

A globe is depicted, where the surface is composed of numerous stacks of US dollar bills. The bills are arranged in a way that creates a spherical shape, with the colors of the bills (green and blue) blending into the background. The globe is centered in the upper half of the image.

# 2018 Salary Survey

September 2018

CONDUCTED BY:

**PRG**<sup>®</sup>  
PEERLESS RESEARCH GROUP

CONDUCTED FOR:

**MODERN**  
MATERIALS HANDLING

## Background and Summary

### Purpose of Study

1. To determine the current salaries and overall compensation for materials handling professionals
2. To examine materials handling pros' current job and overall career satisfaction

### Specifically, the research examines:

#### Compensation:

- Salary level as well as bonus plans

#### Job and career history

- # of years with current employer
- Job responsibilities
- # of years work in field

#### Satisfaction with career as a materials handling professional

- Job stability & Job-related pressures/stress

#### Demographics

### Methodology

In August/ September 2018 an email invitation was sent to subscribers of *Modern Materials Handling* asking for their participation in this study. The email included a dedicated URL linked to a website which hosted the questionnaire.

As an incentive to respond, participants were given an opportunity to enter a raffle for one of two \$100 Amazon.com e-cards.

Results are based on 304 qualified respondents.

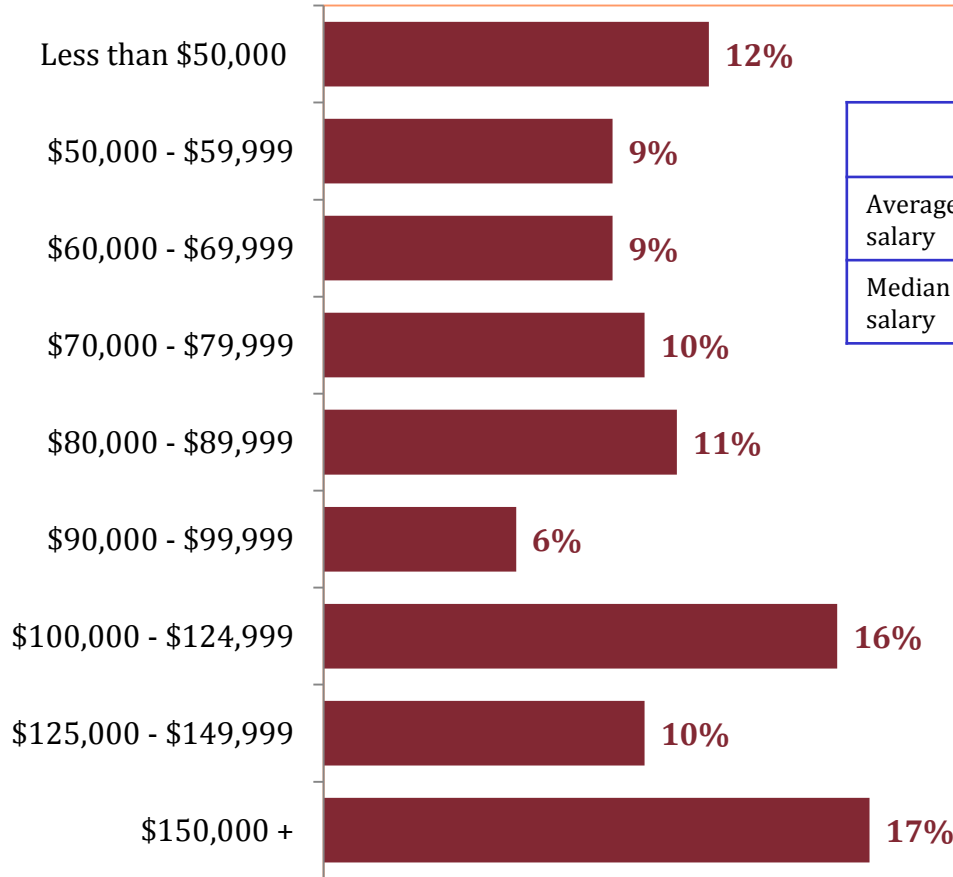
Where available and applicable, 2018 results are trend to *MMH's* 2015, 2016 and 2017 Salary Surveys.

The margin of error for this study is +/- 5.8%, meaning if the entire population responded, results may vary by +/- 5.8%.

**Definitions:** The mean is the average of a given set of values. The median is the mid-point in a set of values where one-half of the values are more than the mid-point, the other half are lower.

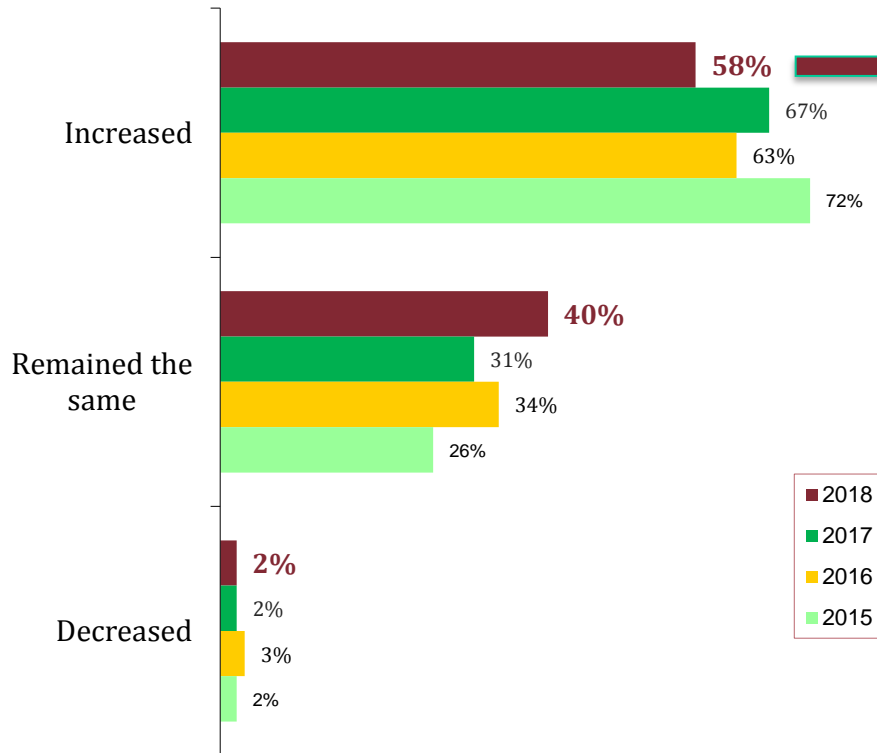
## Salary and Compensation

## What is your current base annual salary for 2018? (not including bonuses and commissions)

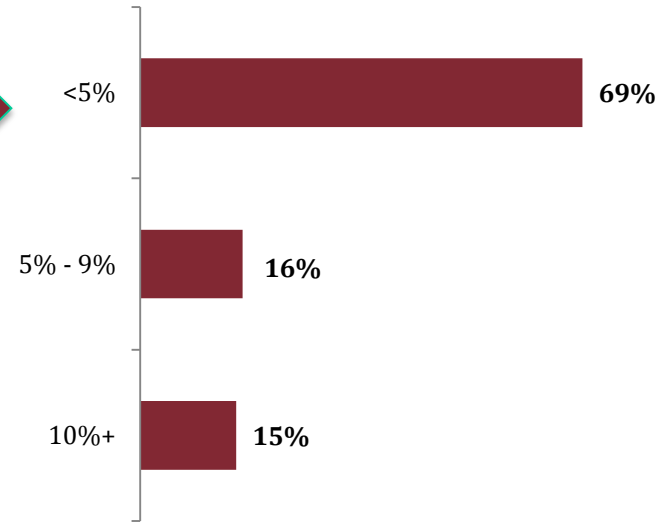


	2015	2016	2017	2018
Average salary	\$98,000	\$91,625	\$92,175	\$104,015
Median salary	\$85,000	\$82,000	\$82,000	\$87,000

