

# 2023 Permian Basin Oil and Gas Compensation Survey

RETURN TO:  
**WhitneySmith Company**  
**fax: 817-877-3846**  
**E-mail: [info@whitneysmithco.com](mailto:info@whitneysmithco.com)**

Company \_\_\_\_\_

Company Contact \_\_\_\_\_

Title \_\_\_\_\_

Street Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Telephone \_\_\_\_\_

Date \_\_\_\_\_

E-Mail \_\_\_\_\_

FOR ADDITIONAL INFORMATION REGARDING THE SALARY SURVEY, PLEASE CALL CHERYL LOPEZ AT 817-877-3836 or E-MAIL TO [cjlopez@whitneysmithco.com](mailto:cjlopez@whitneysmithco.com)

Check the appropriate category:

	Survey	Sales Tax	Taxable	Total*
<b>PARTICIPATING</b>				
<input type="checkbox"/> PBPA MEMBER	\$600.00	\$49.50		\$649.50
<input type="checkbox"/> NONMEMBER	\$1,000.00	\$82.50		\$1,082.50
<b>NONPARTICIPATING</b>				
<input type="checkbox"/> PBPA MEMBER	\$2,000.00	\$165.00		\$2,165.00
<input type="checkbox"/> NONMEMBER	\$2,500.00	\$206.25		\$2,706.25

**BILLING INFORMATION**  
(\*sales tax will be added to the amount shown)

☐ Please bill our company for \$ \_\_\_\_\_

☐ Please provide ACH instructions for \$ \_\_\_\_\_

Signature \_\_\_\_\_

To pay by credit card, please go to:  
[whitneysmithco.epaypolicy.com](http://whitneysmithco.epaypolicy.com)

**NOTE: RESULTS WILL BE AVAILABLE IN ELECTRONIC FORMAT ( PDF & Excel Files) and EMAILED TO RECIPIENT.**

Whitney Smith Company is conducting the 7th annual Permian Basin Oil and Gas Compensation Survey. The survey is sponsored by the Permian Basin Petroleum Association in order to bring an industry compensation survey to its members, as well as, to non-members in the Permian Basin oil and gas community. The survey will be available to all membership, but only members and nonmembers who employ workers in an exploration and production company oil field service company may submit data to the survey. The survey will cover only employees who work in the Permian Basin. Member and nonmember companies who have offices outside the Permian Basin may participate, but only the Permian Basin employees' compensation data should be reported.

Each surveyed position will stratify salary data by high, low, mean, median, 25th and 75th percentiles. Results will be reported in aggregate, as well as, by company size groups when sufficient data is available. All data will be held in the strictest of confidence. Survey results should be available by the end of July. The 2023 survey will report annual base salary/hourly rates, annual bonus data, long-term incentives, and total annual compensation for approximately 90 positions.

## EXECUTIVE

Highest Executive  
Top Operations Position  
Top Exploration Position  
Top Land Position  
Top Finance Position

## FUNCTION MANAGEMENT

Geology Manager/Director  
Engineering Manager/Director  
Operations Manager/Director  
Land Manager  
Land Administration Manager  
Controller  
Accounting Manager  
Information Tech. Manager/Director  
Human Resources Manager/Director  
Office Manager  
Environmental H&S Manager  
Senior Project Manager  
Project Manager

## GEOLOGY

Geologist - 3 levels

## ENGINEERING

Completions Engineer - 3 levels  
Drilling Engineer - 3 levels  
Reservoir Engineer - 3 levels  
Operations/Production Engineer - 3 levels

## LANDMAN

Landman - 3 levels

## TECHNICIANS

Geology Technician - 3 levels  
Production Engineering Tech - 3  
Reservoir Engineering Tech - 3 levels  
Land Technician - 3 levels

## LAND ADMINISTRATION

Lease Analyst - 3 levels  
Division Order Analyst - 3 levels  
Regulatory/Permitting Tech. - 3 levels

## ACCOUNTING

Accounts Payable Clerk - 2 levels  
Revenue Clerk - 2 levels  
Accountants - 3 levels

## INFORMATION SYSTEMS

Help Desk Representative - 2 levels  
Network Administrator  
Software Analyst/Administrator  
Database Analyst

## ADMINISTRATIVE

Executive Assistant- 2 levels  
Administrative Assistant - 3 levels  
Receptionist  
HR Representative  
Payroll Coordinator

## FIELD

Lease Operator - 3 levels  
Roustabout/Helper  
Field Technician  
Environmental Health & Safety  
Specialist - 3 levels  
Foreman - 2 levels  
Superintendent - 2 levels  
Mechanic - 2 levels

