

2024 SALARY SURVEY



CONDUCTED BY

PRG
PEERLESS RESEARCH GROUP

CONDUCTED FOR

Logistics
MANAGEMENT



2024 SALARY SURVEY

Logistics
MANAGEMENT

Introduction & Methodology

Purpose of study:

1. To determine the current salaries and overall compensation for logistics and supply chain professionals.
2. To examine the current job/overall career satisfaction of logistics and supply chain professionals.

Specifically, the research examines:

Compensation:

- salary level

Job and career history:

- # of years with current employer
- job responsibilities
- # of years work in field

Satisfaction with career as a logistics or supply chain professional:

- job stability & job-related pressures/stress

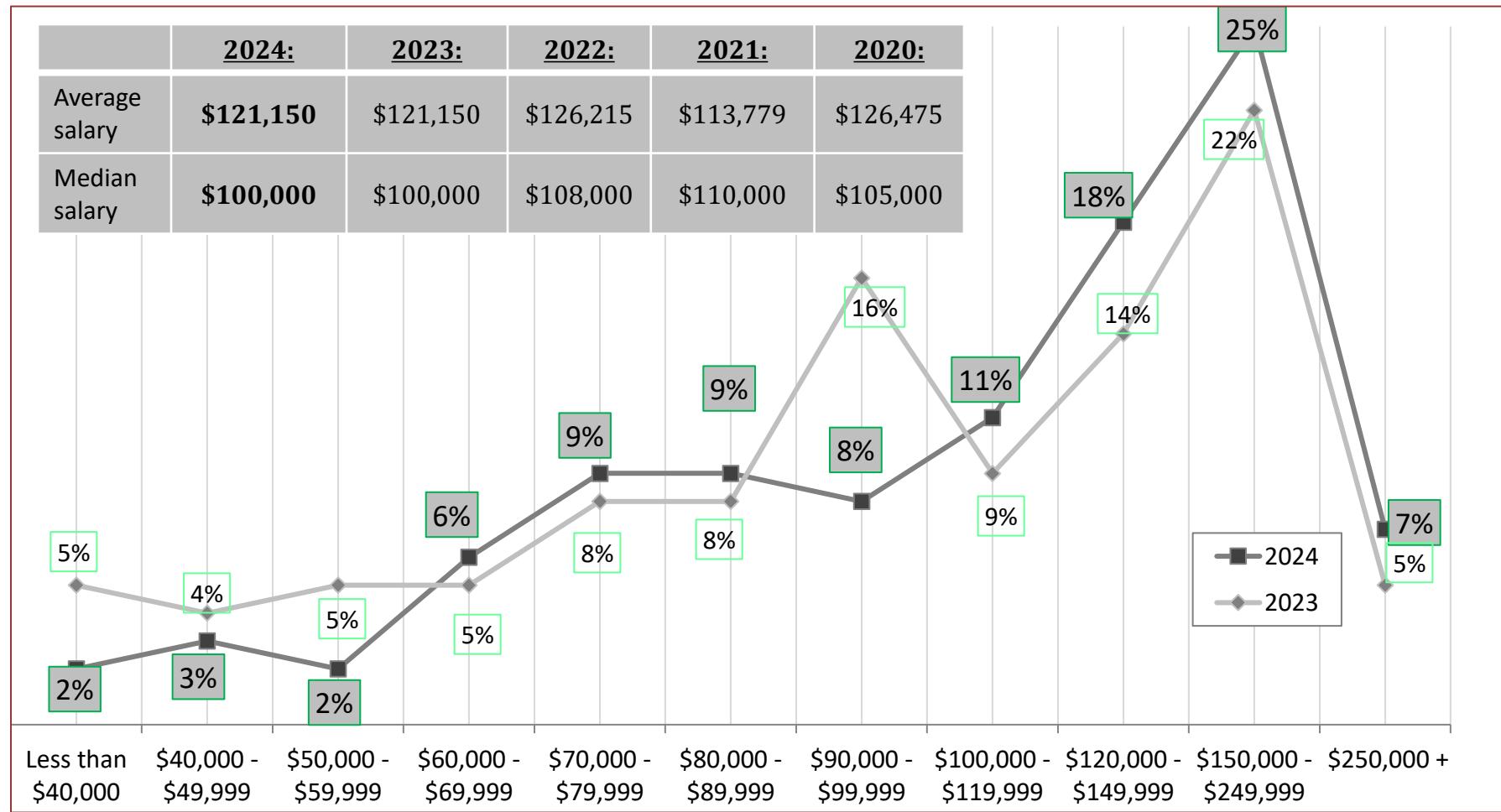
Demographics

Methodology:

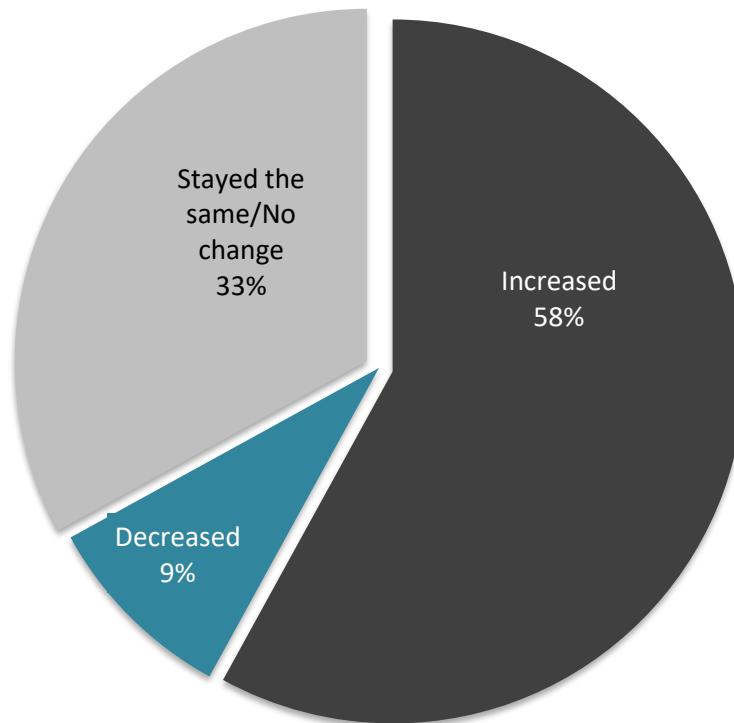
In February 2024, an e-mail invitation was sent to subscribers of *Logistics Management* asking for their participation in this study. The e-mail included a dedicated URL linked to a website hosting the questionnaire. 2024 results are based on 244 qualified respondents (371 respondents were surveyed in 2023 and 286 in 2022). The margin of error for this study is +/- 5.3%, meaning if the entire population responded, results may vary by +/- 5.3%.

Definitions: The mean is the average of a given set of values. The median is the mid-point in a set of values where one-half of the values are more than the mid-point, the other half are lower.

