ProcurementGigs

Compensation Intelligence

Team Compensation Report

2027 PLANNING · CHICAGO, IL PROCUREMENT MARKET

Live market data: 3,288 procurement roles posting pay, as of November 15, 2026 at 10:43 AM ET

13 of your 15 people sit in high-risk roles paid below Chicago medians that local employers are actively hiring

PREPARED FOR
Sample Leader

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

MARKET
Chicago, IL

TEAM
15 people, 5 roles

REPORT
PG-TCR-261115-2597

EXECUTIVE SUMMARY

Base payroll for your 15 people is $1,673,000 against a posted market median of $1,792,000, a gap of $119,000 or 7.1%. The gap is concentrated in manager roles: Contract Manager sits at the 22nd percentile and Category Manager at the 12th, with Procurement Analyst furthest under its median at -8.7%. Moving every role to the median costs $119,000, about double your 3.5% raise budget.

$1.67M
Your base payroll, 15 people with a band

$1.79M
Posted market median for the same team

13 of 15
People in roles at high flight risk

$119K
To move the at-risk roles to the median, 7.1% of payroll

Chicago sets your price, not manufacturing

Industrial manufacturing posts a Category Manager median of $117K, but the Chicago area posts $135K. Your people are recruited by Motorola Solutions, Walgreens and AbbVie, not by sector peers.

Contract Managers are the hottest local market

38 employers within 50 miles are hiring similar roles, led by Motorola Solutions (10) and International.com (7). Your band midpoint sits at the 22nd percentile, 9.8% under the $132K Chicago median.

Remote offers threaten analysts and contract managers

Remote Contract Manager roles post a median of $140K and remote Procurement Analyst roles $83K, both above your band midpoints. For Directors, remote pays less at $162K, so the risk there is local.

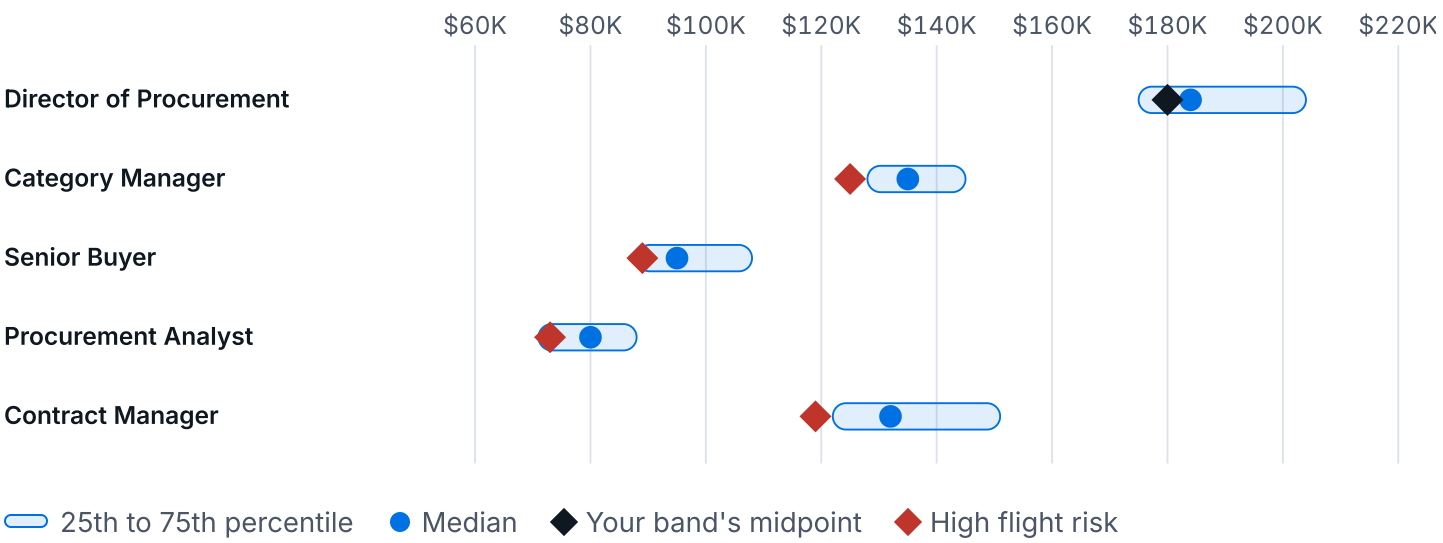
Analytics skills carry a $10K-$12K premium

Contract Manager postings asking for AI or analytics post $147.7K against $135.5K without, across 718 roles. Category Manager postings show a similar +$10.5K premium.