## How does your base salary compare with last year?

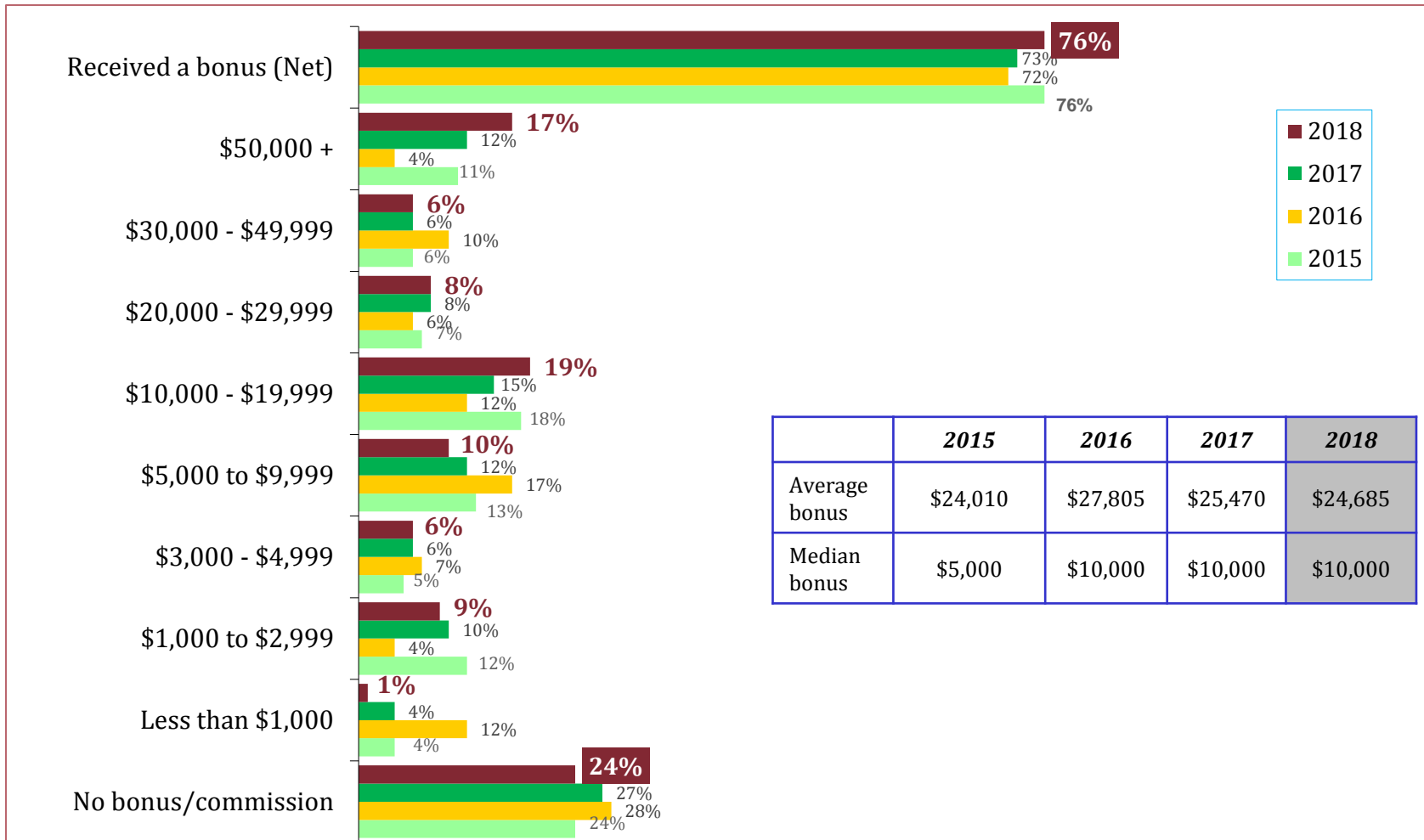


## If your base salary changed over the past 12 months, by how much?



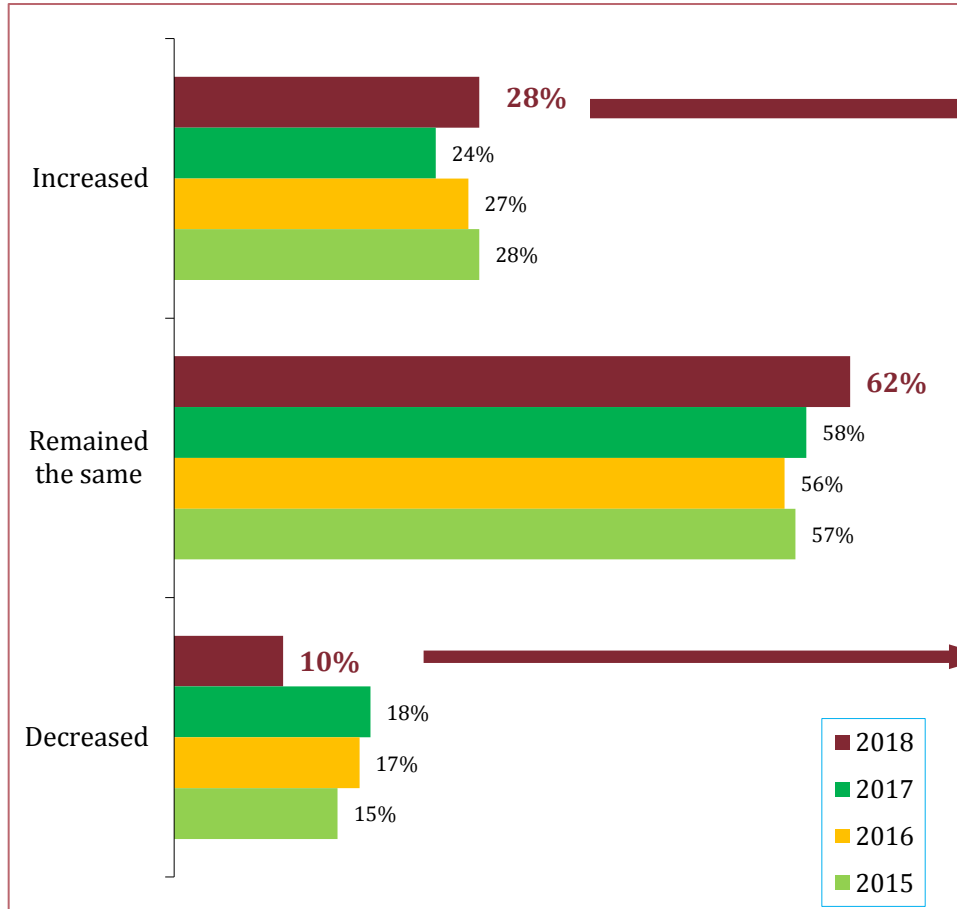
	2015	2016	2017	2018
Avg salary increase	4.9%	5.4%	4.5%	5.4%
Median salary increase	3%	3%	3%	3%

## How much do you expect to earn in bonuses, commissions, etc. in 2018?



## How does your bonus, commission, etc. plan compare with 2017?

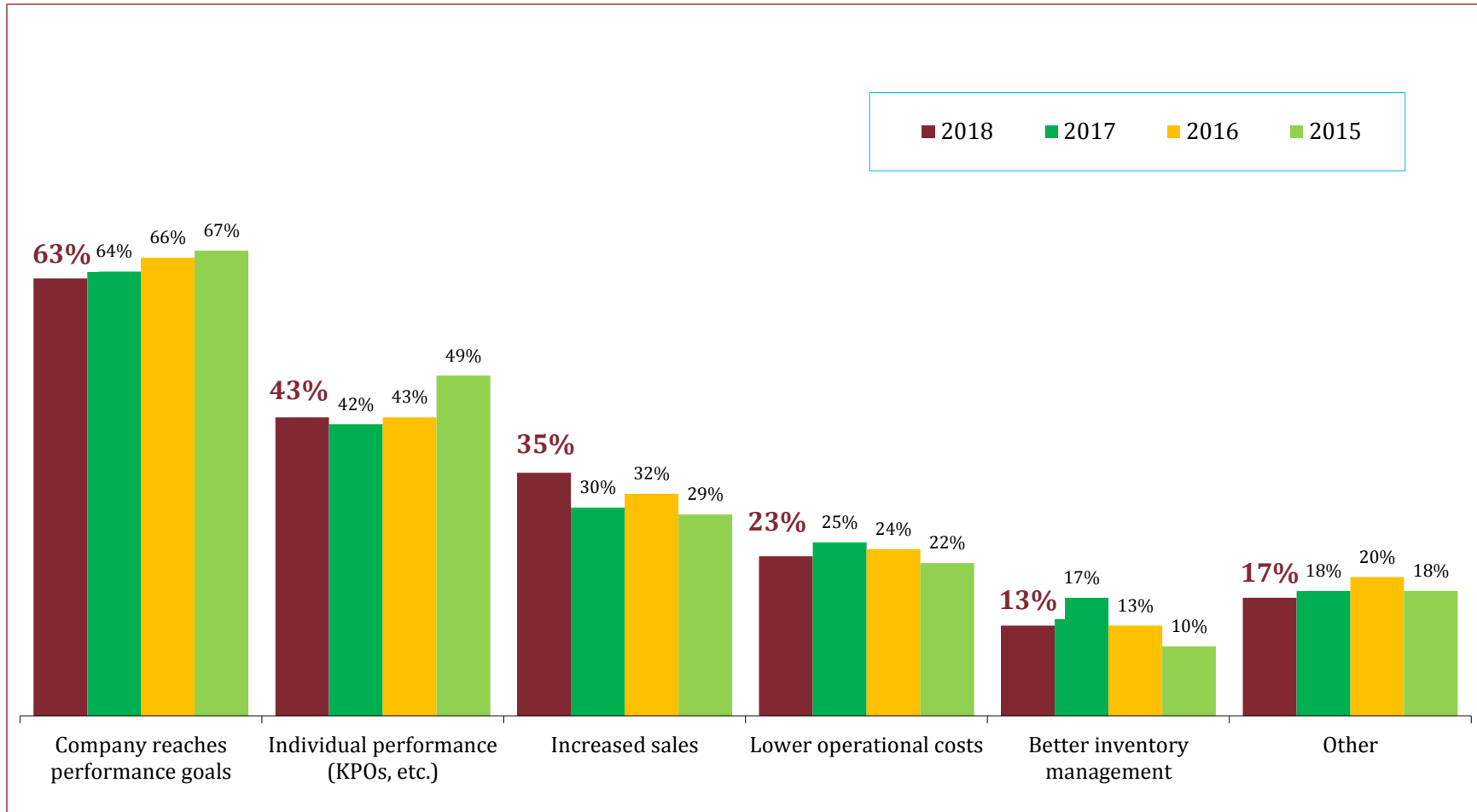
## If your bonus, commission, etc. plan increased/decreased compared with last year, how much?



	2015	2016	2017	2018
Average increase	27%	24%	13%	24%
Median increase	6%	8%	6%	10%

	2015	2016	2017	2018
Average decrease	30%	35%	32%	30%
Median decrease	10%	20%	15%	15%

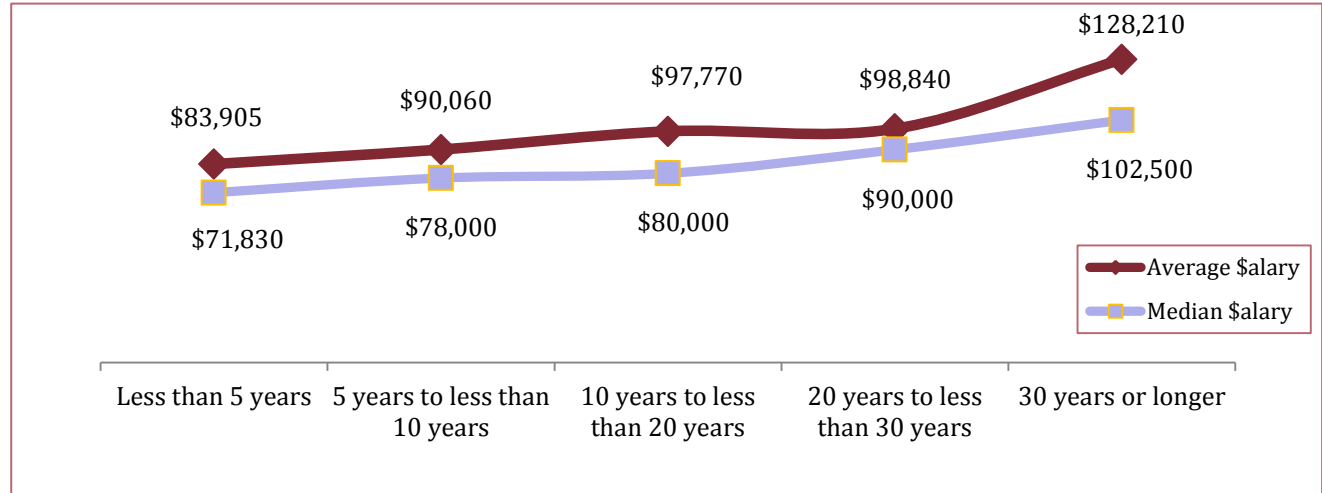
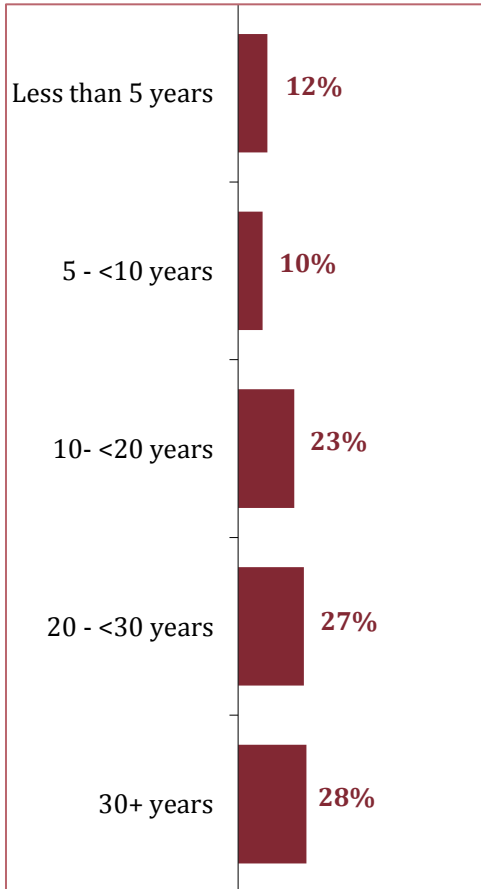
## On what factors is your bonus determined?