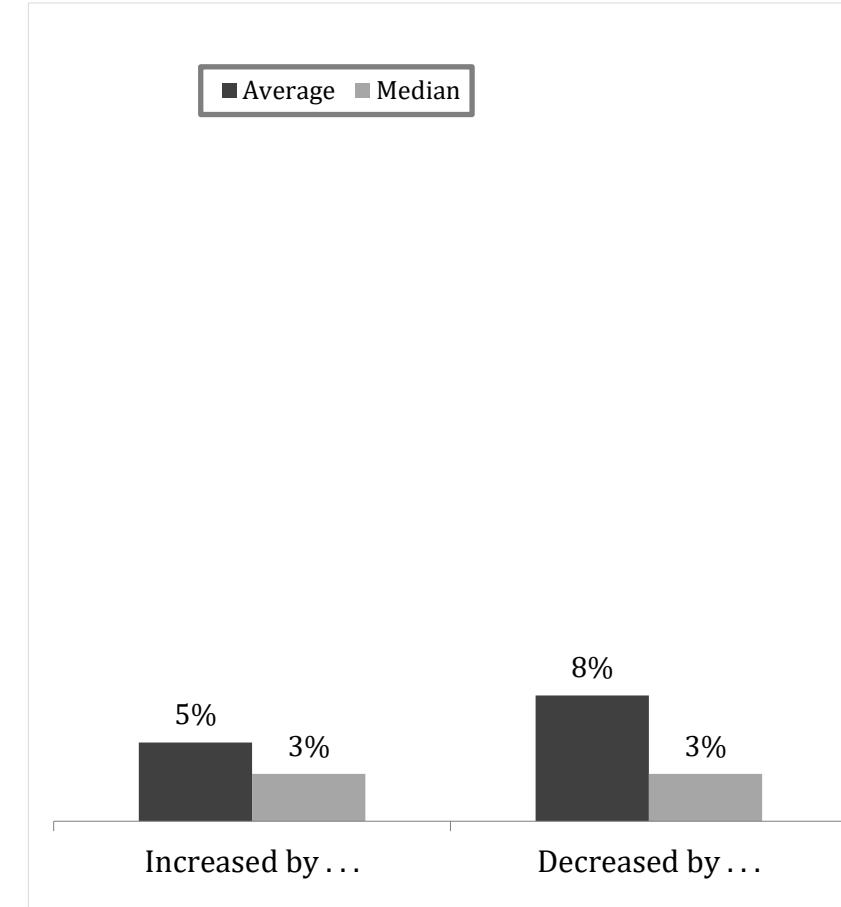
What is your current total annual salary for 2023?
 (Includes bonuses and commissions, etc.)



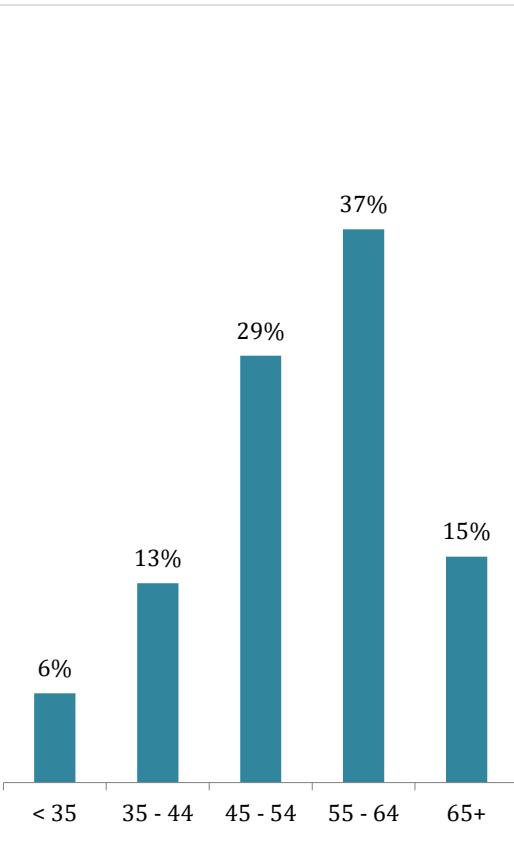
In the past year, has your salary level . . .



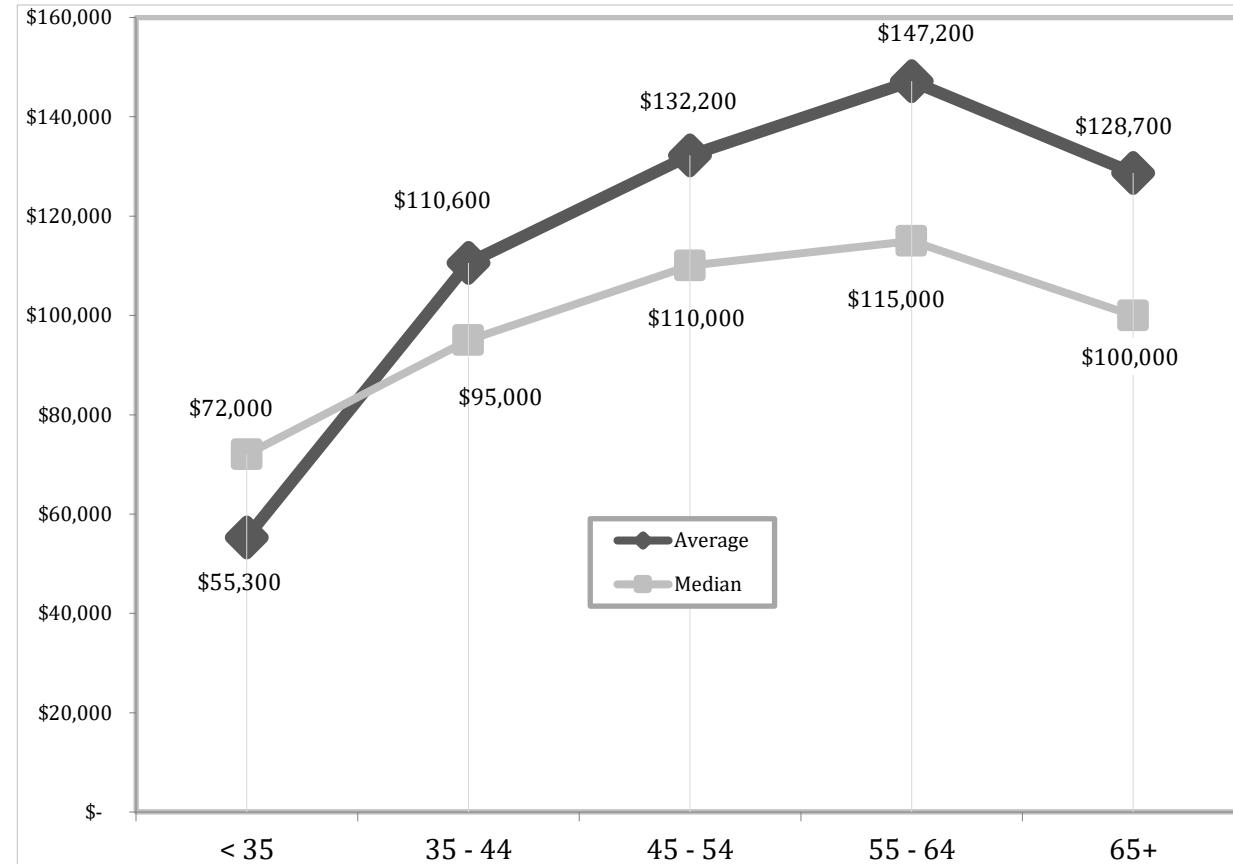
By what percent did your salary level change?



