



# 2024 Plastics Salary Survey Summary

## About the Survey

466 plastics professionals completed the 2024 Plastics Salary & Employee Satisfaction Survey, which asked participants about their 2023 compensation and job satisfaction. The survey was conducted by MBS Recruiters ([www.mbsrecruiters.com](http://www.mbsrecruiters.com)) in February and March of 2024.

This Summary presents 2023 average compensation data from self-reporting plastics professionals. The employee satisfaction data will be summarized and released separately in association with the Manufacturers Association for Plastic Processors (MAPP) Annual Wage & Salary Report.

## Overall Average Compensation for the Calendar Year of 2023

<b>Average Base Salary</b>	\$131,802
<b>Average Bonus / Incentive / Commission</b>	\$ 22,938
<b>Average Total Cash Compensation</b>	\$154,740

## Average Compensation by Tenure in the Plastics Industry

Tenure	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
< 1 Year	5	\$ 88,000	\$ 0	\$ 88,000
1 - 5 Years	16	\$102,584	\$16,027	\$118,610
6 - 10 Years	38	\$103,736	\$14,459	\$118,195
11 - 15 Years	38	\$125,569	\$24,857	\$150,426
16 – 20 Years	40	\$132,674	\$19,042	\$151,716
> 20 Years	222	\$139,889	\$25,426	\$165,315

## Average Compensation by Region

U.S. Region	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
East North Central	115	\$123,247	\$19,685	\$142,932
Mid Atlantic	32	\$140,585	\$22,674	\$163,259
New England	24	\$141,717	\$22,579	\$164,296
South Atlantic	46	\$136,508	\$21,389	\$157,897
South Central	56	\$158,131	\$39,889	\$198,021
West	29	\$135,324	\$20,154	\$155,478
West North Central	24	\$114,542	\$12,929	\$127,471
Outside US	33	\$ 99,267	\$15,548	\$114,815

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### Average Compensation by Job Title

Job Title	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Applications Engineer	6	\$115,667	\$18,750	\$134,417
Chief Executive Officer	15	\$218,633	\$25,240	\$243,873
Chief Financial Officer	3	\$211,667	\$33,333	\$245,000
Chief Operating Officer	4	\$256,250	\$111,250	\$367,500
Consultant	5	\$92,700	\$11,000	\$103,700
Controller	2	\$99,500	\$0	\$99,500
Engineering Director or VP	5	\$202,317	\$39,885	\$242,202
Engineering Manager	23	\$128,056	\$19,109	\$147,165
Facility or Building Manager	3	\$140,000	\$15,000	\$155,000
General Manager	7	\$123,671	\$12,000	\$135,671
Human Resources Manager	11	\$103,001	\$4,402	\$107,403
Maintenance Manager	5	\$111,128	\$5,459	\$116,587
Manufacturing Engineer	8	\$112,048	\$6,000	\$118,048
Manufacturing Manager	2	\$137,000	\$0	\$137,000
Manufacturing VP or Director	2	\$145,000	\$59,000	\$204,000
Marketing Manager	5	\$136,800	\$9,800	\$146,600
Materials Engineer	5	\$111,640	\$10,653	\$122,293
Operations Director or Manager	2	\$202,500	\$25,000	\$227,500
Plant Manager	8	\$125,463	\$35,900	\$161,363
President	11	\$175,806	\$45,818	\$221,625
Process Engineer	13	\$93,154	\$11,500	\$104,654
Process Technician	3	\$78,567	\$3,667	\$82,233
Product Designer or Engineer	8	\$100,188	\$6,638	\$106,825
Product Development VP or Manager	4	\$143,795	\$35,575	\$179,370
Product Manager / Specialist	8	\$141,750	\$24,000	\$165,750
Production Manager	4	\$106,625	\$16,563	\$123,188
Program or Project Manager	4	\$130,084	\$10,713	\$140,797
Project Engineer	5	\$116,800	\$7,820	\$124,620
Purchasing Agent	2	\$82,000	\$11,500	\$93,500
Purchasing Director or Manager	7	\$109,726	\$12,366	\$122,092
Quality Director	2	\$149,250	\$9,000	\$158,250
Quality Manager	4	\$107,000	\$3,250	\$110,250
R&D Engineer, resins, additives	14	\$133,768	\$22,821	\$156,589
R&D Engineer, mechanical/other	12	\$117,227	\$4,000	\$121,227

Average Compensation by Job Title (cont.)

