

Despite the hassles and stagnant pay, job satisfaction remains high for logistics pros

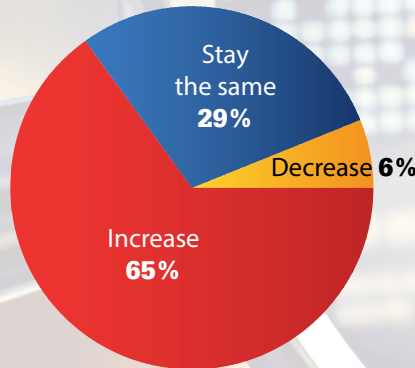
Rising costs, fears of recession, a labor crunch ... the hassles just keep growing for logistics and supply chain professionals. And to cap it off, their compensation hasn't kept up, with the average salary dipping almost 4% over the past year. Yet those hassles haven't soured them on the profession. In fact, the 369 respondents to DC VELOCITY's 21st annual Salary Survey—prepared in conjunction with the Council of Supply Chain Management Professionals (CSCMP) and DCV's sister publication, *Supply Chain Xchange*—cited the "constant problem solving" as one of the top reasons they loved their job. Furthermore, overall job satisfaction increased to 88% from 85% the previous year, and 91% of the respondents say they would recommend a career in logistics to young people entering the job market.

Average salary
\$135,719

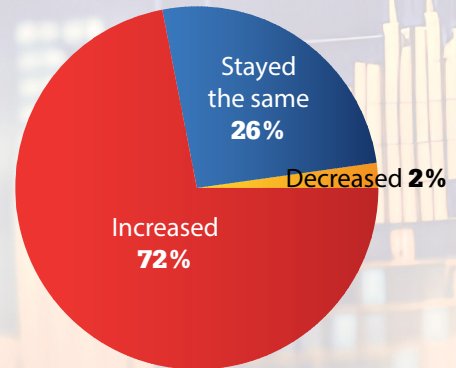
(2023 Salary Survey average salary: \$140,780)

Say they are satisfied with their careers in the logistics profession
88%

In the past year, did your total annual compensation:

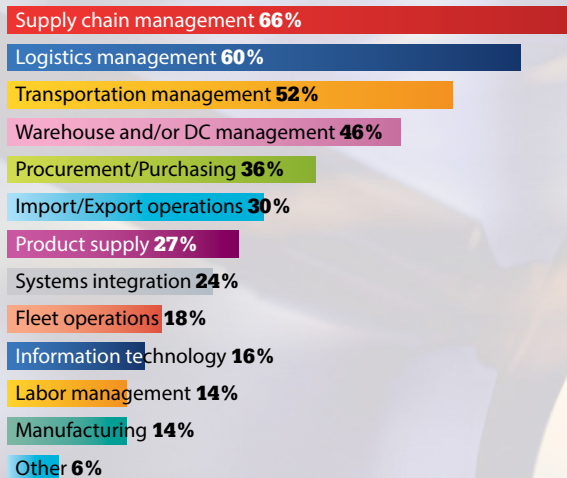


Over the past three years, has the number of functions you manage:



Say they would recommend the profession to a young person entering the job market
91%

The functions our readers control or influence:



Small but mighty, New England generates the highest wages

Average salary by region:

New England **\$154,857**

(ME, NH, VT, MA, CT, RI)

Middle Atlantic **\$150,787**

(NY, NJ, PA, DE, DC, MD)

West **\$150,223**

(ID, MT, WY, NV, UT, CO, AZ, NM, WA, OR, CA)

Midwest **\$145,424**

(WI, MI, IL, IN, OH, ND, SD, MN, NE, IA)

Southeast **\$139,556**

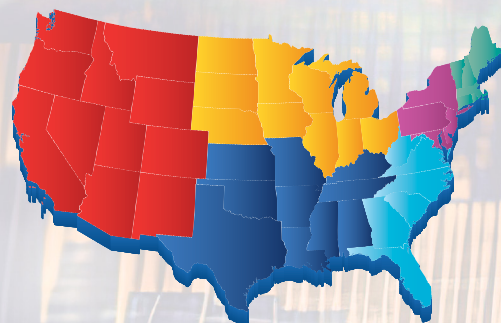
(VA, WV, NC, SC, GA, FL)