Age

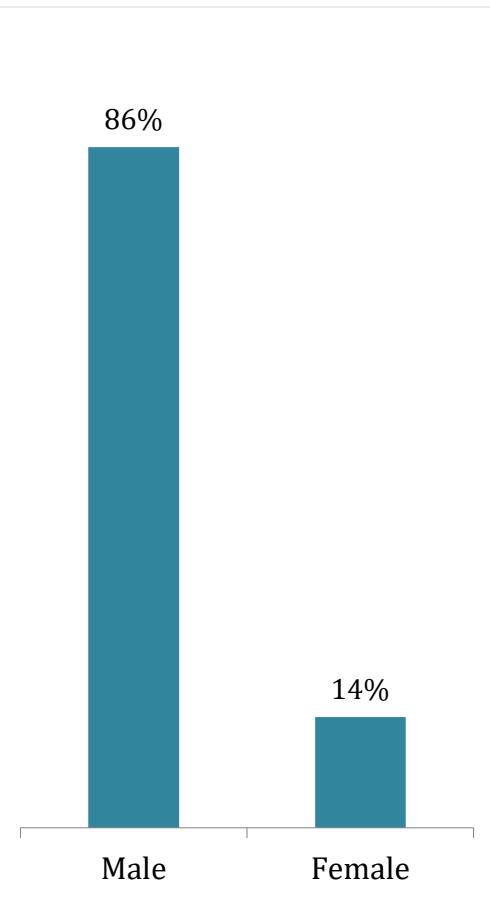
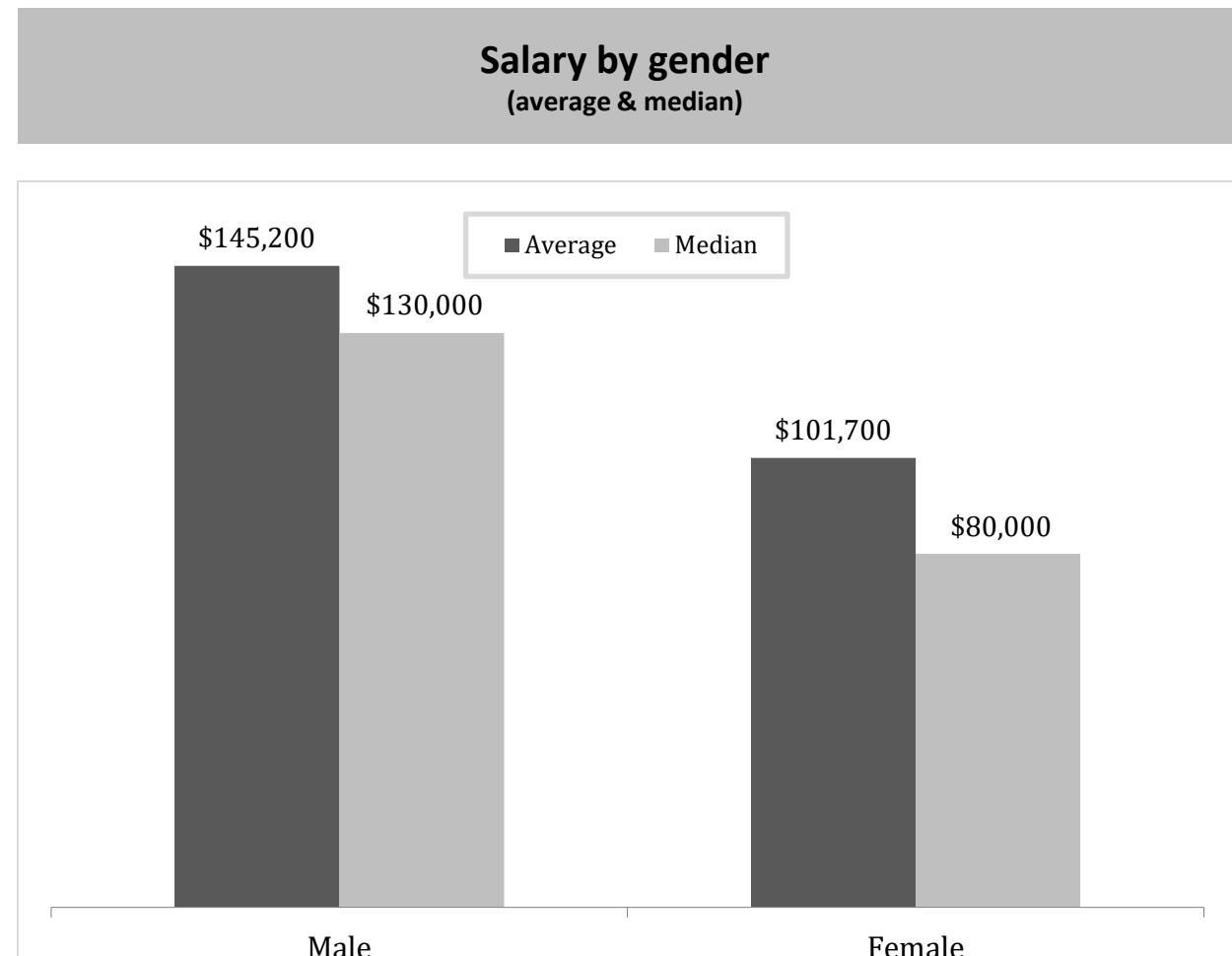


Salary by age (average & median)



2023:	<u>< 35 yrs.:</u>	<u>35 - 44 yrs.:</u>	<u>45 - 54 yrs.:</u>	<u>55 - 64 yrs.:</u>	<u>65+ yrs.:</u>
Average	\$ 68,000	\$85,000	\$108,000	\$119,480	\$115,550
Median	\$61,950	\$87,300	\$107,100	\$114,000	\$82,000

Gender

Salary by gender
(average & median)

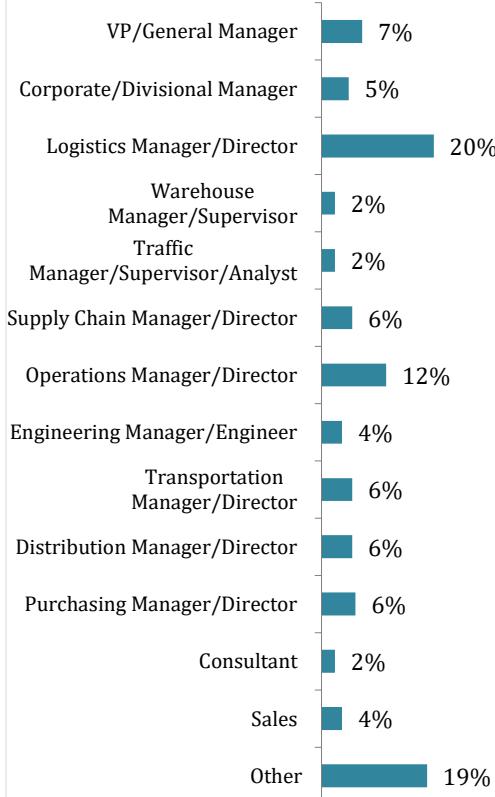
<u>2023:</u>	<u>Male:</u>	<u>Female:</u>
Average	\$121,310	\$88,275
Median	\$101,500	\$65,490



