Human Resources Director	85,000	150,000
Human Resources Manager	65,000	105,000

Position		
Compensation/Benefits	Low	High
Director of Compensation/Benefits	120,000	165,000
Director of Benefits	85,000	155,000
Compensation Manager	65,000	105,000
Senior Compensation Analyst	65,000	95,000
Compensation Analyst	50,000	80,000
Benefits Analyst	50,000	80,000

Position		
Staffing/Recruitment	Low	High
Director of Recruitment	85,000	150,000
Corporate Staffing Manager	75,000	120,000
Corporate Recruiter	50,000	85,000
Corporate Staffing Representative	45,000	55,000



Position		
HR Business Partner	Low	High
Human Resources Business Partner	65,000	85,000
Senior Human Resources Business Partner	80,000	110,000

Position		
HR Generalist	Low	High
Senior Human Resources Generalist	65,000	85,000
Human Resources Generalist	50,000	70,000
Human Resources Representative	42,000	53,000

Position		
Training/Development	Low	High
Organizational Development Specialist	65,000	90,000
Organizational Development Manager	85,000	120,000
Organizational Development Director	115,000	165,000
Corporate Training Manager	80,000	105,000

## INFORMATION TECHNOLOGY

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Unemployment remains at a record low, and this has been especially difficult within the technology field. As companies continue to invest in new technologies to stay competitive, demand for IT professionals remains high. Not only are companies trying to increase their IT head count, they are also working to retain and backfill their highly marketable IT talent. Many are leaving for higher salaries and new career advancement opportunities. IT security, cloud technologies and big data analytics continue to drive projects within organizations. While demand remains high, we have not seen large increases in salaries. Companies continue to offer creative benefits and environments to attract new talent and will need to continue this trend to retain their existing IT staff.



Position		
Computers/Software	Low	High
Program Manager	95,000	150,000
IT Architect	105,000	145,000
Tech Lead	90,000	115,000
Scrum Master	75,000	115,000
Project Manager	75,000	115,000
Business Intelligence Analyst	70,000	110,000
Application Developer	60,000	110,000
Database Administrator	70,000	105,000
Business Analyst	65,000	95,000
Systems Analyst	60,000	95,000
UX/UI Developer	60,000	95,000
Automated QA Analyst	60,000	95,000
Manual QA Analyst	55,000	85,000

Position		
IT Infrastructure and Security	Low	High
Systems Architect	95,000	130,000
DevOps Engineer	90,000	125,000
Cloud Engineer	90,000	125,000
Information Security Engineer	85,000	120,000
Systems Engineer	75,000	105,000



Position		
IT Infrastructure and Security <i>(continued)</i>		
	Low	High
IT Risk and Compliance Analyst	85,000	115,000
Information Security Administrator	50,000	85,000
Systems Administrator	55,000	80,000
Desktop Engineer	50,000	65,000
Data Center Technician	45,000	65,000
Senior IT Service Desk Specialist	45,000	60,000
IT Service Desk Specialist	32,000	45,000
Computer Operator	33,000	50,000

Position		
Management		
	Low	High
Chief Information Officer	120,000	255,000
Chief Technology Officer	130,000	190,000
Network/System Manager	90,000	130,000
Chief Information Security Officer	120,000	200,000
Application Development Manager	100,000	140,000
IT Service Desk Supervisor	65,000	90,000

## INSURANCE

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According to the Insurance Information Institute, over 57,000 people are employed in the insurance industry across Iowa. That doesn't include the many service and technology organizations that directly support this active sector of our state's economy. Investments in process improvement, efficiency and automation remain top of the mind for business leaders in insurance. Back-end support is still critical, but customer service and call-center functions are increasingly going online or to third parties. Demand for technical professionals with insurance expertise has not diminished. An increasing number of industry veterans are nearing retirement, which fuels opportunity for candidates joining insurance organizations in our state.

Position		
Operations	Low	High
Chief Actuary	185,000	310,000
Senior Actuarial	120,000	160,000
Actuary	75,000	100,000
Actuarial Analyst	50,000	65,000
Actuarial Assistant	42,000	50,000
Life/Health Underwriter	44,000	72,000
Commercial Lines Underwriter	45,000	75,000
Claims Adjuster	42,000	68,000
Claims Auditor	40,000	60,000

Position		
Sales	Low	High
Annuity Wholesaler	60,000	125,000
Property/Casualty Sales Representative	36,000	85,000
Life/Health/Annuity Sales Representative	40,000	90,000
Employee Benefits Sales	40,000	78,000

Position		
Management	Low	High
Compliance Manager	75,000	125,000
Corporate Services Director	80,000	110,000
Claims Manager	55,000	100,000
Account Management	40,000	60,000



The background of the page is a photograph of a woman with long dark hair, wearing a blue and white striped shirt and a headset. She is smiling and looking towards a computer monitor. The office environment is blurred in the background, showing other people and computer equipment. On the left side of the page, there is a green vertical bar with a white geometric pattern of lines and dots.

