

2023/2024 Nonprofit Compensation & Benefits Survey

(42040) Human Resource Manager (Single Location)

Manages and coordinates organization activities related to one or more human resources and industrial relations functions. The job typically requires a degree in human resources and 5+ years of human resources experience or equivalent. Job duties may include, but are not limited to, employment, HRIS, compensation, benefits, payroll, organizational development, employee relations, performance management, training, recruitment, and safety. Recommends and develops policies and implements approved programs and procedures designed to protect company and employee interests in compliance with company HR policies and governmental laws and regulations. Identifies and complies with legal requirements and government reporting regulations. The manager may supervise human resources or payroll staff. Typically reports to a director or vice president but may report directly to the CEO and will develop and recommend policies for approval by senior management.

	# of Orgs # of Emp		Base Pay					Variable Pay					Total Compensation							
			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	48	105	\$66,723	\$67,376	\$55,986	\$64,032	\$71,895	8	12	4	4	-	5	9	6.4%	\$66,984	\$67,519	\$55,986	\$64,032	\$71,895
Geographic Area																				
Central Region																				
Iowa/Western Illinois	6	14	\$64,254	\$70,197	\$59,063	\$67,510	\$85,625	2	3	0	0	-	1	2	-	\$64,254	\$70,197	\$59,063	\$67,510	\$85,625
Great Lakes Region	43	87	\$66,895	\$67,178	\$55,494	\$64,080	\$72,438	6	9	4	4	-	4	7	-	\$67,186	\$67,352	\$55,494	\$64,080	\$72,438
Minnesota	16	49	\$76,873	\$74,146	\$58,176	\$68,686	\$84,127	3	6	2	2	-	3	6	-	\$77,090	\$74,254	\$58,176	\$68,686	\$84,127
Minneapolis/St. Paul Metro Area	14	41	\$78,941	\$78,658	\$63,467	\$74,068	\$87,465	3	6	2	2	-	3	6	-	\$79,190	\$78,803	\$63,467	\$74,068	\$87,465
Wisconsin	27	36	\$60,738	\$60,758	\$54,137	\$59,120	\$66,635	2	2	2	2	-	1	1	-	\$61,074	\$61,010	\$54,137	\$60,229	\$66,635
Region 2 - Milwaukee & Waukesha	21	27	\$58,885	\$59,850	\$54,080	\$58,240	\$66,999	2	2	2	2	-	1	1	-	\$59,317	\$60,185	\$54,080	\$60,000	\$66,999
Metropolitan Statistical Area																				
Milwaukee-Waukesha-West Allis, WI	22	29	\$58,602	\$59,343	\$54,040	\$58,240	\$65,676	2	2	2	2	-	1	1	-	\$59,014	\$59,655	\$54,040	\$58,240	\$65,676
Minneapolis-St. Paul-Bloomington, MN-WI	14	44	\$78,910	\$78,548	\$64,043	\$73,924	\$87,465	3	6	2	2	-	3	6	-	\$79,158	\$78,693	\$64,043	\$73,924	\$87,465
Industry																				
Healthcare/Health Services	16	59	\$59,305	\$60,129	\$54,686	\$60,000	\$67,752	3	4	1	1	-	2	3	-	\$59,401	\$60,187	\$54,686	\$60,000	\$67,752
Social Services	10	10	\$60,343	\$60,343	\$52,795	\$59,820	\$63,898	0	0	0	0	-	0	0	-	\$60,343	\$60,343	\$52,795	\$59,820	\$63,898
Other	21	34	\$75,184	\$77,166	\$61,820	\$70,320	\$87,982	5	8	3	3	-	3	6	-	\$75,708	\$77,490	\$61,820	\$70,320	\$89,100
Primary Service Area																				
Education & Research	6	11	\$65,684	\$66,986	\$58,494	\$65,757	\$80,664	1	1	0	0	-	0	0	-	\$65,684	\$66,986	\$58,494	\$65,757	\$80,664
Total Annual Gross Revenue																				
Less than \$10,000,000	21	28	\$65,595	\$67,769	\$54,712	\$62,492	\$68,537	2	2	2	2	-	1	1	-	\$66,026	\$68,093	\$54,712	\$62,492	\$68,537
\$10,000,000 to \$24,999,999	11	11	\$64,156	\$64,166	\$53,023	\$58,240	\$82,490	2	2	1	1	-	1	1	-	\$64,332	\$64,332	\$53,023	\$58,240	\$82,490
\$25,000,000 to \$49,999,999	7	10	\$69,368	\$70,283	\$63,558	\$68,255	\$76,970	2	3	0	0	-	1	2	-	\$69,368	\$70,283	\$63,558	\$68,255	\$76,970
Annual Operating Budget																				
\$3,000,000 to \$4,999,999	7	7	\$69,237	\$69,237	\$57,491	\$63,149	\$77,111	1	1	1	1	-	0	0	-	\$69,661	\$69,661	\$60,457	\$63,149	\$77,111
\$5,000,000 to \$9,999,999	8	8	\$57,302	\$57,302	\$47,375	\$53,863	\$67,577	1	1	1	1	-	1	1	-	\$58,064	\$58,064	\$47,375	\$53,863	\$67,577
\$10,000,000 to \$14,999,999	10	10	\$65,882	\$65,882	\$58,749	\$63,950	\$71,713	1	1	0	0	-	0	0	-	\$65,882	\$65,882	\$58,749	\$63,950	\$71,713
\$25,000,000 or more	14	67	\$75,748	\$73,298	\$58,489	\$67,836	\$82,459	3	7	1	1	-	3	7	-	\$75,859	\$73,339	\$58,489	\$67,836	\$82,459
Size of Organization																				
25 to 49 Employees	7	7	\$62,605	\$62,605	\$54,080	\$59,935	\$70,003	0	0	0	0	-	0	0	-	\$62,605	\$62,605	\$54,080	\$59,935	\$70,003
50 to 74 Employees	7	13	\$64,714	\$63,490	\$55,646	\$63,064	\$70,013	2	2	2	2	-	1	1	-	\$65,413	\$63,949	\$55,646	\$63,064	\$70,013
75 to 99 Employees	9	21	\$60,275	\$59,675	\$51,123	\$57,758	\$68,792	1	1	1	1	-	1	1	-	\$60,953	\$60,247	\$51,123	\$57,758	\$68,792
100 to 199 Employees	12	21	\$73,088	\$76,441	\$56,888	\$66,806	\$92,791	0	0	0	0	-	0	0	-	\$73,088	\$76,441	\$56,888	\$66,806	\$92,791
200 to 499 Employees	15	38	\$66,269	\$66,612	\$61,965	\$65,221	\$71,088	4	5	1	1	-	2	3	-	\$66,372	\$66,659	\$61,965	\$66,163	\$71,088