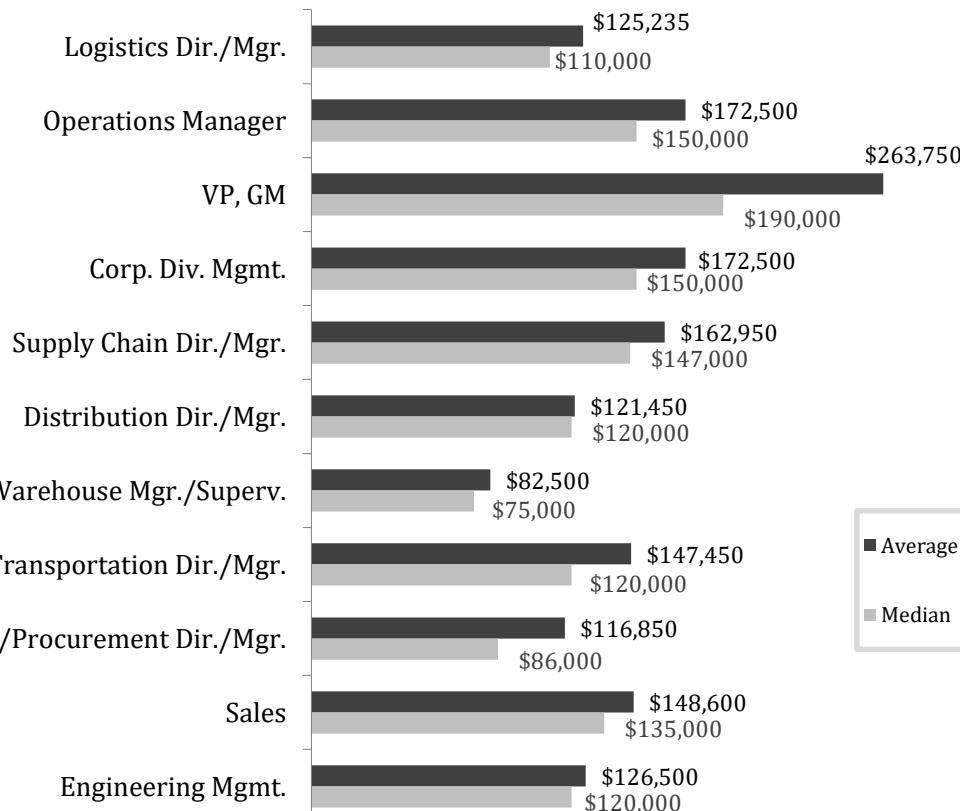
2024 SALARY SURVEY

Logistics
MANAGEMENT

Job title

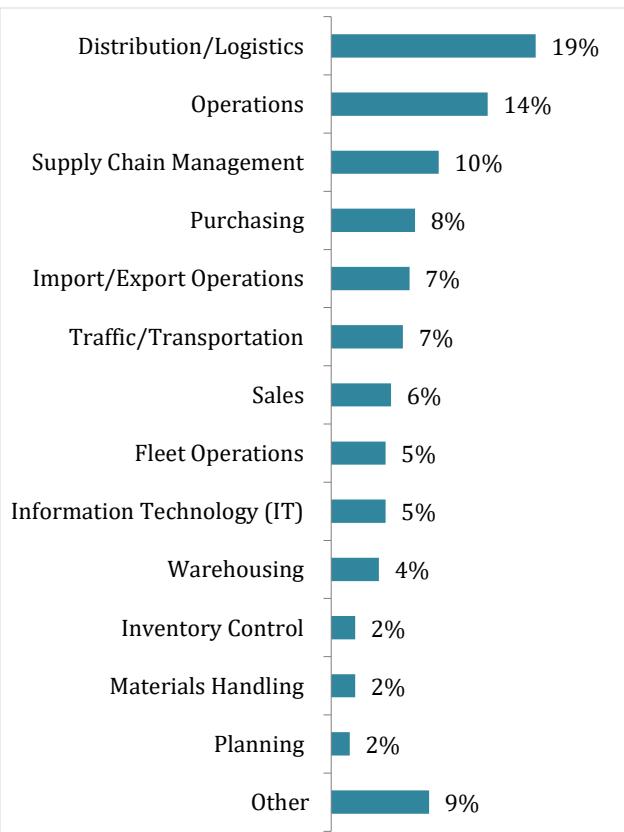


Salary by job title (average & median)

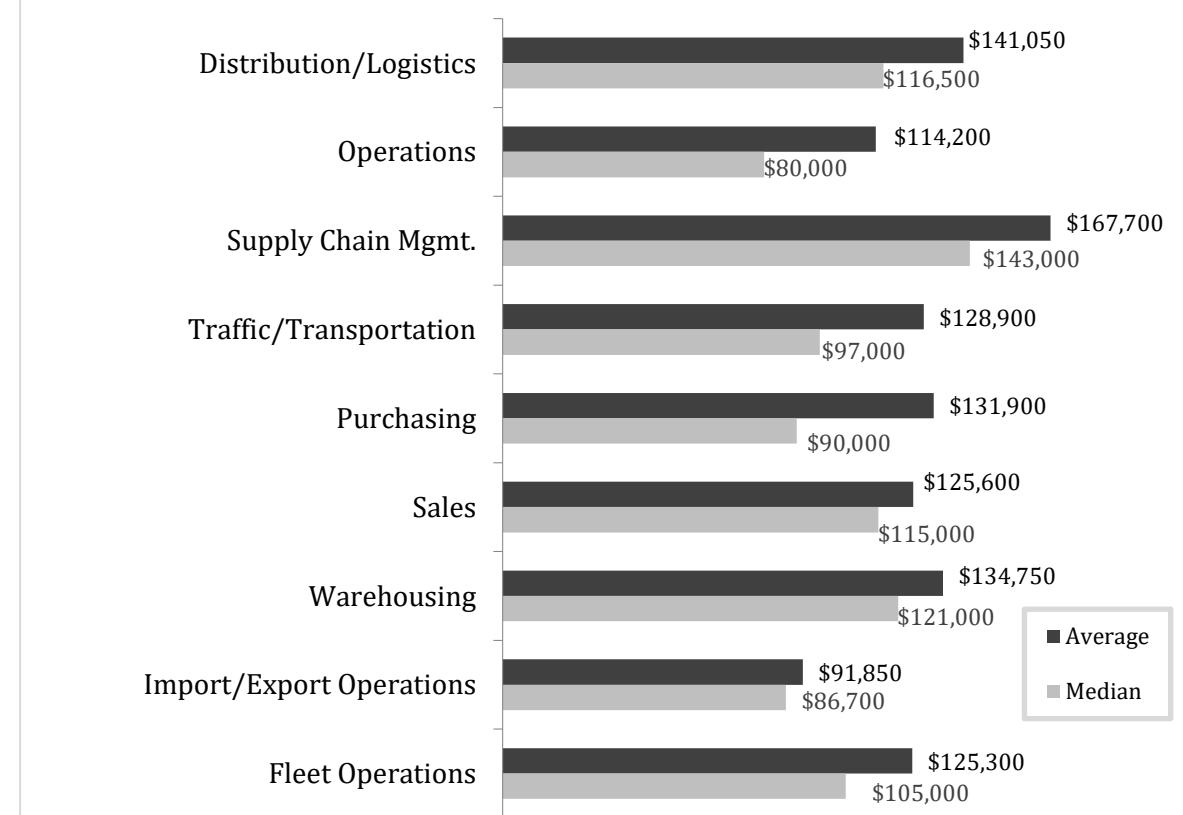


2023:	Logistics Dir./Mgr.:	Operations Manager:	VP, GM:	Corp. Div. Mgmt.:	Supply Chain Dir./Mgr.:	Distribution Dir./Mgr.:	Warehouse Mgr./Superv.:	Transportation Dir./Mgr.:	Purchasing/Procurement Dir./Mgr.:	Sales:	Engineering Mgmt.:
Average	\$112,750	\$101,350	\$209,750	\$179,400	\$148,500	\$104,450	\$77,700	\$109,000	\$110,000	\$105,000	\$106,750
Median	\$93,000	\$89,000	\$183,000	\$135,000	\$125,000	\$102,000	\$75,000	\$78,000	\$95,000	\$105,000	\$107,000

