



US Chemical Engineering Salary Report 2023

I am immensely grateful for the people who have helped with this project, particularly to my colleagues, John Peterson, Luke Jolly and Hue Polinski, and to the 870+ chemical engineers who contributed their data this time around. Thank you!

➤ **Methods:**

This salary report was based on 873 unique data points, collected via web form from December 13th, 2022 to June 1st, 2023. All of the data was self-reported (and anonymous), and respondents answered a series of 14 questions covering topics including salary, non-base compensation, work arrangements and industry. All the collected information was analyzed by me and all identifying information on entries was removed prior to analysis. Please forgive me, I'm not a statistician, so I've done my best to provide as much transparency here as possible regarding the strengths and weaknesses of the data set as well as my own thoughts regarding methodology.

I've been keeping a chemical engineering salary report since 2015 and updating it every couple of years. I had done a regular update in January 2022, but it became obvious to me and my colleagues that the compensation landscape in the chemical industry was changing quickly over the course of the following several months. As a result of that I decided to update the report again in January 2023. When I originally published that report I had a data set of about 450 responses, but kept gathering. As word got out, many others completed the survey as well, which doubled my data set. This mid-year update is meant to validate the report from January 2022 with additional data making the conclusions even more robust.

How to Use This Data:

This data isn't intended to be the final word. Rather, this should give an individual a broad-strokes approximation of where they stand in relation to their peers. To that end, I envision that the various data points would be used together – for example, if you are 18 years into your career, you live in the Midwest, you are a manager and you work in the Industrial Gases industry; use the data provided here, as it relates to those 4 categories, to gain a picture of the general compensation structure as it relates to your specific situation. If you have any questions, please reach out to me via email or phone and we can talk it over.

