

HUMAN RESOURCE VP/SVP - 300: HUMAN RESOURCES

2024 National Executive Compensation Survey

This is the top human resource position where the function is at a senior executive level and is part of the executive cabinet. The job typically requires a degree in human resources and 10+ years of general human resources experience, including management experience, or equivalent. A master's degree is commonly required. Directs and coordinates organization activities related to human resources and industrial relations functions. Functions directed include, but are not limited to, employment, compensation, benefits, payroll, organizational development, employee relations, performance management, affirmative action, training, recruitment, and safety. Identifies and complies with legal requirements and government reporting regulations. The VP/SVP directs all human resource staff usually through subordinate managerial and supervisory staff. Responsibilities for functions such as administration or facilities may be included. Typically reports directly to the CEO and will develop and set HR policies subject to ratification by the executive committee, CEO, or the Board of Directors.

Data Effective: February 1, 2024			BASE PAY						VARIABLE PAY					TOTAL CASH COMPENSATION						
	# of Orgs	# of Execs	Mean	10th	25th	Median	75th	90th	Mean	25th	Median	75th	Tgt %	Mean	10th	25th	Median	75th	90th	
	649	705	\$166,905	\$105,000	\$125,000	\$158,135	\$200,802	\$246,427	\$56,086	\$15,000	\$48,100	\$88,216	20.5	\$173,559	\$105,000	\$125,000	\$160,000	\$208,013	\$264,539	
Total Responses																				
MANUFACTURING BY SALES VOLUME (IN MILLIONS)																				
\$10.0 - 14.9	11	11	\$132,252	\$94,035	\$103,500	\$128,000	\$169,998	\$181,781	-	-	-	-	-	\$132,252	\$94,035	\$103,500	\$128,000	\$169,998	\$181,781	
\$15.0 - 24.9	27	27	\$133,530	\$101,360	\$108,100	\$130,000	\$145,000	\$186,767	-	-	-	-	14.4	\$135,752	\$104,560	\$110,000	\$130,000	\$148,500	\$186,767	
\$25.0 - 49.9	41	41	\$144,986	\$101,000	\$110,708	\$128,003	\$169,500	\$213,083	-	-	-	-	18.3	\$145,767	\$101,000	\$110,708	\$130,000	\$169,500	\$213,083	
\$50.0 - 99.9	40	40	\$149,792	\$103,961	\$120,500	\$139,308	\$167,373	\$203,564	-	-	-	-	18.9	\$152,055	\$103,961	\$120,500	\$139,308	\$170,923	\$207,724	
\$100.0 - 249.9	49	52	\$188,536	\$130,281	\$159,681	\$185,202	\$216,725	\$241,333	-	-	-	-	22.0	\$195,530	\$130,281	\$159,681	\$188,484	\$226,212	\$246,135	
\$250.0 - 499.9	21	28	\$202,728	\$129,386	\$165,384	\$179,500	\$247,620	\$346,850	-	-	-	-	27.3	\$221,998	\$129,386	\$165,384	\$205,000	\$254,996	\$360,484	
\$500.0+	28	33	\$222,904	\$151,406	\$163,363	\$203,020	\$255,100	\$333,492	\$74,739	\$25,582	\$60,120	\$131,855	32.9	\$244,258	\$151,406	\$165,353	\$211,265	\$278,544	\$429,816	
NON-MANUFACTURING BY SALES VOLUME (IN MILLIONS)																				
\$0 - 4.9	24	25	\$135,274	\$75,362	\$93,500	\$128,306	\$164,822	\$202,742	-	-	-	-	21.4	\$138,961	\$75,362	\$93,500	\$128,306	\$164,822	\$211,514	
\$5.0 - 9.9	34	34	\$131,159	\$78,675	\$94,834	\$109,423	\$149,403	\$236,579	-	-	-	-	15.9	\$131,985	\$78,675	\$94,834	\$109,423	\$149,403	\$250,626	
\$10.0 - 14.9	30	32	\$123,820	\$84,335	\$96,125	\$117,076	\$148,573	\$178,633	-	-	-	-	11.6	\$128,764	\$84,335	\$96,125	\$117,076	\$162,024	\$201,515	
