

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

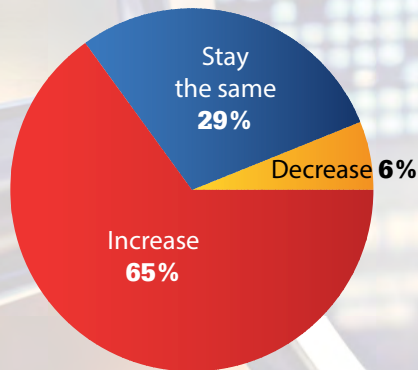
Rising costs, fears of recession, a labor crunch ... the hassles just keep growing for logistics and supply chain professionals. And to cap it off, their compensation hasn't kept up, with the average salary dipping almost 4% over the past year. Yet those hassles haven't soured them on the profession. 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**

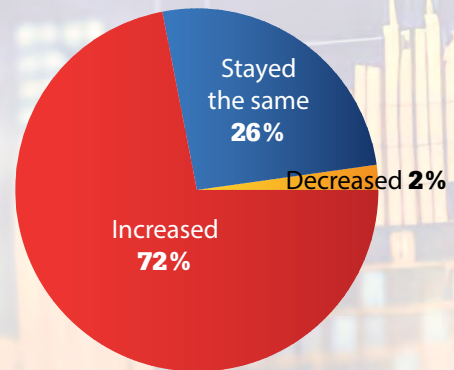
(2023 Salary Survey average salary: \$140,780)

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

**In the past year, did your total annual compensation:**

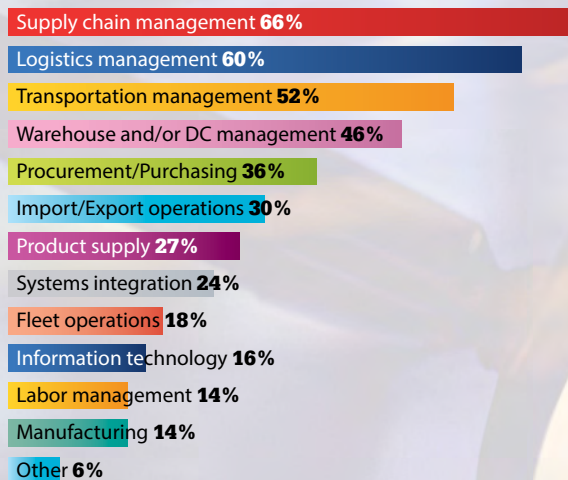


**Over the past three years, has the number of functions you manage:**



**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**

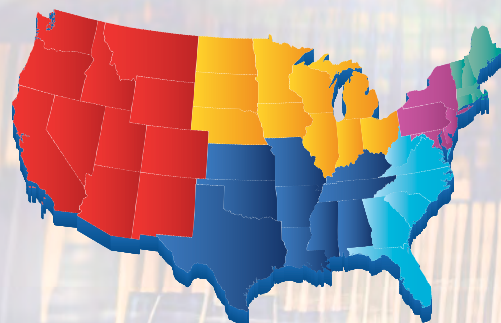
(VA, WV, NC, SC, GA, FL)

South **\$129,178**

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

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

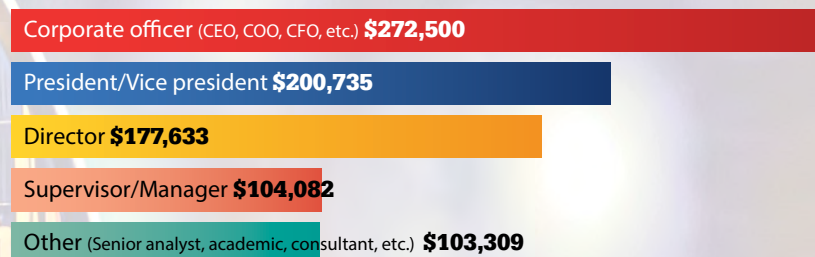
Canada **\$94,216**



# Rank, experience, and education bolster earnings

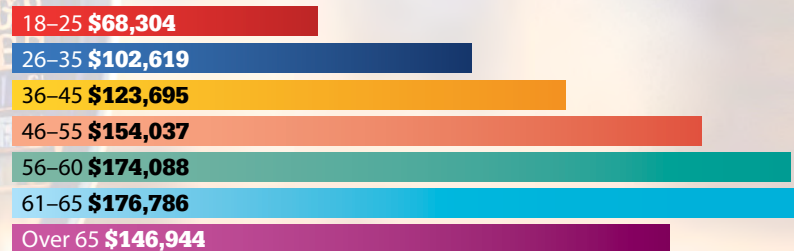
## C-suite members remain the top earners

Average salary by title:



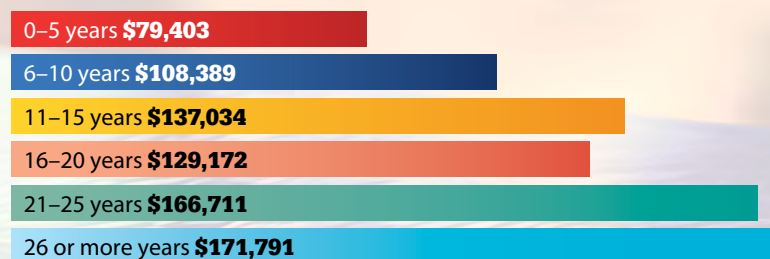
## Boomers edge out Gen Xers in earning power

Average salary by age:



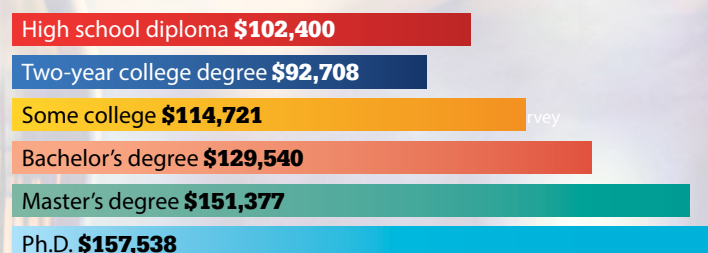
## Salaries rise with experience

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”