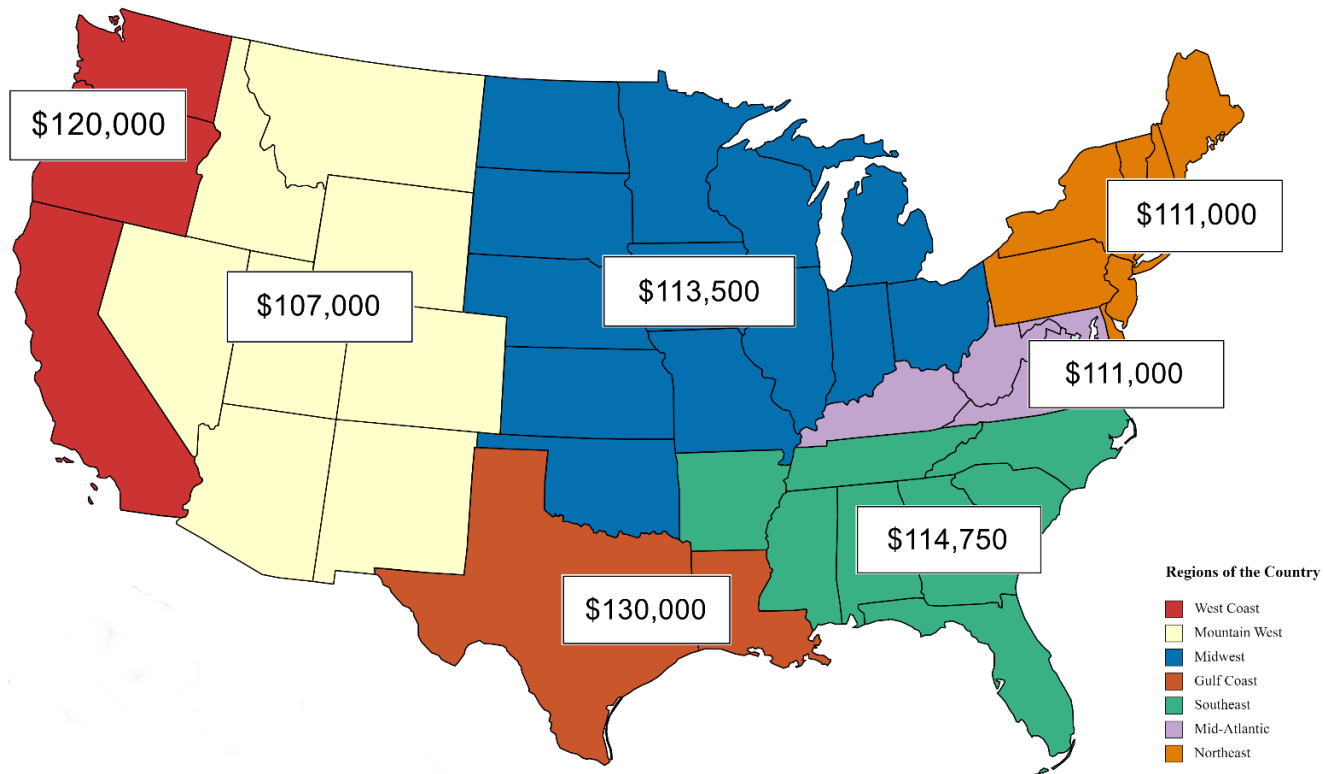
➤ **Data:**

1.) SALARY INFORMATION BY REGION/LOCATION

I would have loved to be able to breakdown base salary figures by both location AND experience level, but even at 850+ points of data, I didn't have enough...so take this for what it is – I think generalized conclusions can be drawn from this type of data, but nothing very specific.



Region (June 2023)	Median Salary	25th %	75th %	Median Bonus	Median Vacation Days	9/80?	Hybrid?	WFH?	Median Yrs of Experience for Respondents in this Category
Overall USA	\$118,350	\$96,000	\$140,000	10%	18	-	-	-	7
Southeast	\$114,750	\$94,000	\$132,750	10%	19	22% Y	44% Y	19% Y	8
Northeast	\$111,000	\$87,000	\$138,250	10%	16	11% Y	57% Y	39% Y	6
Midwest	\$113,500	\$94,000	\$133,750	10%	18	25% Y	45% Y	23% Y	8
Gulf Coast	\$130,000	\$111,000	\$158,000	10%	20	53% Y	49% Y	25% Y	8.5
Coastal West	\$120,000	\$101,500	\$148,500	10%	15	33% Y	47% Y	39% Y	7
Mountain West	\$107,000	\$93,000	\$121,000	7%	17	37% Y	49% Y	48% Y	5
Mid-Atlantic	\$111,000	\$84,500	\$135,500	6%	16	29% Y	46% Y	28% Y	6



Commentary:

When I shared the survey last year, a couple of people suggested that I use ‘median’ instead of ‘average’ and when I consider that there are definitely some outliers in my dataset, I thought this was good advice. Given that – it makes it a little more difficult to compare year over year data, since the 2022 data was all averages. I see increases in the Coastal West, Gulf Coast and Northeast, while the other sectors have remained relatively stable. An important note with this result is to pay attention to median years of experience. These are not necessarily apples-to-apple comparisons...not only that, but the data set itself, for each region, is very broad. Having said that, what this chart shows is the relative difference in base compensation between regions. There is a Gulf Coast premium (it’s real), the West Coast area is catching up to the Gulf Coast in terms of compensation for Chemical Engineers, etc. You can see regions relative to the overall average in the US. Those are the types of conclusions that I think can be drawn from this data.

2.) SALARY INFORMATION BY SUB-INDUSTRY

***I’ve included the sub-industries here for which I received at least 12 responses. Even 12 is too small of a sample size, but that’s where I decided to cut it off. So, if you don’t see your industry here, I just didn’t have enough respondents from that sub-industry to share meaningful data.*