Job Title	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
R&D or Laboratory Manager	4	\$132,952	\$13,058	\$146,009
Sales and Marketing Director	12	\$155,334	\$44,261	\$199,595
Sales and Marketing VP	5	\$197,600	\$48,400	\$246,000
Sales Manager	23	\$141,039	\$39,078	\$180,117
Sales Person or Account Manager	37	\$124,509	\$37,554	\$162,063
Technical Support	6	\$128,750	\$11,000	\$139,750
Technical Support Manager	3	\$104,333	\$8,667	\$113,000
Technology Manager	2	\$171,900	\$38,375	\$210,275
Tooling Engineer	12	\$127,266	\$7,115	\$134,381
Tooling Manager	3	\$86,100	\$6,500	\$92,600
Accounts Payable/Receivable	1	\$55,000	\$0	\$55,000
Chief Information Officer	1	\$138,000	\$13,800	\$151,800
Color Specialist	1	\$71,128	\$4,093	\$75,221
Cost Analyst	1	\$97,725	\$5,000	\$102,725
Lab Technician	1	\$95,000	\$5,000	\$100,000
Machine Designer	1	\$105,000	\$500	\$105,500
Machine Operator	1	\$45,500	\$0	\$45,500
Maintenance Specialist, machinery	1	\$111,500	\$12,000	\$123,500
Manufacturing Director	1	\$195,000	\$55,000	\$250,000
Mold Designer	1	\$66,000	\$0	\$66,000
Moldmaker	1	\$66,500	\$0	\$66,500
Packaging Engineer	1	\$89,000	\$10,000	\$99,000
Planner or Scheduler	1	\$95,500	\$50	\$95,550
Safety Engineer	1	\$67,500	\$3,000	\$70,500
Shift Manager or Supervisor	1	\$75,000	\$35,000	\$110,000
Simulation Design Engineer	1	\$77,000	\$0	\$77,000
Technical Support inside sales	1	\$70,000	\$10,000	\$80,000

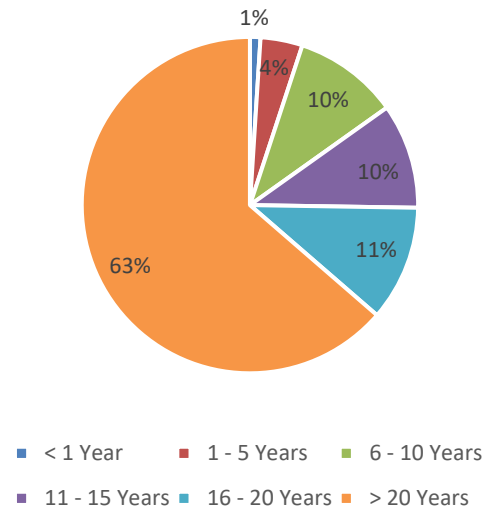
## Respondent Profile

Below is a profile breakdown of the 2024 Salary Survey for Plastics Professionals respondents.

Gender	
Male	88%
Female	12%
Age	
21 - 34	9%
35 - 44	14%
45 - 54	25%
55 - 64	38%
65 +	13%
Tenure in the Plastics Industry	
< 1 Year	1%
1 - 5 Years	4%
6 - 10 Years	10%
11 - 15 Years	10%
16 - 20 Years	11%
> 20 Years	63%
Tenure with Company	
< 1 Year	9%
1 - 2 Years	11%
3 - 5 Years	15%
6 - 10 Years	16%
> 10 Years	49%

Highest Level of Education	
High School	10%
Professional Certificate Program	7%
Associate's degree	8%
Bachelor's Degree	45%
Master's Degree	22%
Doctoral Degree	7%
Other	1%

### Tenure in the Plastics Industry



## We Identify Top Talent in the Plastics Industry

At MBS Recruiters, we identify top talent in the plastics industry, and we help our client companies hire them. Our industry knowledge and vast network help us deliver exceptional candidates to our client companies. We offer Sourcing and Full Hire recruiting plans.

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## About MBS Recruiters

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