

Salary Guide 2011

LaSalle Network Employment Salary Guide

CHICAGO

Accounting & Finance

Administrative & Clerical

Human Resources & Marketing

Call Center & Customer Service

Technology



**LaSalle
Network**

Chicago

200 N. LaSalle Street
Suite 2400
Chicago, Illinois 60601
Tel: 312.419.1700

Oak Brook

1111 W. 22nd Street
Suite 240
Oak Brook, Illinois 60523
Tel: 630.472.1700

Arlington Heights

2355 S. Arlington Heights Road
Suite 300
Arlington Heights, Illinois 60004
Tel: 847.413.9300

www.thelasallenetwork.com



- 02 Message from President, CEO**
- 03 About LaSalle Network**
- 04 How to Use this Salary Guide**

ACCOUNTING AND FINANCE

- 06 General Accounting**
- 07 Finance**
 - Tax
 - Payroll
 - Cost Accounting
- 08 Billing**
 - Credit & Collections

ADMINISTRATIVE & CLERICAL

- 10 Administrative/Operations**
 - Office/Clerical

HUMAN RESOURCES & MARKETING

- 12 Human Resources**
- 13 Marketing**

CALL CENTER & CUSTOMER SERVICE

- 15 Customer Service**

TECHNOLOGY

- 17 Technology**

Contents

Salary Guide

2011

From the President, CEO



Respected Colleague:

Regardless of the economic climate, having access to accurate and timely salary information is integral to recruiting and retaining top talent. Whether you're hiring a receptionist or your next chief financial officer, offering candidates a salary that is both competitive and budget-friendly is necessary for the continued growth of your department and organization as a whole.

This salary guide explores starting salaries for Chicagoland professionals in the areas of accounting and finance, administrative and clerical, human resources, marketing, customer service and technology.

In LaSalle Network's 12 year history, we have partnered with over 2,000 Chicagoland organizations to help them reach their goals one new hire at a time. In 2011 and beyond, we look forward to learning more about your long and short-term objectives, and how we can become a key element in achieving them.

To learn more about the services and solutions we provide to our candidates and clients, please visit www.thelasallenetwork.com.

Sincerely,

A handwritten signature in black ink that reads "Tom". The signature is stylized and appears to be written with a pen or marker.

Tom Gimbel
President, CEO
LaSalle Network



About LaSalle Network

The LaSalle Network is Chicago's leading provider of professional staffing and recruiting services. Specializing in accounting and finance, technology services, office services, call center, human resources and executive search, LaSalle serves companies of all sizes and across all industries. LaSalle's innovative and unique approach to staffing is designed to provide our clients with quality talent who not only match the job requirements, but the company culture, as well.

Since our inception in 1998, LaSalle Network has served over 2,000 clients and placed over 20,000 candidates in temporary, temporary-to-permanent and permanent positions. With 600 percent growth since 2001, and five percent growth in the recession year of 2009, LaSalle was ranked on the Inc. 500/5000 Fastest Growing Private Companies in America List in 2007, 2008, 2009 and 2010.

The LaSalle Network is a \$21 million privately-owned company based in Chicago with offices in Downtown Chicago, Oakbrook and Arlington Heights.

How to Use This Salary Guide

You want a new hire who will add value from day one. Who will help your company achieve short, and long-term business goals, as well as alleviate immediate deficiencies within the organization. Your expectations of a new hire are high, and they should be. Use this salary guide as a tool in your hiring process. This report should provide a framework for your department, and organization as a whole, when budgeting for new hires. Compensation can be both a motivator for, or a deterrent from, high-level performance. Use this salary guide to strike the optimum balance of high performance and commensurate return.

About This Report

The data was compiled over the past 24 months through a state-of-the-art database specialized for the staffing industry. The report surveyed salary ranges at Chicagoland companies with annual revenues from \$20 million to \$200 million.

Note: Salary ranges listed represent starting compensation only and do not factor in performance, bonuses, incentives, benefits or seniority.