\$15.0 - 24.9	34	36	\$127,111	\$89,829	\$109,500	\$126,544	\$139,005	\$174,805	-	-	-	-	14.9	\$128,358	\$89,829	\$109,500	\$128,044	\$141,691	\$174,805	
\$25.0 - 49.9	66	68	\$143,730	\$104,211	\$122,500	\$142,798	\$161,407	\$180,700	\$23,367	\$5,102	\$15,000	\$45,816	14.9	\$145,500	\$104,981	\$122,875	\$145,000	\$164,736	\$188,819	
\$50.0 - 99.9	79	82	\$167,854	\$115,000	\$125,060	\$156,432	\$200,000	\$234,841	\$59,030	\$8,902	\$44,976	\$106,841	13.9	\$178,315	\$115,000	\$125,060	\$161,209	\$218,325	\$250,889	
\$100.0 - 249.9	63	71	\$184,334	\$120,000	\$135,495	\$165,000	\$220,000	\$261,855	\$48,366	\$8,503	\$44,050	\$66,450	18.0	\$192,027	\$120,000	\$135,495	\$165,000	\$240,000	\$280,046	
\$250.0 - 499.9	47	54	\$192,087	\$107,728	\$139,520	\$190,226	\$226,450	\$275,000	\$69,092	\$13,766	\$66,319	\$98,556	24.7	\$199,759	\$107,728	\$139,520	\$194,982	\$227,700	\$289,619	
\$500.0+	46	52	\$237,146	\$126,501	\$163,130	\$228,756	\$311,391	\$366,544	\$69,501	\$28,531	\$86,278	\$127,117	23.9	\$252,255	\$133,060	\$180,025	\$241,281	\$333,299	\$397,500	
ALL BY SALES VOLUME (IN MILLIONS)																				
\$0 - 4.9	28	33	\$143,715	\$79,361	\$115,141	\$150,000	\$196,326	\$204,114	-	-	-	-	23.8	\$146,876	\$79,361	\$115,141	\$150,000	\$196,326	\$213,842	
\$5.0 - 9.9	38	44	\$134,056	\$82,636	\$101,693	\$128,608	\$195,375	\$241,352	-	-	-	-	15.9	\$134,796	\$82,636	\$101,693	\$128,608	\$195,375	\$250,626	
\$10.0 - 14.9	41	43	\$126,082	\$86,042	\$99,500	\$120,000	\$153,098	\$178,036	-	-	-	-	13.4	\$129,700	\$86,042	\$99,500	\$120,000	\$165,000	\$188,124	
\$15.0 - 24.9	61	63	\$129,952	\$97,664	\$109,000	\$128,000	\$143,000	\$180,938	\$20,481	\$6,600	\$14,207	\$37,500	13.4	\$131,631	\$97,664	\$110,000	\$129,312	\$145,000	\$180,938	
\$25.0 - 49.9	107	109	\$144,211	\$105,000	\$120,000	\$136,750	\$165,157	\$200,000	\$24,806	\$6,403	\$23,500	\$42,474	16.2	\$145,602	\$105,000	\$120,232	\$139,256	\$167,099	\$203,886	
\$50.0 - 99.9	119	122	\$161,783	\$111,005	\$125,000	\$149,550	\$189,811	\$231,375	\$57,309	\$10,500	\$45,263	\$94,031	15.8	\$169,488	\$111,005	\$125,000	\$151,296	\$200,000	\$244,838	
\$100.0 - 249.9	112	123	\$186,173	\$126,417	\$145,009	\$179,328	\$217,300	\$244,979	\$59,097	\$10,901	\$50,550	\$72,900	20.2	\$193,566	\$126,417	\$145,009	\$180,000	\$237,380	\$269,268	
\$250.0 - 499.9	68	82	\$195,373	\$114,500	\$149,251	\$185,008	\$227,450	\$275,000	\$76,921	\$24,895	\$76,489	\$111,009	25.8	\$206,627	\$114,500	\$149,251	\$199,756	\$233,451	\$298,871	
\$500.0+	75	86	\$230,494	\$142,600	\$162,960	\$212,251	\$272,527	\$365,144	\$71,829	\$28,990	\$74,183	\$128,008	28.3	\$247,733	\$148,500	\$167,152	\$231,390	\$302,395	\$409,500	
EMPLOYMENT SIZE																				
1 - 24	14	14	\$139,876	\$73,100	\$101,388	\$126,300	\$174,025	\$222,058	-	-	-	-	-	\$141,197	\$73,100	\$101,388	\$126,300	\$174,025	\$231,308	
25 - 49	25	25	\$128,480	\$75,362	\$101,351	\$131,985	\$152,000	\$184,205	-	-	-	-	-	\$129,760	\$75,362	\$101,351	\$135,000	\$153,000	\$184,205	
50 - 74	57	58	\$133,912	\$88,411	\$105,750	\$122,065	\$155,258	\$185,166	-	-	-	-	21.9	\$138,424	\$92,644	\$105,750	\$122,065	\$155,258	\$187,066	
75 - 99	53	54	\$134,464	\$90,500	\$105,342	\$127,000	\$163,938	\$185,675	\$42,219	\$7,487	\$27,500	\$76,250	16.2	\$139,243	\$90,500	\$105,924	\$129,973	\$169,250	\$207,500	
