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 Velocity*'s 20th annual Salary Survey — 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



The functions our readers control or influence:



(2022 Salary Survey average salary: \$144,017)

Say they are satisfied with their careers in the logistics profession

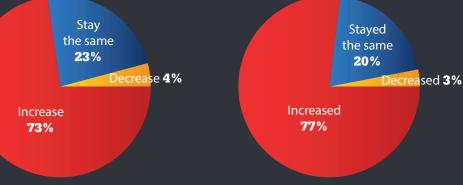
85%

did your total annual compensation:

In the past year,

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

/INFOGRAPHIC



Say they would recommend the profession to a young person entering the job market 95%

Rank, experience, and education bolster earnings

Corporate officers top the pay charts

Average salary by title:



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 \$125,529	
16–20 years \$161,865	
21–25 years \$152,389	

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		
56–60 \$160,916		
61–65 \$158,126		
Over 65 \$139,427		

Education boosts earning power

Average salary by education:	
High school diploma \$98,843	
Two-year college degree \$102,342	
Some college \$138,512	
Bachelor's degree \$135,352	
Master's degree \$145,697	_



26 or more years \$170,284

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

SOURCE: DC VELOCITY/CSCMP's Supply Chain Quarterly 2023 Salary Survey

Ph.D. **\$236,475**

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 **\$145,892** (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**