Industry	N	Median Salary	Median Bonus	Median Vacation Days	Do You Have a 9/80 Schedule?	Hybrid Schedule?	Work From Home?	Employer Sponsored Pension?	Profit Share?	LTI (Long Term Incentive)?	Employer Offer Stock Options?	Signing Bonus for New Hires?	Education Reimbursement?	Median Yrs of Exp for Respondents in this Category
Overall (all respondents)	873	\$118,750	10%	18	31% Y	48% Y	28% Y	13% Y	15% Y	12% Y	23% Y	43% Y	46% Y	7
Aerospace	28	\$99,000	2%	16	75% Y	63% Y	30% Y	11% Y	7% Y	11% Y	7% Y	54% Y	68% Y	4.5
Agriculture Industry (not fertilizer)	42	\$112,500	10%	20	22% Y	45% Y	20% Y	7% Y	15% Y	17% Y	23% Y	54% Y	43% Y	8
Biotechnology	41	\$112,000	7%	18	3% Y	44% Y	35% Y	3% Y	7% Y	10% Y	55% Y	32% Y	37% Y	6
Building Materials	25	\$123,000	10%	15	4% Y	28% Y	12% Y	0% Y	29% Y	4% Y	24% Y	33% Y	46% Y	9
EPC/A&E/Design Firm	52	\$109,500	4%	16	27% Y	65% Y	33% Y	0% Y	29% Y	0% Y	15% Y	20% Y	40% Y	6
Food Industry	19	\$94,000	5%	16	16% Y	26% Y	21% Y	5% Y	5% Y	16% Y	10% Y	68% Y	47% Y	4
Industrial Chemicals	88	\$120,500	10%	19	37% Y	44% Y	22% Y	7% Y	15% Y	12% Y	22% Y	43% Y	35% Y	7
Industrial Gases	13	\$120,000	10%	20	8% Y	9% Y	33% Y	0% Y	8% Y	0% Y	33% Y	58% Y	27% Y	10
Industrial/Wastewater Treatment	12	\$121,000	5%	15	8% Y	33% Y	33% Y	0% Y	8% Y	0% Y	33% Y	58% Y	27% Y	11.5
Oil & Energy	131	\$128,750	10%	17	43% Y	54% Y	28% Y	43% Y	14% Y	13% Y	28% Y	42% Y	41% Y	8
Paints/Coatings/Adhesives	26	\$113,750	10%	15	17% Y	18% Y	18% Y	0% Y	13% Y	13% Y	9% Y	45% Y	45% Y	9
Petrochemicals/Plastics	89	\$131,500	10%	20	57% Y	48% Y	22% Y	24% Y	13% Y	22% Y	21% Y	45% Y	48% Y	9
Pharmaceuticals	58	\$108,500	10%	20	9% Y	53% Y	33% Y	7% Y	11% Y	19% Y	32% Y	37% Y	53% Y	6.5
Pulp/Paper	15	\$98,000	5%	17	13% Y	20% Y	13% Y	0% Y	33% Y	20% Y	7% Y	73% Y	40% Y	2
Semiconductors/Electronic Materials	34	\$105,000	10%	17	12% Y	65% Y	41% Y	3% Y	18% Y	9% Y	59% Y	35% Y	59% Y	6
Specialty Chemicals	180	\$125,000	10%	20	32% Y	45% Y	29% Y	7% Y	12% Y	11% Y	14% Y	45% Y	46% Y	10



Commentary:

Again – important caveat here, pay attention to the median years of experience for each category. Pulp/Paper looks woefully behind other industries, but the median respondent in that category had 2 years of experience, compared to 11.5 years for industrial/wastewater treatment. We often get asked which industries pay the best, Oil & Gas has traditionally been the best, but as you can see, several other industries have closed the gap in the past few years. Even aside from compensation, I think some of the more interesting results having to do with non-base comp and work schedules. The differences between industries is stark in some areas which is important to keep in mind if you are looking for a new role and some of these things are important to you.

3.) SALARY INFORMATION BY BACHELOR’S DEGREE VS ADVANCED DEGREE

I didn’t have enough data to break it down between Bachelor’s, Master’s and Doctorate, so I just did Bachelor’s versus Advanced degree. That may have tempered the differences somewhat. The graph on top is from the original data set in January, the one on the bottom is with the larger data set.

January 2023	N	Median Base	25th %	75th %	Median Bonus	Median Vacation	IC/Mgr Breakdown	Median 401K
0-5 YRS B	83	\$98,000	\$86,000	\$110,000	7%	15 Days	76 IC / 7 Mgr	5%
0-5 YRS Adv	18	\$100,000	\$88,750	\$110,000	8%	15 Days	16 IC / 2 Mgr	6%
6-10 YRS B	134	\$124,500	\$105,250	\$140,000	10%	20 Days	100 IC / 34 Mgr	6%
6-10 YRS Adv	34	\$120,000	\$114,000	\$130,000	10%	17 Days	22 IC / 12 Mgr	6%
11-15 YRS B	55	\$132,000	\$122,000	\$150,000	12%	20 Days	34 IC / 21 Mgr	6%
11-15 YRS Adv	31	\$140,000	\$126,000	\$160,000	15%	16 Days	19 IC / 12 Mgr	6%
16-20 YRS B	18	\$162,500	\$140,000	\$173,500	15%	20 Days	6 IC / 12 Mgr	5%
16-20 YRS Adv	27	\$166,000	\$142,000	\$180,000	15%	20 Days	12IC / 15 Mgr	6%
21+ YRS B	31	\$163,000	\$137,000	\$181,000	14%	20 Days	13 IC / 18 Mgr	5%
21+ YRS Adv	25	\$168,500	\$141,000	\$200,000	15%	20 Days	9 IC / 16 Mgr	5%