ACCOUNTING AND FINANCE

06 General Accounting

- Chief Financial Officer
- Controller
- Accounting Manager
- Senior Accountant
- Staff Accountant
- Entry Level Accountant
- Accounting Clerk
- Bookkeeper
- AP Clerk
- AR Clerk

07 Finance

- Finance Manager
- Finance Analyst
- Entry Level Financial Analyst

Tax

- Tax Accountant
- Tax Manager

Payroll

- Payroll Clerk/Coordinator
- Payroll Manager

Cost Accounting

- Cost Accountant

08 Billing

- Billing Clerk/Coordinator
- Billing Manager

Credit & Collections

- Collections Coordinator/Specialist
- Credit/Collections Manager

Accounting Finance



General Accounting *Quartile* *Permanent Salary* *Hourly*

Chief Financial Officer	25%	\$120,000	\$60.00
	50%	\$140,000	\$70.00
	75%	\$151,250	\$75.63
Controller	25%	\$85,000	\$42.50
	50%	\$100,000	\$50.00
	75%	\$125,000	\$62.50
Accounting Manager	25%	\$70,000	\$35.00
	50%	\$80,000	\$40.00
	75%	\$85,000	\$42.50
Senior Accountant	25%	\$60,000	\$30.00
	50%	\$65,000	\$32.50
	75%	\$75,000	\$37.50
Staff Accountant	25%	\$40,000	\$20.00
	50%	\$50,000	\$25.00
	75%	\$60,000	\$30.00
Entry Level Accountant	25%	\$35,000	\$17.50
	50%	\$37,000	\$18.50
	75%	\$40,000	\$20.00
Accounting Clerk	25%	\$31,100	\$15.55
	50%	\$35,000	\$17.50
	75%	\$40,000	\$20.00
Bookkeeper	25%	\$35,000	\$17.50
	50%	\$40,000	\$20.00
	75%	\$45,190	\$22.60
AP Clerk	25%	\$31,200	\$15.60
	50%	\$35,000	\$17.50
	75%	\$40,000	\$20.00
AR Clerk	25%	\$31,200	\$15.60
	50%	\$35,000	\$17.50
	75%	\$40,000	\$20.00

Finance	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
----------------	-----------------	-------------------------	---------------

Finance Manager	25%	\$85,000	\$42.50
	50%	\$95,000	\$47.50
	75%	\$100,000	\$50.00
Finance Analyst	25%	\$50,000	\$25.00
	50%	\$58,000	\$29.00
	75%	\$65,000	\$32.50
Entry Level Financial Analyst	25%	\$35,000	\$17.50
	50%	\$38,000	\$19.00
	75%	\$40,000	\$20.00

Tax	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
------------	-----------------	-------------------------	---------------

Tax Accountant	25%	\$45,000	\$22.50
	50%	\$52,000	\$26.00
	75%	\$65,000	\$32.50
Tax Manager	25%	\$60,000	\$30.00
	50%	\$70,000	\$35.00
	75%	\$95,000	\$47.50

Payroll	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
----------------	-----------------	-------------------------	---------------

Payroll Clerk/Coordinator	25%	\$35,000	\$17.50
	50%	\$40,000	\$20.00
	75%	\$47,250	\$23.63
Payroll Manager	25%	\$45,000	\$22.50
	50%	\$55,000	\$27.50
	75%	\$70,000	\$35.00

Cost Accounting	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
------------------------	-----------------	-------------------------	---------------

Cost Accountant	25%	\$49,250	\$24.63
	50%	\$54,000	\$27.00
	75%	\$65,000	\$32.50

Billing	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
----------------	-----------------	-------------------------	---------------

Billing Clerk/Coordinator	25%	\$33,500	\$16.75
	50%	\$38,000	\$19.00
	75%	\$43,700	\$21.85
Billing Manager	25%	\$36,500	\$18.25
	50%	\$60,500	\$30.25
	75%	\$74,250	\$37.13

Credit & Collections	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
---------------------------------	-----------------	-------------------------	---------------

