



2017 Salary Guide

Central Iowa Job Market

Central Iowans:

You do not have to go too far in any direction in central Iowa to see new development happening. Growth in the construction industry has been outstanding, both in residential and commercial markets. Overall, business and industry in our region continues to grow. Technology and innovation continues to drive up workforce demands. One soft spot in 2016 has been the Agricultural industry. We believe this has contributed to the slight uptick in the state's unemployment rate in 2016 as compared to 2015. We still are in a far better economic environment than the nation as a whole and the market for skilled talent remains competitive.

In the tight labor market that exists in central Iowa, technical and non-technical disciplines are in demand, especially mid-level roles. The feedback Palmer Group has received from those that completed our 2017 salary survey is that their focus for 2017 is to reward top performers at a much higher level of salary increase than they may have provided in years past. Organizations are seeking ways to retain talent as turnover of key employees is expensive to the bottom line and the overall morale in the office. These retention strategies are not new to our market, but they are becoming more typical with work from home time, reduced schedules, and additional training and development being offered.

Businesses are also continuing to think outside the box.

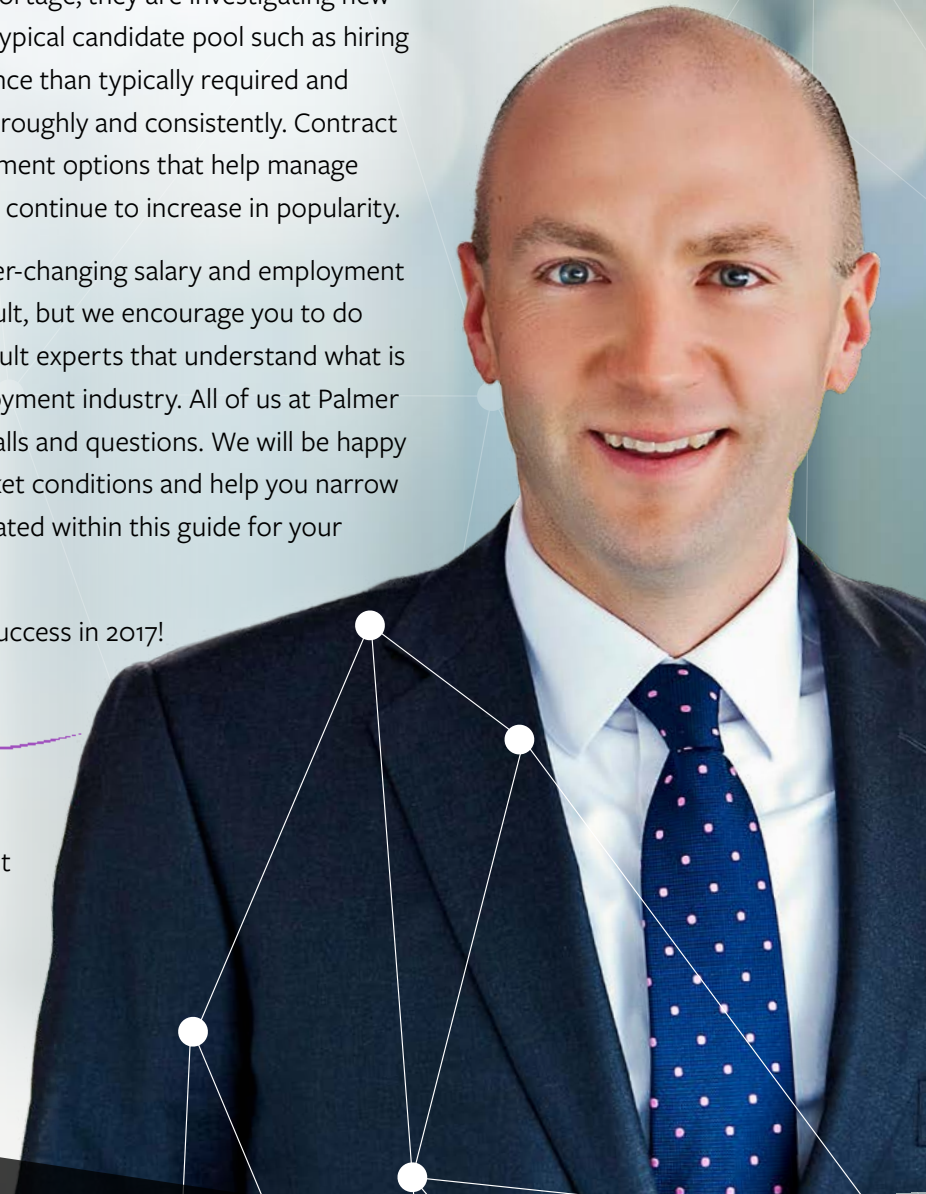
Given the workforce shortage, they are investigating new ways to broaden their typical candidate pool such as hiring those with less experience than typically required and training them more thoroughly and consistently. Contract and temporary employment options that help manage increasing demand also continue to increase in popularity.