100 - 199	146	150	\$149,382	\$100,212	\$117,909	\$139,628	\$167,768	\$207,719	\$36,704	\$8,028	\$14,243	\$48,397	18.5	\$152,398	\$102,142	\$118,760	\$140,544	\$175,000	\$230,879	
200 - 499	190	201	\$168,473	\$111,948	\$130,000	\$160,000	\$204,705	\$234,206	\$46,284	\$15,000	\$39,132	\$59,979	18.8	\$173,589	\$111,948	\$130,000	\$160,115	\$210,000	\$244,000	
500 - 999	78	93	\$180,567	\$123,260	\$135,373	\$170,000	\$206,051	\$248,846	\$79,158	\$41,500	\$60,000	\$136,734	21.9	\$193,760	\$123,260	\$135,373	\$179,371	\$228,625	\$263,560	
1000+	86	110	\$238,227	\$152,012	\$180,750	\$221,335	\$280,829	\$363,587	\$69,269	\$23,878	\$80,340	\$121,884	24.8	\$253,530	\$152,012	\$184,101	\$230,933	\$301,504	\$379,500	
MAJOR NAICS INDUSTRY CATEGORY																				
Accommodation & Food Services	7	7	\$172,972	-	\$115,000	\$147,005	\$170,000	-	-	-	-	-	-	\$186,062	-	\$115,000	\$164,441	\$222,500	-	
Agriculture, Forestry, Fishing & Hunting	7	7	\$231,048	-	\$203,000	\$239,200	\$275,000	-	-	-	-	-	-	\$232,112	-	\$203,000	\$239,200	\$275,000	-	
Arts, Entertainment & Recreation	16	20	\$176,006	\$119,460	\$143,607	\$194,567	\$233,450	\$318,760	\$42,148	\$13,329	\$77,962	\$97,216	22.4	\$191,812	\$120,100	\$143,607	\$201,100	\$312,144	\$437,355	
Construction	31	31	\$147,786	\$105,091	\$120,000	\$136,750	\$175,200	\$205,000	\$62,026	\$17,565	\$60,000	\$107,500	20.6	\$157,770	\$105,091	\$122,500	\$136,750	\$180,000	\$269,000	
Durable Goods Manufacturing	169	185	\$168,264	\$108,256	\$128,760	\$162,180	\$200,105	\$241,818	\$80,604	\$31,673	\$61,620	\$128,077	23.4	\$176,849	\$108,553	\$130,000	\$162,225	\$207,057	\$263,538	
Education Services	32	39	\$157,898	\$90,000	\$111,829	\$159,691	\$191,121	\$247,073	-	-	-	-	-	\$164,323	\$90,000	\$111,829	\$159,651	\$207,094	\$248,054	
Financial and Insurance	66	74	\$192,597	\$103,601	\$130,000	\$165,150	\$234,178	\$315,000	\$57,777	\$16,237	\$46,822	\$116,200	18.2	\$202,227	\$102,601	\$133,746	\$169,500	\$246,101	\$317,500	
Health Care & Social Assistance	88	89	\$145,689	\$87,000	\$113,123	\$130,000	\$173,987	\$214,427	\$48,548	\$8,302	\$39,050	\$85,047	11.0	\$150,102	\$87,000	\$113,905	\$130,000	\$177,941	\$240,000	
Information	8	8	\$136,895	-	\$94,802	\$144,795	\$168,134	-	-	-	-	-	-	\$138,021	-	\$94,802	\$144,795	\$174,887	-	
Non-Durable Goods Manufacturing	56	65	\$173,369	\$115,200	\$130,628	\$170,000	\$224,265	\$250,597	-	-	-	-	21.6	\$174,743	\$115,200	\$130,628	\$170,000	\$224,265	\$250,597	
Professional, Scientific & Technical Svcs	50	53	\$171,768	\$113,200	\$125,500	\$161,014	\$208,661	\$248,809	\$27,120	\$8,000	\$15,000	\$37,180	22.0	\$175,023	\$113,200	\$125,500	\$165,000	\$208,661	\$265,950	
Public Administration	14	15	\$143,914	\$87,100	\$117,509	\$130,832	\$165,144	\$205,164	-	-	-	-	-	\$143,914	\$87,100	\$117,509	\$130,832	\$165,144	\$205,164	
Real Estate Rental & Leasing	9	9	\$161,924	-	\$131,000	\$140,000	\$202,000	-	-	-	-	-	-	\$174,025	-	\$131,000	\$140,000	\$203,068	-	
Retail Trade	11	12	\$161,777	\$116,819	\$138,037	\$161,713	\$183,373	\$217,000	-	-	-	-	-	\$163,193	\$116,819	\$138,037	\$161,713	\$183,593	\$217,000	
Services (except Public Administration)	22	22	\$165,764	\$104,495	\$120,643	\$147,414	\$210,626	\$248,898	-	-	-	-	-	\$171,901	\$104,495	\$126,484	\$155,715	\$213,818	\$248,898	
Transportation/Warehousing	16	18	\$																	