

		July 2023 Salary Survey			
		Human Resources Positions: Chicago Market			
		Provided by: Arlington Resources			
		www.arlingtonresources.com			
Title	Median	Bonuses	Total Salary	25%	75%
Top Human Resources Executive	\$ 286,885.00	\$ 84,790.00	\$ 371,675.00	\$ 245,708.00	\$ 337,444.00
Director of HR (Autonomous)	\$ 187,260.00	\$ 25,431.00	\$ 212,691.00	\$ 165,297.00	\$ 211,135.00
Director of HR (Non-autonomous) (Associate Human Resources Dir.)	\$ 164,950.00	\$ 19,319.00	\$ 184,269.00	\$ 146,222.00	\$ 186,024.00
International HR Manager	\$ 149,390.00	\$ 8,800.00	\$ 158,190.00	\$ 129,090.00	\$ 178,890.00
Regional HR Manager	\$ 129,077.00	\$ 13,549.00	\$ 142,626.00	\$ 113,060.00	\$ 150,081.00
Human Resources Manager	\$ 122,847.00	\$ 9,445.00	\$ 132,292.00	\$ 108,848.00	\$ 138,297.00
Human Resources Business Partner	\$ 129,180.00	\$ 4,913.00	\$ 138,660.00	\$ 116,340.00	\$ 142,690.00
HR Generalist III	\$ 97,900.00	\$ 4,200.00	\$ 102,100.00	\$ 88,100.00	\$ 109,100.00
HR Generalist II	\$ 78,700.00	\$ 2,400.00	\$ 81,100.00	\$ 71,000.00	\$ 87,600.00
HR Generalist I	\$ 65,730.00	\$ 1,430.00	\$ 67,160.00	\$ 58,900.00	\$ 73,160.00
HR Assistant III	\$ 62,400.00	\$ 1,200.00	\$ 63,600.00	\$ 56,300.00	\$ 69,200.00
HR Assistant II	\$ 54,600.00	\$ 800.00	\$ 55,400.00	\$ 49,200.00	\$ 61,000.00
HR Assistant I	\$ 47,800.00	\$ 52.00	\$ 47,852.00	\$ 42,900.00	\$ 53,400.00
Benefits Director	\$ 199,429.00	\$ 39,939.00	\$ 239,368.00	\$ 175,648.00	\$ 224,062.00
Benefits Manager	\$ 126,847.00	\$ 11,599.00	\$ 138,446.00	\$ 112,973.00	\$ 142,231.00
Benefits Administrator III	\$ 89,410.00	\$ 3,249.00	\$ 92,659.00	\$ 78,945.00	\$ 100,709.00
Benefits Administrator II	\$ 70,913.00	\$ 1,726.00	\$ 72,639.00	\$ 63,322.00	\$ 80,145.00

