



Consolidated Findings of the 2018 PDA Compensation Survey

PDA Members expressed an interest in understanding salary ranges of non-sales roles and competitive salary structures across the PDA Member community. Nineteen of twenty-five Members completed the survey and questions were also compared to a Packaging Digest Compensation Review where applicable. The responses and insights are found below.

Regions: North- New England, NJ, NY, PA, MD
South- VA, NC, SC, FL, GA, TN
Central- OH, MI, IN, IL, MN, IA, NE, MO
S. Central- AR, TX, OK, KS
West- CO, UT, AZ, CA, WA, OR

Turnover Rate in 2017

The average turnover rate was approximately 5% nationwide. The largest turnover was experienced in the South and S. Central regions where these regions experienced turnover in double digits. The lowest turnover was experienced in the Central region averaging less than 2%.

Voluntary vs Involuntary Turnover

Nationally, the Voluntary vs Involuntary rate was about 50-50, of the 5% overall, 2.5% was voluntary while the other 2.5% was nonvoluntary. The South and S. Central regions experienced a higher rate of voluntary turnover and market competition factors and increase in business development in those area seem to be the prime cause.

Merit increases

90% of respondents gave merit increases in 2017. The average increase was approximately 3%, with the South and West having the highest percentages, South – 8%, West- 10% on average. The lowest increases occurred in the Central and S. Central regions, where they were consistently less than 3%.

Packaging Digest found that “almost all” respondents issued merit increases in 2017, the overall average was 5% on an average salary of \$73K. The highest increases in the Packaging Digest survey were in the East and West and averaged 6.8% while the S. Central actually experienced a decrease in wages of approximately 1%.

The Packaging Digest survey also showed that salaries in marketing and sales fell from an average of \$137K in 2016 to an average of \$128K in 2017. The Packaging Digest prediction for 2018 is higher wages yet again with a forecasted average of 6-6.5%. This is being driven by lack of qualified personnel in the packaging field and higher demand for those employees.

Cost of Living Increases

75% of PDA respondents did not issue a COL increase, of the 25% who did offering an increase of 2.5%

Packaging Digest did not address this question.

The following questions will deal with PDA respondents only. This section addressed the specific pay range for specific jobs.

CFO Compensation

A 64% majority fell between \$101-\$200K (101-150-34%, 151-200-30%)

The high-end of compensation >\$200K was 23% of the respondents

The low end, \$76-\$100k was 12% of respondents

Accounting Manager

A 44% majority fell between \$76-\$100K

The high end of 22% fell between \$101-\$200K (belief is that some of these respondents grouped CFO and Accounting Manager as one position)

The lower end fell between \$50-75K and represented 33%

Accounts Payable Employee

A 52% majority fell into the \$30-\$50K range

The high range representing 42% fell between the \$51- \$75K range

The lower end representing 5% fell into the \$101-\$150K range.

Accounts Receivable Employee

Vast majority of 63% fell into the \$30-\$50K range

The next largest group of 36% fell into the \$51-\$75 range

These were the only two reported ranges

Sales Manager

The majority of 47% fell into the \$101-\$150K range

The high end or 37%, fell into the >\$150K range

Low end of 10% fell into the \$76-100K range

Customer Service Manager

Majority of 63% fell into the \$51-\$75K range

The high end representing 26% fell into the \$76-\$100K range

Low end of 10% fell into the \$30-\$50K range

Customer Service Rep

Vast majority 74% fell into the \$30-\$50K range

The high range representing 21% fell into the \$51-\$75K range

One anomaly fell into the \$101-\$150K range

Purchasing Manager

Majority of 66% fell within the range of \$51-100K (51-75-38%, 76-100-28%)

Higher range at 22% fell into the \$101-\$150K range

Lower end of 5% fell into the \$30-\$50K range

One anomaly of >\$200K

Purchasing Employee

The entire group, 100% fell into the \$30-\$75K range (30-50-53%, 51-75-47%)

Warehouse Manager

Majority of 55% fell into the \$51-\$75K range

Higher end, 21% fell into a range of \$76-\$150K range (76-100-16%, 101-150-5%)

Lower end of 22% fell into the \$30-\$50K Range

Warehouse Employee

Overwhelming majority of 94% fell into the \$30-\$50K range with the balance of 6% falling into the \$51-\$75K range.

Service Manager

There was a wide spectrum of ranges in this category, presumably because some members have few service employees and one may act in manager role while others have a large staff of service employees and have a true manager in this role.

Majority of 54% fell into the range of \$51-\$75K

Highest range, 15% was in the the range of \$101-\$150K

Other, 23% fell into the range of \$76-\$100K

One anomaly at \$30-\$50K

Service Employee

Majority of 53% fell into the \$30-\$50K range while all others, 47% reported a range of \$51-\$75K

Administrative Assistant

Majority of 83% fell into the range of \$30-\$50K

11% fell into the range of \$51-\$75K

One anomaly in \$76-\$100K range

This is often a multifunctional role dealing with different areas of the business

HR Manager

Once again, this role is often times combined with other functionality and can affect the outcome. This position is also highly impacted by the number of personnel within an organization.

Majority of 60% fell into the \$51-\$75K range

High range of 33% fell into the \$76-\$150 range

Low end, 7% fell into the \$30-\$50K range