

2021/2022 Nonprofit Compensation & Benefits Survey (41101) Accountant II (Experienced)

Second of three levels of professional general accounting work. The job typically requires a bachelor's degree in accounting and 2+ years of experience, or equivalent. Under limited supervision, analyzes financial information detailing assets, liabilities, and capital, and prepares balance sheet, profit and loss statement, and other reports to summarize current and/or projected company financial position(s). May establish, modify, document, and coordinate implementation of accounting and accounting control procedures. Typically uses standard spreadsheet and database software or an accounting applications package designed for general accounting. May direct and coordinate activities of other accountants and clerical workers performing accounting and bookkeeping tasks.

	Base Pay							Variable Pay							Total Compensation					
	# of Orgs	# of Emp	Un-Wtd Avg	Wtd Avg	P25	Median	P75	Eligible		Actual			Target		Un-Wtd Avg	Wtd Avg	P25	Median	P75	
								# of Orgs	# of Emp	# of Orgs	# of Emp	Wtd Annual Avg	# of Orgs	# of Emp						Wtd Avg %
Total Responses	53	99	\$58,678	\$57,568	\$46,904	\$57,554	\$64,272	13	21	12	19	\$2,199	11	18	3.5%	\$59,203	\$57,979	\$47,079	\$57,602	\$65,998
Geographic Area																				
Central Region	5	6	\$55,470	\$54,506	\$41,252	\$53,692	\$66,468	1	1	1	1	-	1	1	-	\$55,770	\$54,787	\$41,252	\$53,692	\$67,343
Iowa/Western Illinois	5	6	\$55,470	\$54,506	\$41,252	\$53,692	\$66,468	1	1	1	1	-	1	1	-	\$55,770	\$54,787	\$41,252	\$53,692	\$67,343
Great Lakes Region	48	93	\$59,013	\$57,869	\$47,487	\$57,658	\$65,135	12	20	11	18	\$2,256	10	17	3.4%	\$59,561	\$58,291	\$47,487	\$57,658	\$66,273
Minnesota	11	19	\$68,959	\$67,333	\$61,792	\$67,021	\$71,540	2	3	2	2	-	2	2	-	\$67,249	\$67,573	\$62,412	\$67,021	\$71,540
Minneapolis/St. Paul Metro Area	10	18	\$68,247	\$68,120	\$62,245	\$67,364	\$71,688	2	3	2	2	-	2	2	-	\$68,566	\$68,379	\$62,896	\$67,364	\$71,688
Wisconsin	35	60	\$56,319	\$57,145	\$47,970	\$56,703	\$61,277	8	15	8	15	\$2,201	6	13	3.5%	\$56,875	\$57,663	\$47,970	\$56,703	\$63,505
Region 2 - Milwaukee & Waukesha counties	22	37	\$56,826	\$58,879	\$50,472	\$56,635	\$67,132	5	10	5	10	\$2,791	3	8	-	\$56,979	\$59,477	\$50,472	\$56,635	\$67,711
Region 6 - Southwest Wisconsin	6	12	\$69,076	\$58,480	\$54,096	\$59,544	\$61,320	1	1	1	1	-	1	1	-	\$59,316	\$58,615	\$54,096	\$59,544	\$62,278
Metropolitan Statistical Area																				
Madison, WI	5	8	\$61,736	\$63,354	\$59,451	\$60,074	\$71,838	1	1	1	1	-	1	1	-	\$62,024	\$63,570	\$59,451	\$60,577	\$71,838
Milwaukee-Waukesha-West Allis, WI	23	38	\$56,417	\$58,867	\$50,737	\$56,703	\$65,702	5	10	5	10	\$2,791	3	8	-	\$57,042	\$59,449	\$50,737	\$56,703	\$65,992
Minneapolis-St. Paul-Bloomington, MN-WI	10	18	\$68,247	\$68,120	\$62,245	\$67,364	\$71,688	2	3	2	2	-	2	2	-	\$68,566	\$68,379	\$62,896	\$67,364	\$71,688
Industry																				
