SupplyChainGigs

Compensation Intelligence

Team Compensation Report

2027 PLANNING · CHICAGO, IL SUPPLY CHAIN MARKET

Live market data: 5,630 supply chain roles posting pay, as of November 15, 2026 at 10:43 AM ET

All 13 of your people sit below the posted market median, in roles 36- plus Chicago employers are hiring now

PREPARED FOR
Sample Leader

COMPANY
Sample Manufacturing Co, industrial manufacturing, 5,000-25,000 staff

MARKET
Chicago, IL

TEAM
13 people, 5 roles

REPORT
SC-TCR-261115-5739

EXECUTIVE SUMMARY

Your base payroll for these 13 people is $1,269,000 against a posted market median of $1,625,000, a gap of $356,000 or 28.1%. The gap is deepest in Demand Planner, where the band midpoint sits at the 5th percentile and 37% under the posted US median, and in Director of Supply Chain at the 13th percentile. Moving every at-risk role to the median costs $356,000, with $194,000 of that in the four Demand Planner seats.

$1.27M
Your base payroll, 13 people with a band

$1.63M
Posted market median for the same team

13 of 13
People in roles at high flight risk

$356K
To move the at-risk roles to the median, 28.1% of payroll

Chicago sets your price, not manufacturing

Industrial manufacturing medians run close to or below the Chicago area for most roles, for example $127K against $130K for Supply Chain Manager. Your people are being priced by Walgreens, Kraft Heinz and AbbVie, not by sector peers.

Demand Planners are the most recruited role

36 employers within 50 miles are posting similar roles, led by Kraft Heinz, Walgreens, AbbVie, Constellation Brands, Mars and Uber Freight. Your band midpoint sits at the 5th percentile of posted pay.

Remote offers threaten managers, not directors

Remote Supply Chain Manager and Logistics Manager roles post medians of $134K and $129K, above both band midpoints. For Director of Supply Chain the remote median is $166K, so local employers are the real threat there.

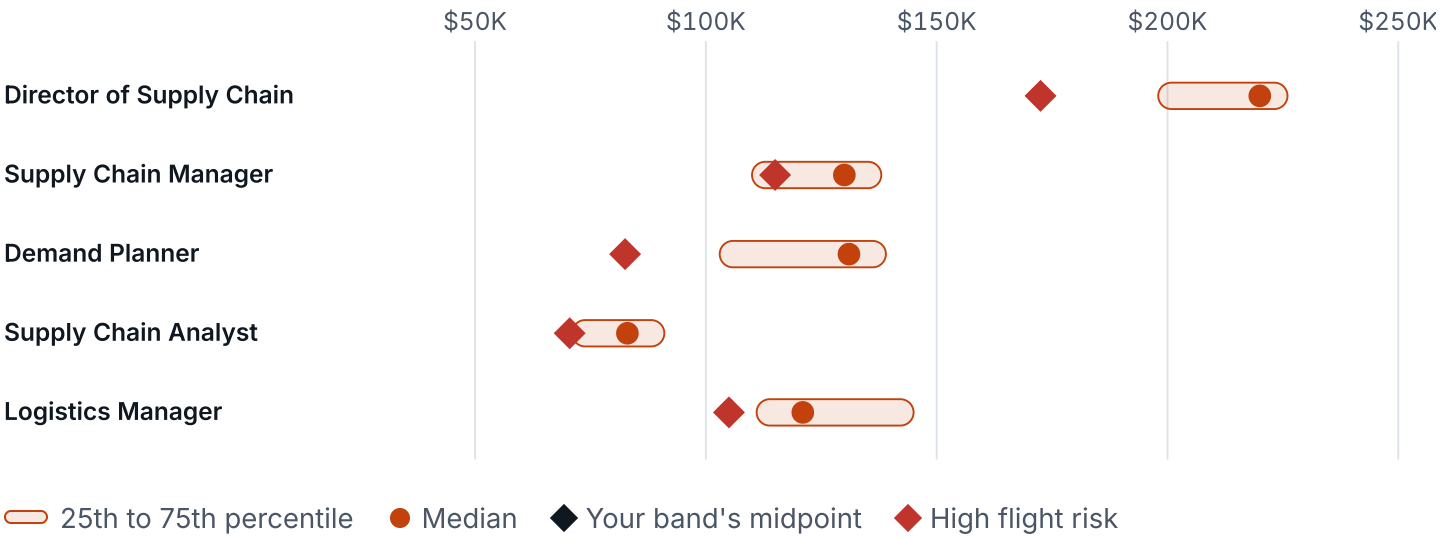
S&OP and analytics skills command premiums

Demand Planner postings asking for S&OP post $21.5K more, and Logistics Manager postings asking for AI or analytics post $27.7K more across 89 roles. Building these skills raises both value and retention pressure.