Benefits Administrator I	\$ 60,661.00	\$ 1,363.00	\$ 62,024.00		\$ 54,453.00	\$ 69,239.00
Compensation & Benefits Director	\$ 202,121.00	\$ 40,179.00	\$ 242,300.00		\$ 182,569.00	\$ 225,846.00
Compensation & Benefits Manager	\$ 138,255.00	\$ 13,253.00	\$ 151,508.00		\$ 122,534.00	\$ 152,670.00
Compensation Manager	\$ 143,397.00	\$ 13,803.00	\$ 157,200.00		\$ 128,485.00	\$ 162,101.00
Executive Compensation Analyst III	\$ 116,079.00	\$ 8,347.00	\$ 124,426.00		\$ 103,573.00	\$ 134,184.00
Executive Compensation Analyst II	\$ 89,577.00	\$ 4,098.00	\$ 93,675.00		\$ 82,214.00	\$ 101,522.00
Executive Compensation Analyst I	\$ 71,356.00	\$ 4,368.00	\$ 75,724.00		\$ 60,073.00	\$ 88,211.00
Compensation Analyst III	\$ 104,601.00	\$ 4,345.00	\$ 108,946.00		\$ 95,033.00	\$ 114,259.00
Compensation Analyst II	\$ 81,643.00	\$ 2,496.00	\$ 84,139.00		\$ 73,966.00	\$ 90,131.00
Compensation Analyst I	\$ 66,967.00	\$ 1,682.00	\$ 68,649.00		\$ 60,311.00	\$ 73,739.00
Recruiting Director	\$ 166,515.00	\$ 19,132.00	\$ 185,647.00		\$ 148,894.00	\$ 184,804.00
Recruiting Manager	\$ 130,521.00	\$ 10,120.00	\$ 140,641.00		\$ 116,430.00	\$ 145,780.00
Nurse Recruiter	\$ 92,905.00	\$ 160.00	\$ 93,065.00		\$ 83,138.00	\$ 103,524.00
Campus Recruiter	\$ 79,342.00	\$ 2,846.00	\$ 82,188.00		\$ 70,452.00	\$ 89,636.00
Recruiter III	\$ 100,200.00	\$ 4,867.00	\$ 105,067.00		\$ 91,103.00	\$ 110,310.00
Recruiter II	\$ 77,666.00	\$ 2,787.00	\$ 80,453.00		\$ 69,203.00	\$ 86,807.00
Recruiter I	\$ 62,527.00	\$ 1,551.00	\$ 64,078.00		\$ 55,722.00	\$ 69,291.00
HRIS Director	\$ 168,417.00	\$ 20,417.00	\$ 188,834.00		\$ 151,403.00	\$ 184,293.00
HRIS Manager	\$ 140,629.00	\$ 12,760.00	\$ 153,389.00		\$ 125,425.00	\$ 155,970.00
HRIS Analyst III	\$ 103,496.00	\$ 4,852.00	\$ 108,348.00		\$ 92,727.00	\$ 114,912.00
HRIS Analyst II	\$ 81,502.00	\$ 2,446.00	\$ 83,948.00		\$ 72,715.00	\$ 91,121.00
HRIS Analyst I	\$ 66,247.00	\$ 1,500.00	\$ 67,747.00		\$ 59,482.00	\$ 74,708.00

Payroll Manager	\$ 121,852.00	\$ 9,166.00	\$ 131,018.00	\$ 107,565.00	\$ 138,520.00
Payroll Administrator	\$ 73,348.00	\$ 2,365.00	\$ 75,713.00	\$ 65,852.00	\$ 81,889.00
Payroll Clerk, Sr. (Payroll Clerk II)	\$ 55,972.00	\$ 942.00	\$ 56,914.00	\$ 49,659.00	\$ 63,385.00
Payroll Clerk	\$ 50,702.00	\$ 563.00	\$ 51,265.00	\$ 45,550.00	\$ 57,280.00
Organizational Development Dir.	\$ 205,232.00	\$ 37,950.00	\$ 243,182.00	\$ 181,388.00	\$ 232,382.00
Organizational Development Mgr. (Senior MGR)	\$ 180,265.00	\$ 28,255.00	\$ 208,520.00	\$ 159,929.00	\$ 202,572.00
Organizational Development Consultant (MGR)	\$ 140,772.00	\$ 15,185.00	\$ 155,957.00	\$ 123,510.00	\$ 161,413.00
Employee Relations Director	\$ 173,296.00	\$ 23,793.00	\$ 197,089.00	\$ 153,896.00	\$ 192,460.00
Employee Relations Manager	\$ 128,385.00	\$ 10,027.00	\$ 138,412.00	\$ 113,940.00	\$ 146,405.00
Employee Relations Specialist III	\$ 101,860.00	\$ 4,377.00	\$ 106,237.00	\$ 91,453.00	\$ 113,929.00
Employee Relations Specialist II	\$ 83,214.00	\$ 3,392.00	\$ 86,606.00	\$ 75,085.00	\$ 92,614.00
Employee Relations Specialist I	\$ 66,877.00	\$ 1,709.00	\$ 68,586.00	\$ 58,862.00	\$ 75,845.00
Training Director	\$ 191,302.00	\$ 28,165.00	\$ 219,467.00	\$ 166,609.00	\$ 215,685.00
Technical Training Manager	\$ 128,711.00	\$ 11,362.00	\$ 140,073.00	\$ 113,956.00	\$ 143,308.00
Training Manager	\$ 119,655.00	\$ 10,830.00	\$ 130,485.00	\$ 105,957.00	\$ 135,684.00
Training Specialist/Coordinator (Training Specialist I)	\$ 60,960.00	\$ 1,688.00	\$ 62,648.00	\$ 54,798.00	\$ 68,450.00
GUIDE:					
I = 0-2 years					
II = 2-4 years					
III = 4-7 yrs					
Source: Salary.com July 2023, Illinois, Chicago Metro Zip 60601					