

Refining & Chemical INDUSTRY SALARY SURVEY

Conducted
MAY 2016



Whitaker Technical
Contract Staffing & Search

SUMMARY OF RESULTS

Industry salary data was collected over a two week period in May 2016, from the Whitaker Technical database of engineering and technical professionals across the United States.

Objective: measure compensation and benefits trends based on job title, years experience, industry and geographic location.

As expected, salaries varied based on years experience and slightly by location, however the most variation was seen when comparing industries, and in the management categories when evaluating benefits and bonus structure.

Average salaries by years experience are represented below for the top ten job titles measured in the survey.

Job Title (top 10 responses)	AVERAGE SALARY				
	2 – 5	6 – 10	11 – 19	20 – 24	25 +
Economics & Planning	-	\$126,500	\$158,800	\$165,000	\$175,500
Engineering Manager	-	-	\$132,333	\$160,000	\$180,206
Environmental, Health & Safety	\$86,000	\$105,195	\$127,500	\$135,000	\$143,222
Maintenance Manager	-	\$115,333	\$125,000	\$137,500	\$166,175
Mechanical Engineer	\$105,000	\$111,000	\$145,700	\$148,000	\$156,187
Operations/Plant Management	-	\$127,366	\$139,200	\$146,500	\$192,475
Process Engineer	\$88,000	\$114,980	\$120,265	\$139,275	\$166,800
Project Engineer	\$90,000	\$112,000	\$119,000	\$128,000	\$156,660
Reliability Engineer	\$82,000	\$103,930	\$114,180	\$137,500	\$148,617
Turnaround Manager	-	\$126,000	\$137,000	\$140,000	\$187,500

Target Bonus

The average Target Bonus percentage for all industries was 15%, the most common response was 20%.

As demonstrated in the table, Refining has the highest Target Bonus average of 19.01%, followed by Petrochemicals (13.42%), Chemicals (13.03%) and EPC/EPCM (4.93%).

Also interesting to note: 17% of respondents indicated no Target Bonus was part of their compensation and benefits package.

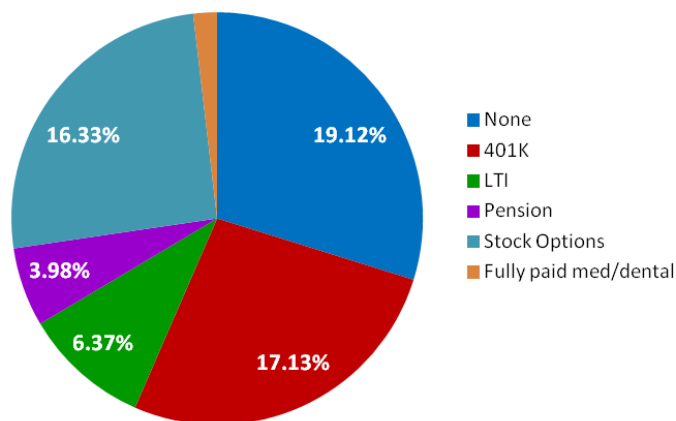
Target Bonus	PERCENTAGE OF RESPONDENTS BY INDUSTRY				
	All	Refining	Chemicals	Petrochem	EPC/EPCM
None	17%	8%	8%	19%	57%
1% - 10%	24%	15%	39%	24%	27%
11% - 19%	24%	29%	24%	22%	10%
20% - 25%	23%	29%	22%	30%	7%
26% +	12%	19%	7%	5%	0%
Average Bonus (percentage)	14.99%	19.01%	13.03%	13.42%	4.93%