June 2023	N	Median Base	25th %	75th %	Median Bonus	Median Vacation	IC/Mgr Breakdown	Median 401K
0-5 YRS B	278	\$90,000	\$80,000	\$105,000	6%	15 Days	264 IC / 14 Mgr	5%
0-5 YRS Adv	40	\$103,000	\$90,000	\$115,000	5%	15 Days	36 IC / 4 Mgr	5%
6-10 YRS B	226	\$120,000	\$106,000	\$138,500	10%	20 Days	178 IC / 48 Mgr	6%
6-10 YRS Adv	63	\$125,000	\$117,000	\$139,000	10%	17 Days	45 IC / 18 Mgr	6%
11-15 YRS B	89	\$132,000	\$122,000	\$148,000	12%	20 Days	58 IC / 31 Mgr	6%
11-15 YRS Adv	43	\$145,000	\$130,000	\$160,000	15%	20 Days	28 IC / 15 Mgr	6%
16-20 YRS B	26	\$151,000	\$132,750	\$170,500	12%	20 Days	14 IC / 12 Mgr	6%
16-20 YRS Adv	29	\$160,000	\$143,500	\$178,000	15%	20 Days	13 IC / 16 Mgr	6%
21+ YRS B	48	\$158,000	\$135,500	\$179,000	15%	20 Days	22 IC / 26 Mgr	6%
21+ YRS Adv	31	\$168,500	\$146,000	\$195,000	15%	20 Days	10 IC / 21 Mgr	6%

Commentary:

I included both the graph from January 2023 as well as the June 2023 graph with the larger data set here so that you can see how the additional data affected the results. The most significant changes from January to June are in the 0-5 years of experience range.

What is surprising to me is that overall, the level of degree does not seem to make a huge difference in terms of salary. It makes some difference, but I would have expected to see more of a stark contrast. For future surveys, I would be interested to see if a large enough data set could be obtained in order to evaluate each degree level on its own. My anecdotal experience tells me that engineers with PhD-level education do tend to make quite a bit more than engineers with Bachelor's level education, particularly for individual contributor positions. Also – the data does show that later in one's career, an advanced degree does raise the 75th percentile potential.

4.) SALARY INFORMATION BY INDIVIDUAL CONTRIBUTOR ROLES VS MANAGEMENT ROLES

I left out the 0-5 years of experience bracket for this report. Out of all the respondents in that category (317 as of June), only 18 were at a management level position during the first 5 years of their career. In the original data set from January, for the 0-5 years category, only 7 out of 96 respondents were at a management level.



January 2023	N	M/F Breakdown	Median Base	25th %	75th %	Median Bonus	Median Vacation	Median 401K
6-10 YRS IC	122	103M / 19F	\$120,000	\$104,000	\$132,000	10%	18 Days	6%
6-10 YRS Mgr	51	43M / 8F	\$128,750	\$119,000	\$154,000	10%	20 Days	6%
11-15 YRS IC	53	45M / 8F	\$133,000	\$120,000	\$146,500	12%	20 Days	6%
11-15 YRS Mgr	33	30M / 3F	\$142,000	\$130,000	\$172,500	15%	20 Days	6%
16-20 YRS IC	18	12M / 6F	\$141,000	\$130,000	\$156,000	10%	20 Days	6%
16-20 YRS Mgr	27	22M / 5F	\$172,000	\$162,000	\$204,000	20%	20 Days	6%
21+ YRS IC	22	19M / 3F	\$144,000	\$132,000	\$170,000	10%	20 Days	6%
21+ YRS Mgr	34	31M / 3F	\$178,000	\$160,000	\$201,000	20%	20 Days	6%

