



RECRUITING DIVISION

2021 Plastics Salary Survey Summary and Trends

About the Survey

660 plastics professionals completed the 2021 Plastics Salary and Trends Survey, which asked participants about their compensation in 2020. It was conducted by the Recruiting Division of MBS Advisors (<http://recruiting.mbsadvisors.com>) in February and March 2021. 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 2020

Average Base Salary	\$114,334
Average Bonus / Incentive / Commission	\$ 27,640
Average Total Cash Compensation	\$141,974

Base salaries in the plastics industry increased by 2.39% in 2020 and overall compensation increased by 4.59% from the previous year.

COVID-19 Impacts

Beginning March 2020, some plastics businesses were forced to shut their doors or furlough employees, while others needed to add shifts due to the COVID-19 pandemic.

	East North Central	West North Central	Mid-Atlantic	South Atlantic	South Central	New England	West	Outside US
Positive - additional shifts added due to demand	6%	14%	6%	7%	5%	4%	10%	7%
Positive - increased production due to high demand	37%	36%	50%	38%	35%	40%	44%	39%
No change	30%	39%	27%	34%	25%	29%	15%	28%
Negative - temporary closures	23%	25%	16%	19%	25%	24%	36%	15%
Negative - plant(s) closed down permanently	1%	0%	0%	0%	0%	0%	8%	2%
Negative - layoffs	20%	21%	18%	16%	19%	13%	15%	15%

28% of employees reported no impact from COVID-19. 39% reported increases in production due to high demand during the pandemic. 23% reported temporary closures and 18% reported layoffs. Very few (2%) reported permanent facility closures. Participants were given the option to choose more than one selection.

Average Compensation by Job Title

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Applications Engineer, in the field	6	\$108,567	\$9,333	\$117,900
Applications Engineer, in the office	4	\$87,661	\$21,450	\$109,111
Chief Executive Officer	11	\$200,150	\$23,404	\$223,553
Chief Financial Officer	4	\$109,425	\$16,125	\$125,550
Chief Operating Officer	6	\$178,333	\$50,000	\$228,333
Color Specialist	3	\$63,718	\$2,822	\$66,540
Consultant	8	\$139,438	\$57,688	\$197,125
Controller	1	\$89,500	\$3,300	\$92,800
Cost Analyst	1	\$76,668	\$0	\$76,668
Die Designer	1	\$88,000	\$11,000	\$99,000
Engineering Director or VP	10	\$141,930	\$38,650	\$180,580
Engineering Manager	24	\$109,781	\$15,688	\$125,468
Facility or Building Manager	1	\$75,000	\$15,000	\$90,000
General Manager	13	\$116,158	\$29,046	\$145,204
Human Resources	2	\$133,625	\$8,800	\$142,425
Human Resources Manager	8	\$83,887	\$6,741	\$90,628
Industrial Engineer	3	\$100,901	\$0	\$100,901
Machine Designer	1	\$89,000	\$2,500	\$91,500
Maintenance Manager, process machinery	6	\$89,900	\$6,500	\$96,400
Maintenance Specialist, process machinery	2	\$56,500	\$0	\$56,500
Manufacturing Director	4	\$156,250	\$15,250	\$171,500
Manufacturing Engineer	10	\$94,700	\$7,300	\$102,000
Manufacturing Engineering Manager	5	\$110,902	\$5,524	\$116,426
Manufacturing Manager	5	\$86,400	\$12,400	\$98,800
Manufacturing VP or Director	9	\$164,222	\$50,000	\$214,222
Marketing Manager	8	\$100,470	\$36,826	\$137,296
Materials Engineer	7	\$112,100	\$10,158	\$122,258
Mold Designer	4	\$53,722	\$10,400	\$64,122
Mold Technician	1	\$40,000	\$20,000	\$60,000
Moldmaker	4	\$68,125	\$19,450	\$87,575
Operations Director or Manager	8	\$129,125	\$15,250	\$144,375
Owner	7	\$127,857	\$72,605	\$200,462
Packaging Engineer	3	\$115,826	\$8,711	\$124,537
Plant Manager	11	\$118,909	\$27,082	\$145,991
Plant or Building Engineer	1	\$77,000	\$0	\$77,000
President	9	\$195,778	\$53,056	\$248,833
Process Engineer	19	\$83,273	\$12,690	\$95,963
Process Technician	10	\$63,891	\$26,800	\$90,691
Product Designer or Engineer	19	\$91,832	\$9,929	\$101,761
Product Development VP or Manager	6	\$196,417	\$89,500	\$285,917
Product Manager or Product Specialist	12	\$108,658	\$22,238	\$130,896
Production Engineer	3	\$67,000	\$13,667	\$80,667