SUPPLYCHAINGIGS INSIGHT

If you make only one move this cycle, bring the four Demand Planners to the posted median: $48.5K each, $194,000 in total. It is the deepest gap, at the 5th percentile, in the role with the most local hiring, and it is more than half of the full $356,000 fix.

Your pay against the market, by role



Role by role

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Director of Supply Chain Director	1	$160K-$185K	North Central	$198K	**$220K**	$226K	13th	High
WHY: Pay band midpoint 21.6% under the North Central median · Band midpoint in the bottom quarter of the market (13th percentile) · 5 other employers hiring similar roles within 50 miles of Chicago · Team turnover of 23% in the last 12 months								
Supply Chain Manager Manager	3	$105K-$125K	Chicago area	$110K	**$130K**	$138K	31st	High
WHY: Pay band midpoint 11.5% under the Chicago area median · 10 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $134K, above your band's midpoint · Team turnover of 23% in the last 12 months								
Demand Planner Specialist	4	$75K-$90K	United States	$103K	**$131K**	$139K	5th	High
WHY: Pay band midpoint 37% under the United States median · Band midpoint in the bottom quarter of the market (5th percentile) · 36 other employers hiring similar roles within 50 miles of Chicago · Bonus target of 5% against a typical 10% in similar postings · Team turnover of 23% in the last 12 months								

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Supply Chain Analyst Analyst	3	$65K-$76K	Chicago area	$71K	**$83K**	$91K	25th	High

WHY: Pay band midpoint 15.1% under the Chicago area median · 5 other employers hiring similar roles within 50 miles of Chicago · Team turnover of 23% in the last 12 months

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Logistics Manager Manager	2	$95K-$115K	Chicago area	$111K	**$121K**	$145K	18th	High

WHY: Pay band midpoint 13.2% under the Chicago area median · Band midpoint in the bottom quarter of the market (18th percentile) · 12 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $129K, above your band's midpoint · Team turnover of 23% in the last 12 months

Each role is compared with the closest market where at least 8 similar roles post pay: the metro (within 50 miles), then the region, then the U.S. Your percentile is your band's midpoint against that market. Flight risk adds points for pay under the market, local employers hiring, remote roles paying more, a bonus under the market's, team turnover and a senior title with no team.

WATCH OUT

Demand Planner is your biggest exposure: band midpoint at the 5th percentile, 37% under the posted US median of $131K, with a 5% bonus target against a typical 10%. Kraft Heinz, Walgreens, AbbVie, Constellation Brands, Mars and Uber Freight are all hiring similar roles nearby, and with 23% team turnover already, four people in one role is a lot to lose at once.

Every market, side by side

Median posted base pay, with the 25th to 75th percentile below it. A market needs at least 8 roles with pay. The market each role is judged against is shaded.

ROLE	U.S.	NORTH CENTRAL	CHICAGO AREA	YOUR INDUSTRY	YOUR COMPANY SIZE	REMOTE
Director of Supply Chain	$205K $177K-$223K	$220K $198K-$226K	4 roles	4 roles	$209K $190K-$219K	$166K $162K-$228K
Supply Chain Manager	$130K $110K-$156K	$123K $109K-$138K	$130K $110K-$138K	$127K $120K-$134K	$135K $125K-$155K	$134K $130K-$161K
Demand Planner	$131K $103K-$139K	4 roles	3 roles	0 roles	2 roles	1 roles