Single most important job function



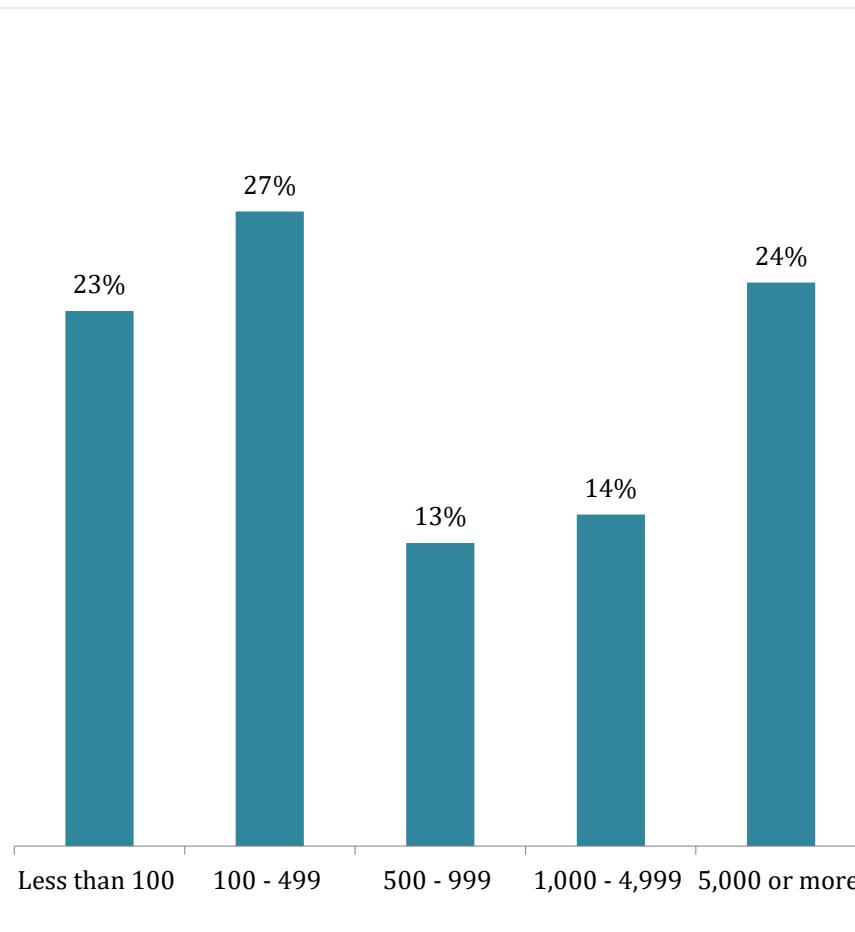
Salary by most important job function (average & median)



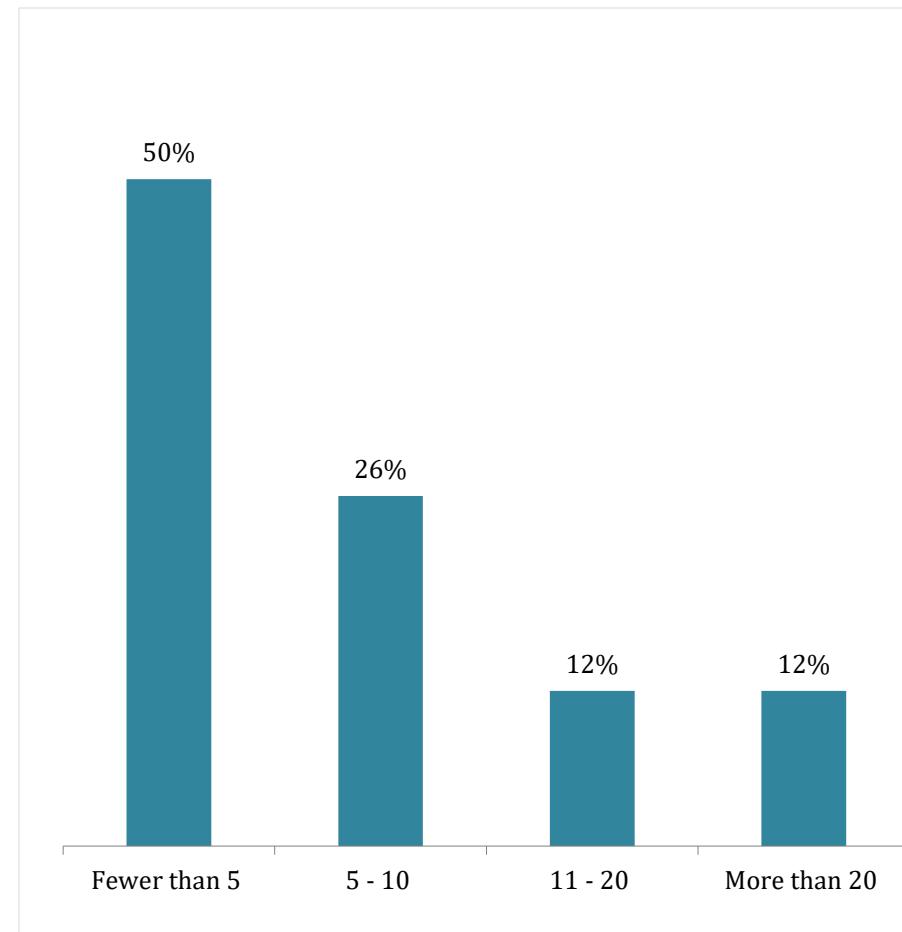
█ Average
█ Median

2023:	Distribution/ Logistics:	Operations:	Supply Chain Mgmt.:	Traffic/Transportation:	Purchasing:	Sales:	Warehousing:	Import/Export Operations:	Fleet Operations:
Average	\$108,575	\$111,540	\$145,150	\$115,800	\$102,500	\$123,750	\$96,859	\$54,500	\$98,500
Median	\$97,000	\$93,000	\$113,000	\$104,000	\$72,000	\$116,000	\$93,000	\$76,000	\$88,000

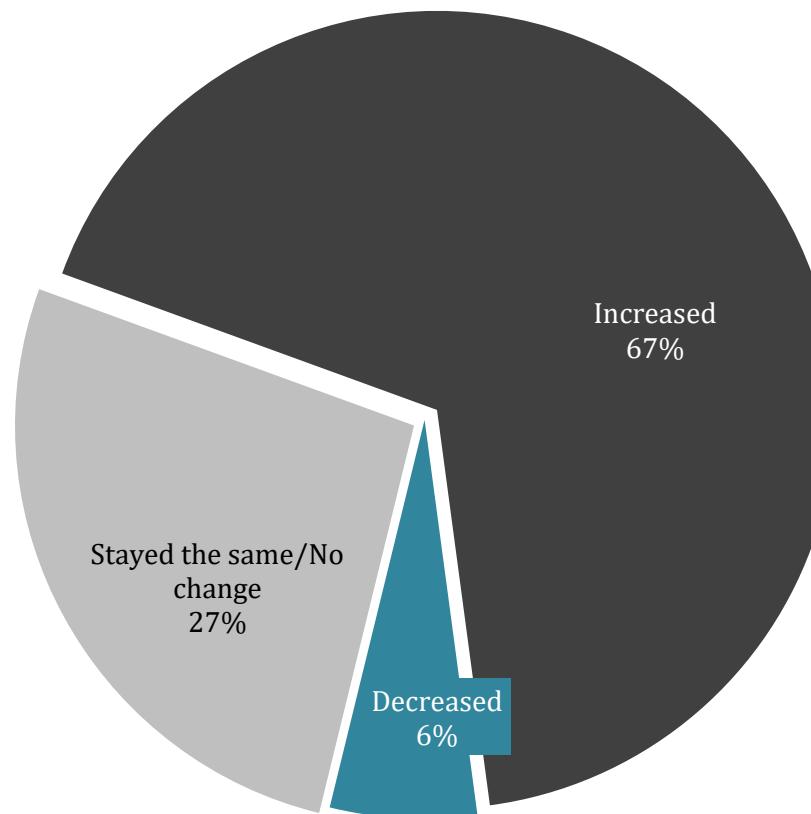
How many people does your company employ?



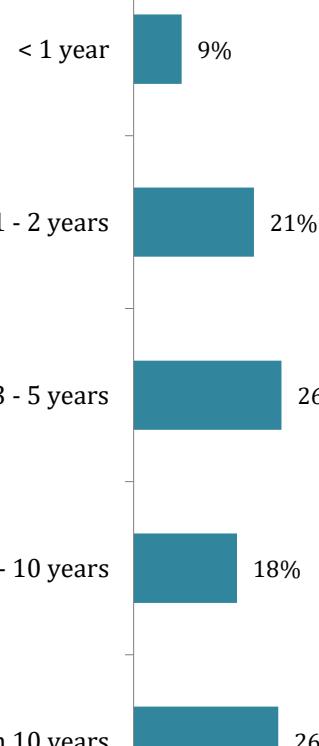
How many people report directly to you?



