



METALJOBS
— NETWORK

2025 COMP SURVEY

METALS INDUSTRY SERVICE
CENTER BRANCH, GENERAL, AND
PLANT MANAGERS



WWW.SANINC.COM/METALJOBS



502-208-1200

METALJOBS NETWORK

IS A NICHE EXECUTIVE SEARCH FIRM THAT HAS SPECIALIZED IN DIRECT PLACEMENT OF EXCEPTIONAL, HIGH-IMPACT TALENT WITHIN THE METALS INDUSTRY SINCE 1991. WE HAVE A PROVEN RECORD OF RECRUITING TOP PROFESSIONALS IN SALES, BUSINESS DEVELOPMENT, TECHNICAL, OPERATIONS, MANAGEMENT, AND EXECUTIVE POSITIONS ACROSS THE COUNTRY.

WHY MJN?

35+

years in metals recruiting

1,300+

Metals industry professionals placed since 1991

2 IN 3

Candidates submitted are interviewed

97%

Offer-to-acceptance rate

WE ARE MARKET MASTERS IN OUR NICHE AND WORK WITH SOME OF THE MOST RECOGNIZED NAMES IN THE METALS INDUSTRY.

It takes a tenured firm to survey tenured connections.

THE MJN DIFFERENCE

OUR TEAM IS ON THE PHONE WITH HUNDREDS OF CANDIDATES A WEEK. WE HAVE INVESTED OVER \$200,000 POST-COVID INTO DATA ALONE AND HAVE OVER 175,000 PEOPLE IN OUR DATABASE.

175,000+ Metals industry candidates in MJN database

95% of candidates submitted are only passively looking

3-5 fully qualified candidates per search

15 days median time to first interview



Managers Staying Put

MetalJobs Network surveyed branch and general managers and their assistants on all matters related to compensation.

The uncertainty in the industrial economy may well be leaking over into the attitudes of service centers managers when it comes to seeking out greener pastures. Managers of all types are less likely to be searching for new opportunities than they were just two years ago.

That was just one of the conclusions in the MetalJobs Networks/Metal Center News annual compensation survey, this year focused on general/branch managers, plant managers and their assistants. Unlike other surveys conducted by the MetalJobs Network team, this year's respondents were entirely made up of service center employees.

2024/25

Assistant GM	2024 Base	2024 Total W2	2025 Base
All Data	\$120,100	\$138,700	\$123,400

Assistant PM	2024 Base	2024 Total W2	2025 Base
All	\$103,212	\$107,915	\$104,876

Plant Manager	2024 Base	2024 Total W2	2025 Base
All	\$139,400	\$156,200	\$140,700

General Manager	2024 Base	2024 Total W2	2025 Base
Single Location	\$171,100	\$225,500	\$173,100
Multi-location	\$234,200	\$336,800	\$238,500
All	\$202,400	\$289,500	\$206,800