PROCUREMENTGIGS INSIGHT

If you make one move, bring Contract Managers and Category Managers to the posted Chicago median: +$13K each for 2 Contract Managers and +$10K each for 4 Category Managers, $66,000 in total. That covers the two roles in the bottom quarter of the market and 6 of your 13 high-risk people.

Your pay against the market, by role



Role by role

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Director of Procurement Director	2	$165K-$195K	Chicago area	$175K	**$184K**	$204K	31st	Medium
WHY: 12 other employers hiring similar roles within 50 miles of Chicago · Team turnover of 20% in the last 12 months								
Category Manager Manager	4	$115K-$135K	Chicago area	$128K	**$135K**	$145K	12th	High
WHY: Pay band midpoint 7.4% under the Chicago area median · Band midpoint in the bottom quarter of the market (12th percentile) · 16 other employers hiring similar roles within 50 miles of Chicago · Bonus target of 10% against a typical 14% in similar postings · Team turnover of 20% in the last 12 months								
Senior Buyer Specialist	4	$82K-$96K	North Central	$88K	**$95K**	$108K	33rd	High
WHY: Pay band midpoint 6.3% under the North Central median · 12 other employers hiring similar roles within 50 miles of Chicago · Team turnover of 20% in the last 12 months								
Procurement Analyst Analyst	3	$68K-$78K	Chicago area	$71K	**$80K**	$88K	33rd	High
WHY: Pay band midpoint 8.7% under the Chicago area median · 9 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $83K, above your band's midpoint · Team turnover of 20% in the last 12 months								

ROLE	PEOPLE	YOUR BAND	COMPARED WITH	25TH	MEDIAN	75TH	YOUR PERCENTILE	RISK
Contract Manager Manager	2	$110K-$128K	Chicago area	$122K	**$132K**	$151K	22nd	High

WHY: Pay band midpoint 9.8% under the Chicago area median · Band midpoint in the bottom quarter of the market (22th percentile) · 38 other employers hiring similar roles within 50 miles of Chicago · Remote roles post a median of $140K, above your band's midpoint · Team turnover of 20% 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

Contract Manager is your biggest exposure: band midpoint at the 22nd percentile, with 38 employers hiring similar roles within 50 miles, including Motorola Solutions, Health Care Service and Walgreens. Nearby, EY posts a Procure to Pay Manager role in Chicago at $128,400-$235,300, and Health Care Service a sourcing analytics Sr Manager role at $121,200-$225,200, both starting above your $128K band top.

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 Procurement	$191K $165K-$220K	$187K $170K-$213K	$184K $175K-$204K	7 roles	$179K $141K-$209K	$162K $151K-$192K
Category Manager	$130K $111K-$148K	$130K $121K-$142K	$135K $128K-$145K	$117K $106K-$130K	$123K $107K-$145K	$125K $115K-$146K
Senior Buyer	$105K $89K-$125K	$95K $88K-$108K	2 roles	7 roles	$105K $94K-$123K	2 roles
Procurement Analyst	$83K $74K-$92K	$85K $73K-$90K	$80K $71K-$88K	$87K $81K-$96K	$83K $78K-$93K	$83K $79K-$92K
Contract Manager	$142K $122K-$167K	$130K $117K-$146K	$132K $122K-$151K	$131K $111K-$161K	$137K $121K-$162K	$140K $121K-$161K

PROCUREMENTGIGS INSIGHT

Benchmark against who is recruiting your people, not who you resemble. For Procurement Analyst, the Chicago median is $80K and manufacturing $87K, while for Category Manager manufacturing posts $117K against Chicago's $135K. Use the Chicago area as the anchor for each role and check remote medians for Contract Managers and Analysts, where remote posts higher.

Skills that come with higher pay

ROLE	POSTINGS THAT ASK FOR	MEDIAN WITH	MEDIAN WITHOUT	DIFFERENCE	ROLES
Category Manager	Lean Six Sigma	$149.1K	$136.2K	+$12.9K	12
Contract Manager	AI or analytics	$147.7K	$135.5K	+$12.2K	718
Contract Manager	An MBA	$150.6K	$138.6K	+$11.9K	264
Category Manager	AI or analytics	$140.1K	$129.6K	+$10.5K	166
Senior Buyer	Strategic sourcing	$115.5K	$105.1K	+$10.4K	11
Senior Buyer	CSCP certification	$115.3K	$105K	+$10.3K	10

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 AI or analytics training for Contract Managers before raising their bands further: postings asking for it post $147.7K against $135.5K without, a $12.2K premium across 718 roles. Pair the credential with a scope change so the pay move is tied to new capability.