# Career in Materials Handling

## How long have you worked in the materials handling profession?

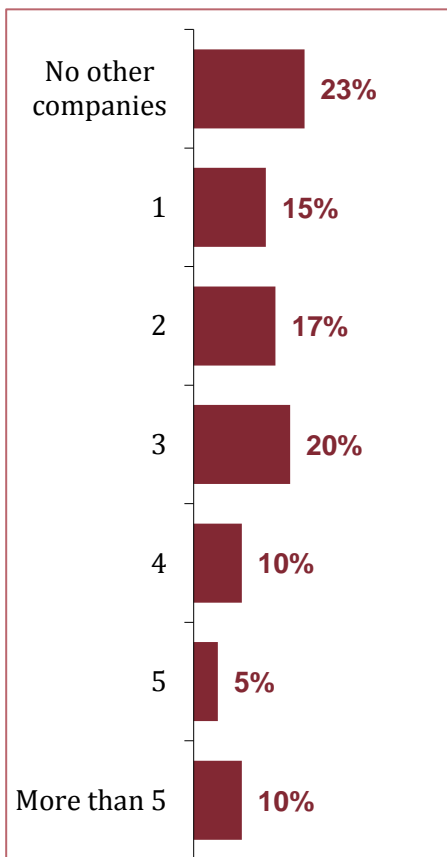


Note: Ranges were changed in 2017 to better reflect audience composition

Years in the materials handling industry	Average Salary			Median Salary		
	2015	2016	2017	2015	2016	2017
Less than 5 years	\$79,020	\$72,725	\$67,590	\$62K	\$55K	\$65K
5 to less than 10 years	\$83,170	\$71,975	\$91,940	\$73K	\$65K	\$72K
10 to less than 20 years			\$93,050			\$82.5K
10 to less than 15 years	\$82,440	\$89,555	NA	\$80K	\$83.6K	NA
15 to less than 20 years	\$93,500	\$95,525	NA	\$89.6K	\$82K	NA
20 years or longer	\$105,935	\$106,920	NA	\$96K	\$95.5K	NA
20 to less than 30 years			\$91,280			\$89K
30 years or longer			\$97,790			\$93K

Average # of years	2015	2016	2017	2018
	18.7	19.4	19.2	19.9

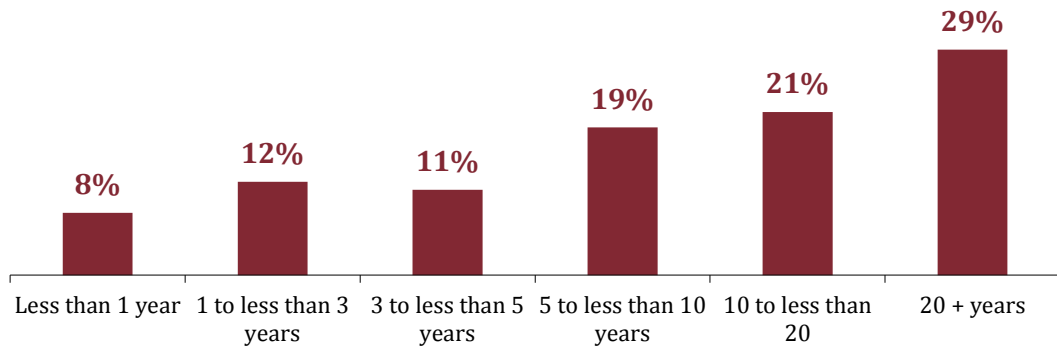
## How many different companies have you worked for during your materials handling career?



	<i>Average Salary</i>				<i>Median Salary</i>			
	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
No other company	\$82,815	\$82,267	\$88,035	\$91,990	\$74,000	\$70,000	\$77,500	\$76,000
1	\$88,150	\$83,225	\$91,875	\$82,910	\$75,600	\$76,500	\$72,100	\$78,000
2	\$99,870	\$85,975	\$87,395	\$94,600	\$85,000	\$82,000	\$83,000	\$90,000
3	\$95,950	\$93,105	\$94,305	\$119,440	\$83,000	\$83,615	\$83,500	\$83,500
4	\$90,985	\$105,055	\$96,710	\$110,190	\$80,000	\$90,000	\$92,500	\$104,000
5	\$116,670	\$105,190	\$106,165	\$124,530	\$117.0K	\$100,000	\$90,000	\$127,000
More than 5	\$94,900	\$100,635	\$96,105	\$113,900	\$95,500	\$92,300	\$93,000	\$108,000

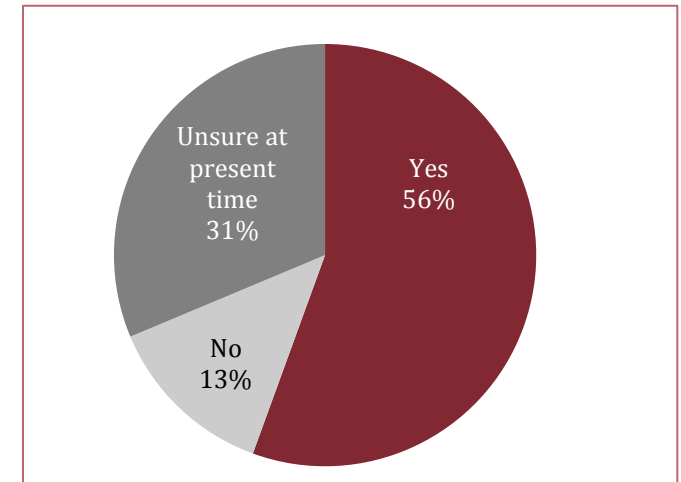
	2015	2016	2017	2018
Average # of cos. worked for	2.4	2.4	2.3	2.2

## How many years have you worked for your present employer?



	2015	2016	2017	2018
Average # of yrs. worked for present employer	11.3	10.3	10.2	10.9

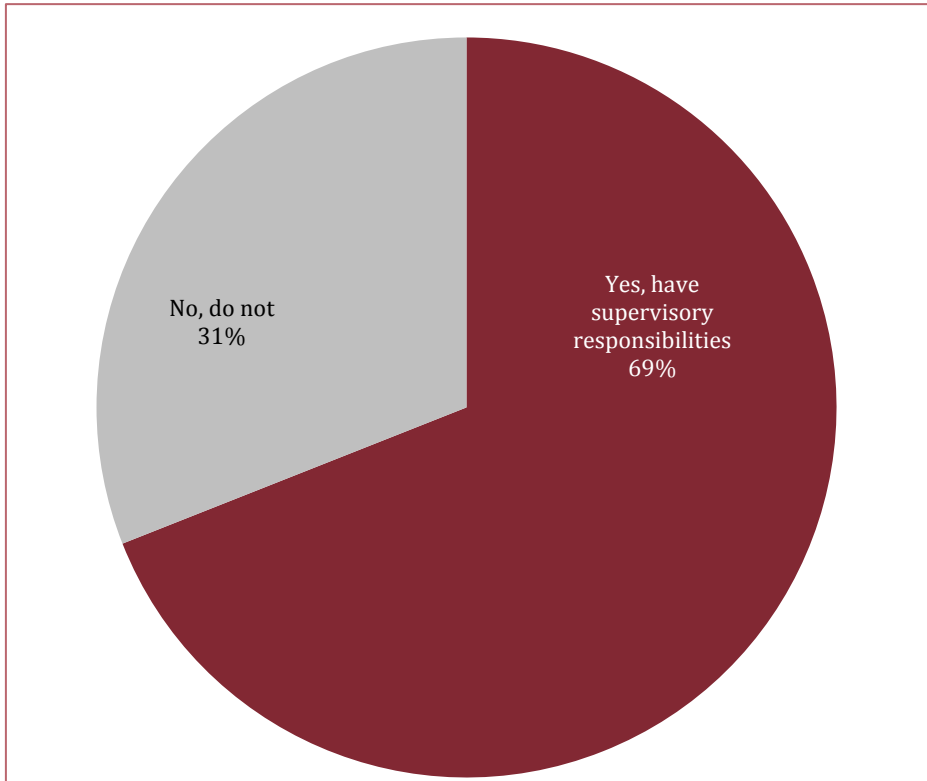
## Do you see yourself finishing your career at your present company?



	Average Salary				Median Salary		
	2015	2016	2017	2018	2016	2017	2018
< 3yrs	\$86,550	\$86,315	\$89,075	\$88,515	\$80.0K	\$85.2K	\$87K
3 < 5yrs	\$81,050	\$95,160	\$86,010	\$93,990	\$82.0K	\$85.0K	\$75K
5 < 10 yrs	\$98,750	\$90,210	\$85,115	\$99,785	\$85.0K	\$78.0K	\$89K
10 < 20 yrs	\$93,340	\$89,505	\$95,800	\$98,275	\$85.0K	\$82.0K	\$83.5K
20+ yrs	\$102,950	\$101,105	\$88,420	\$118,930	\$88.0K	\$76.0K	\$98.5K

	Average Salary			Median Salary		
	2016	2017	2018	2016	2017	2018
Yes	\$97,775	\$93,830	\$108.5K	\$90K	\$83K	\$91K
No	\$90,525	\$87,350	\$80,430	\$74.5K	\$82K	\$75K
Unsure	\$83,625	\$82,865	\$99,110	\$75K	\$78K	\$87K

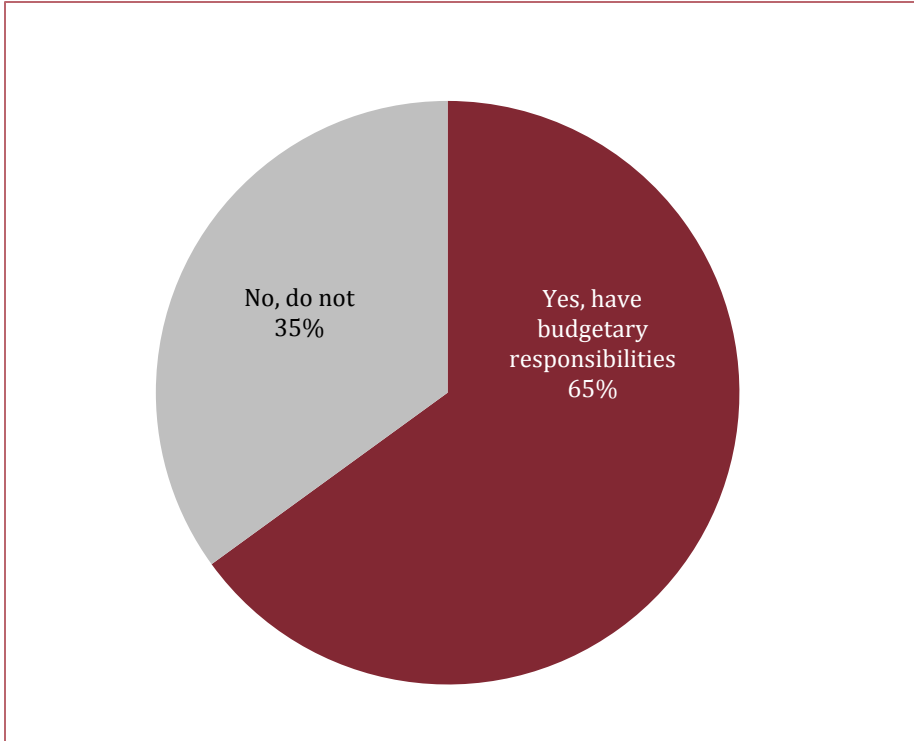
## Do you have supervisory responsibilities?