Keeping up with the ever-changing salary and employment landscape can be difficult, but we encourage you to do your research and consult experts that understand what is happening in the employment industry. All of us at Palmer Group welcome your calls and questions. We will be happy to discuss current market conditions and help you narrow down salary ranges located within this guide for your specific needs.

Best wishes for much success in 2017!



David Leto
Executive Vice President



Building Businesses and Careers

Central Iowa Business Leaders:

As you know, the Greater Des Moines Partnership is the regional economic and community development organization serving central Iowa. Together with 22 Affiliate Chambers of Commerce and more than 5,800 business members, we help grow opportunity, create jobs and promote central Iowa as the best place to build a business, a career and a future.

Greater Des Moines is riding a wave of economic development momentum. Our region continues to garner a wide range of top national rankings. Recently our region has been ranked as the #2 Top City to Land Work by NBC News and the #2 Best City for Jobs by Forbes. Major central Iowa employers, including Accumold, American Enterprise, Businessolver, Cognizant Technology Solutions, Delta Dental of Iowa, DuPont Pioneer, EMC Insurance Companies, Facebook, Holmes Murphy, Hy-Vee, John Deere, Kemin Industries, Kum & Go, Lauridsen Group Inc., LightEdge Solutions, Merchants Bonding, Microsoft, Principal, Wells Fargo and many others are making significant new capital investments across the region. They know that central Iowa is the best place to grow and expand their business.

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. One such effort is the Education Drives Our Greater Economy (EDGE) initiative. EDGE's goal is to ensure that 75 percent of central Iowa adults have postsecondary certificates, credentials or degrees by 2025 that align with workforce needs. Another significant effort is The Partnership's Global DSM: International Talent Strategy, which sets a framework for how Greater Des Moines can further attract and retain foreign-born talent to the regional community. This effort, along with many more, will bolster our status as a global community and help ensure that our businesses are able to hire top talent.

We are fortunate to have so many businesses dedicated to ensuring Greater Des Moines is a best-in-class region. Thank you for your continued support.

Sincerely,



Jay Byers

CEO, Greater Des Moines Partnership



2017 Central Iowa Salary Survey

Annually, Palmer Group collects data from central Iowa organizations on how they plan to increase salaries for their employees in the year ahead. This survey has provided consistent results the past five years, with a 3-4% increase being the most popular answer during this entire time. The largest percentage of change in our survey response since its inception is the increase coming from organizations stating they will provide a 5+% salary increase. This number has tripled since 2013 where the survey results came in at 3.4%. We believe this survey data shows that companies in central Iowa continue to feel good about the economy, their business and their plans for 2017.