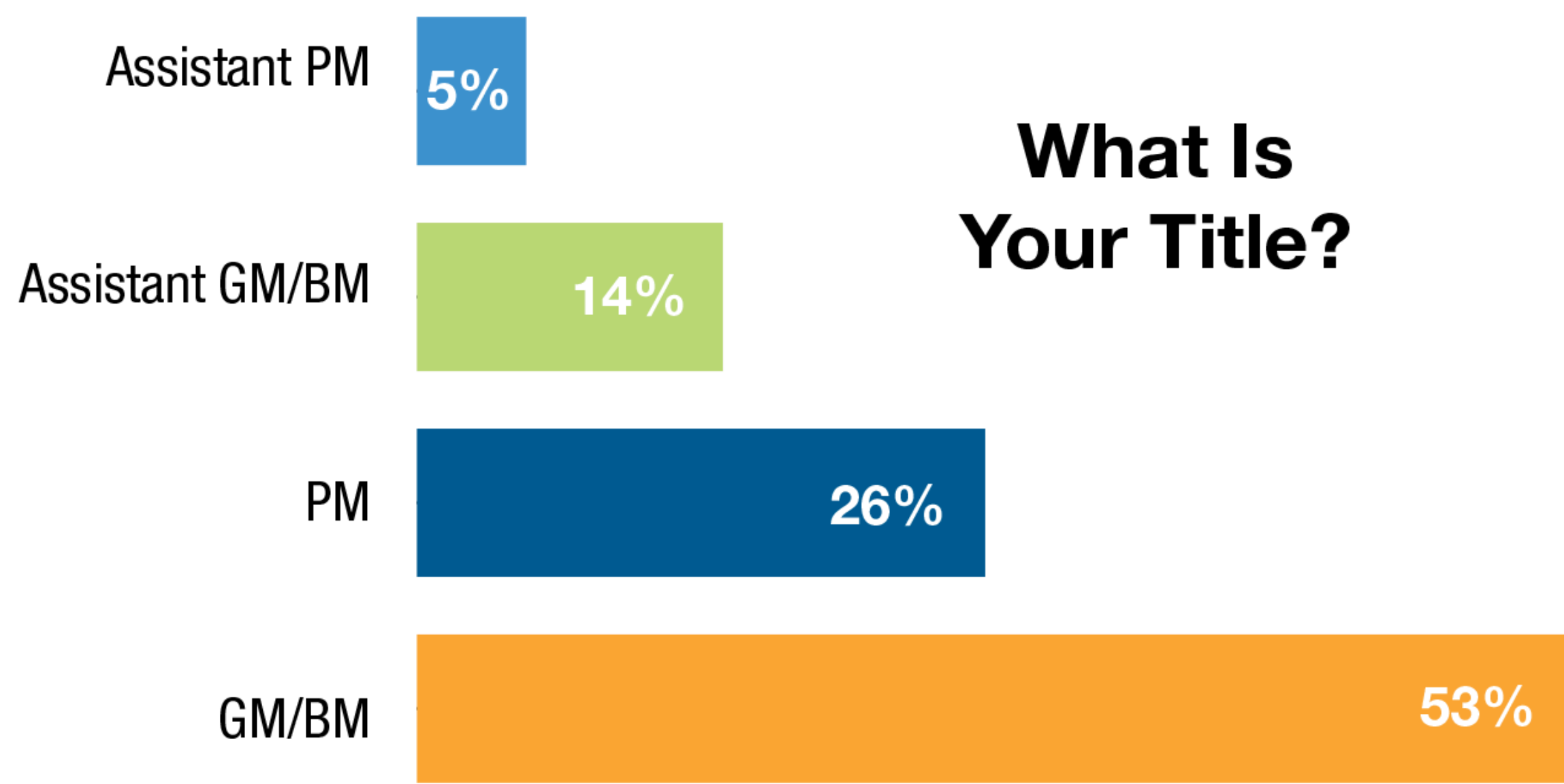
In 2023, the last time. MetalJobs Network queried managers, 64 percent were seeking out new opportunities, either actively or passively. This time around, almost half (47 percent) are not interested in moving on.

Even more striking, just seven percent of the respondents were actively seeking out new opportunities, compared with 27 percent in the 2023 results.

Those who are on the move cite a variety of reasons, with increased compensation naturally topping the list. Fifty-six percent of respondents said higher

Again this year, Metal Center News partnered with niche executive search firm MetalJobs Network on a compensation survey, this time of various facility managers.