	<i>Average Salary</i>			
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
If supervisor	\$98,065	\$97,030	\$94,620	\$115,750
If not supervisor	\$86,315	\$77,605	\$87,350	\$77,970

	<i># of employees supervise</i>			
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
Average	43	33	44	53
Median	9	10	12	11

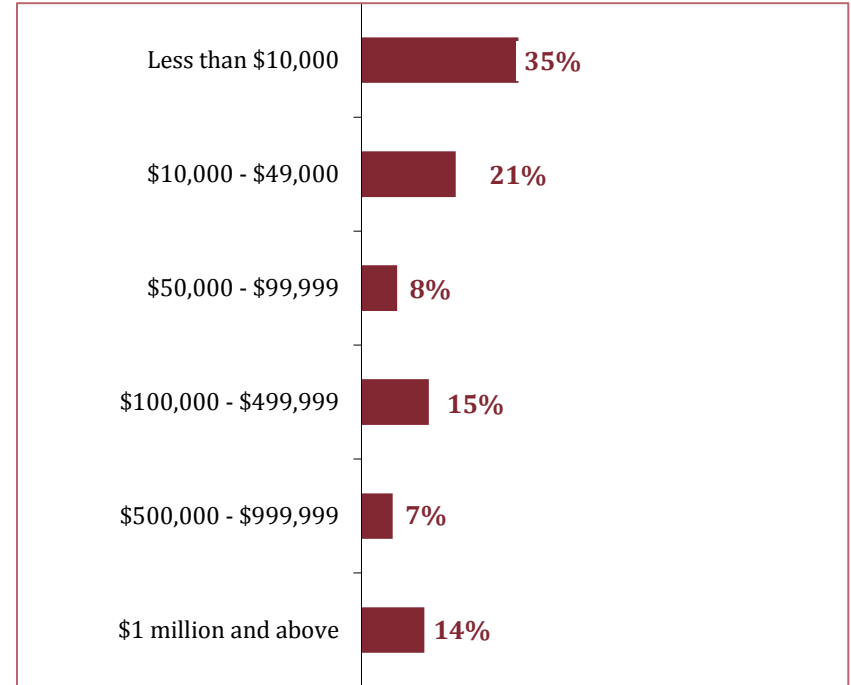
## Do you have budgetary responsibilities?



	<i>Average Salary</i>			
	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
If budget responsibilities	\$101,620	\$99,985	\$93,965	\$114,500
If no budget responsibilities	\$80,995	\$77,020	\$88,865	\$84,245

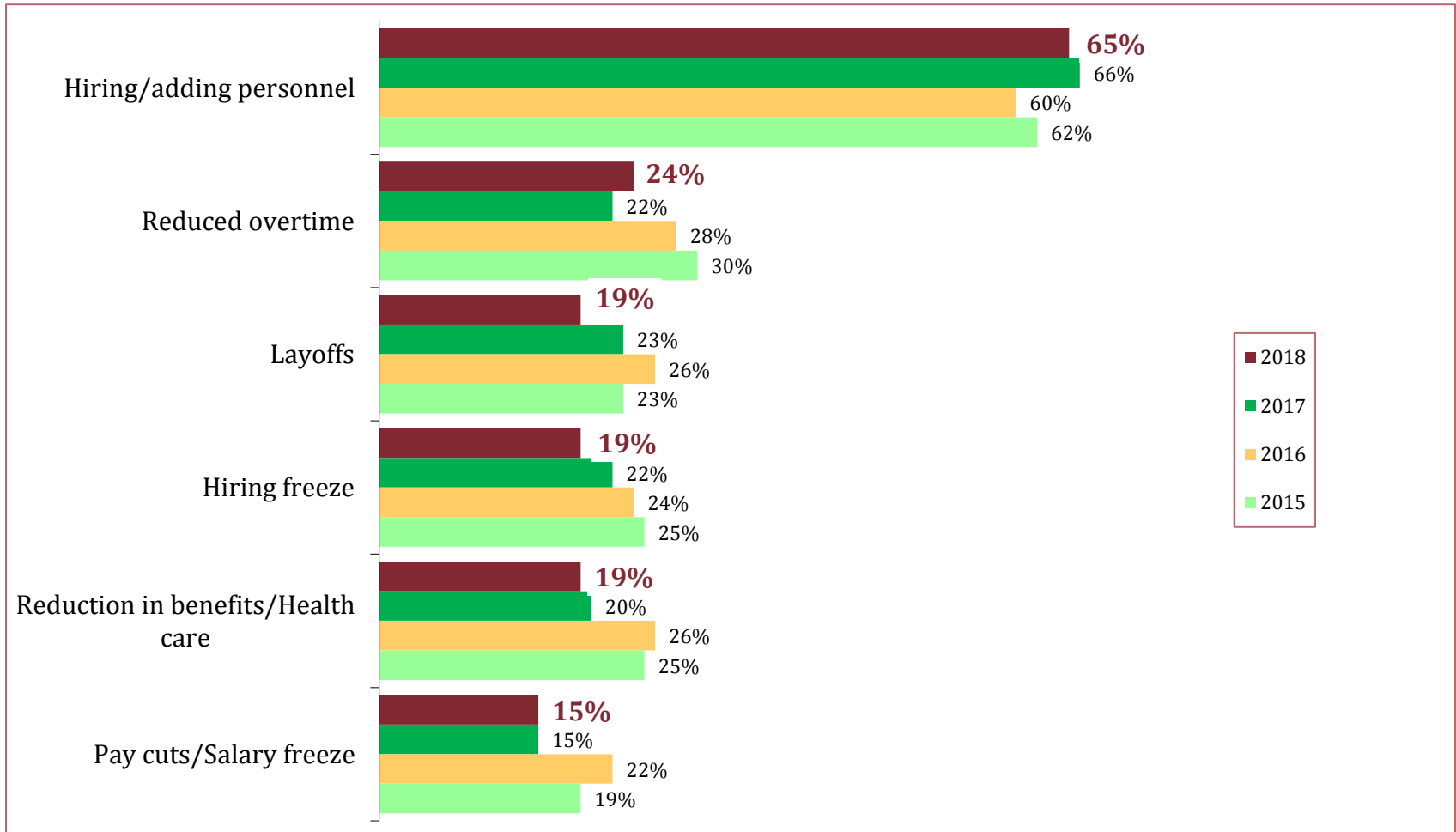
## What is the approximate spend level on a purchase before you require management approval?

*(among those w/budget authority)*

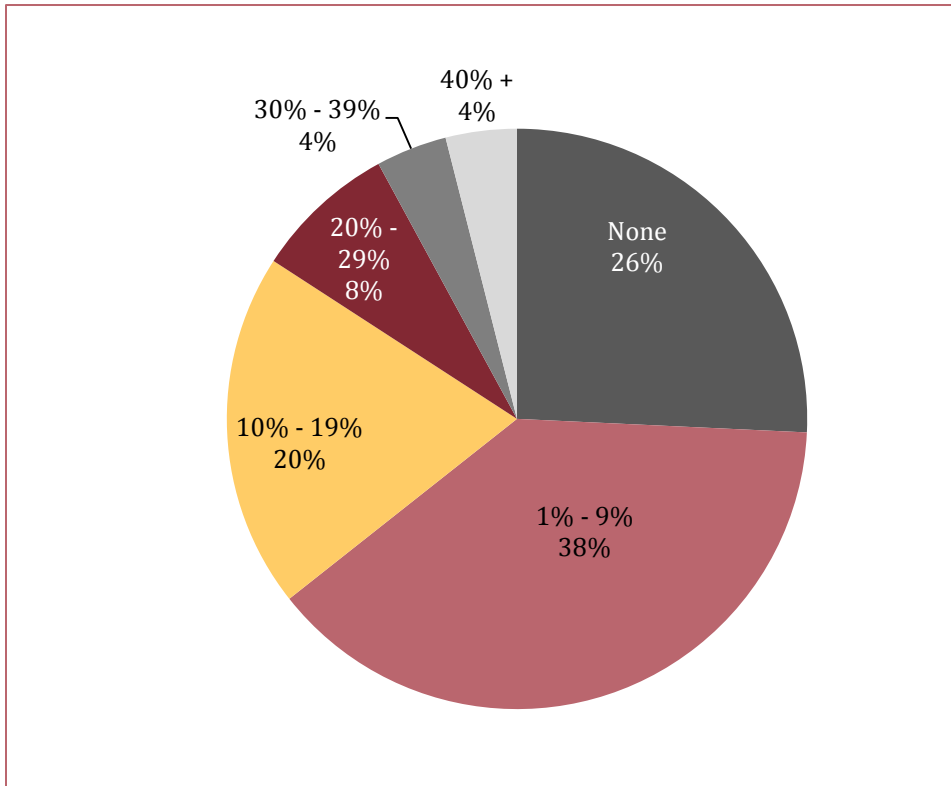


	<i>Budget level</i>			
	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
Average	\$199,200	\$223,550	\$169,950	\$244,420
Median	\$9,860	\$28,285	\$21,640	\$37,000

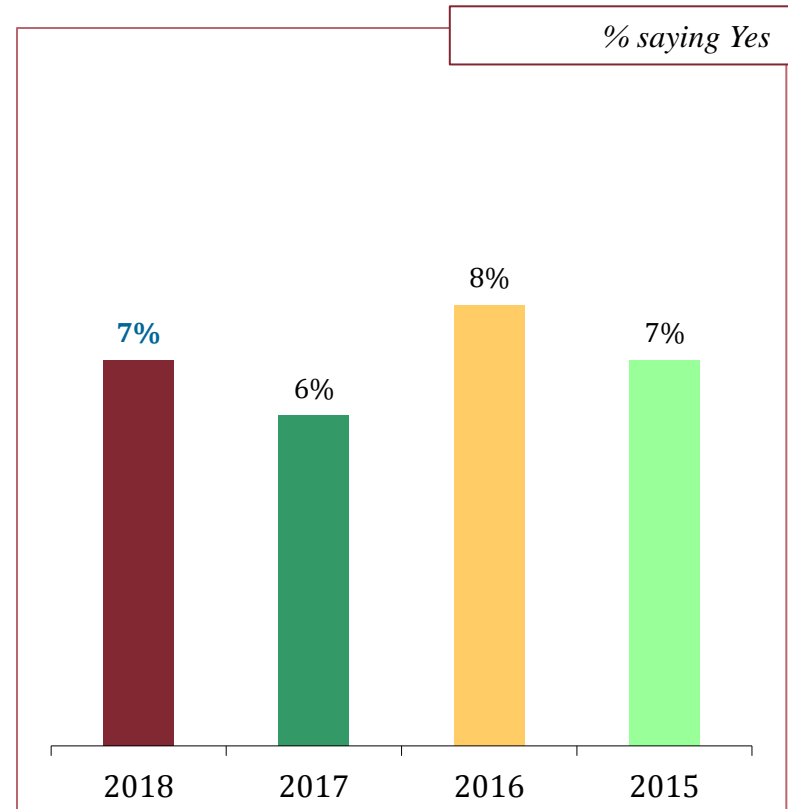
Has your company experienced any of the following during the last 12 months?



And, what has been the turnover rate in personnel within your department over the last 12 months?