June 2023	N	M/F Breakdown	Median Base	25th %	75th %	Median Bonus	Median Vacation	Median 401K
6-10 YRS IC	223	187M / 36F	\$120,000	\$105,420	\$135,000	10%	18 Days	6%
6-10 YRS Mgr	66	56M / 10F	\$128,750	\$119,000	\$148,310	12%	20 Days	6%
11-15 YRS IC	86	68M / 18F	\$133,000	\$121,500	\$151,575	10%	20 Days	6%
11-15 YRS Mgr	46	41M / 5F	\$142,000	\$130,000	\$164,250	15%	20 Days	6%
16-20 YRS IC	27	20M / 7F	\$141,000	\$130,500	\$155,750	10%	20 Days	6%
16-20 YRS Mgr	28	23M / 5F	\$171,000	\$160,500	\$199,250	20%	20 Days	6%
21+ YRS IC	31	26M / 5F	\$144,000	\$128,500	\$167,000	10%	20 Days	6%
21+ YRS Mgr	46	42M / 4F	\$175,000	\$157,000	\$192,000	18%	20 Days	6%

Commentary:

As opposed to education, where I was underwhelmed by the differences, here the differences between salaries at an individual contributor level verses those at a management level, are stark, especially in that mid-career level (16-20+ yrs of experience). This makes sense to me, but it is interesting to see just how much of a difference there is. One thing I found interesting, when analyzing this data, was that 401K match seems to be a validator in some way. The overall industry average is 6% and it is one of those things that remains fairly static over time. Given that this dataset keeps that marker steady, I would say these results are valid. **Included the side-by-side graph from January (top) and June (bottom), for comparison. The numbers match pretty close.



5.) NON-BASE COMPENSATION AND OTHER PERKS

This might be the part of the survey I was most interested in. I wanted to answer questions like, “at what level has the chemical industry adopted work-from-home (WFH) policies?” or “is it just my imagination or are more and more companies doing 9/80 schedules?” or “what percentage of engineers are receiving a pension?” I also wanted some concrete data in these areas because out of all of the questions I get, the question of “do you have any work-remote jobs” is probably still #1. Up until now, it has been almost impossible to find any kind of information about these things from an industry-wide standpoint.

Industry	Do You Have a 9/80 Schedule?	Hybrid Schedule (ex 3-in, 2-out)?	Work From Home?	Employer Sponsored Pension?	Profit Share?	LTI (Long Term Incentive)?	Employer Offer Stock Options?	Signing Bonus for New Hires?	Higher-Education Reimbursement?
Overall (all respondents)	31% Y	48% Y	28% Y	13% Y	15% Y	12% Y	23% Y	43% Y	46% Y
Aerospace	75% Y	63% Y	30% Y	11% Y	7% Y	11% Y	7% Y	54% Y	68% Y
Agriculture Industry (not fertilizer)	22% Y	45% Y	20% Y	7% Y	15% Y	17% Y	23% Y	54% Y	43% Y
Biotechnology	3% Y	44% Y	35% Y	3% Y	7% Y	10% Y	55% Y	32% Y	37% Y
Building Materials	4% Y	28% Y	12% Y	0% Y	29% Y	4% Y	24% Y	33% Y	46% Y
EPC/A&E/Design Firm	27% Y	65% Y	33% Y	0% Y	29% Y	0% Y	15% Y	20% Y	40% Y
Food Industry	16% Y	26% Y	21% Y	5% Y	5% Y	16% Y	10% Y	68% Y	47% Y
Industrial Chemicals	37% Y	44% Y	22% Y	7% Y	15% Y	12% Y	22% Y	43% Y	35% Y
Industrial Gases	8% Y	9% Y	33% Y	0% Y	8% Y	0% Y	33% Y	58% Y	27% Y
Industrial/Wastewater Treatment	8% Y	33% Y	33% Y	0% Y	8% Y	0% Y	33% Y	58% Y	27% Y
Oil & Energy	43% Y	54% Y	28% Y	43% Y	14% Y	13% Y	28% Y	42% Y	41% Y
Paints/Coatings/Adhesives	17% Y	18% Y	18% Y	0% Y	13% Y	13% Y	9% Y	45% Y	45% Y
Petrochemicals/Plastics	57% Y	48% Y	22% Y	24% Y	13% Y	22% Y	21% Y	45% Y	48% Y
Pharmaceuticals	9% Y	53% Y	33% Y	7% Y	11% Y	19% Y	32% Y	37% Y	53% Y
Pulp/Paper	13% Y	20% Y	13% Y	0% Y	33% Y	20% Y	7% Y	73% Y	40% Y
Semiconductors/Electronic Materials	12% Y	65% Y	41% Y	3% Y	18% Y	9% Y	59% Y	35% Y	59% Y
Specialty Chemicals	32% Y	45% Y	29% Y	7% Y	12% Y	11% Y	14% Y	45% Y	46% Y

