



# 2025 Plastics Salary Survey Summary

## About the Survey

239 plastics professionals completed the 2025 Plastics Salary & Employee Satisfaction Survey, which asked participants about their 2024 compensation and job satisfaction. The survey was conducted by MBS Recruiters ([www.mbsrecruiters.com](http://www.mbsrecruiters.com)) in February and March of 2025.

This Summary presents 2024 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 2024

<b>Average Base Salary</b>	\$128,848
<b>Average Bonus / Incentive / Commission</b>	\$ 31,880
<b>Average Total Cash Compensation</b>	\$160,728

## Average Compensation by Tenure in the Plastics Industry

Tenure	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
1 - 5 Years	14	\$100,641	\$19,686	\$120,327
6 - 10 Years	28	\$108,254	\$17,477	\$125,731
11 - 15 Years	29	\$122,955	\$14,082	\$137,037
16 – 20 Years	21	\$132,421	\$36,457	\$168,878
> 20 Years	145	\$136,044	\$38,979	\$175,023

## Average Compensation by Region

U.S. Region	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
East North Central	74	\$119,661	\$27,814	\$147,475
Mid Atlantic	24	\$156,333	\$27,421	\$183,754
New England	14	\$120,682	\$68,232	\$188,914
South Atlantic	39	\$133,163	\$41,831	\$174,994
South Central	43	\$126,734	\$36,373	\$163,107
West	23	\$141,165	\$20,110	\$161,275
West North Central	19	\$113,711	\$11,389	\$125,100
Outside US	2	\$155,000	\$23,000	\$178,000

## Average Compensation by Job Title

Job Title	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Applications Engineer	3	\$145,667	\$15,000	\$160,667
Chief Executive Officer	5	\$175,100	\$36,800	\$211,900
Color Specialist	2	\$97,122	\$12,500	\$109,622
Consultant	3	\$60,175	\$62,667	\$122,842
Controller	3	\$100,333	\$500	\$100,833
Die Designer	2	\$109,000	\$0	\$109,000
Engineering Director or VP	5	\$149,500	\$53,400	\$202,900
Engineering Manager	10	\$132,590	\$42,750	\$175,340
General Manager	3	\$123,667	\$55,667	\$179,333
Human Resources	4	\$92,993	\$2,040	\$95,033
Human Resources Manager	5	\$87,712	\$3,360	\$91,072
Lab Technician	2	\$70,000	\$4,250	\$74,250
Maintenance Specialist	3	\$69,333	\$4,167	\$73,500
Manufacturing Engineer	3	\$107,072	\$5,674	\$112,745
Manufacturing Engineering Manager	6	\$124,667	\$9,500	\$134,167
Manufacturing Manager	2	\$130,000	\$6,250	\$136,250
Manufacturing VP or Director	3	\$176,667	\$38,333	\$215,000
Marketing Manager	5	\$150,600	\$9,720	\$160,320
Materials Engineer	2	\$106,395	\$18,161	\$124,556
Mold Designer	2	\$86,000	\$0	\$86,000
Mold Technician	2	\$70,000	\$15,163	\$85,163
Operations Director or Manager	5	\$161,400	\$24,000	\$185,400
Plant Manager	7	\$142,143	\$52,286	\$194,429
President	8	\$187,753	\$41,750	\$229,503
Process Engineer	8	\$100,500	\$6,013	\$106,513
Product Manager or Product Specialist	4	\$161,571	\$20,500	\$182,071
Program or Project Manager	6	\$116,667	\$4,750	\$121,417
Project Engineer	7	\$121,607	\$9,114	\$130,721
Purchasing Director or Manager	4	\$122,475	\$7,688	\$130,163
Quality Director	2	\$150,000	\$10,000	\$160,000
Quality Engineer	2	\$87,776	\$1,225	\$89,001
Quality Manager	5	\$111,220	\$10,550	\$121,770
R&D Engineer	12	\$134,570	\$12,622	\$147,192
R&D or Laboratory Manager	7	\$144,400	\$11,714	\$156,114

Average Compensation by Job Title (cont.)

Job Title	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Sales and Marketing Director	7	\$151,771	\$94,343	\$246,114
Sales and Marketing VP	5	\$253,300	\$77,600	\$330,900
Sales Manager	16	\$122,469	\$79,575	\$202,044
Sales Person or Account Manager	23	\$112,696	\$74,096	\$186,791
Technical Support, in office	3	\$149,000	\$47,000	\$196,000
Technical Support, in the field	4	\$122,750	\$20,250	\$143,000
Technology Manager	2	\$176,500	\$5,000	\$181,500
Tooling Engineer	4	\$108,172	\$0	\$108,172
<b>Job Titles with only 1 Respondent</b>				
Advertising or Marketing Specialist	1	\$255,000	\$45,000	\$300,000
Automation Engineer	1	\$80,000	\$0	\$80,000
Machine Designer	1	\$110,500	\$0	\$110,500
Moldmaker	1	\$83,749	\$19,250	\$102,999
Owner	1	\$85,000	\$0	\$85,000
Process Technician	1	\$125,000	\$5,000	\$130,000
Product Designer or Engineer	1	\$110,000	\$2,000	\$112,000
Production Manager	1	\$95,000	\$0	\$95,000
Production Supervisor	1	\$75,000	\$0	\$75,000
Safety Manager	1	\$110,000	\$11,000	\$121,000
Shift Manager or Supervisor	1	\$94,000	\$10,000	\$104,000
Supply Chain Manager	1	\$145,000	\$6,000	\$151,000
Training Manager	1	\$113,000	\$0	\$113,000

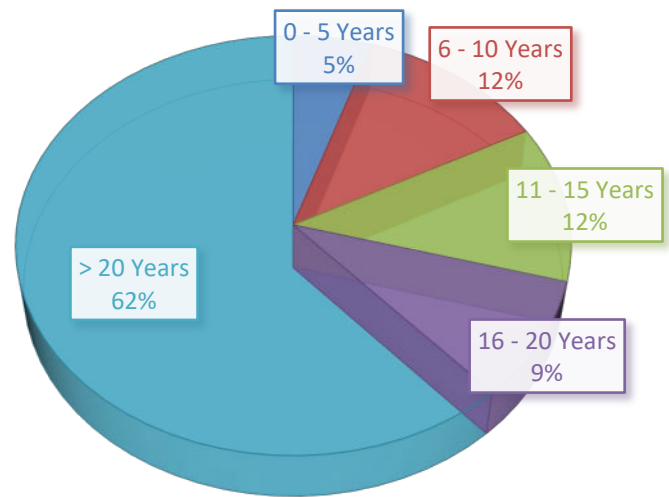
## Respondent Profile

Below is a profile breakdown of the 2025 Plastics Salary & Employee Satisfaction Survey respondents.

Gender	
Male	87%
Female	13%
Age	
21 - 34	11%
35 - 44	12%
45 - 54	21%
55 - 64	41%
65 +	15%
Tenure in the Plastics Industry	
0 - 5 Years	5%
6 - 10 Years	12%
11 - 15 Years	12%
16 - 20 Years	9%
> 20 Years	61%

Highest Level of Education	
High School	10%
Professional Certificate Program	6%
Associate's degree	9%
Bachelor's Degree	42%
Master's Degree	25%
Doctoral Degree	6%
Other	2%

### Tenure in Plastics Industry



■ 0 - 5 Years ■ 6 - 10 Years ■ 11 - 15 Years ■ 16 - 20 Years ■ > 20 Years

## 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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