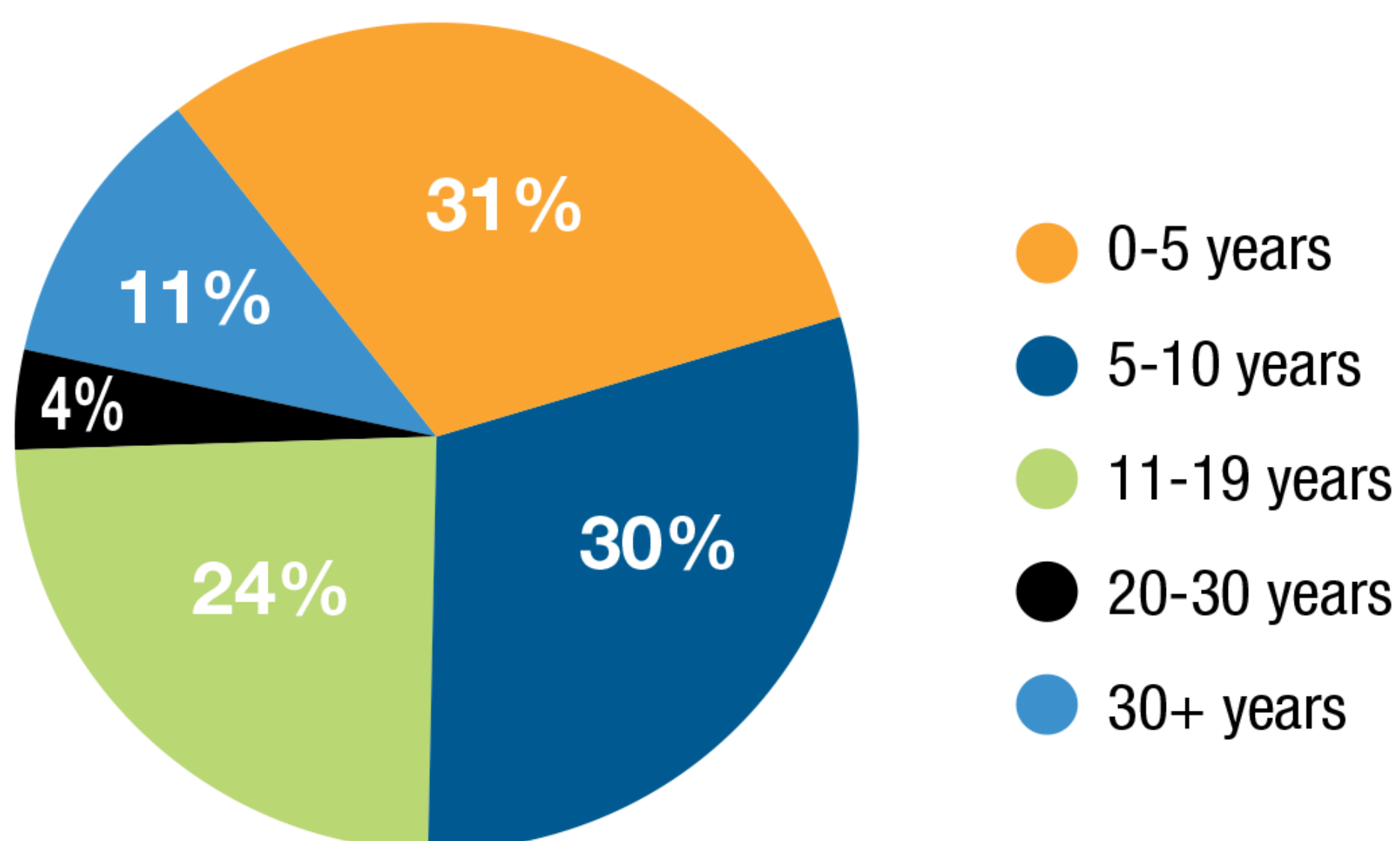
plant managers at 26 percent, assistant GM/BMs were 14 percent of the survey pool and the other five percent were assistant plant managers.

General managers, not surprisingly, were the highest paid of that group, earning an average of \$202,400 in base pay and \$289,500 in total compensation in 2024. For single-location GMs, the base pay totaled \$171,100 and total compensation came out to \$222,500. Multi-location GMs earned \$234,200 in base pay and \$336,800 total last year.

pay was a factor in their search for a new employer.

Almost as many respondents cited the desire for a new employer, with “better leadership” being named by 51 percent of the survey takers. Less stress (44 percent) and a better culture (42 percent) were the only other reasons cited by more than one-quarter of the respondents.