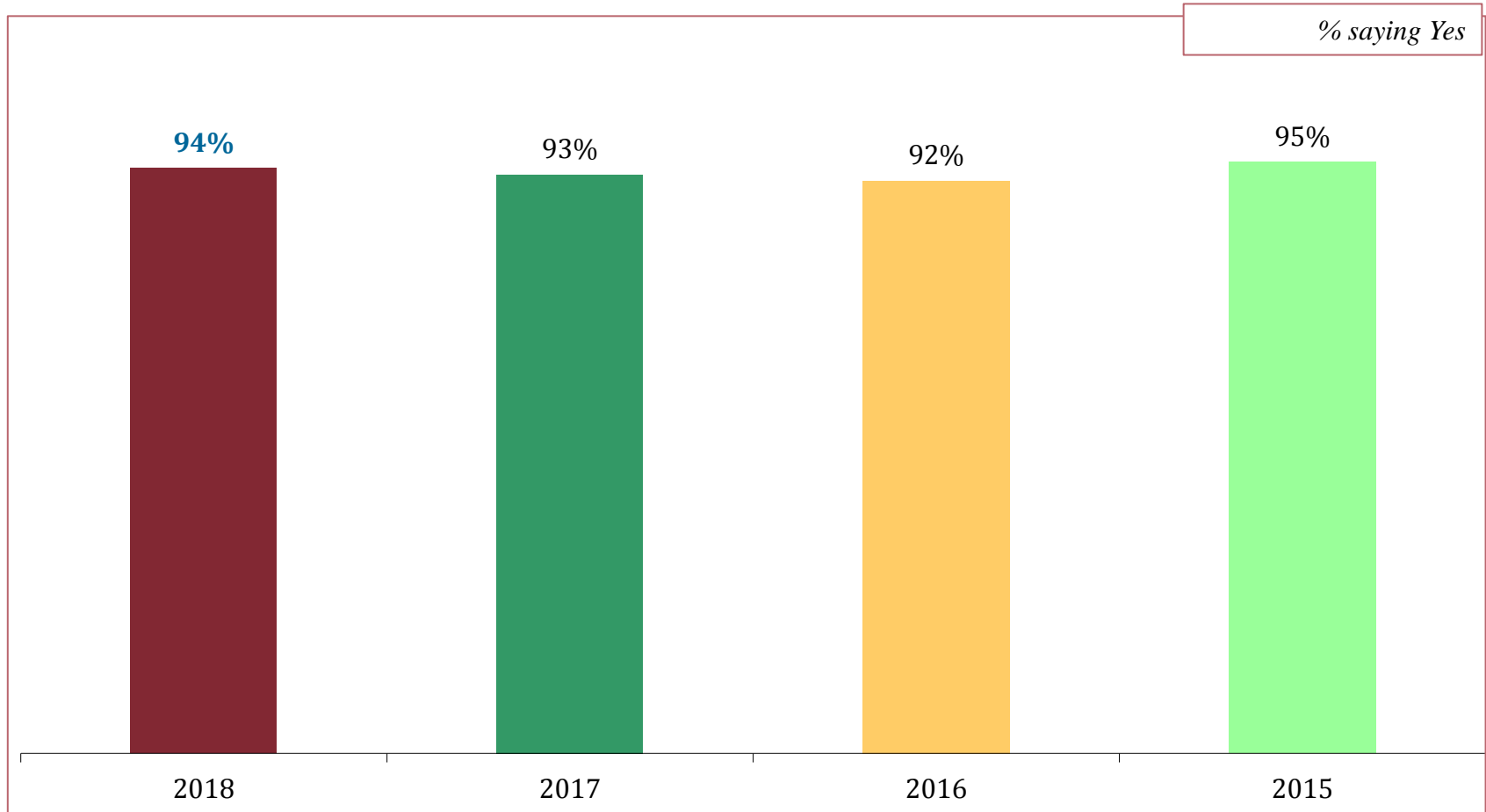
Have you personally been affected by layoffs in the past 12 months?



	Turnover rate			
	2015	2016	2017	2018
Average	9.1%	8.7%	8.2%	9.5%

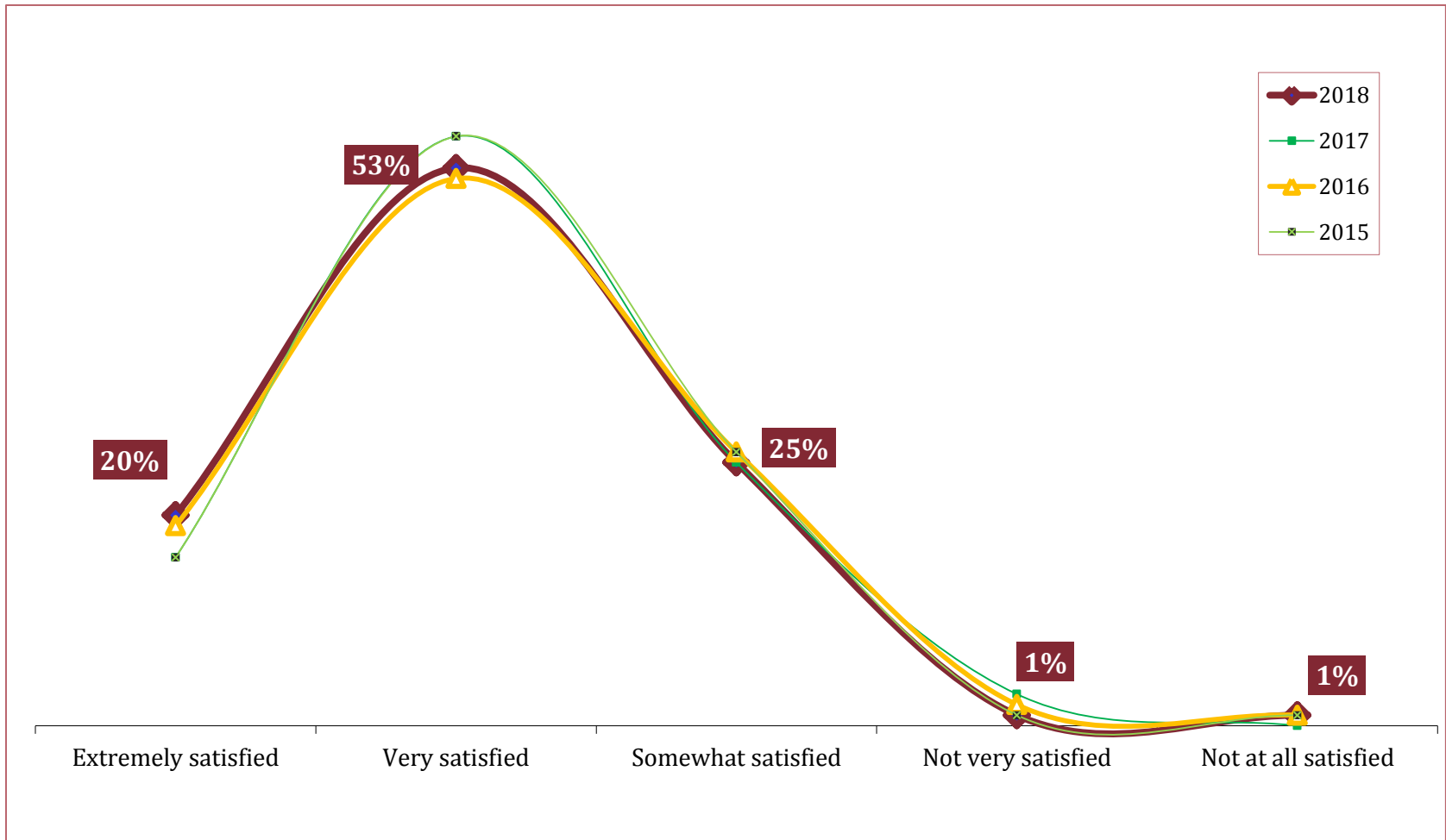


## Would you recommend the materials handling profession to others?

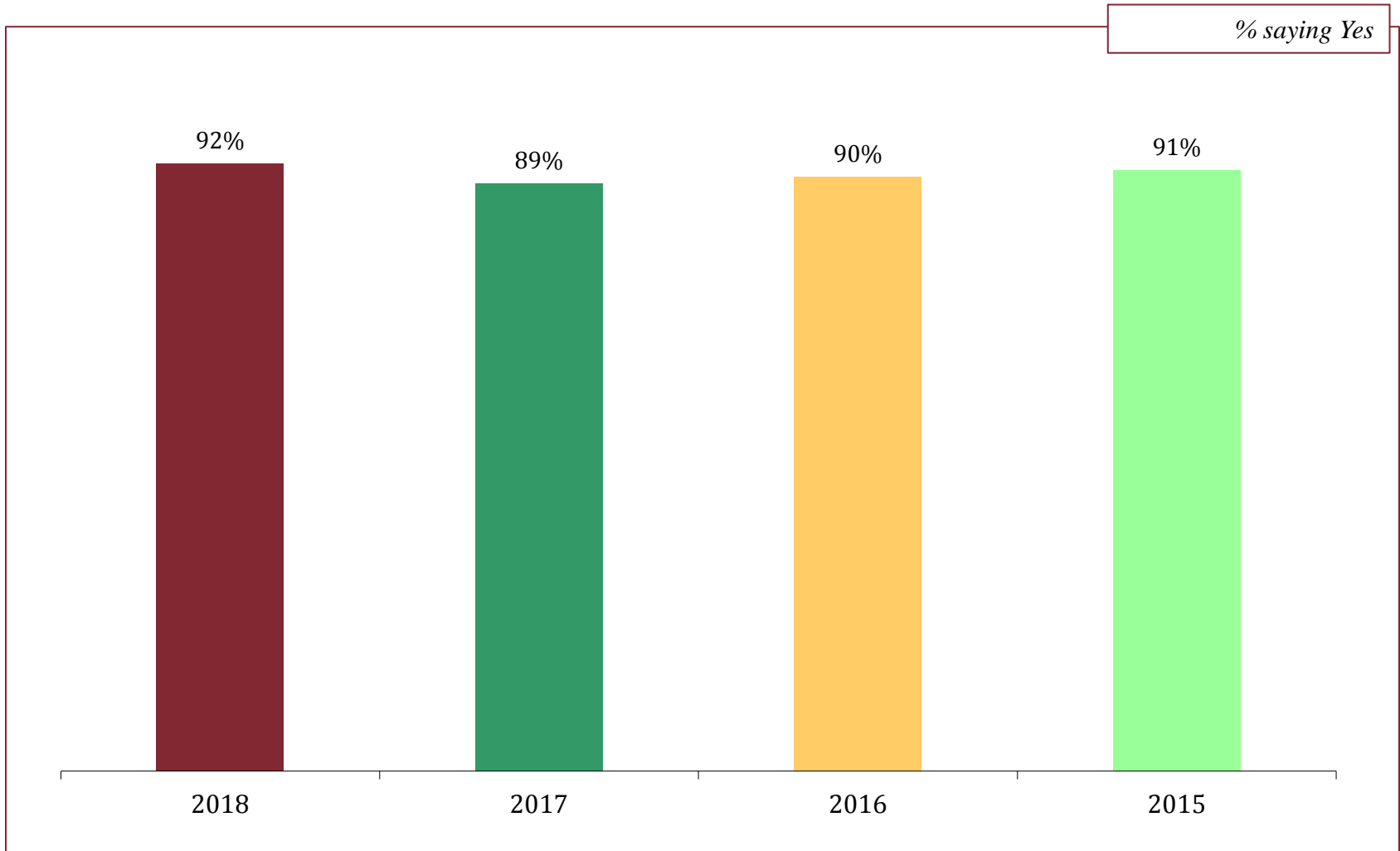


## Job Satisfaction

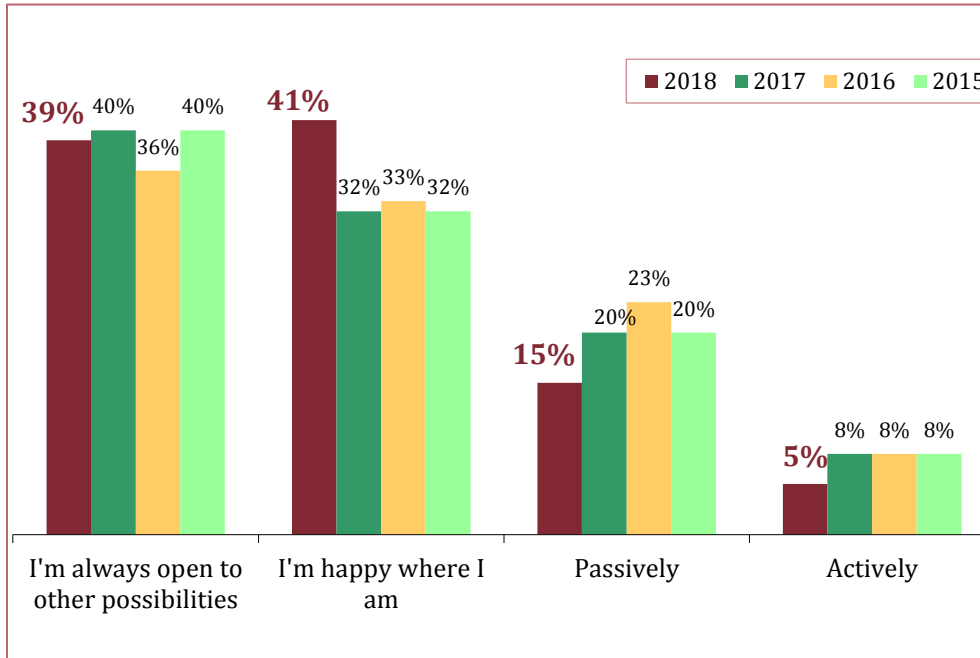
In general, how satisfied are you with your career in materials handling?