**Percentages listed are the percentage of respondents who answered “Yes”, their company does offer _____.



Commentary:

Honest truth, I thought work-remote was going to be closer to 10-15% of respondents. In an industry that is predominantly manufacturing, it is surprising to me that almost 30% of respondents said they have some kind of work-remote option. An important note to make here would be that just because 28% of respondents reported having a work-remote option, that doesn't mean 28% of companies are offering work-remote options. Many respondents from the survey probably work for the same company, or they may not have interpreted the question in the exact way that I mean. Anyway – I've taken the liberty of highlighting (in red) the outliers in each column. A lot of these make sense too – there are a TON of petrochem/plastics companies in the Gulf Coast and 9/80 schedules are easily most common in that region. The EPC industry being a front-runner for hybrid schedules is no surprise either, a lot of that type of work can be done from home or remotely. Oil & Energy really being one of the last holdouts for pension programs, again – makes sense. No real adoption of profit-sharing programs in biotech is somewhat surprising, but then you see they have balanced that somewhat with long-term incentive and/or stock offering programs. There is a larger-than-normal concentration of startup companies in the biotech space, so when I put those two things together, it makes sense. Less of those companies are profitable now, so they're not offering short-term incentives, but long-term incentives instead. Sign-on bonuses for new hires are pretty common right now (relatively speaking), no surprise there given the war for talent. It's good to see a reasonably high level of education reimbursement programs as well. This is a definite perk to take advantage of if you are working and considering going back to school to get an MBA or advanced technical degree. Almost 50% of the companies out there will help you pay for it.

➤ **Discussion/General Comments:**

The one thing that excites me about this report, more than ones I've compiled in the past, is that all of this data is about as fresh as it can be. In the past, I have relied upon data derived from placements and general conversations over the course of a year's time – and while I think past reports were relevant, I always had that nagging question. With this dataset, I feel confident that as a snapshot, this report accurately captures the current marketplace. Let me reiterate my thanks to those who participated.

My word of caution when looking at data like this is to keep all elements in mind. For chemical engineers, location matters. Engineers in the Gulf Coast region are paid more simply because of the higher levels of demand in that region. Industry matters. Whether you are an individual contributor or manager matters too. Education-level probably matters, but I suspect it matters more later in your career than earlier (a good reason to try and find an employer who will help pay for the costs of higher education). Also keep in mind that there are multiple parts to compensation. Almost 15% of the respondents reported that they have no bonus target (0%). Some companies out there pay a higher base, but no bonus (ExxonMobil being just one example). If a company does have a bonus program, it's worth asking them what their payout average has been over the past 5 years. Many companies structure their bonus programs in such a way that they can be paid out over-target. In good years, those are some awesome bonuses. Vacation time is another one of those things that is typically negotiable. Other things like long-term incentive plans, stock options, profit-sharing programs and education reimbursement programs can also be lucrative aspects of overall compensation. Know all of the elements before you make a decision.

One thing that became painfully clear from this data was that companies have all sorts of ways of doing 401K. I heard so many variations, "dollar for dollar match on the first 4% and company kicks in another 3%", "\$0.50 match on up to 10% contribution" and on and on. All offers should include a fairly clear document on what the company does for the 401K program. If the language isn't clear, ask someone to explain it to you...a



'50-cent match on up to 10% of your base salary' is not as good as a '6% dollar-for-dollar match'...seems obvious, but to my mind, the subtle number differences are meant to make things seem better than they are.