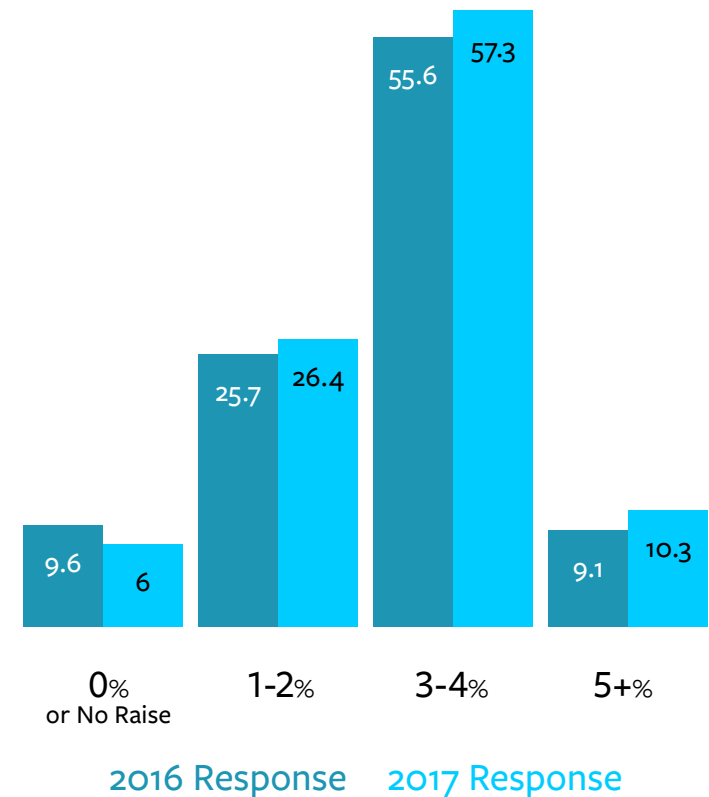


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The information in this guide is based on two central Iowa salary sources. The first is the data we gather while assisting thousands of job seekers with their career planning. Our current database includes more than 46,000 local individuals currently employed or seeking employment. The second source is the salary information we gather while working on searches for actual job openings here in central Iowa. In 2016, these totaled more than 1,950. The combined result, we believe, is the most accurate summary of salary information in central Iowa.



A&F

Accounting & Finance

The employment conditions in the accounting & finance sector remain strong for candidates, with low employment rates making it difficult to find quality individuals. In public accounting, the shortage of experienced tax and audit professionals continues. The growing number of experienced accounting & finance individuals nearing retirement lends itself to an opportunity to engage these individuals on a contract or project basis to help cover any knowledge or experience gaps.

Position		
Management	Low	High
Chief Financial Officer - Corporate	220,000	535,000
Chief Financial Officer - Midsized	120,000	235,000
Chief Financial Officer - Small	90,000	165,000
Corporate Controller	145,000	270,000
Controller - Midsized 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	55,000	100,000
Accounting Manager	55,000	95,000
Merger and Acquisitions	85,000	135,000
Audit Manager	75,000	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	66,000
Senior Accountant	55,000	86,000
Staff Accountant	38,000	55,000
Senior Internal Audit	60,000	90,000
Internal Audit	49,000	63,000
Senior Tax Accountant	60,000	90,000
Tax Accountant	49,000	69,000
Cost Accountant	50,000	75,000

Position		
Public Accounting	Low	High
Senior Manager	100,000	140,000
Manager	75,000	100,000
Audit/Tax Senior	65,000	80,000
Auditor/Tax - Big 4	58,000	65,000
Auditor/Tax-Local/Regional Firm	45,000	55,000

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	27,000	45,000
Billing Specialist	27,000	42,000

Position		
Payroll	Low	High
Director of Payroll	75,000	125,000
Payroll Manager	57,000	96,000
Payroll Supervisor	45,000	65,000
Payroll Specialist	29,000	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	41,000	68,000



Mortgage & Banking

Mortgage rates fell in August of 2016 to a two-year low and only a quarter point away from the lowest rates ever in 2012. While new home sales rose to nearly double what they were in August 2014. Rates for 2017 are predicted to stay steady or rise only slightly throughout the year. Mortgage programs that are currently in place to assist buyers in securing affordable housing will continue in 2017. The abundance of these programs will compensate for any small rate increase. Overall, the mortgage banking and real estate industries should see a strong 2017.