ROLE	U.S.	NORTH CENTRAL	CHICAGO AREA	YOUR INDUSTRY	YOUR COMPANY SIZE	REMOTE
Supply Chain Analyst	$91K $78K-$109K	$87K $77K-$100K	$83K $71K-$91K	$91K $82K-$104K	$96K $79K-$107K	4 roles
Logistics Manager	$123K $100K-$148K	$119K $91K-$139K	$121K $111K-$145K	$120K $110K-$139K	$126K $108K-$148K	$129K $96K-$140K

SUPPLYCHAINGIGS INSIGHT

Benchmark against who is recruiting your people, not who you resemble. For Supply Chain Analyst the Chicago area median is $83K, but the 5,000-25,000 employee median is $96K and the US median $91K. For Director of Supply Chain the North Central median is $220K against $205K nationally, and Regal Rexnord posts a Director role in Downers Grove at $210,000-$235,000, above your entire $160K-$185K band.

Skills that come with higher pay

ROLE	POSTINGS THAT ASK FOR	MEDIAN WITH	MEDIAN WITHOUT	DIFFERENCE	ROLES
Logistics Manager	CLTD certification	$160.7K	$131.7K	**+$29K**	9
Logistics Manager	AI or analytics	$144K	$116.3K	**+$27.7K**	89
Demand Planner	An MBA	$122.5K	$97.8K	**+$24.7K**	13
Director of Supply Chain	An MBA	$218.4K	$196.9K	**+$21.5K**	34
Demand Planner	S&OP	$119K	$97.5K	**+$21.5K**	35
Supply Chain Manager	Planning systems (Kinaxis, Blue Yonder, o9, SAP IBP)	$155K	$137.5K	**+$17.5K**	18

U.S. roles like each of yours that post pay, last 120 days. These skills come with higher posted pay; they are not the only reason for it. Larger or more complex roles also ask for them more often.

PRO TIP

Fund S&OP training for Demand Planners: postings asking for S&OP post a median of $119K against $97.5K without, a $21.5K premium across 35 roles. Pair it with retention steps, since the skill makes them more marketable.

2027 budget scenarios

Hold

$1,269,000

Today's base payroll for these roles, before your merit budget. Leaves 13 at-risk people where they are.

Move the at-risk roles to the median

$1,625,000

+$356,000 (28.1%): Director of Supply Chain +$47.5K, Supply Chain Manager +$15K each, Demand Planner +$48.5K each, Supply Chain Analyst +$12.5K each, Logistics Manager +$16K each.

Base pay only, for the roles with a band. Add your merit budget, bonus targets and benefits load to each scenario. Your planned raise budget is 3.5%. For 2027, WTW reports planned salary increase budgets of 3.4%, Mercer 3.2% merit and 3.5% total, and The Conference Board 3.5%.

Public industrial manufacturing companies near your size

At 6 public industrial manufacturing companies near your size, named executives below the CEO averaged a median of $2.6M in total pay.

COMPANY	REVENUE	GROWTH	OP. MARGIN	EXEC PAY BELOW CEO, AVG	CEO PAY
Commercial Metals FY 2026	$9.4B	+20.5%		$2.4M	
Rockwell Automation FY 2026	$9.0B	+7.8%		$3.9M	$15.4M
AGCO FY 2025	$10.1B	-13.5%	5.9%	$3.2M	$19.7M
Vertiv FY 2025	$10.2B	+27.7%	17.9%	$2.5M	$18.3M
Dover FY 2025	$8.1B	+4.5%	17%	$2.2M	$18.8M
Ingersoll Rand FY 2025	$7.7B	+5.7%	15%	$2.7M	$16.2M
Peer median		+6.8%	16%	$2.6M	$18.3M

From each company's latest annual report and proxy statement filed with the SEC. Peers are public employers in the same industry, nearest in revenue. Results drive bonus pools, so this is the backdrop for this year's payouts.

WHAT THIS MEANS FOR YOU

Your 3.5% raise budget matches WTW, Mercer and The Conference Board, but a market-rate merit cycle leaves you where you are, while the full move to the median costs $356,000, or 28.1% of payroll. Public peers posted median revenue growth of 6.8% and a 16% operating margin, which supports making the case that funding the gap costs less than replacing more of a team already losing 23% a year.