Benefits

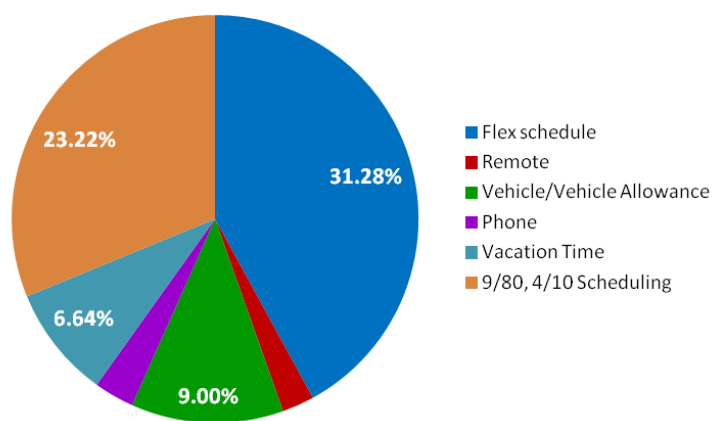
19% of all respondents replied “none”, “N/A” or “0” when asked about other financial incentives. According to the charts below, you will see the most popular financial incentive, as expected, is a 401K with employer contribution. However, a surprising result is that 16% and 6% of respondents indicated they receive stock options and LTI (long-term incentives), respectively.

Not surprisingly, it seems the most commonly reported – and most valuable – items seen as a non-financial incentive are flex schedule and 9/80 or 4/10 work schedule.

FINANCIAL INCENTIVES



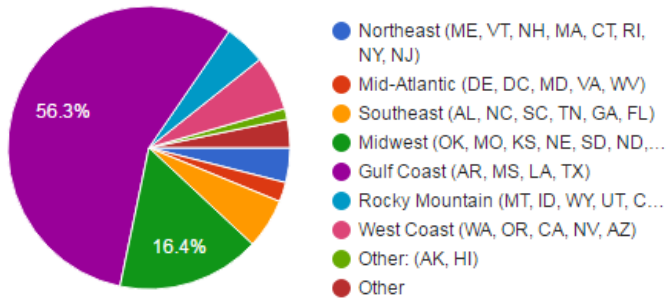
NON-FINANCIAL INCENTIVES



A breakdown of respondent demographics is included below.

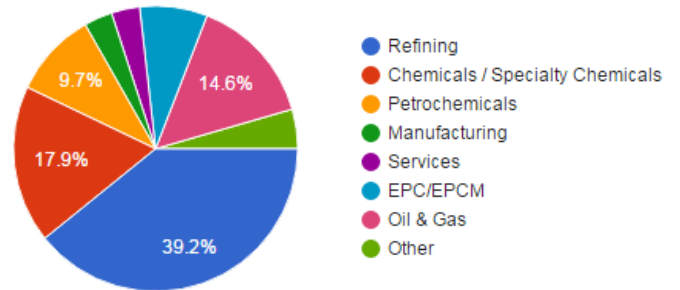
Geographic Location

Majority of respondents selected Gulf Coast (56.3%) as their location, followed by Midwest (16.4%), West Coast (6.2%), Southeast (5.7%), Rocky Mountains (4.7%), Northeast (4%) and Mid-Atlantic (2.2%).



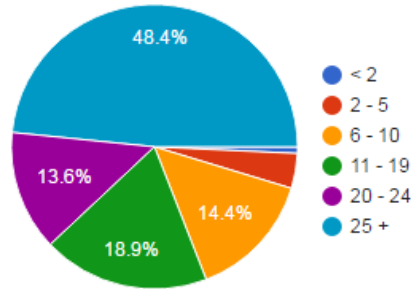
Industry

Refining (39.2%) was the largest industry represented in the survey results followed by Chemicals/Specialty Chemicals (17.9%), Oil & Gas (14.6%), Petrochemicals (9.7%), EPC/EPCM (7.7%), Manufacturing (3.2%) and Services (3.2%). "Other" (4.5%) included: Aluminum, Transportation, Construction, Mining, Power and Utilities.



Years of Experience

Majority of respondents have at least 25 years experience (48.4%), followed by the ranges 11 – 19 (18.9%), 6 – 10 (14.4%), 20 – 24 (13.6%), 2 – 5 (4%), and <2 (0.7%). This is indicative of the diversity of experience represented in our established database of industry professionals.



For more information, or if you have questions, please contact your Whitaker Technical Representative.

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