DCVINFOGRAPHIC

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 sourced 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.

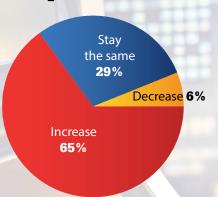
Average salary \$135,719

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

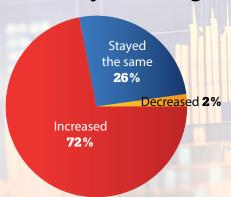
Say they are satisfied with their careers in the logistics profession

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:

Supply chain management **66%**

Logistics management 60%

Transportation management 52%

Warehouse and/or DC management 46%

Procurement/Purchasing 36%

Import/Export operations 30%

Product supply 27%

Systems integration 24%

Fleet operations 18%

Information technology 16%

Labor management 14%

Manufacturing 14%

Other 6%

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:

Corporate officer (CEO, COO, CFO, etc.) \$272,500

President/Vice president \$200,735

Director **\$177,633**

Supervisor/Manager \$104,082

Other (Senior analyst, academic, consultant, etc.) \$103,309

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

Boomers edge out Gen Xers in earning power

Average salary by age:

18-25 **\$68.304**

26-35 \$102,619

36-45 \$123,695

46-55 **\$154,037**

56-60 \$174,088

61-65 \$176,786

Over 65 **\$146,944**

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"

Salaries rise with experience

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

0-5 years **\$79,403**

6-10 years **\$108,389**

11-15 years \$137,034

16–20 years **\$129,172**

21-25 years **\$166,711**

26 or more years **\$171,791**

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"

Higher education boosts salaries, but the pay gap is shrinking

Average salary by education:

High school diploma \$102,400

Two-year college degree \$92,708

Some college **\$114,721**

Bachelor's degree \$129,540

Master's degree **\$151,377**

Ph.D. \$157,538

SOURCE: DC VELOCITY/Supply Chain Xchange 2024 Salary Survey