

# SHRM

GREATER MADISON AREA

SOCIETY FOR HUMAN RESOURCE MANAGEMENT



## 2021 Salary Survey

Data Effective June 1, 2021

Compiled by:

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2021 Sample Results



## Participant List

ACS	Summit Credit Union
Alliant Energy	Temperature Systems Inc.
Ascendium Education Group, Inc.	The Douglas Stewart Company
Bank of Sun Prairie	The QTI Group
Bell Laboratories	Wisconsin Alumni Research Foundation
Carlson Dettmann Consulting	
Diesel Forward	
Electronic Theatre Controls, Inc.	
Frank Beverage Group	
Great Big Pictures	
Group Health Cooperative of South Central Wisconsin	
Hausmann-Johnson Insurance	
Horizon Group of Companies	
Independent Pharmacy Co-op	
J.H. Findorff & Son Inc.	
Latitude Corporation	
Morgridge Institute for Research	
NORD Gear Corporation	
Oakwood Village	
Park Bank	
pc/nametag	
Quartz Health Solutions, Inc.	
SSM Health	
Standard Imaging	
State Bank of Cross Plains	
State of Wisconsin	
Sub-Zero Group, Inc.	



## Survey Positions and Page Numbers

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Accounting Supervisor	11	Mechanical Engineer III	44
Accountant I	12	Building/Facilities Manager	45
Accountant II	13	Building/Maintenance Mechanic I	46
Accountant III	14	Building/Maintenance Mechanic II	47
Accounting Clerk I	15	Registered Nurse (RN)	48
Accounting Clerk II	16	Human Resources Director	49
Accounting Clerk III	17	Human Resources Manager	50
Credit/Collections Clerk	18	Benefits Analyst II	51
Financial Analyst I	19	Human Resources Assistant	52
Financial Analyst II	20	Human Resources Generalist I	53
Internal Auditor	21	Human Resources Generalist II	54
Payroll Supervisor	22	Human Resources Generalist III	55
Branch Manager	23	Recruiting Manager	56
Assistant Branch Manager	24	Staffing Specialist/Recruiter	57
Administrative Assistant I	25	Training and Development Manager	58
Administrative Assistant II	26	Training and Development Specialist	59
Administrative Assistant III	27	Analyst/Programmer II	60
Executive Assistant	28	Analyst/Programmer III	61
Receptionist	29	Business Systems Analyst	62
Graphic Designer	30	Database Administrator	63
Call Center Manager	31	Help Desk Specialist	64
Customer Service Manager	32	Help Desk Supervisor/Manager	65
Customer Service Supervisor	33	Manager Information Systems	66
Customer Service Representative I	34	Network Administrator	67
Customer Service Representative II	35	Network Analyst II	68
Customer Service Representative III	36	Network Analyst III	69
Designer/Drafter (CAD) II	37	Project Manager I	70
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## 2021 Greater Madison Area SHRM Salary Survey

### 100 Controller

Controller directs all financial activities of the organization. Responsibilities may include preparing or directing the preparation of financial statements, forecast, and budgets; managing accounting department; and advising management of desired operational adjustments based on changes in tax code. May be Chief Financial Officer in smaller organizations. Typically requires a bachelor's degree with a CPA designation and 5 or more years of experience or equivalent.

	# Org	# FTE	Hourly Base Compensation					Bonus		Annual Base Compensation					Total Cash
			25th	50th	Avg.	Wtd. Avg.	75th	% Elig	Avg \$	25th	50th	Avg.	Wtd. Avg.	75th	Avg.
All Participants															
All Incumbents	17	18	\$56.21	\$59.10	\$68.65	\$68.29	\$76.58	82.3	\$19,956	\$116,918	\$122,927	\$142,782	\$142,052	\$159,285	\$158,042
Industry															
Banking/Bus Svcs/Finance	5	6	\$51.92	\$56.90	\$60.15		\$72.73	100.0	\$13,377	\$107,984	\$118,347	\$125,110		\$151,268	\$138,487
Gov/Healthcare/Nonprofit	6	6	\$55.49	\$69.14	\$73.19	\$73.19	\$94.94	50.0		\$115,418	\$143,815	\$152,238	\$152,238	\$197,482	\$158,333
Manufacturing/Trades	5	5	\$54.20	\$58.49	\$73.47	\$73.47	\$100.24	100.0	\$29,194	\$112,730	\$121,654	\$152,823	\$152,823	\$208,500	\$182,016
FTEs															
Under 100 FTEs	4	4													
100 to 499 FTEs	5	5	\$53.81	\$59.71	\$71.44	\$71.44	\$94.94	80.0		\$111,916	\$124,200	\$148,599	\$148,599	\$197,482	\$159,031
500 or More FTEs	8	9	\$57.29	\$62.76	\$73.40	\$72.17	\$76.58	75.0	\$35,885	\$119,161	\$130,543	\$152,666	\$150,109	\$159,285	\$175,094
Region															
Upper Midwest	87	103	\$47.73	\$58.95	\$62.29	\$64.53	\$74.28	65.1	\$21,227	\$99,278	\$122,621	\$129,564	\$134,220	\$154,500	\$141,001
2021 Sample Results															
Formal Salary Range - Annual		Formal Salary Range - Hourly		Average Shift Differentials											
Minimum	Maximum	Minimum	Maximum	Evening		Night		Weekend		% Exempt		% Union			
\$108,717	\$187,703	\$52.27	\$90.24							100%		0.0%			