Collections Coordinator/Specialist	25%	\$24,960	\$12.48
	50%	\$28,540	\$14.27
	75%	\$33,280	\$16.64
Credit/Collections Manager	25%	\$40,000	\$20.00
	50%	\$50,000	\$25.00
	75%	\$63,500	\$31.75

ADMINISTRATIVE, OPERATIONS AND CLERICAL

10 Administrative

Executive Assistant

Administrative Assistant

Office Assistant

Operations

Office Manager

Supply Chain Manager

Logistics Coordinator

Office/Clerical

Data Entry

Receptionist

Mail Clerk

Administrative Clerical

Administrative	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
-----------------------	-----------------	-------------------------	---------------

Executive Assistant	25%	\$50,000	\$25.00
	50%	\$60,000	\$30.00
	75%	\$70,000	\$35.00
Administrative Assistant	25%	\$30,000	\$15.00
	50%	\$35,000	\$17.50
	75%	\$40,000	\$20.00
Office Assistant	25%	\$22,220	\$11.11
	50%	\$25,500	\$12.75
	75%	\$30,000	\$15.00

Operations	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
-------------------	-----------------	-------------------------	---------------

Office Manager	25%	\$40,000	\$20.00
	50%	\$42,500	\$21.25
	75%	\$45,000	\$22.50
Supply Chain Manager	25%	\$62,900	\$30.25
	50%	\$88,300	\$42.50
	75%	\$122,200	\$58.75
Logistics Coordinator	25%	\$50,000	\$23.75
	50%	\$67,500	\$32.50
	75%	\$86,000	\$41.50

Office/Clerical	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
------------------------	-----------------	-------------------------	---------------

Data Entry	25%	\$20,800	\$10.40
	50%	\$22,880	\$11.44
	75%	\$27,040	\$13.52
Receptionist	25%	\$21,100	\$10.55
	50%	\$26,000	\$13.00
	75%	\$30,000	\$15.00
Mail Clerk	25%	\$22,660	\$11.33
	50%	\$24,960	\$12.48
	75%	\$28,500	\$14.25



HUMAN RESOURCES AND MARKETING

12 Human Resources

- HR Assistant
- HR Generalist
- HR Manager
- HR Director
- Benefits Specialist
- Compensation and Benefits
- Corporate Recruiter
- Contract Recruiter

13 Marketing

- Marketing Coordinator
- Marketing Manager
- Brand Manager

HR Marketing

Human Resources	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
Human Resources Assistant	25%	\$30,000	\$15.00
	50%	\$35,000	\$17.50
	75%	\$40,000	\$20.00
Human Resources Generalist	25%	\$45,000	\$22.50
	50%	\$55,000	\$27.50
	75%	\$65,000	\$32.50
Human Resources Manager	25%	\$57,500	\$28.75
	50%	\$70,000	\$35.00
	75%	\$85,000	\$42.50
Human Resources Director	25%	\$100,000	\$50.00
	50%	\$102,500	\$51.25
	75%	\$125,000	\$62.50
Benefits Specialist	25%	\$36,250	\$18.13
	50%	\$40,000	\$20.00
	75%	\$49,000	\$24.50
Compensation and Benefits	25%	\$50,000	\$25.00
	50%	\$55,000	\$27.50
	75%	\$62,500	\$31.25
Corporate / Contract Recruiter	25%	\$35,100	\$16.75
	50%	\$47,750	\$23.00
	75%	\$68,250	\$32.75

Marketing

Quartile

Permanent Salary

Hourly

Marketing Coordinator

25%

\$30,000

\$15.00

50%

\$32,500

\$16.25

75%

\$35,000

\$17.50

Marketing Manager

25%

\$55,000

\$27.50

50%

\$65,000

\$32.50

75%

\$75,000

\$37.50

Brand Manager

25%

\$60,000

\$30.00

50%

\$86,600

\$43.30

75%

\$97,500

\$48.75

CALL CENTER AND CUSTOMER SERVICE

15 Call Center

- Customer Service Representative
- Customer Service Team Lead
- Loan Processor
- Collections Representative
- Department Manager
- Customer Service**
- Project Coordinator
- Account Manager
- Client Service Representative