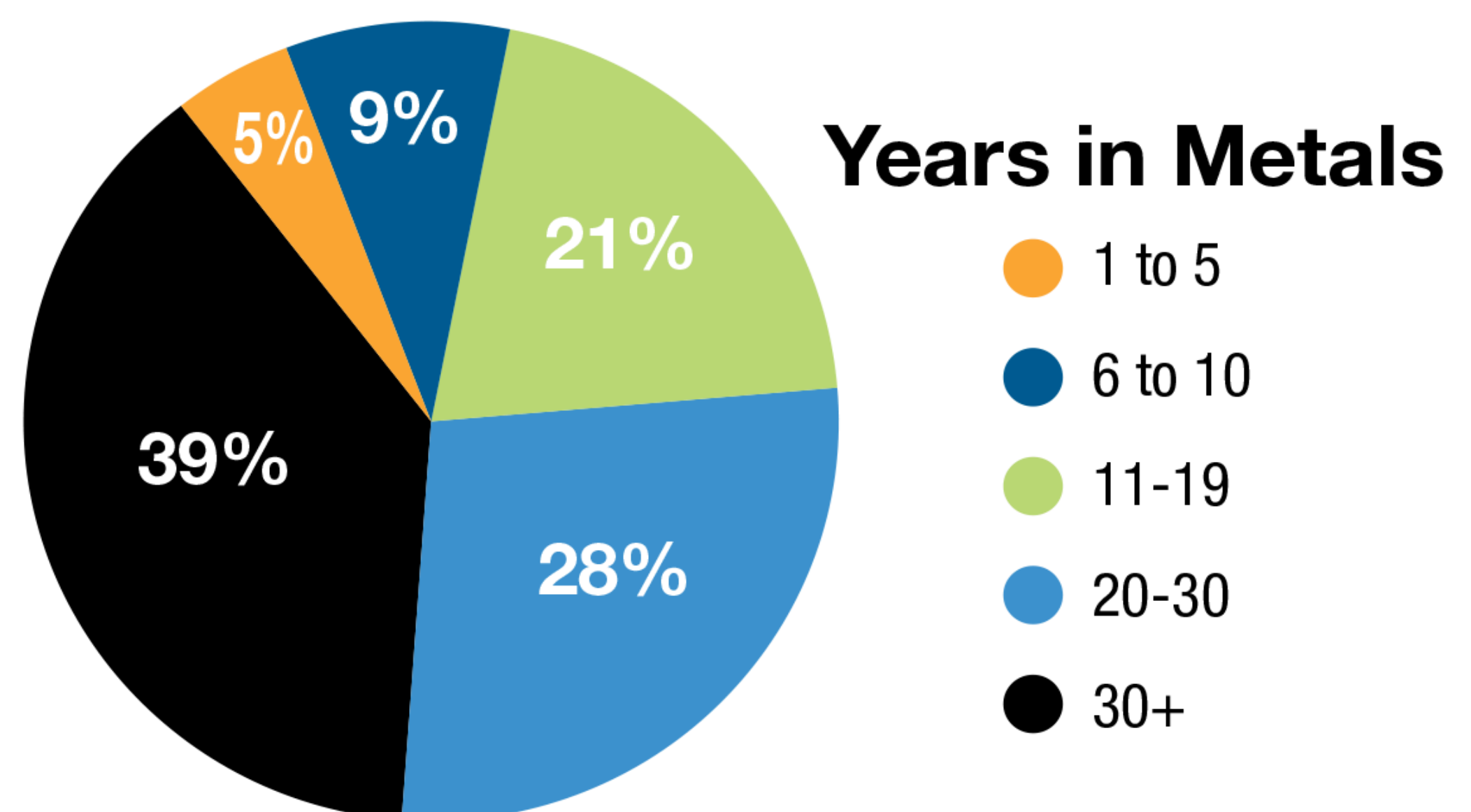
Years With Current Company



Less than one-fifth (16 percent) of the respondents looking said they would be willing to relocate.

Sixteen percent of managers are not looking in part because they began a new job in 2024/25. And those who did received, on average, a 16 percent bump in pay.

The respondents to this year’s survey included general managers and branch managers, representing 53 percent of the pool,



16% of the respondents said they would be willing to relocate

Total compensation figures are unavailable for 2025, but the base pay rose slightly in each category.

For plant managers, the 2024 base pay was \$139,400 and total compensation was \$156,200, with base pay rising modestly to \$140,700 this year. Total compensation also increased modestly from 2023 (\$152,500) and 2022 (\$150,100).

Assistant general managers earned \$120,100 in base pay in 2024 and \$138,700 in total compensation. Base pay increased to \$123,400 this year. Assistant plant managers earned \$103,212 as a base in 2024, with \$107,915 in total compensation. This year, assistant plant managers are earn-

HOURS WORKED EACH WEEK %				
	AGM	APM	GM	PM
40-50 hrs	86%	92%	39%	38%
50-60 hrs	14%	8%	52%	46%
60-70 hrs	0%	0%	9%	16%

PTO WEEKS (BASED ON YRS EXP)	
0 to 5 years	2.9
5 to 10 years	3.7
11 to 19 years	4.1
20 to 30 years	4.2
30+ years	4.7