## OFFICE ADMINISTRATION & CUSTOMER SERVICE

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Office Administration job opportunities are projected to remain at their current levels for 2019. The increases in technology are expected to substitute or supplant key functions of support roles. Customer Service segments are expected to experience continued growth across Iowa. Candidates can expect wages to grow at or faster than the state annual average. Professionals with specialized skills can expect increased job mobility.

Position		
Customer Service	Low	High
Customer Service/Call Center Manager	55,000	120,000
Customer Service Supervisor	40,000	75,000
Customer/Client Relationship Manager	40,000	60,000
Customer/Client Relationship Representative	30,000	42,000
Customer/Client Relationship Coordinator	35,000	40,000
Customer Service Representative I	25,000	27,000
Customer Service Representative II	27,000	34,000
Customer Service Representative III	32,000	40,000

Position		
Office Support	Low	High
Executive Administrative Assistant	40,000	68,000
Project Coordinator	35,000	50,000
Administrative Assistant I	28,000	32,000
Administrative Assistant II	32,000	40,000
Administrative Assistant III	37,000	50,000
Data Processor I	24,000	37,000
Data Processor II	30,000	40,000
Clerical Support I	25,000	31,000
Clerical Support II	30,000	35,000
Receptionist	25,000	35,000

Position		
Legal	Low	High
Paralegal	40,000	75,000
Legal Assistant	34,000	55,000





## MARKETING & SALES

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Demand for sales and marketing professionals in Iowa remains consistent. We've seen the greatest need in digital marketing, including SEO, social media, and analytics. Companies of all sizes are seeking candidates who have the ability to capture data and marketing insights to drive loyalty programs and marketing strategies. Similar to last year, industrial and technology sales candidates are in high demand. By increasing the base pay and providing uncapped commission structures, companies are making themselves competitive for top talent.



Position		
Marketing Management	Low	High
Vice President of Marketing	95,000	185,000
Marketing Director	75,000	125,000
Creative Director	65,000	90,000
Digital Marketing Manager	65,000	115,000
Communications Manager	60,000	85,000

Position		
Marketing	Low	High
Marketing Database Analyst	65,000	95,000
Marketing Manager	65,000	95,000
Product Manager	55,000	80,000
Web Communications Specialist	40,000	70,000
Search Engine Optimization Specialist	42,000	70,000
Social Media Coordinator	38,000	55,000
Communications Coordinator	36,000	55,000

Position		
Development	Low	High
Business Development Manager	60,000	125,000
Territory Manager	50,000	95,000
Senior Account Manager	55,000	95,000
Sales Representative	40,000	75,000
Account Manager	38,000	66,000
Inside Sales Representative	35,000	65,000

Position		
Management	Low	High
Vice President of Sales	125,000	175,000
Regional Sales Manager	100,000	150,000
District Sales Manager	80,000	135,000
Sales Director	70,000	135,000
Sales Manager	65,000	125,000

\* Please note that our salaries listed, do not include commissions or bonus.





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Anniversaries are milestones worth celebrating, and at Palmer Group we are grateful to have accomplished one of our own. Twenty years ago, we opened our doors to help Iowans find the best jobs and hires for their employment needs, and we are proud to say we are still doing the same. Our staff and networks continue to grow, which makes us excited about the future of our company.

We are grateful for the recognition we have received in the business community and consider it a privilege to serve the hard-working individuals in this area. We are committed to continuously making lives better through our line of work. Palmer Group is honored to have been voted the Best Executive Search Firm by the Des Moines Business Record, which marks the fifteenth consecutive year we have received this award.

We have now expanded our operation by opening up a new branch this past summer in Cedar Rapids to serve our clients in eastern Iowa. We look forward to seeing our company grow as we connect organizations and job seekers through Iowa.

If you are in need of a new employee or are searching for a new employment opportunity, please contact [Palmer Group](#) today for assistance.

If you have further questions or need any additional information, please feel free to contact us at [515-225-7000](tel:515-225-7000), send us an email or visit us at [www.thepalmergroup.com](http://www.thepalmergroup.com). To direct your questions to a specific representative, please click [here](#) to see a full list of our team.