South **\$129,178**

(KS, MO, KY, TN, MS, AL, OK, AR, LA, TX)

Outside U.S. & Mexico **\$99,806**

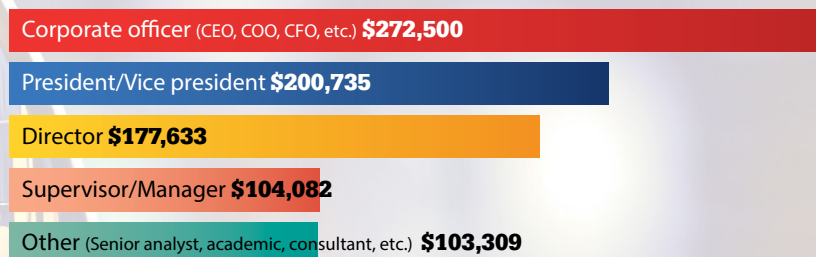
Canada **\$94,216**



Rank, experience, and education bolster earnings

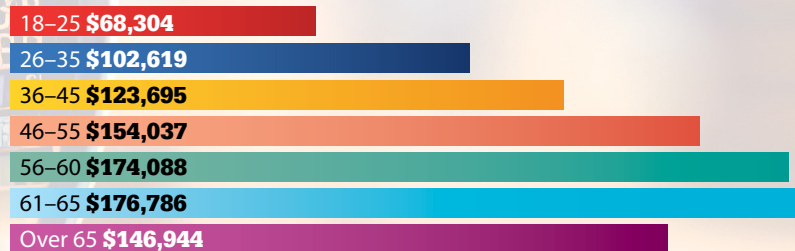
C-suite members remain the top earners

Average salary by title:



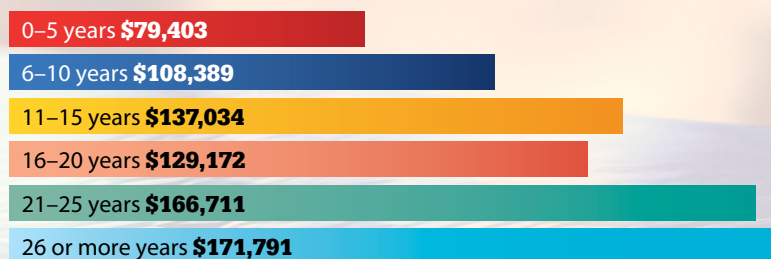
Boomers edge out Gen Xers in earning power

Average salary by age:



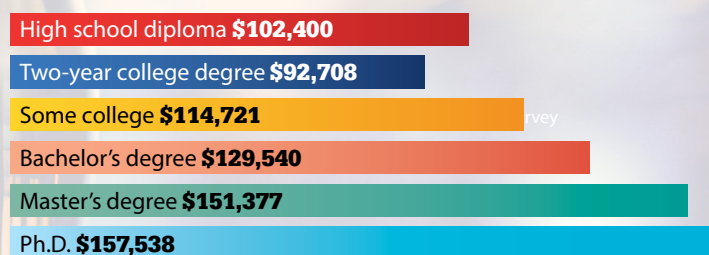
Salaries rise with experience

Average salary by experience (years worked in logistics-related positions):



Higher education boosts salaries, but the pay gap is shrinking

Average salary by education:



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

- Four-day work week or more paid time off
- Offering work-from-home options/hybrid schedules
- Reduced workload
- Better training opportunities
- More promotion opportunities for skilled and talented employees

What supply chain managers like most about their jobs?

“Providing solutions to various work/business-related challenges on a daily basis”

“Learning something new every day”

“Analyzing the data to improve the supply chain”

“Working with wonderful people”

“Helping clients solve complex problems”

What supply chain managers like least about their jobs?

“Poor communication from leadership”

“Unrealistic expectations”

“It’s a 24-hour industry with working hours fluctuating depending on business needs”

“High turnover in warehouse staffing”

“The variations and changes in the market”