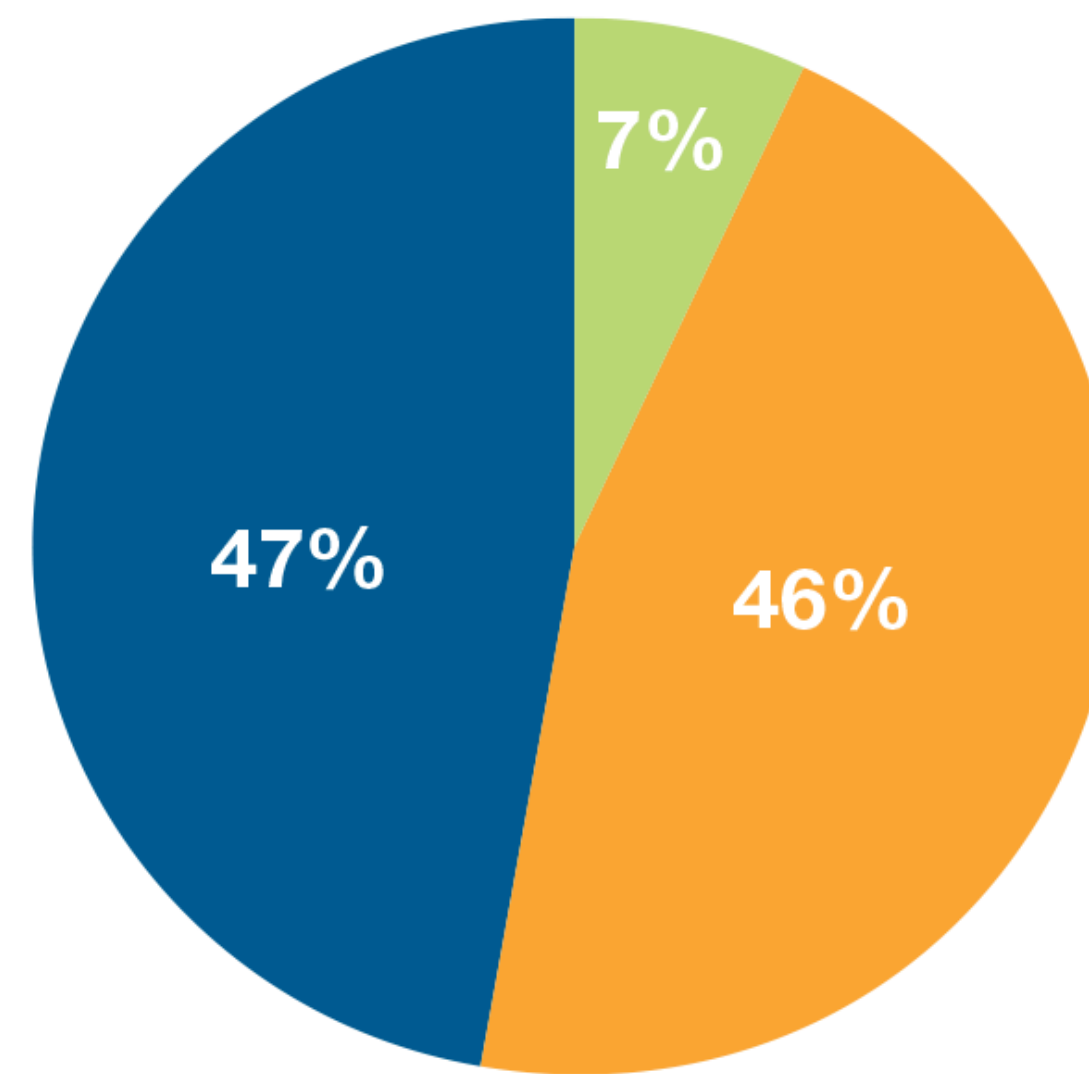
ing \$104,876 in base pay.

So what do these managers look like? They are an experienced group, with almost two-fifths (39 percent) having 30-plus years in the metals industry. Less than 15 percent have been working in metals less than 10 years.

16% is the average increase in pay with a new job as 16% report a new job for 2024/25.