## Do you like your current job?

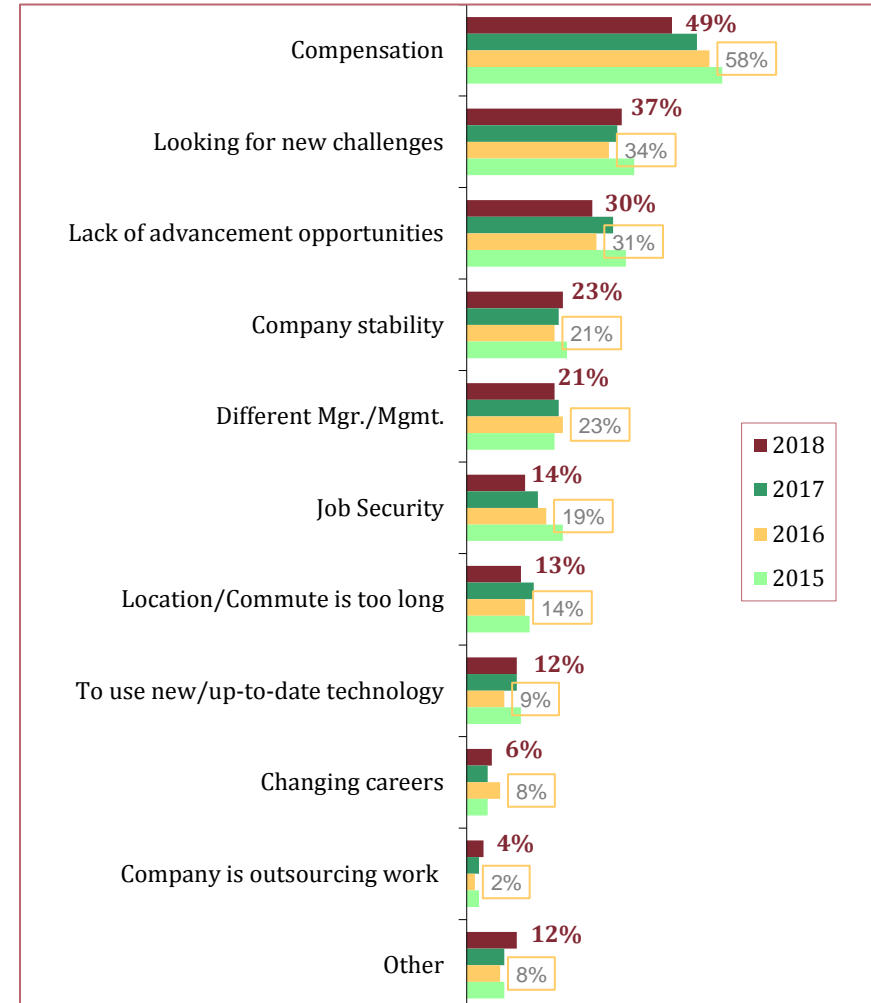


## How actively are you seeking another job?

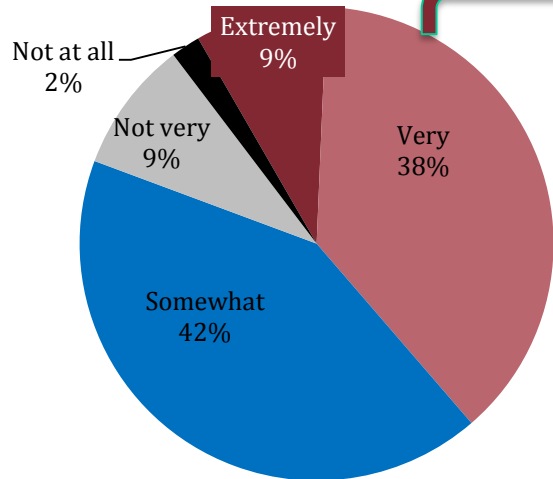


	Average Salary			
	2015	2016	2017	2018
Always open	\$95,150	\$86,135	\$85,715	\$95,515
Happy where I am	\$101,710	\$100,150	\$92,900	\$116,870
Passively	\$83,015	\$85,870	\$85,740	\$88,170
Actively	\$88,905	\$94,155	\$90,520	\$70,520

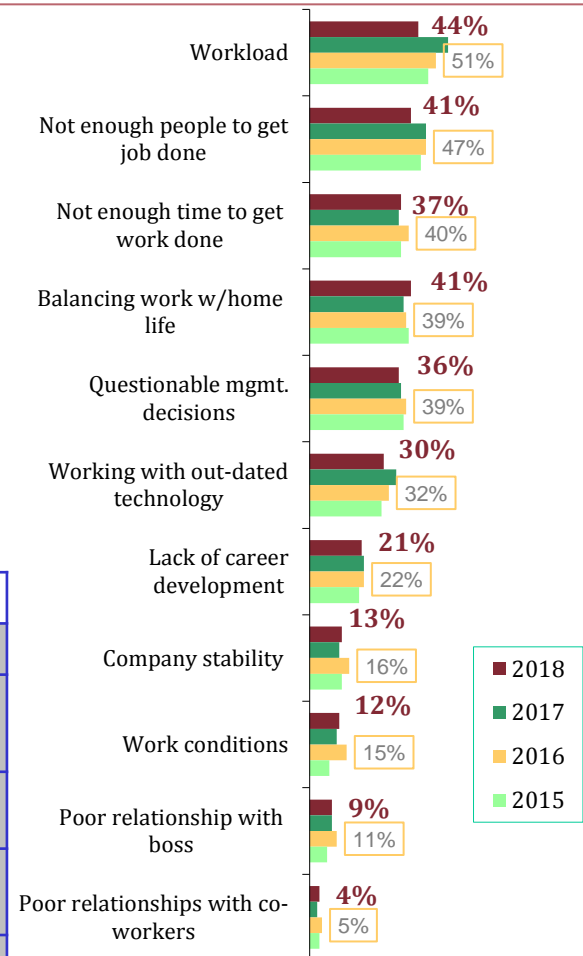
## Why are you looking for another job? (If answered "Actively," "Passively," or "Always Open")



## How stressful is your job?

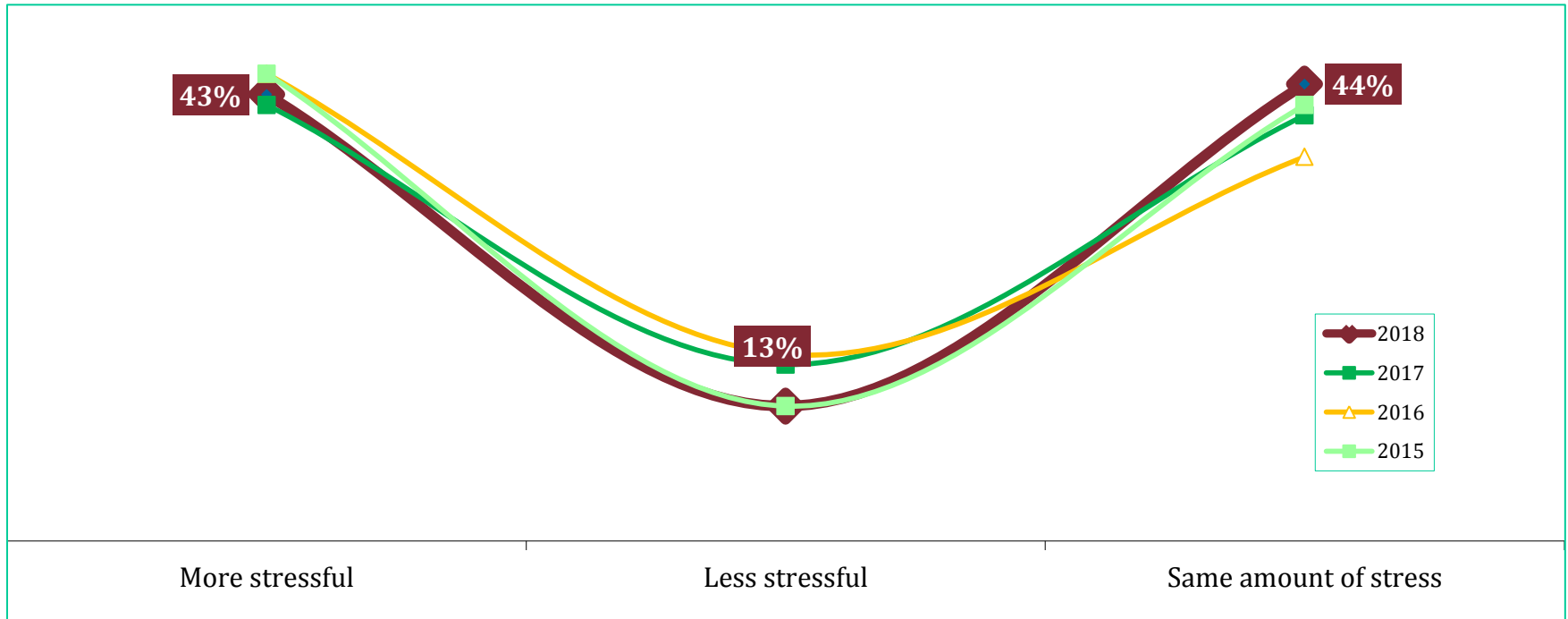


## What factors most greatly contribute to your job stress? (Answering "Extremely" or "Very" stressful)



	Average Salary				Median Salary			
	2015	2016	2017	2018	2015	2016	2017	2018
Extremely stressful	\$91,170	\$103,830	\$87,965	\$109,050	\$78K	\$91.5K	\$80K	\$91K
Very stressful	\$98,950	\$90,950	\$92,460	\$108,205	\$94K	\$81.0K	\$82.5K	\$81K
Somewhat stressful	\$93,790	\$89,895	\$89,285	\$105,165	\$85K	\$83.0K	\$80K	\$90K
Not very/Not at all stressful	\$65,465	\$85,955	\$106,915	\$79,730	\$51K	\$75.0K	\$78K	\$72K