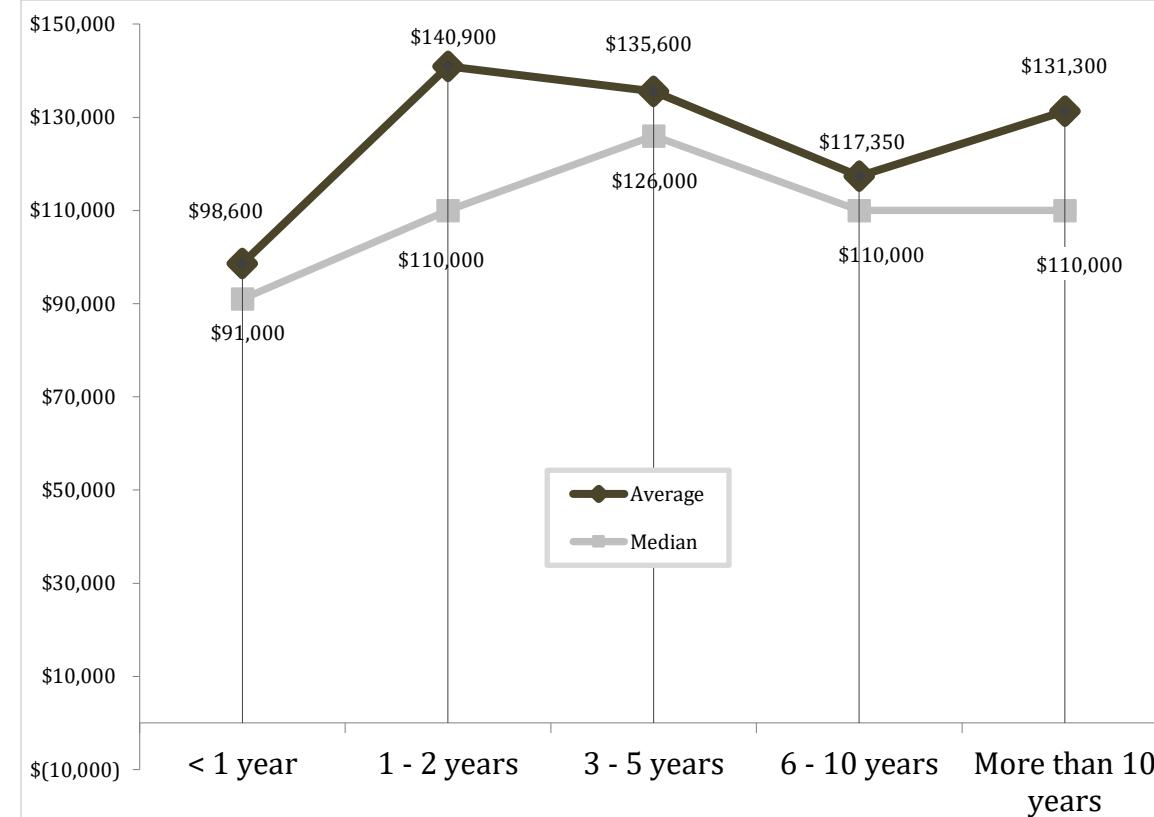
Has the number of functions you perform in your job increased, decreased or stayed the same over the last 2 to 3 years?



Years in present position

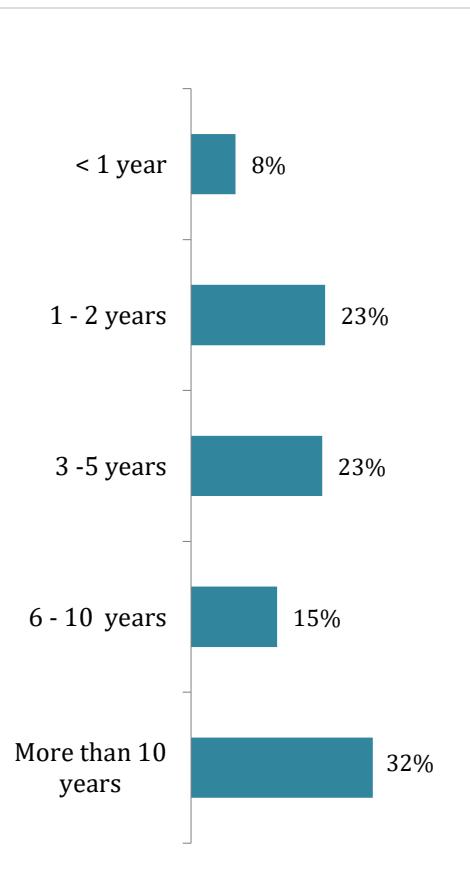


Salary by years in present position (average & median)

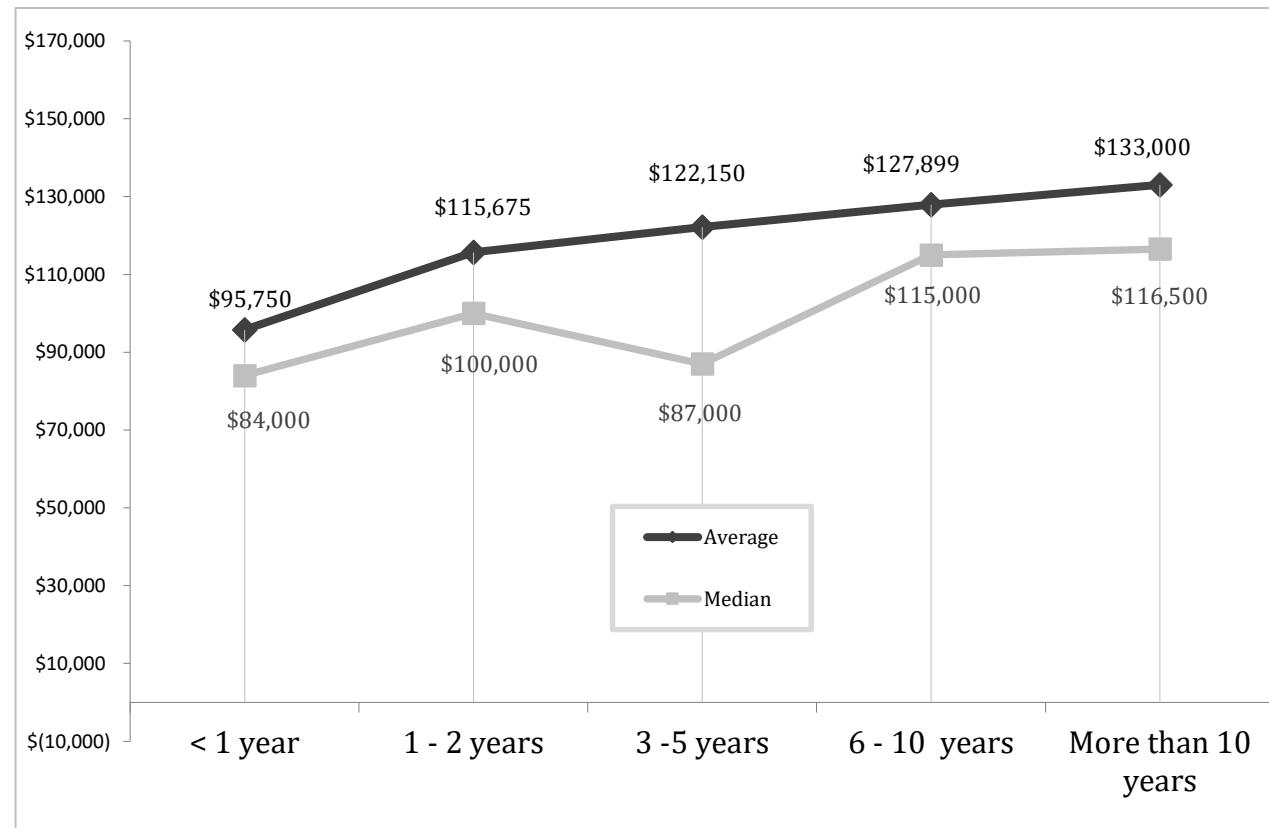


2023:	< 1 year:	1 - 2 years:	3 - 5 years:	6 - 10 years:	More than 10 years:
Average	\$94,570	\$103,375	\$94,580	\$110,450	\$117,880
Median	\$82,000	\$92,000	\$94,000	\$99,000	\$101,000