Lastly – I was asked by many to do a breakdown of salary levels comparing male and female engineers, and that is something I would like to do, but even with additional data, the best I would be able to do it broad strokes comparisons. Out of 873 respondents, about 84% were male and 16% were female, leaving me with about 140 data points for female engineers. I don't know if this is a flaw in my data collection methods or if that is actually representative of the industry...if so, then my dataset needs to be much larger so that I can tease out meaningful comparisons.

I re-worked some of the data from last year's salary report so that I could compare apples to apples. Here is that chart – I didn't have non-base comp data for last year's report, so I just boiled it down to median base salary differences. There were increases, in just one year, across the board. The smallest increases were at the upper level of experience, but I would expect that to a degree because I don't think engineers with 20+ years of experience are changing jobs as often as their less experienced counterparts (my experience anyway).

It's worth noting that there are some significant differences with the added data. The previous comparison showed a much larger difference year-over-year for the 0-5 years group. I suspect that the reason the added data tempered this difference is because the additional respondents tended toward the 0-1 years group. If I could compare 2-5 years, I think that 2-5 years group would see a similar difference to what we see in 6-10, 11-15, etc. The current job market continues to be candidate driven and there is no reason to see that changing drastically anytime soon.

June 2023	N	Median Base	25th %	75th %	Difference '22 to '23	IC/Mgr Breakdown
0-5 YRS '22	50	\$85,500	\$80,000	\$93,000		45 IC / 5 Mgr
0-5 YRS '23	278	\$90,000	\$80,000	\$105,000	+ 5.25%	264 IC / 14 Mgr
6-10 YRS '22	65	\$110,000	\$100,000	\$125,000		57 IC / 8 Mgr
6-10 YRS '23	280	\$123,000	\$108,000	\$138,000	+ 11.8%	215 IC / 64 Mgr
11-15 YRS '22	42	\$125,000	\$115,000	\$136,250		27 IC / 15 Mgr
11-15 YRS '23	128	\$135,000	\$125,000	\$155,000	+ 8%	83 IC / 44 Mgr
16-20 YRS '22	33	\$135,000	\$120,500	\$175,000		5 IC / 28 Mgr
16-20 YRS '23	53	\$160,000	\$137,000	\$174,500	+ 18.5%	26 IC / 27 Mgr
21+ YRS '22	54	\$160,000	\$139,000	\$182,000		6 IC / 48 Mgr
21+ YRS '23	79	\$163,000	\$138,750	\$181,000	+ 1.87%	32 IC / 47 Mgr



➤ **Crystal Ball Time:**

I'll preface this by saying that I don't know what's going to happen. Economic forecasting is hard. I think the tech sector and the finance sector are going through hard times right now, but the overall effect of the slowdown has been muted in the chemical processing industry. Things that give me pause are things like the current state of the housing market. If fewer houses are being built, then fewer chemicals and materials are being used by that industry. On the flip side, the automotive industry is doing pretty well and each car has over \$3,000 worth of chemicals and materials in it. There has definitely been a pullback in hiring within the industry, but there are also still a very healthy number of job openings available. We continue to hear from our clients that finding engineering talent, at any level, is still very difficult and so at least for now, there is no reason to believe that is going to change drastically in the near term.

For Engineers: if you feel like you're egregiously underpaid (and this data backs that up), it might be worth exploring a job change now, before the merry-go-round starts to slow down. Or – if you really like your current situation and want to stay, take this kind of thing to your manager and see if something can be done to adjust your salary to something that is more competitive.

For Employers: I hope this is helpful for benchmarking purposes. I ran a poll on LinkedIn in early January 2023 and out of almost 700 responses, 30% of people said they had received a non-merit-based raise in the past 12 months. I would be willing to bet that more and more companies will be doing this, simply because things have changed so quickly. It is SO much cheaper to pay the people you have a little more, in order to remain competitive, than it is to have someone leave and have to backfill their role.

Moving Forward: In attempts to build a truly dynamic dataset, I'm going to open up the salary survey form on our website permanently. Please refer your chemical engineering colleagues and friends to it. I'd like to have 1,500+ data point for the next survey.

Salary Survey URL: <https://www.sunrecruiting.com/salary-survey>