Who is hiring your people near Chicago, IL

YOUR ROLE	EMPLOYERS HIRING	INCLUDING
Demand Planner	36	Kraft Heinz, Walgreens, AbbVie, Constellation Brands, Mars, Uber Freight
Logistics Manager	12	Kraft Heinz, Abbott, Accenture, AkzoNobel, DoorDash, Ecolab
Supply Chain Manager	10	Walgreens, Kraft Heinz, Novolex, Dover, Duly Health and Care, Flex
Director of Supply Chain	5	AbbVie, Regal Rexnord, UChicago Medicine, Ulta Beauty, Walgreens
Supply Chain Analyst	5	Walgreens, Dover, Ferrara, HAVI, Inventus Power Illinois LLC

Postings your at-risk people will see

EMPLOYER	ROLE	WHERE	POSTED BASE
PepsiCo Like your Demand Planner	Associate Principal Engineer - Automation Packaging Engineering	Chicago, IL	$93,500-$156,450
Ferrero Like your Demand Planner	Packaging FSQ Auditor	Chicago, IL	$96,000-$154,000
Accenture Like your Logistics Manager	Transportation & Logistics (Industrials) - Management Consulting Manager	Chicago, IL	$87,400-$253,800
Walgreens Like your Logistics Manager	Senior Category Procurement Manager - Logistics	Deerfield, IL	$125,000-$218,750
Marsh & McLennan Companies Like your Supply Chain Manager	Oliver Wyman - Operations Supply Chain –Engagement Manager	Chicago, IL	$225,000-$240,000

EMPLOYER	ROLE	WHERE	POSTED BASE
Marsh McLennan Like your Supply Chain Manager	Oliver Wyman - Operations Supply Chain –Engagement Manager	Chicago, IL	$225,000 - $240,000
Walgreens Like your Director of Supply Chain	Director, Supply Chain, WLM & DC CoE	Deerfield, IL	$150,000 - $240,625
Regal Rexnord Like your Director of Supply Chain	Director of Supply Chain	Downers Grove, IL	$210,000 - $235,000

Bonus terms in similar postings

ROLE	POSTINGS	MENTION A BONUS	TYPICAL STATED TARGET	YOURS
Director of Supply Chain	151	52%		20%
Supply Chain Manager	546	46%	12%	10%
Demand Planner	1,742	44%	10%	5%
Supply Chain Analyst	157	43%		
Logistics Manager	298	48%		8%

What to do

Reprice Demand Planner first. Move the four seats up $48.5K each, $194,000 in total, and raise the 5% bonus target toward the typical 10%.

Close the Director gap. Add $47.5K to reach the posted North Central median of $220K, and review the 20% bonus target against posted Director roles.

Lift both manager bands. Supply Chain Manager needs $15K each and Logistics Manager $16K each, $77,000 together, to clear the posted remote medians of $134K and $129K.

Fix the Analyst band and bonus. Add $12.5K each, $37,500 in total, to reach the posted $83K Chicago median, and set a bonus target, since 43% of similar postings mention one.

Take a phased plan to March. Present the $356,000 full fix alongside a phased option starting with Demand Planner and Director, $241,500, and price in the 2 expected backfills at market rates.

If someone leaves

SupplyChainGigs matches your role to the supply chain professionals in our candidate pool who fit it, and interested candidates come straight to you. A free employer account shows how many members match each role and what publishing it costs.

Create a free employer account

Sources and methods

Freshness: we pull new roles from employers' career sites every hour. This report was built from the postings live on November 15, 2026.

Market pay: the midpoint of each posted base range on supply chain roles we sync from employers' own career sites, over the last 120 days. Hourly ranges are annualized at 2,080 hours. A market needs at least 8 roles with pay.

Industry and size come from our profiles of each employer. **Hiring nearby** is roles open now within 50 miles.

Public companies: revenue and operating income from annual reports, pay from proxy statements filed with the SEC.

Not covered: bonus, equity and benefits; what people are actually paid, as opposed to posted ranges; individual performance. Flight risk is a guide to where to look first, not a prediction about any one person.

Your figures stay private, and are only added to our data, in totals, if you ticked the box.

Confidential: prepared for the recipient named on the cover. Market figures are posted pay from employers' own career sites and public SEC filings.