Years with present employer

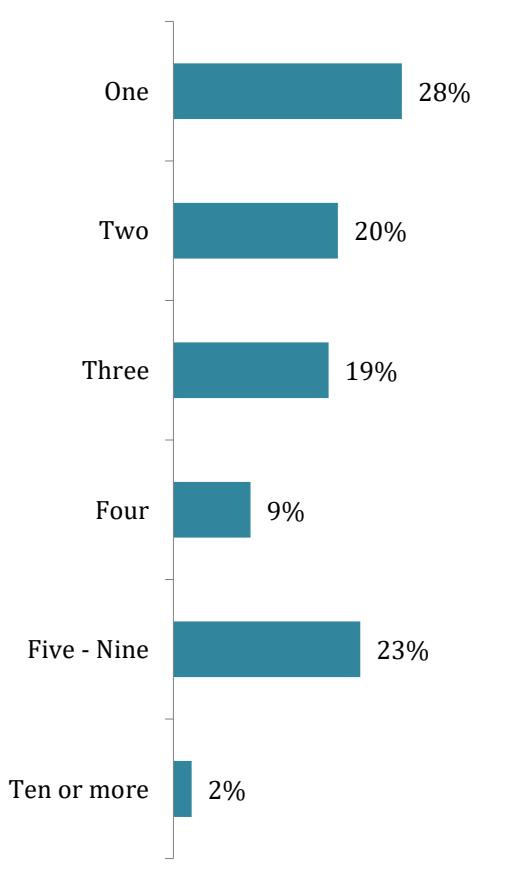


Salary by # of years with present employer (average & median)

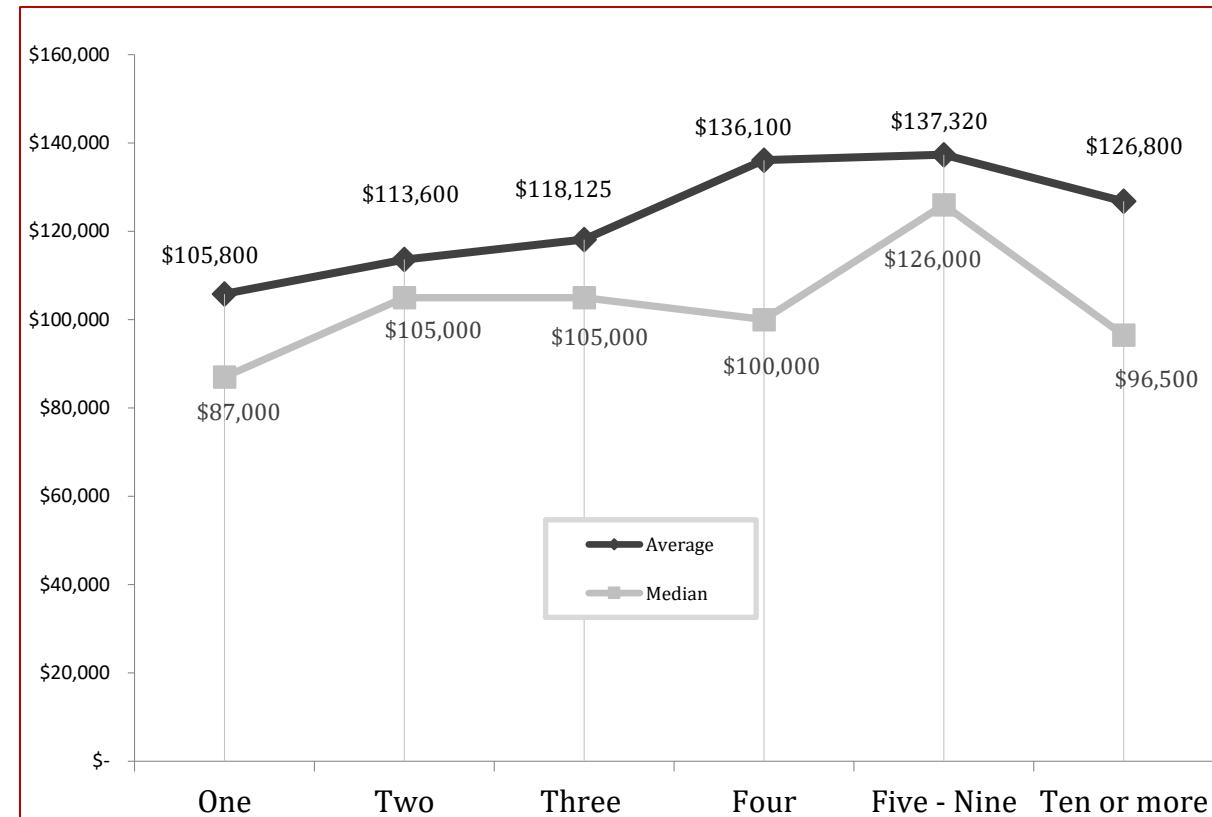


2023:	< 1 year:	1 - 2 years:	3 - 5 years:	6 - 10 years:	More than 10 years:
Average	\$103,575	\$108,325	\$110,290	\$114,750	\$118,770
Median	\$96,000	\$100,250	\$99,000	\$94,000	\$106,000

of different employers

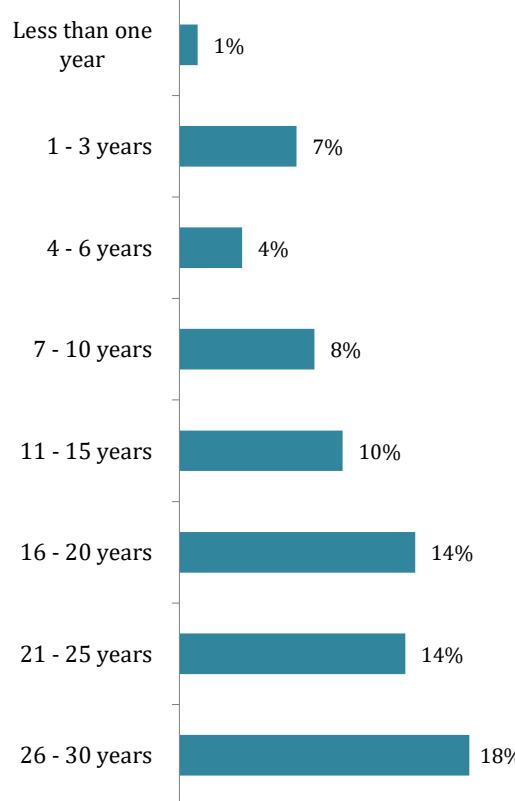


Salary by # of different employers (average & median)