2027 budget scenarios

Hold

$1,673,000

Today's base payroll for these roles, before your merit budget. Leaves 15 at-risk people where they are.

Move the at-risk roles to the median

$1,792,000

+$119,000 (7.1%): Director of Procurement +$4K each, Category Manager +$10K each, Senior Buyer +$6K each, Procurement

Analyst +$7K each, Contract Manager +$13K 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

Holding payroll leaves 15 people where they are after a year with 20% turnover and 2 backfills already expected, and backfills will be hired at posted market rates anyway. Public industrial peers grew revenue a median 6.8% with 16% operating margins, so a $119,000 move to median is a defensible ask in a sector that is performing.

Who is hiring your people near Chicago, IL

YOUR ROLE	EMPLOYERS HIRING	INCLUDING
Contract Manager	38	Motorola Solutions, International.com, Health Care Service, Walgreens, Mars, McDonald's
Category Manager	16	Motorola Solutions, International.com, Walgreens, AbbVie, Ecolab, Uline
Director of Procurement	12	AbbVie, TAG - The Aspen Group, Duly Health and Care, Gartner, GEA Farming, KeHE Distributors
Senior Buyer	12	AbbVie, Ardagh Group, BMO, Health Care Service, ITW, Molex
Procurement Analyst	9	Walgreens, AbbVie, Amcor, Duly Health and Care, Grainger, Inventus Power Illinois LLC

Postings your at-risk people will see

EMPLOYER	ROLE	WHERE	POSTED BASE
Walgreens Like your Category Manager	Senior Category Manager, Generic Pharmacy Purchasing	Deerfield, IL	$125,000-$218,750
Walgreens Like your Category Manager	Senior Category Procurement Manager - Logistics	Deerfield, IL	$125,000-$218,750
EY Like your Contract Manager	Business Consulting - Procure to Pay (P2P) - Manager - Open Location	Chicago, IL	$128,400-$235,300
Health Care Service Like your Contract Manager	Sr Manager Analytics Consulting - Sourcing & Vendor Strategy	Chicago, IL	$121,200-$225,200
Okta Like your Senior Buyer	Staff Product Analyst, Finance Technologies (Source to Pay)	Chicago, IL	$132,000-$181,500
BMO Like your Senior Buyer	Business Manager, Procurement Operations	Chicago, IL	$75,000-$160,000
Grainger Like your Procurement Analyst	Sr Business Analyst, Sourcing	Lake Forest, IL	$73,400-$122,300

EMPLOYER	ROLE	WHERE	POSTED BASE
Walgreens Like your Procurement Analyst	Supplier Relationship Analyst II	Deerfield, IL	$65,000 - $113,750

Bonus terms in similar postings

ROLE	POSTINGS	MENTION A BONUS	TYPICAL STATED TARGET	YOURS
Director of Procurement	332	63%		20%
Category Manager	422	50%	14%	10%
Senior Buyer	139	39%		5%
Procurement Analyst	242	41%	10%	
Contract Manager	51	55%		10%

What to do

Reset bands to Chicago medians. Move band midpoints to the posted Chicago medians: $132K for Contract Manager, $135K for Category Manager and $80K for Procurement Analyst. Use the North Central $95K median for Senior Buyer.

Fund the manager roles first. Allocate $66,000 to bring 2 Contract Managers (+$13K) and 4 Category Managers (+$10K) to median in the March cycle.

Close the remaining gap on a timeline. Plan the other $53,000 for Senior Buyers (+$6K each), Analysts (+$7K each) and Directors (+$4K each), on top of the 3.5% merit budget that matches WTW at 3.4% and The Conference Board at 3.5%.

Revisit bonus targets. Raise the Category Manager target from 10% toward the typical 14% in similar postings, and set a target for Procurement Analysts, where typical posted targets are 10%.

Price the backfills at market. Open the 2 expected backfills at or above the posted Chicago median so new hires do not land above incumbents and trigger further exits.

If someone leaves

ProcurementGigs matches your role to the procurement 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 procurement 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.