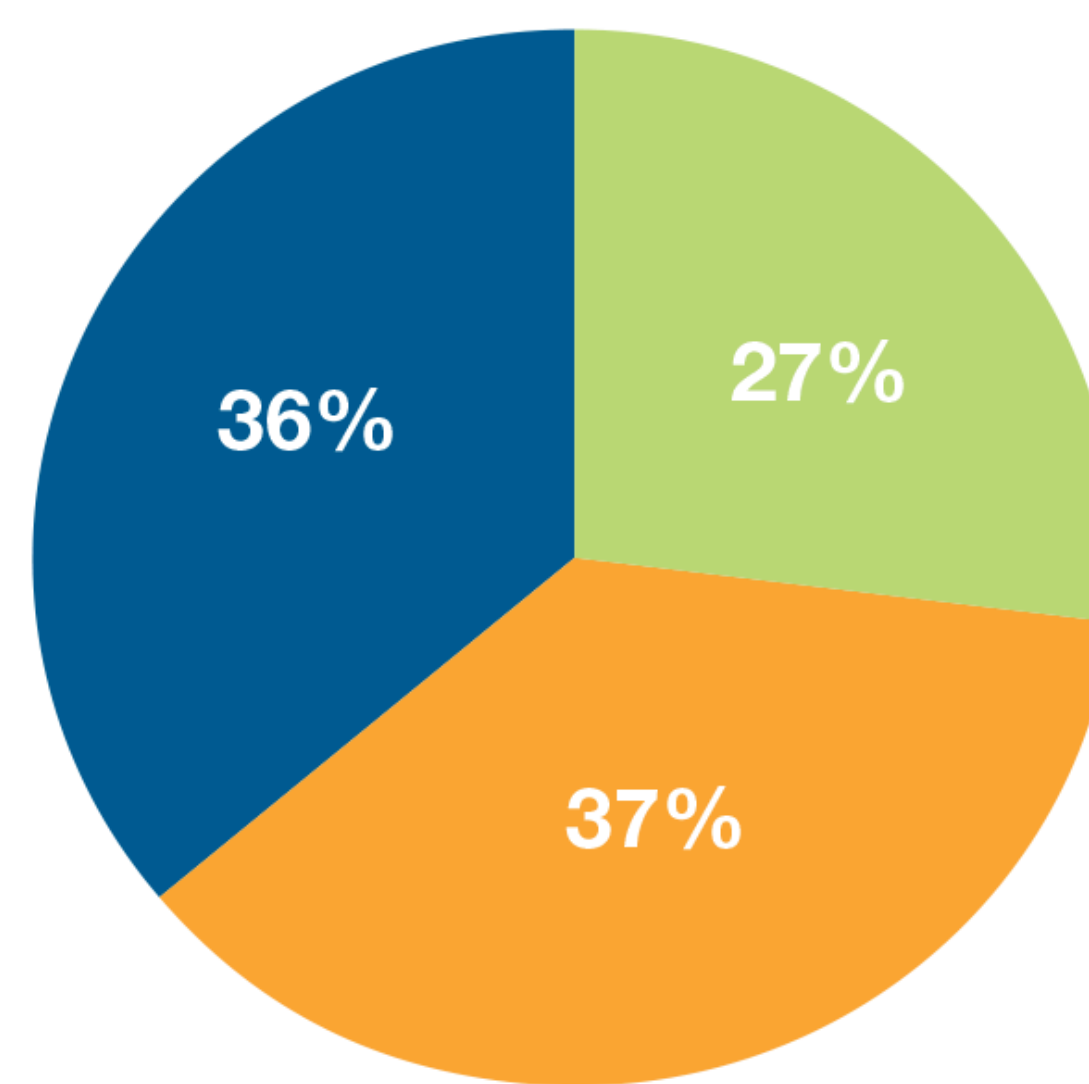
Most of that experience, however, has been accumulated elsewhere. Sixty percent of the respondents have been with their current company no more than 10 years. Only 11 percent have worked 30-plus years for their current employer.

Their educational experience runs the gamut. About half have earned a bachelor's degree, and another 17 percent have some college on their re-