2021 Plastics Salary Survey | Summary and Trends

Position	Number of Respondents	Average Base Salary	Average Bonus / Incentive / Commission	Average Total Compensation
Production Manager	9	\$98,133	\$8,456	\$106,589
Production Supervisor	4	\$68,300	\$23,050	\$91,350
Program or Project Manager	5	\$96,800	\$24,600	\$121,400
Project Engineer	6	\$103,817	\$23,257	\$127,073
Purchasing Agent	1	\$89,000	\$26,000	\$115,000
Purchasing Director or Manager	6	\$107,267	\$29,150	\$136,417
Quality Director	4	\$128,250	\$16,250	\$144,500
Quality Engineer	4	\$91,375	\$24,000	\$115,375
Quality Manager	14	\$91,250	\$12,264	\$103,514
Quality Technician	1	\$56,000	\$56,000	\$112,000
R&D Engineer, chemicals, resins, additives	12	\$101,099	\$26,583	\$127,683
R&D Engineer, mechanical	3	\$96,826	\$6,488	\$103,314
R&D Engineer, other	10	\$111,929	\$30,837	\$142,766
R&D or Laboratory Manager	11	\$132,045	\$17,927	\$149,973
Safety Manager	2	\$84,000	\$750	\$84,750
Sales and Marketing Director	17	\$159,766	\$36,082	\$195,848
Sales and Marketing VP	16	\$176,375	\$31,839	\$208,214
Sales Manager	34	\$125,588	\$39,565	\$165,153
Salesperson or Account Manager	51	\$103,213	\$43,818	\$147,031
Shift Manager or Supervisor	3	\$64,333	\$6,683	\$71,017
Simulation Design Engineer	1	\$120,000	\$5,000	\$125,000
Supply Chain Manager	2	\$87,500	\$55,000	\$142,500
Supply Chain VP or Director	1	\$155,000	\$5,000	\$160,000
Technical support inside sales	1	\$30,000	\$15,000	\$45,000
Technical Support Manager	5	\$104,719	\$33,200	\$137,919
Technical Support, in office	4	\$92,019	\$4,828	\$96,846
Technical Support, in the field	10	\$111,625	\$15,090	\$126,715
Technology Manager	2	\$120,000	\$33,250	\$153,250
Tooling Engineer	15	\$97,238	\$19,827	\$117,065
Tooling Manager	8	\$104,025	\$4,475	\$108,500
Other	14	\$93,955	\$19,444	\$113,399

Average Compensation by Tenure in the Plastics Industry

	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
< 1 Year	1	\$71,000	\$1,000	\$72,000
1 - 5 Years	52	\$95,852	\$25,698	\$121,550
6 - 10 Years	87	\$100,982	\$26,423	\$127,405
11 -15 Years	41	\$106,802	\$21,249	\$128,050
16 - 20 Years	50	\$116,327	\$24,894	\$141,221
> 20 years	324	\$120,778	\$29,118	\$149,897

Unsurprisingly, longer tenure equates to higher annual earnings.

Average Compensation by Region

	N	Average Base Salary	Average Additional Comp	Average Total Cash Comp
East North Central - IL, IN, MI, OH, WI	190	\$121,096	\$29,215	\$150,311
Mid Atlantic - NJ, NY, PA	62	\$119,020	\$30,138	\$149,159
New England - CT, MA, ME, NH, RI, VT	45	\$127,469	\$21,824	\$149,293
South Atlantic - DC, DE, FL, GA, MD, NC, SC, VA, WV	58	\$110,314	\$23,300	\$133,614
South Central - AL, AR, KY, LA, MS, OK, TN, TX	57	\$118,522	\$33,129	\$151,651
West - AK, AZ, CA, CO, HI, ID, MT, NM, NV, OR, UT, WA, WY	62	\$113,784	\$30,301	\$144,086
West North Central - IA, KS, MN, MO, ND, NE, SD	28	\$103,940	\$22,029	\$125,969
Outside U.S.	54	\$72,698	\$19,437	\$92,135

Based on our data, employees in the plastics industry earn the most in the South Central and East North Central regions of the U.S.

Identify Top Talent in Plastics & Packaging

At MBS Advisors, we identify the top talent in plastics and packaging, and we help our clients hire them. Our recruiting plans are Sourcing, Full Hire, and Long Term. Call us today for personal service. [413-362-7555](tel:413-362-7555)

About MBS Advisors

MBS is an employment recruiter serving companies in plastics, packaging, molding, and machinery. The firm identifies and places people at all levels of the organization chart with a focus on mid-to-upper-level professionals and executive leadership. MBS also provides M&A advisory and investment banking services for injection molders, plastics processors, and engineered component manufacturers.