Position		
Mortgage & Banking	Low	High
Teller	22,500	32,000
Teller Supervisor	30,000	45,000
Relationship Manager	40,000	55,000
Credit Analyst	45,000	65,000
Credit Manager	45,000	88,000
Underwriter	42,000	65,000
Senior Underwriter	60,000	90,000
Processor	28,000	51,000
Phone Banker	24,000	35,000
Personal Banker	30,000	43,000
Financial Planner*	30,000	45,000
Branch Manager	40,000	70,000
Investment/Treasury Analyst	45,000	75,000

* Additional compensation based on commission

Position

Mortgage & Banking continued

	Low	High
Commercial Lender	45,000	70,000
Agricultural Lender	50,000	75,000
Senior Lender	60,000	105,000
Compliance Specialist	41,000	68,000
Loan Originator	32,000	55,000
Loan Documentation Specialist	26,000	45,000
Loan Adjuster	27,500	42,000
Operations Processor	23,000	30,000
Mortgage Quality Assurance	35,000	60,000
Collector	30,000	45,000
Collections Manager	45,000	85,000
Closer	35,000	65,000
Claims Processor	30,000	40,000



E&M

Engineering & Manufacturing

Demand continues! As Des Moines, and Iowa in general, continue to be praised nationwide for our low unemployment rates, affordable housing and being a great place to start a business (just to name a few), companies continue to search for talent across all levels of their organizations. With construction booming, demand for professionals and skilled labor is some of the highest we have seen. Local manufacturers continue their search for skilled labor, maintenance and engineering support.

Position		
Engineering & Manufacturing	Low	High
Drafter	32,000	54,000
Manufacturing Engineer	46,000	81,000
Mechanical Engineer (Manufacturing)	62,000	95,000
Mechanical Engineer (HVAC)	62,000	109,000
Electrical Engineer (Mfg/Automation)	65,000	105,000
Electrical Engineer (Consulting)	65,000	110,000
Structural Engineer	59,000	87,000
Civil Engineer	50,000	90,000
Quality Engineer	45,000	82,000
Chemical Engineer	75,000	115,000
Skilled Trades	31,000	56,000
Maintenance Technician	51,000	66,000
Engineering Technician	29,000	62,500
Warehouse	27,000	42,000
Senior Project Manager (Construction)	100,000	130,000
Project Manager (Construction)	70,000	93,000
Superintendent (Construction)	65,000	84,000



HR

Human Resources

Great opportunities exist for degreed and certified Human Resources professionals at all levels in the Des Moines area. In particular, there is an on-going need for Recruiters/Talent Acquisition Professionals both on a contract and direct-hire basis due to the continuing improvement of the job market in central Iowa.

Position		
HR Leadership	Low	High
Vice President of Human Resources	130,000	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	90,000
Compensation Analyst	50,000	75,000
Benefits Analyst	50,000	75,000

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 Generalist	Low	High
Human Resources Representative	40,000	52,500
Human Resources Generalist	50,000	70,000
Senior Human Resources Generalist	65,000	85,000

Position		
Training/Development	Low	High
Vice President - Training/Development	115,000	155,000
Corporate Training Manager	80,000	105,000

A white circle containing the letters 'IT' in a bold, orange, sans-serif font. The background of the slide features a network diagram with white nodes and lines on an orange gradient, overlaid on a blurred image of server racks and a person working.

IT

Information Technology

2017 will continue to be another competitive hiring market for IT talent in central Iowa. Companies have never worked harder to attract and retain their top technical talent. Organizations are increasingly focusing on customer facing applications in the mobile and digital space, heightened security awareness, data management reprioritization, and cloud based efforts with new business applications. Because of these resource demands, we are seeing the mean salary rising within IT skill sets.

Position		
Computers/Software	Low	High
Application Developer	60,000	110,000
Systems Analyst	60,000	95,000
Business Analyst	65,000	95,000
Manual QA Analyst	55,000	85,000
Automated QA Analyst	60,000	90,000
Database Administrator	70,000	100,000
Business Intelligence Analyst	70,000	110,000
Project Manager	75,000	115,000
Scrum Master	75,000	115,000
Tech Lead	90,000	115,000
IT Architect	100,000	135,000

Position		
Management	Low	High
CIO	120,000	255,000
Program Manager	95,000	150,000
Application Development Manager	100,000	150,000
Network/System Manager	90,000	150,000
IT Service Desk Supervisor	65,000	90,000

Position		
IT Infrastructure and Security	Low	High
Computer Operator	33,000	45,000
Data Center Technician	45,000	60,000
Cloud Engineer	90,000	125,000
DevOps Engineer	90,000	125,000
Information Security Engineer	85,000	120,000
Information Security Administrator	50,000	85,000
IT Service Desk Specialist	32,000	45,000
Senior IT Service Desk Specialist	45,000	60,000
Desktop	40,000	50,000
IT Risk and Compliance Analyst	60,000	85,000
Senior Desktop	50,000	65,000
Systems Administrator	55,000	75,000
Systems Engineer	65,000	95,000
Senior Systems Engineer	80,000	105,000
Systems Architect	95,000	130,000



Insurance

Insurance specific occupations in the Des Moines market are increasing. With the adoption of advanced technologies and systems, people who understand and work with these tools will continue to thrive. Lesser demand is predicted for traditional call/service center operators as more of these tasks are increasingly automated.