Looking At New Opportunities 2025

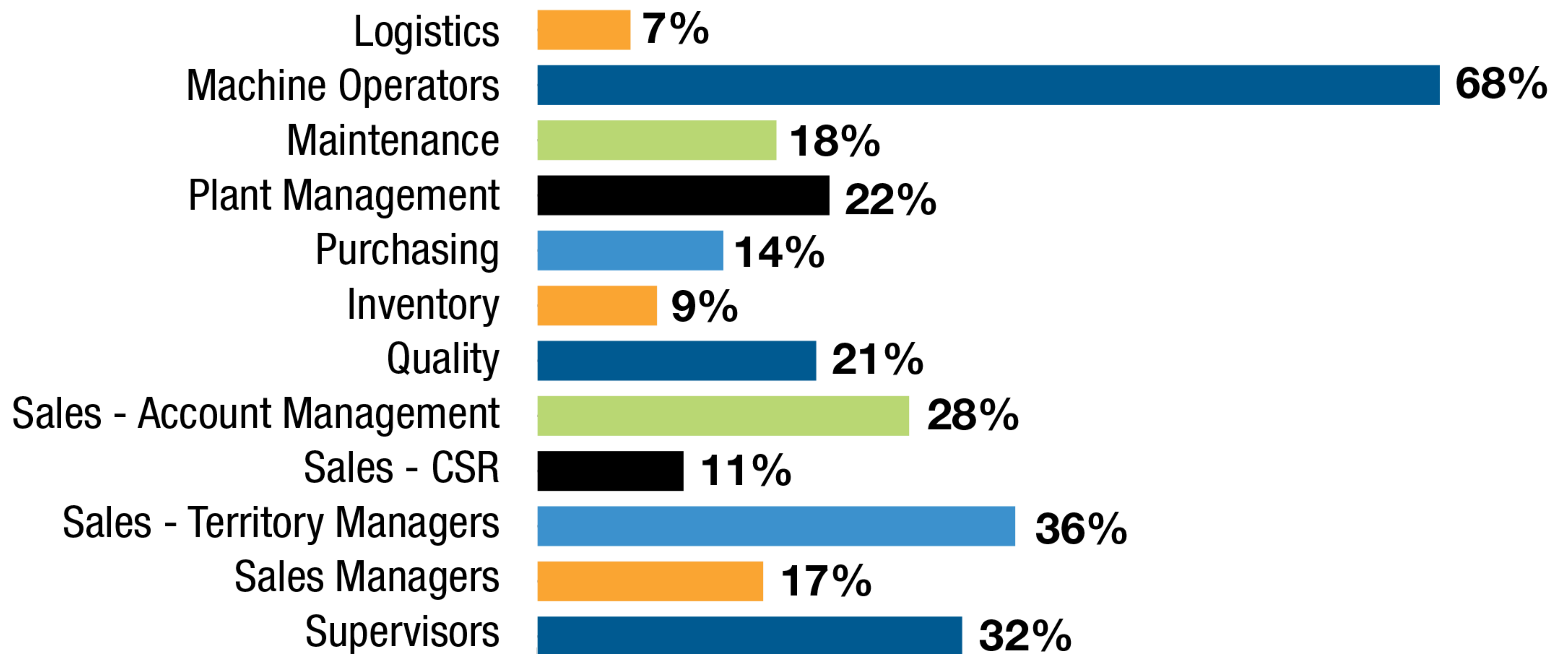
- Yes, Actively
- Yes, passively
- No



Looking At New Opportunities 2023

- Yes, Actively
- Yes, passively
- No

Difficulty Hiring



sume. Only 10 percent have worked their way into their management role with a high school diploma or GED, and another five percent have an associate's degree.

Most are working at single-location operations, with 61 percent responsible for one facility. Less than 15 percent are in charge of four or more sites.

Managerial Compensation

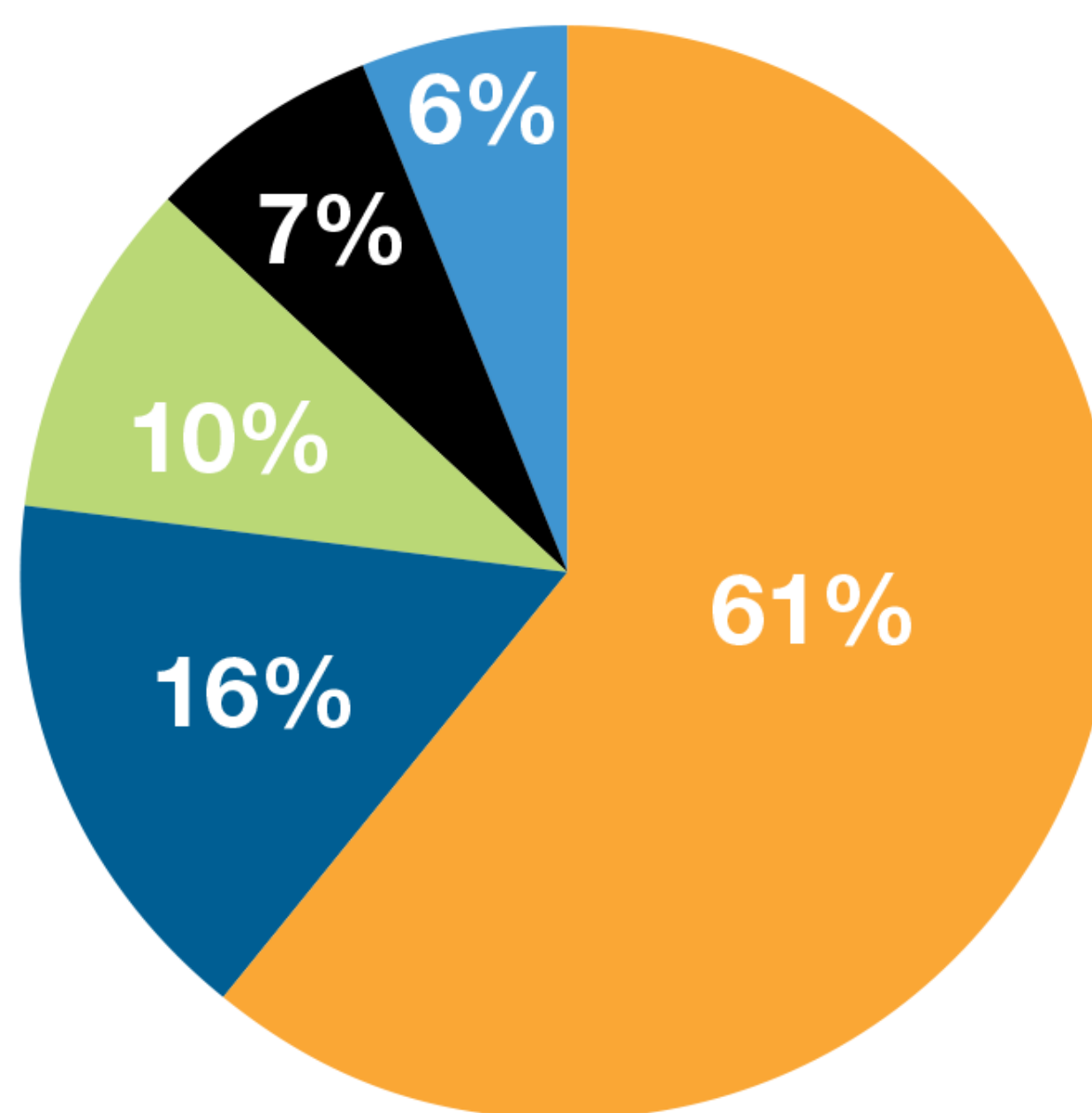
With a higher title comes increased expectations. The average general manager is working between 50 and 60 hours per week, with