## And how stressful is your job compared to 2 years ago?

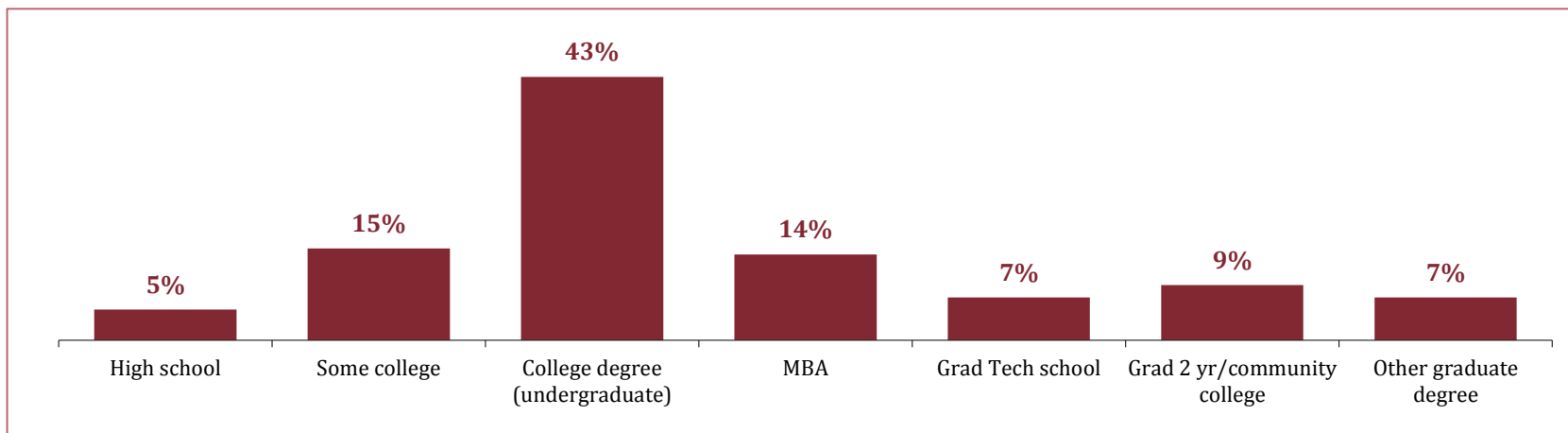


	<i>Average Salary</i>			
	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
More stressful	\$93,040	\$93,490	\$91,710	\$101,600
Same level of stress	\$97,620	\$92,550	\$86,815	\$108,410
Less stressful	\$95,470	\$86,945	\$91,840	\$94,845

## Demographic and Firmographic Profile

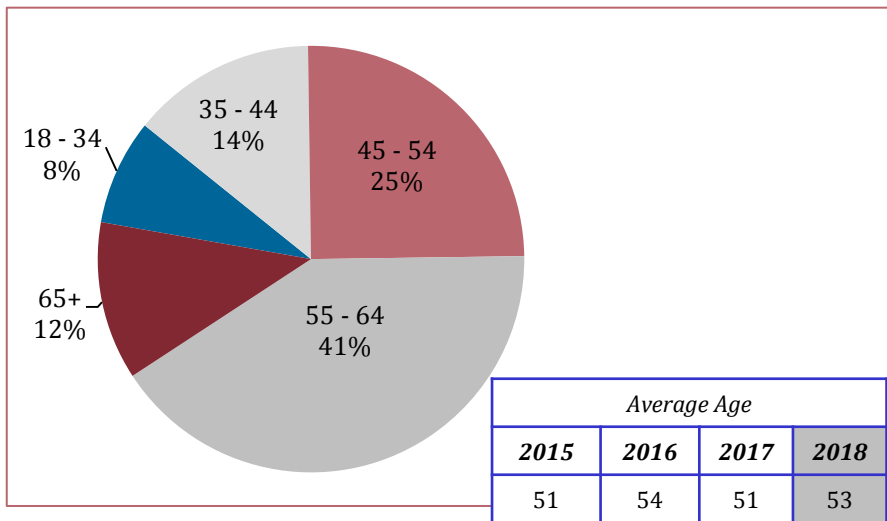


## What is the highest level of education you have completed?

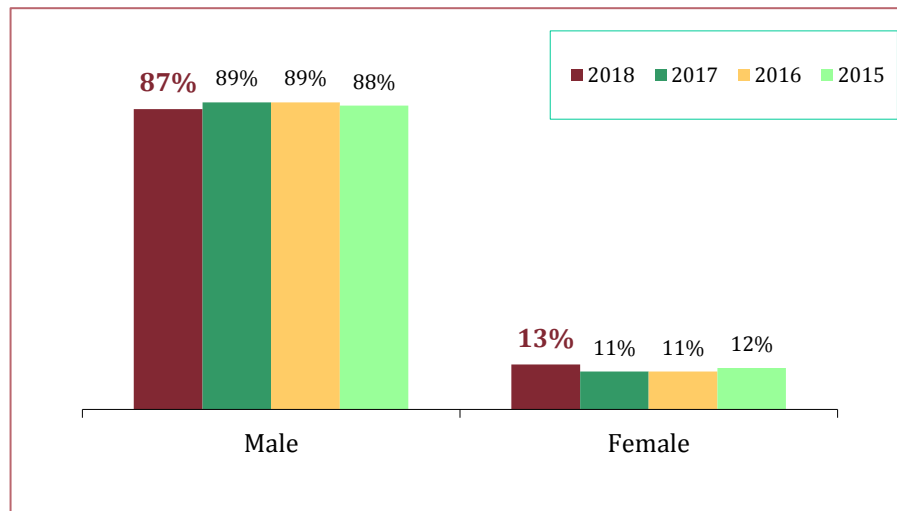


	<i>Average Salary</i>				<i>Median Salary</i>			
	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>	<i>2015</i>	<i>2016</i>	<i>2017</i>	<i>2018</i>
MBA	\$135,535	\$123,100	\$122,310	\$120,240	\$110K	\$115K	\$100K	\$108K
Other graduate degree	\$118,060	\$110,625	\$91,490	\$118,255	\$90K	\$108K	\$92.7K	\$120K
College degree	\$98,365	\$96,595	\$96,880	\$103,420	\$87K	\$84K	\$85K	\$91K
2 year community/ Tech school	\$77,425	\$71,250	\$80,465	\$74,600	\$75K	\$67.5K	\$75K	\$67K
High school/ some college	\$74,095	\$74,130	\$75,575	\$92,025	\$65K	\$69K	\$68K	\$75K

## What is your age?

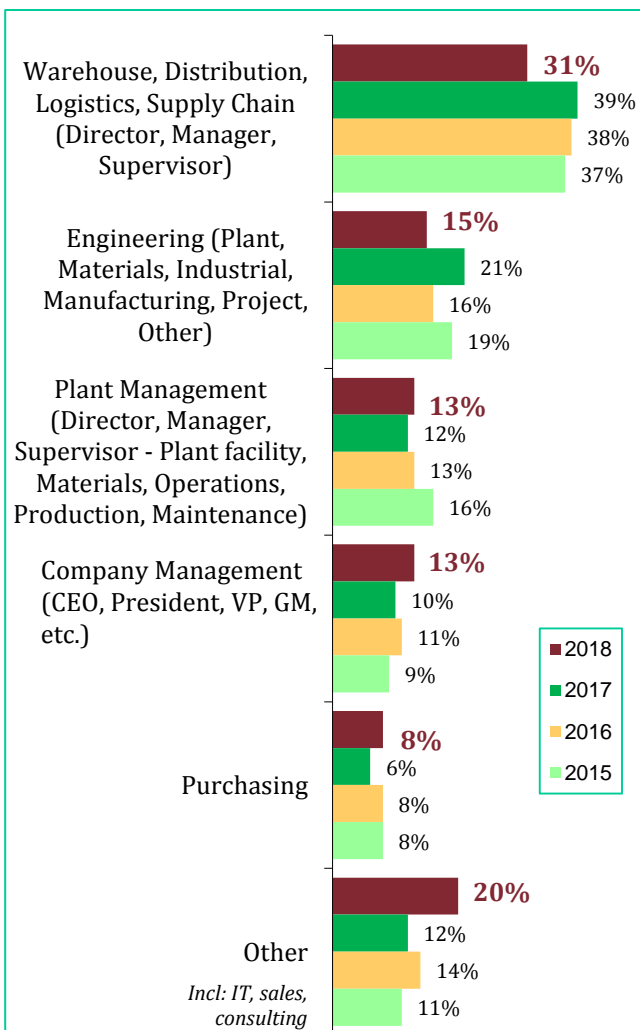


## What is your gender?



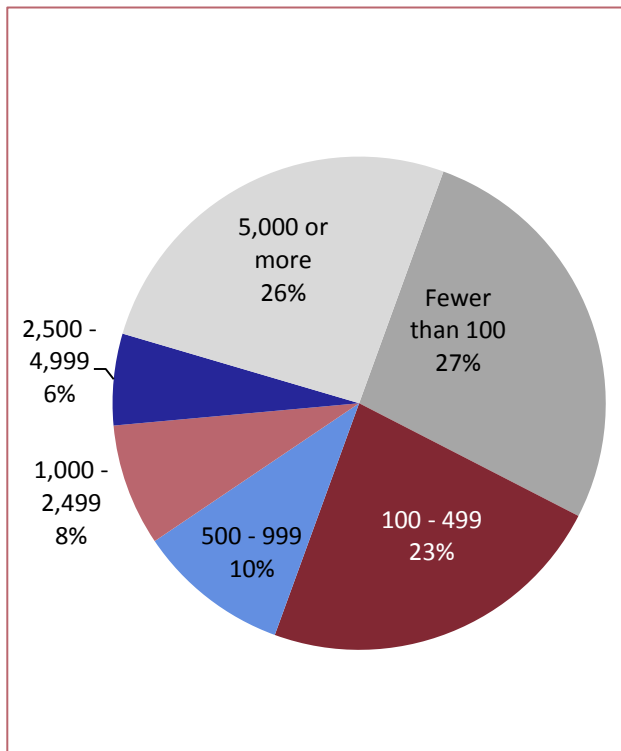
	Average Salary				Median Salary			
	2015	2016	2017	2018	2015	2016	2017	2018
<35 years old	\$64,810	\$68,900	\$69,200	\$62,975	\$56.5K	\$60.0K	\$65K	\$54K
35 - 44	\$85,430	\$92,070	\$85,890	\$92,005	\$80.0K	\$85.0K	\$82.3K	\$81K
45 - 54	\$101,855	\$93,920	\$92,645	\$101,875	\$90.0K	\$84.0K	\$82.5K	\$90K
55 - 64	\$94,785	\$94,930	\$96,385	\$106,130	\$85.0K	\$85.0K	\$90K	\$94K
65+	\$115,260	\$98,685	\$75,820	\$104,835	\$68.0K	\$94.0K	\$75K	\$98K
<b>Male</b>	<b>\$98,775</b>	<b>\$94,210</b>	<b>\$94,905</b>	<b>\$106,820</b>	<b>\$85.6K</b>	<b>\$85.0K</b>	<b>\$90K</b>	<b>\$91K</b>
<b>Female</b>	<b>\$90,400</b>	<b>\$74,760</b>	<b>\$71,005</b>	<b>\$75,400</b>	<b>\$68.0K</b>	<b>\$56.9K</b>	<b>\$64K</b>	<b>\$71K</b>

## Which of the following best describes your primary role or primary job function?



Primary job function	Average Salary				Median Salary			
	2015	2016	2017	2018	2015	2016	2017	2018
Company management <i>CEO, President, VP, GM, etc.</i>	\$163,140	\$142,940	\$124,010	\$171,340	\$136.5K	\$155.0K	\$120K	\$175K
Engineering <i>Plant, materials, industrial, mfg., project, etc.</i>	\$88,840	\$93,185	\$94,045	\$95,085	\$92.5K	\$86.0K	\$90K	\$93.5K
Plant management <i>Director, manager, supervisor</i>	\$88,050	\$89,015	\$87,590	\$95,945	\$87K	\$87.0K	\$82.5K	\$89K
Warehouse, distribution, logistics <i>Director, manager, supervisor</i>	\$94,335	\$85,885	\$81,375	\$95,835	\$76K	\$83.5K	\$80K	\$90K
Purchasing	\$72,665	\$70,775	\$73,585	\$60,950	\$65K	\$65.0K	\$71K	\$56K

