

2020 Plastics Salary Survey Results

Compensation by Job Title



About the Survey

1,413 plastics professionals completed the 2020 Plastics Salary and Trends Survey, which asked participants about their compensation in 2019. It was conducted jointly by the SPE-Inspiring Plastics Professionals (<https://4spe.org>) and the Recruiting Division of MBS Advisors (<http://recruiting.mbsadvisors.com>) in January and February 2020. It was implemented using the online survey tool SurveyMonkey (www.surveymonkey.com), with oversight and analysis by Brand Beacon Consulting.

Overall Average Compensation for the Calendar Year of 2019

Average Base Salary	\$111,667
Average Bonus / Incentive / Commission	\$ 24,076
Average Total Cash Compensation	\$135,743

Average Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Administrative Support	1	\$39,720	\$1,500	\$41,220
Advertising or Marketing Specialist	2	\$60,000	\$19,000	\$79,000
Applications Engineer, in the field	23	\$117,913	\$35,304	\$153,218
Applications Engineer, in the office	19	\$93,568	\$13,316	\$106,884
Automation Engineer	1	\$65,000	\$67,500	\$132,500
Chief Executive Officer	15	\$297,067	\$52,867	\$349,933
Chief Financial Officer	3	\$131,913	\$26,833	\$158,747
Chief Operating Officer	4	\$122,500	\$20,625	\$143,125
CNC Machinist	1	\$52,000	\$54,000	\$106,000
Color Specialist	7	\$95,173	\$10,071	\$105,245
Machine Designer	2	\$81,592	\$6,021	\$87,613
Machine Operator	2	\$52,000	\$1,500	\$53,500
Maintenance Specialist, process machinery	7	\$78,571	\$8,357	\$86,929
Manufacturing Director	3	\$145,333	\$9,667	\$155,000
Manufacturing Engineer	22	\$80,025	\$16,544	\$96,568
Manufacturing Engineering Manager	8	\$110,825	\$9,000	\$119,825

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Manufacturing Manager	11	\$83,818	\$7,191	\$91,009
Manufacturing VP or Director	17	\$157,000	\$39,235	\$196,235
Marketing Manager	27	\$129,050	\$21,174	\$150,224
Materials Engineer	18	\$91,616	\$6,299	\$97,915
Mold Designer	4	\$65,500	\$7,875	\$73,375
Mold Technician	1	\$51,279	\$8,000	\$59,279
Moldmaker	1	\$64,812	\$0	\$64,812
Operations Director or Manager	13	\$106,085	\$27,958	\$134,042
Owner	4	\$108,750	\$48,000	\$156,750
Packaging Engineer	3	\$122,333	\$10,333	\$132,667
Plant or Building Engineer	2	\$129,000	\$1,000	\$130,000
Plant Manager	27	\$108,741	\$21,990	\$130,731
President	10	\$175,700	\$119,600	\$295,300
Process Engineer	55	\$75,981	\$20,382	\$96,363
Process Technician	9	\$56,861	\$7,733	\$64,594
Product Designer or Engineer	35	\$94,184	\$10,839	\$105,024
Product Development VP or Manager	24	\$157,230	\$18,433	\$175,663
Product Manager or Product Specialist	17	\$104,105	\$14,579	\$118,684
Production Engineer	4	\$102,745	\$2,750	\$105,495
Production Manager	13	\$91,838	\$16,038	\$107,877
Production Supervisor	6	\$60,942	\$21,998	\$82,940
Program or Project Manager	16	\$97,395	\$20,868	\$118,263
Project Engineer	25	\$81,899	\$15,690	\$97,589
Purchasing Agent	3	\$71,000	\$2,000	\$73,000
Purchasing Director or Manager	4	\$107,425	\$7,563	\$114,988
Quality Director	4	\$120,875	\$9,875	\$130,750
Quality Engineer	5	\$63,924	\$4,380	\$68,304
Quality Manager	12	\$85,333	\$21,887	\$107,220
Quality Technician	1	\$37,000	\$4,000	\$41,000
R&D Engineer, chemicals, resins, additives	81	\$118,761	\$17,689	\$136,450
R&D Engineer, mechanical	19	\$97,990	\$11,796	\$109,786
R&D Engineer, other	24	\$103,856	\$9,424	\$113,280
R&D or Laboratory Manager	28	\$106,545	\$12,379	\$118,924
Safety Manager	4	\$89,713	\$18,475	\$108,188
Sales and Marketing Director	26	\$148,049	\$37,712	\$185,760
Sales and Marketing VP	19	\$161,105	\$60,079	\$221,184
Sales Manager	38	\$169,295	\$44,569	\$213,863
Salesperson or Account Manager	81	\$102,315	\$35,442	\$137,756
Shift Manager or Supervisor	2	\$85,000	\$35,000	\$120,000
Simulation Design Engineer	3	\$99,767	\$8,335	\$108,102
Supply Chain Manager	4	\$97,300	\$13,500	\$110,800
Supply Chain VP or Director	1	\$172,000	\$34,000	\$206,000

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Technical Support inside sales	3	\$65,794	\$500	\$66,294
Technical Support Manager	12	\$130,509	\$16,894	\$147,403
Technical Support, in office	10	\$85,182	\$29,609	\$114,791
Technical Support, in the field	19	\$118,813	\$11,883	\$130,696
Technology Manager	12	\$125,389	\$27,358	\$152,746
Tooling Engineer	9	\$97,001	\$17,228	\$114,229
Tooling Manager	9	\$96,333	\$11,333	\$107,667
Other	36	\$109,990	\$42,415	\$152,405

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