68% of respondents found the greatest difficulty hiring machine operators.

just 39 percent reporting a work week between 40 and 50 hours. The story is similar for plant managers, with 46 percent reporting a work week of 50 to 60 hours and 16 percent putting in between 60 and 70 hours in the average week.

For assistant plant managers, all but eight percent work 50 hours per week or less. And the vast majority (86 percent) of assistant general managers are also done after 50 hours.

The flip side to the difficult work week is paid time off. Managers with 30-plus years of experience average nearly five full weeks of paid vacation, while relative newcomers (0 to 5 years of experience) receive less than three weeks.



BM/GM Number Of Plants Responsible For

- 1
- 2
- 3
- 4
- 5+

Of course, one area of responsibility for these men and women is keeping the rest of the operation at full staff. That task remains a challenge, particularly for some areas of the business.

The respondents found the greatest difficulty hiring machine operators (68 percent reported challenges there), much higher than territory managers in sales (36 percent), supervisors (32 percent) and sales account management, 28 percent). The least difficult positions to fill were in logistics (only seven percent reported challenges), inventory (nine percent) and sales CSR (11 percent). ■

MJN'S SEARCH OPTIONS

Contingent

No money down. You only pay if you hire our candidate.

Engaged

Small down payment. You pay the remainder only if you hire.

Retained

Fee broken into 3 payments.

Annual Retainer

Monthly payment towards estimated annual fees.

WE CARRY OUT CONTINGENT, ENGAGED, AND RETAINED SEARCHES TO UNCOVER DEDICATED EMPLOYEES WHO MAY NOT OTHERWISE BE ON THE JOB MARKET.

You will NEVER see a candidate from us that does not meet all three of these staffing criteria simultaneously:

Has a minimum of 90% of the skills you outline

Motivated by more than just money

Has reasonable explanations for job transitions in their career

THE COST OF A VACATED POSITION

One can't always know when a position is going to be vacant. Even with a perfect team in place, a current employee could leave for no fault of the company.

What we do know is that vacant, unfilled positions hurt revenues, and the longer a position remains unfilled, the more impact it can have on a company's bottom line.

Employers often fall into a trap where they think, "that position can stay vacant for two or three months while we find a replacement." Two months doesn't seem like much until you consider the average ramp-in time for a new hire is anywhere from three to eight months (even for candidates with exact industry experience).

THESE FACTORS CAN BE USED TO DETERMINE THE ACTUAL COST OF A POSITION:

- SALES/PRODUCTION LOST PER MONTH DUE TO VACANCY
- THE COST OF HAVING STAFF INTERVIEW AND SCREEN CANDIDATES ON COMPANY TIME
- THE COST TO FLY CANDIDATES IN FOR INTERVIEWS AND POTENTIALLY RELOCATE THEM
- THE COST OF THE NEW HIRE'S SALARY WHILE THEY ARE RAMPING IN.

It doesn't take long before the cost can reach six or even seven digits. Companies would be wise to carefully consider the true cost of filling a vacated position when structuring retention plans.

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