Position		
Operations	Low	High
Claims Adjustor	42,000	66,000
Claims Auditor	40,000	60,000
Commercial Lines Underwriter	42,000	72,000
Life/Health Underwriter	42,000	72,000
Chief Actuary	175,000	260,000

Position		
Sales	Low	High
Life/Health/Annuity Sales Representative	36,000	85,000
Property/Casualty Sales Representative	36,000	85,000
Annuity Wholesaler	60,000	125,000
Employee Benefits Sales	40,000	75,000

Position		
Management	Low	High
Account Management	40,000	55,000
Claims Manager	54,000	100,000
Compliance Manager	70,000	125,000

A woman with blonde hair, wearing a headset, is smiling. The image is overlaid with a green filter and a network diagram consisting of white dots connected by thin white lines. In the top right corner, there is a white circle containing the text 'A&S' in green.

A&S

Office Administration & Customer Service

The Office Administration and Customer Service market is changing drastically and is one of the fastest growing job categories in central Iowa. Job trends are expanding and diversifying, and the general classification of these roles is turning into multi-skilled positions. These jobs are now much more productive and demanding, requiring specialized skills and increased job mobility.

Position		
Office Support	Low	High
Clerical	27,000	35,000
Data Entry/Processors	27,000	37,000
Customer Service Representative	27,000	43,000

Position		
Administrative	Low	High
Receptionist	25,000	40,000
Administrative Assistant	31,000	52,000
Executive Assistant	40,000	70,000

Position		
Legal	Low	High
Legal Secretary	35,000	60,000
Paralegal	40,000	65,000
Legal Assistant	36,500	73,000

Position		
Management	Low	High
Team Leader	36,000	60,000
Customer Service Supervisor	40,000	75,000
Call Center Manager	55,000	125,000



Marketing & Sales

Demand for sales and marketing professionals in central Iowa has remained consistent in 2016. Openings for proven commissioned sales professionals that can secure new business is solid, however, this continues to be a candidate driven market. As our clients look towards 2017, they are considering the impact of recent changes to the Fair Labor Standards Act. These rulings require overtime pay for formerly exempt sales (and other) professionals who earn less than a government mandated threshold.

Position		
Marketing	Low	High
Product Manager	50,000	80,000
Marketing Manager	65,000	95,000
Web Communication Specialist	40,000	70,000
Communications Coordinator	36,000	55,000
Marketing Analyst	45,000	75,000
SEO Specialist	40,000	70,000
Social Media Coordinator	38,000	55,000
Marketing Database Analyst	65,000	95,000

Position		
Marketing Management	Low	High
Vice President of Marketing	95,000	155,000
Marketing Director	75,000	125,000
Creative Director	65,000	90,000
Communications Manager	60,000	85,000
Online Marketing Manager	60,000	90,000

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

Position		
Management	Low	High
Vice President of Sales	120,000	175,000
Regional Sales Manager	100,000	150,000
District Sales Manager	80,000	135,000
Sales Director	60,000	135,000
Sales Manager	65,000	125,000

* Please note that our salaries listed do not include commission or bonus





Palmer Group is a leading employment firm specializing in temporary and contract staffing solutions, direct-hire placement and outplacement services. Founded by Austin Palmer in 1998, Palmer Group works with employers and job seekers throughout central Iowa to connect the best companies with the most talented candidates.

From searching for qualified CEO's to supplying skilled temporary employees, Palmer Group provides the professionals and resources to help businesses and candidates both succeed.

If you are in need of a key new employee or are searching for a new employment opportunity, contact **Palmer Group** for assistance.

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