Health Care/Health Services	12	39	\$59,692	\$56,666	\$46,904	\$58,282	\$63,649	3	5	3	5	-	3	5	-	\$60,154	\$57,036	\$46,904	\$58,282	\$64,058
Services	27	41	\$58,925	\$62,080	\$55,441	\$58,261	\$70,055	8	14	7	12	\$2,058	7	12	3.1%	\$59,429	\$62,633	\$55,941	\$59,000	\$70,571
Other	13	16	\$57,166	\$57,140	\$43,664	\$54,776	\$68,219	2	2	2	2	-	1	1	-	\$57,831	\$57,681	\$43,664	\$54,776	\$70,159
Primary Service Area																				
Arts, Culture & Humanities	5	6	\$57,989	\$59,304	\$48,547	\$56,992	\$73,279	3	3	3	3	-	2	2	-	\$58,777	\$60,043	\$49,130	\$58,482	\$73,279
Education & Research	6	13	\$58,395	\$58,757	\$56,060	\$58,040	\$59,613	0	0	0	0	-	0	0	-	\$58,395	\$58,757	\$56,060	\$58,040	\$59,613
Healthcare & Mental Health Services	12	39	\$59,692	\$56,666	\$46,904	\$58,282	\$63,649	3	5	3	5	-	3	5	-	\$60,154	\$57,036	\$46,904	\$58,282	\$64,058
Social Services	14	20	\$56,008	\$57,072	\$47,445	\$57,630	\$67,122	2	3	2	2	-	2	2	-	\$56,134	\$57,226	\$47,795	\$57,630	\$67,122
Other	5	5	\$60,045	\$60,045	\$45,230	\$60,320	\$74,724	1	1	1	1	-	0	0	-	\$61,045	\$61,045	\$45,230	\$60,320	\$77,224
Total Annual Gross Revenue																				
Less than \$10,000,000	14	14	\$54,729	\$54,729	\$47,003	\$55,692	\$60,086	4	4	4	4	-	3	3	-	\$55,044	\$55,044	\$47,120	\$56,315	\$60,341
\$10,000,000 to \$24,999,999	15	36	\$55,771	\$53,857	\$44,803	\$54,995	\$61,530	3	3	2	2	-	3	3	-	\$56,013	\$54,028	\$44,803	\$54,995	\$62,451
\$25,000,000 to \$49,999,999	9	14	\$60,626	\$58,772	\$46,280	\$59,040	\$71,722	3	6	3	5	-	3	5	-	\$61,389	\$59,629	\$46,800	\$59,040	\$72,371
\$50,000,000 to \$99,999,999	5	9	\$65,613	\$65,058	\$57,593	\$65,078	\$70,559	0	0	0	0	-	0	0	-	\$65,613	\$65,058	\$57,593	\$65,078	\$70,559
\$250,000,000 and Greater	7	18	\$63,277	\$62,206	\$57,325	\$60,061	\$67,449	1	1	1	1	-	0	0	-	\$63,992	\$62,494	\$57,325	\$60,061	\$67,518
Annual Operating Budget																				
\$5,000,000 to \$9,999,999	12	14	\$53,597	\$54,961	\$47,003	\$57,119	\$59,764	3	3	3	3	-	2	2	-	\$54,582	\$55,805	\$47,120	\$57,119	\$64,181
\$10,000,000 to \$14,999,999	9	10	\$56,537	\$56,851	\$54,187	\$57,033	\$61,848	1	1	0	0	-	1	1	-	\$56,887	\$56,851	\$54,187	\$57,033	\$61,848
\$15,000,000 to \$24,999,999	8	29	\$60,884	\$57,722	\$44,803	\$58,095	\$75,291	2	2	2	2	-	2	2	-	\$61,338	\$58,024	\$44,803	\$59,039	\$75,291
\$25,000,000 or more	18	40	\$61,073	\$62,971	\$55,930	\$61,995	\$71,489	4	12	4	11	-	4	11	-	\$61,541	\$63,504	\$55,930	\$61,995	\$71,489
Size of Organization																				
25 to 49 Employees	6	6	\$62,341	\$62,341	\$53,022	\$61,004	\$72,358	3	3	2	2	-	2	2	-	\$63,414	\$63,414	\$53,022	\$61,724	\$76,108
50 to 74 Employees	7	7	\$55,330	\$55,330	\$46,613	\$52,500	\$58,261	1	1	1	1	-	1	1	-	\$55,397	\$55,397	\$47,079	\$52,500	\$58,261
100 to 199 Employees	14	19	\$57,558	\$58,954	\$55,252	\$60,389	\$63,427	2	2	2	2	-	2	2	-	\$57,943	\$59,242	\$55,252	\$60,389	\$64,316
200 to 499 Employees	12	39	\$59,584	\$55,949	\$41,600	\$57,333	\$68,817	4	7	4	6	-	4	6	-	\$60,539	\$56,604	\$43,680	\$58,617	\$68,817