# Logistics pay remains high, but job satisfaction dips 

Though the average industry salary dropped slightly in the past year, logistics professionals continue to command six-figure paychecks. Yet good money doesn't always guarantee job satisfaction. Among the 610 respondents to DC Velociry's 20th annual Salary Surves'-prepared in conjunction with industry organization CSCMP as well as DCV's sister publication, CSCMP's Supply Chain Quarterly—overall job satisfaction dipped to $85 \%$, a slight drop from the previous year. Though our study didn't dig into the causes of that decline, it's worth noting that nearly three-quarters (73\%) of the respondents also reported that they had taken on additional job responsibilities over the past three years. But that's not to say they have soured on the profession. Despite the extra duties and dip in job satisfaction, $95 \%$ of respondents still say they would recommend a career in logistics to young people entering the job market.


## Average salary

\$140,780
(2022 Salary Survey average salary: $\$ 144,017$ )
The functions our readers control or influence:
Supply chain management 61\%
Logistics management 59\%
Transportation management 52\%
Warehouse and/or DC management 48\% Procurement/Purchasing 36\% Systems integration 24\%
Product supply $24 \%$ Import/Export operations 23\% Labor management 23\% Fleet operations 15\% Information téchnology 13\% Manufacturing 13\% Other 7\%


In the past year, did your total annual compensation:

Over the past three years, has the number of functions you manage:


Say they are satisfied with their careers in the logistics profession
85\%

Say they would recommend the profession to a young person entering the job market

## Rank, experience, and education bolster earnings

Corporate officers top the pay charts
Average salary by title:

| Corporate officer (CEO, COO, CFO, etc.) $\$ 262,207$ |
| :--- |
| President/Vice president $\mathbf{\$ 2 0 5 , 8 1 1}$ |
| Director $\mathbf{\$ 1 6 3 , 8 7 2}$ |
| Supervisor $\mathbf{\$ 1 5 4 , 1 2 7}$ |
| Manager $\mathbf{\$ 1 1 6 , 0 4 5}$ |
| Other (Senior analyst, academic, consultant, etc.) $\mathbf{\$ 1 0 4 , 4 8 2}$ |

Logistics veterans reap rewards for their service
Average salary by experience (years worked in logistics-related positions):
$0-5$ years $\$ 86,069$
6-10 years $\$ 118,573$
11-15 years $\mathbf{\$ 1 2 5 , 5 2 9}$
16-20 years $\mathbf{\$ 1 6 1 , 8 6 5}$
21-25 years $\mathbf{\$ 1 5 2 , 3 8 9}$
26 or more years $\mathbf{\$ 1 7 0 , 2 8 4}$

GenX execs command the highest pay
Average salary by age:
18-25 \$67,357
26-35 \$99,733
36-45 \$129,196
46-55 \$185,281
61-65 \$158,126
Over 65 \$139,427

Other than more money, what would give supply chain managers more job satisfaction?

- Four-day work week
- Addressing staff
shortages/adding more staff

- Better communication,
more automation
- Offering work-from-home options/ hybrid schedules
More open conversations about career progression

When it comes to salaries, the West reigns supreme Average salary by region:

West \$154,722
(ID, MT, WY, NV, UT, CO, AZ, NM, WA, OR, CA)
Middle Atlantic \$154,216 (NY, NJ, PA, DE, DC, MD) South $\mathbf{\$ 1 4 5 , 8 9 2}$ (KS, MO, KY, TN, MS, AL, OK, AR, LA, TX) Southeast \$139,699 (VA, WV, NC, SC, GA, FL) New England \$134,427 (ME, NH, VT, MA, CT, RI)
Midwest \$133,883
(WI, MI, IL, IN, OH, ND, SD, MN, NE, IA)
Canada \$90,961
Outside U.S. \& Canada \$83,943
Hawaii, Alaska, Puerto Rico, U.S. Virgin Islands \$79,750
Mexico $\$ 52,582$

Education boosts earning power

| Average salary by education: |
| :--- |
| High school diploma $\mathbf{\$ 9 8 , 8 4 3}$ |
| Two-year college degree $\$ 102, \mathbf{3 4 2}$ |
| Some college $\mathbf{\$ 1 3 8 , 5 1 2}$ |
| Bachelor's degree $\mathbf{\$ 1 3 5 , 3 5 2}$ |
| Master's degree $\mathbf{\$ 1 4 5 , 6 9 7}$ |
| Ph.D. $\mathbf{\$ 2 3 6} \mathbf{4 7 5}$ |