CUSTOMER
SERVICE

Call Center *Quartile* *Permanent Salary* *Hourly*

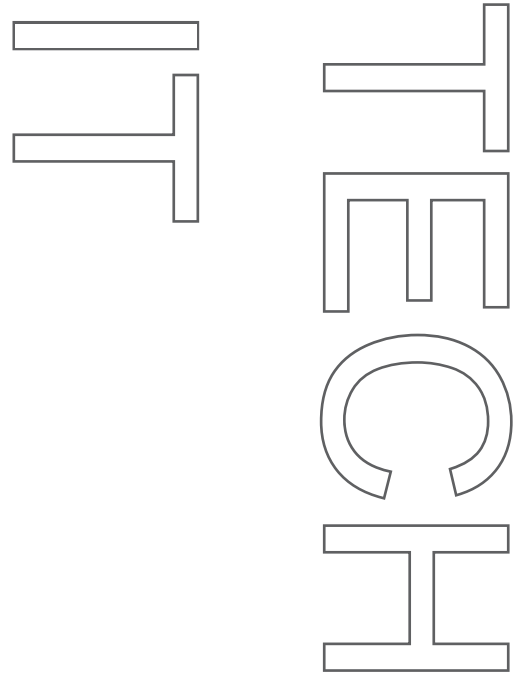
Customer Service Representative	25%	\$22,880	\$11.44
	50%	\$24,960	\$12.48
	75%	\$27,040	\$13.52
Customer Service Team Lead	25%	\$31,200	\$15.60
	50%	\$40,000	\$20.00
	75%	\$50,000	\$25.00
Loan Processor	25%	\$24,960	\$12.48
	50%	\$24,960	\$12.48
	75%	\$27,040	\$13.52
Collections Representative	25%	\$24,960	\$12.48
	50%	\$27,040	\$13.52
	75%	\$29,120	\$14.56
Department Manager	25%	\$55,000	\$27.50
	50%	\$65,000	\$32.50
	75%	\$75,000	\$37.50

Customer Service *Quartile* *Permanent Salary* *Hourly*

Project Coordinator	25%	\$???	\$???
	50%	\$???	\$???
	75%	\$???	\$???
Account Manager	25%	\$???	\$???
	50%	\$???	\$???
	75%	\$???	\$???
Client Service Representative	25%	\$???	\$???
	50%	\$???	\$???
	75%	\$???	\$???
???	25%	\$???	\$???
	50%	\$???	\$???
	75%	\$???	\$???

TECHNOLOGY

- 17 Help Desk
- Project Manager
- Systems Analyst
- .NET Developer
- Project Management Office
- Database Administrator
- Server/Network Administrator
- Web Developer/HTML



Technology/IT	<i>Quartile</i>	<i>Permanent Salary</i>	<i>Hourly</i>
Help Desk	25%	\$31,200	\$15.60
	50%	\$36,000	\$18.00
	75%	\$45,000	\$22.50
Project Manager	25%	\$85,000	\$42.50
	50%	\$100,000	\$50.00
	75%	\$110,000	\$55.00
Systems Analyst	25%	\$71,000	\$35.50
	50%	\$85,000	\$42.50
	75%	\$102,000	\$51.00
.NET Developer	25%	\$ Not Adequate Sample	
	50%	\$	
	75%	\$	
Project Management Office	25%	\$ Not Adequate Sample	
	50%	\$	
	75%	\$	
Database Administrator	25%	\$70,000	\$35.00
	50%	\$86,000	\$43.00
	75%	\$95,000	\$47.50
Server/Network Administrator	25%	\$50,000	\$25.00
	50%	\$62,200	\$31.10
	75%	\$70,500	\$35.25
Web Developer/HTML	25%	\$35,000	\$17.50
	50%	\$38,760	\$19.38
	75%	\$44,750	\$22.38