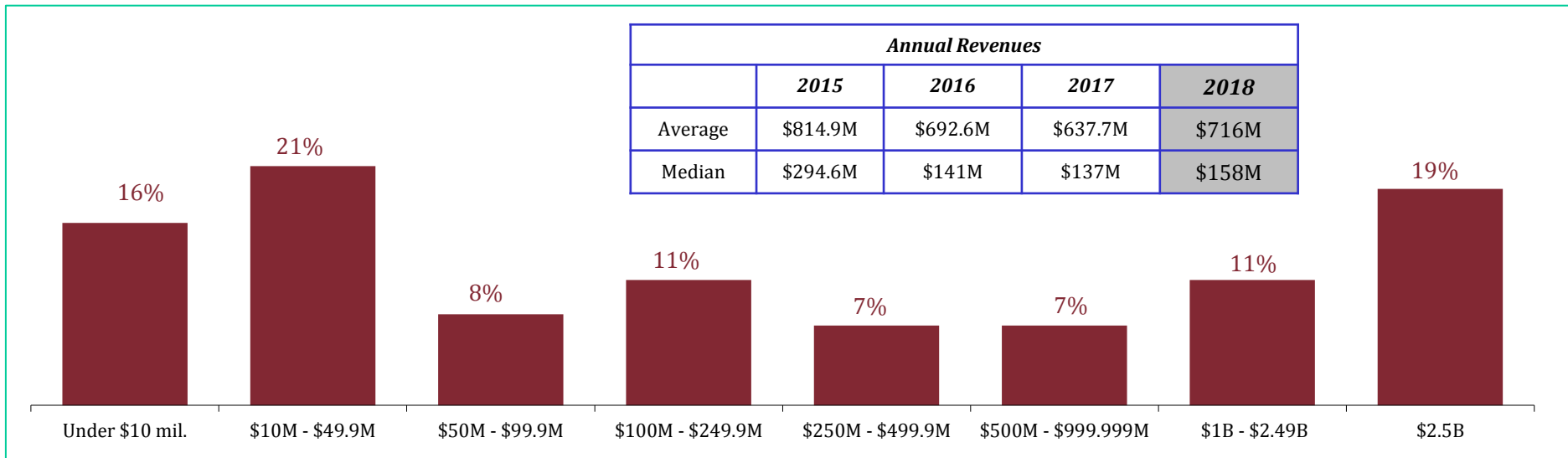
## How many people does your company employ?



	Average Salary				Median Salary			
	2015	2016	2017	2018	2015	2016	2017	2018
Less than 100	\$77,270	\$74,465	\$70,705	\$88,800	\$60K	\$69K	\$65K	\$76K
100 - 499	\$84,060	\$87,060	\$79,555	\$96,260	\$75.6K	\$75.2K	\$75K	\$80K
500 - 999	\$95,835	\$95,835	\$90,610	\$104,940	\$85.6K	\$82.5K	\$85K	\$90K
1,000 - 4,999	\$92,945	\$92,945	\$94,600	\$99,405	\$88.8K	\$89.9K	\$89K	\$91K
5,000 +	\$112,190	\$111,100	\$111,615	\$112,050	\$105K	\$97.5K	\$100K	\$111K

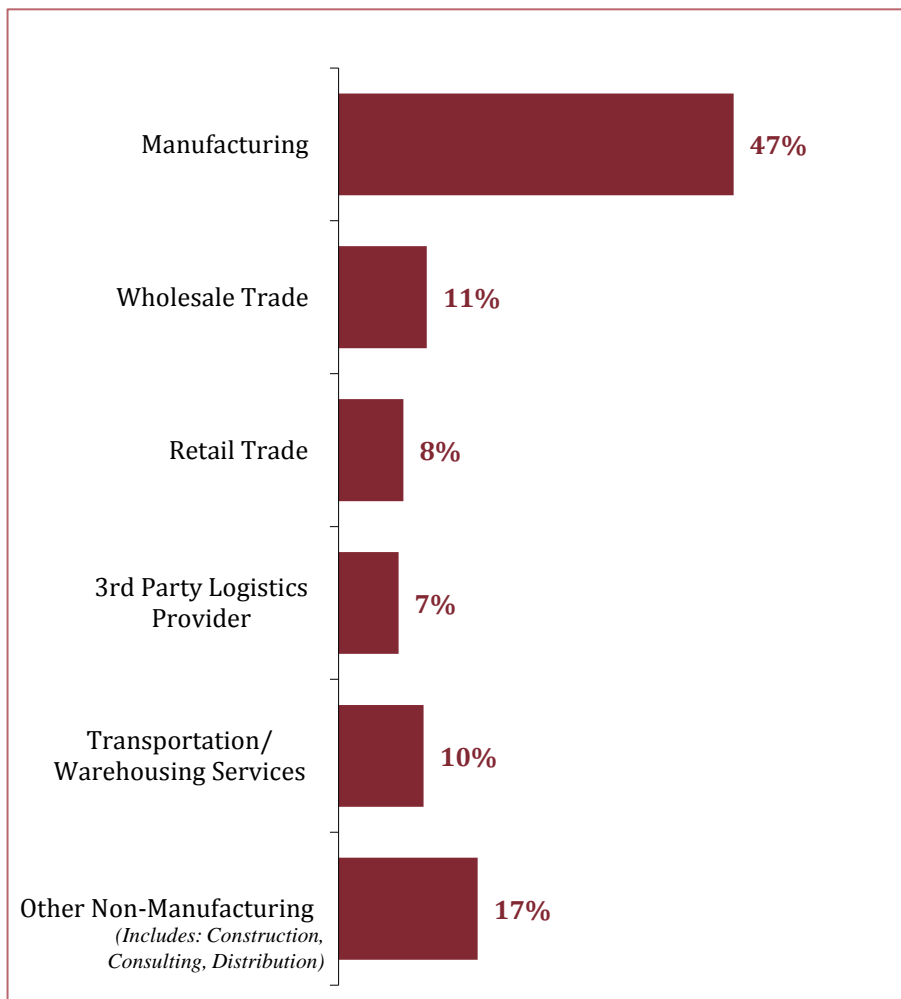
# of employees				
	2015	2016	2017	2018
Average	3,253	3,163	2,740	2,887
Median	913	496	535	490

## What do you estimate your company's revenues will be in 2018?



	Average Salary				Median Salary			
	2015	2016	2017	2018	2015	2016	2017	2018
Under \$10 million	\$75,575	\$68,400	\$65,035	\$79,295	\$56K	\$59K	\$58K	\$65K
\$10M - \$49.9M	\$75,915	\$81,110	\$79,940	\$88,900	\$70K	\$65K	\$73K	\$80K
\$50M - \$99.9M	\$83,170	\$91,470	\$79,060	\$88,570	\$80.7K	\$80K	\$81.5K	\$83.5K
\$100M - \$249.9M	\$93,470	\$87,050	\$91,165	\$106,905	\$75K	\$87.5K	\$85K	\$89K
\$250M - \$499.9M	\$92,935	\$101,000	\$102,045	\$123,350	\$83K	\$90K	\$87.5K	\$89.5K
\$500M - \$999.9M	\$106,115	\$93,990	\$96,190	\$121,405	\$95K	\$100K	\$90K	\$120K
\$1B - \$2.49B	\$98,870	\$105,935	\$98,415	\$92,920	\$97K	\$95K	\$97.3K	\$87K
\$2.5B+	\$118,395	\$116,300	\$116,620	\$119,445	\$102.4K	\$107.4K	\$109.5K	\$110K

## Which of the following best describes your company's business?

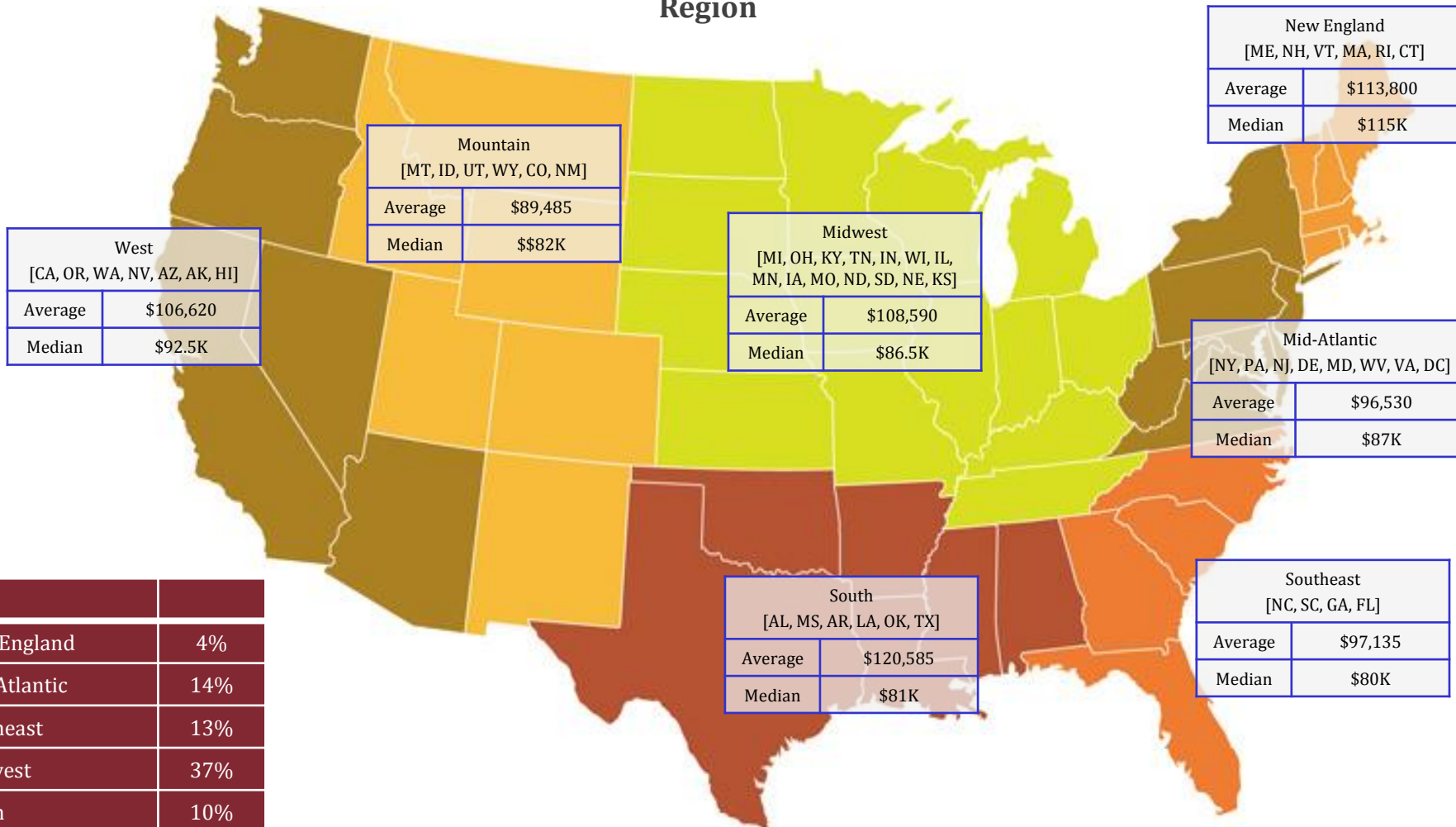


	<i>Average Salary</i>	<i>Median Salary</i>
	<b>2018</b>	<b>2018</b>
Manufacturing	\$100,540	\$90K
Wholesale Trade	\$87,845	\$80K
Retail Trade	\$104,320	\$90K
3rd Party Logistics Provider	\$115,545	\$90K
Transportation/Warehousing Services	\$93,975	\$85K
Other Non-Manufacturing	\$110,925	\$96

Question was changed for 2018 study. Results are not compared to prior years

# 2018 Salary Survey

## Region



New England	4%
Mid-Atlantic	14%
Southeast	13%
Midwest	37%
South	10%
Mountain	3%
West	15%
Canada/Puerto Rico	4%