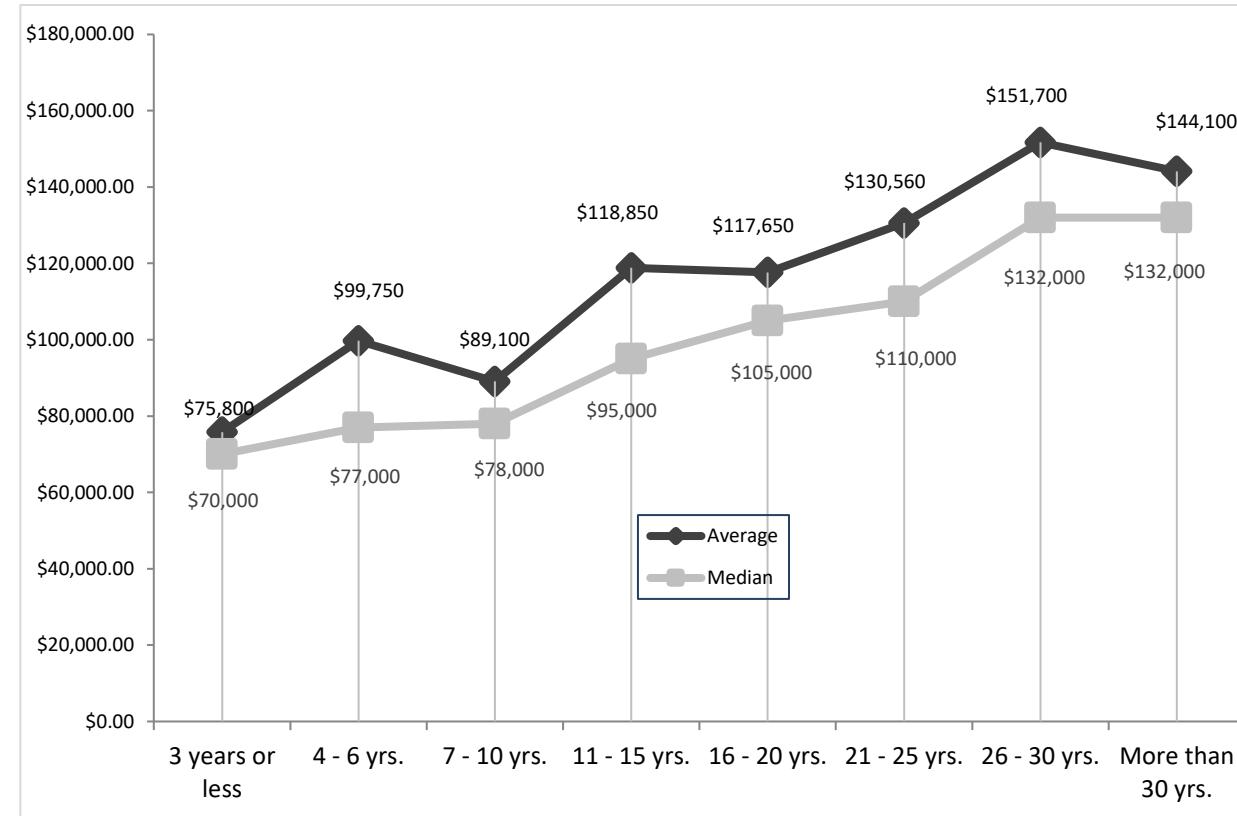


2023:	One:	Two:	Three:	Four:	Five – Nine:	Ten or more:
Average	\$92,550	\$103,950	\$109,350	\$117,990	\$122,640	\$101,480
Median	\$77,000	\$92,000	\$100,000	\$107,000	\$114,000	\$98,000

Years of logistics/supply chain management experience

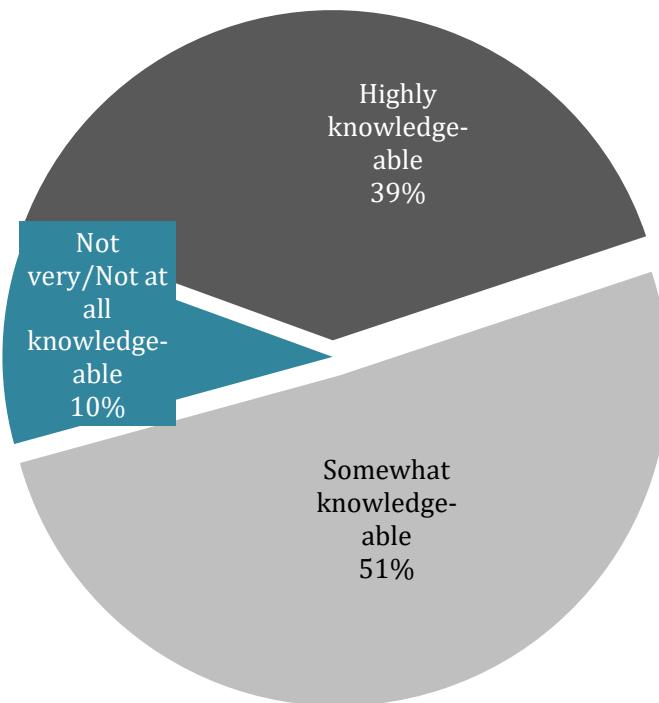


Salary by years of logistics/supply chain management experience (average & median)

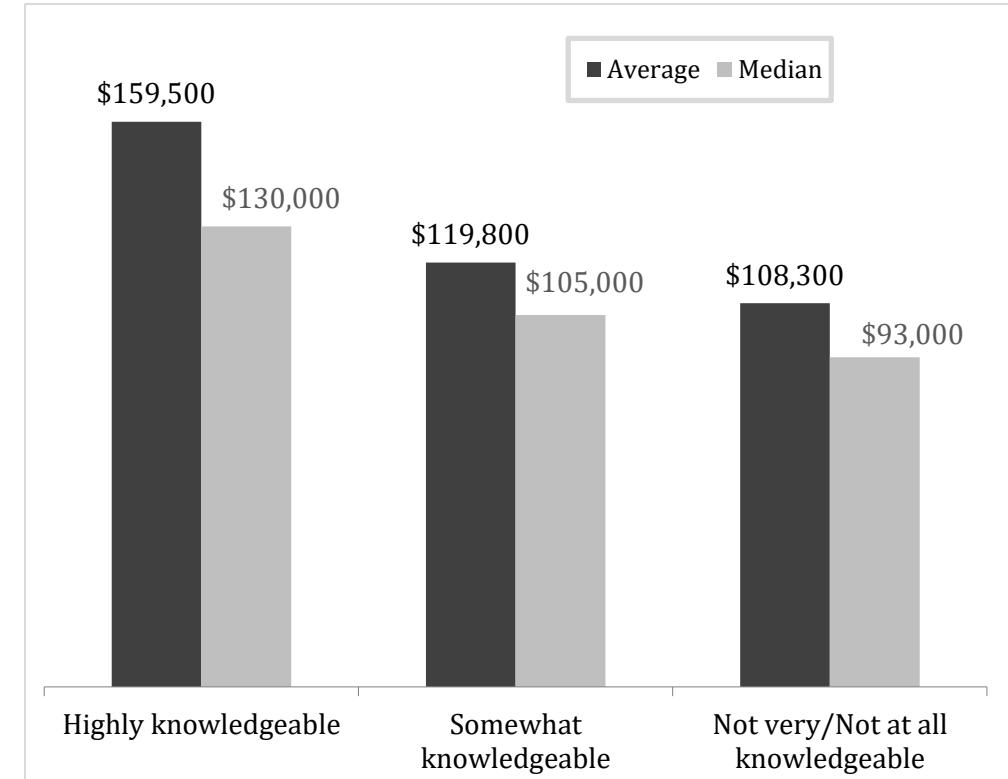


2023:	3 years or less:	4 - 6 yrs.:	7 - 10 yrs.:	11 - 15 yrs.:	16 - 20 yrs.:	21 - 25 yrs.:	26 - 30 yrs.:	More than 30 yrs.
Average	\$68,975	\$84,575	\$93,859	\$115,755	\$115,839	\$120,650	\$145,850	\$122,150
Median	\$66,000	\$75,000	\$81,000	\$99,000	\$106,000	\$114,000	\$130,000	\$122,000

How would you rate your understanding of e-commerce and e-fulfillment processes within your organization?

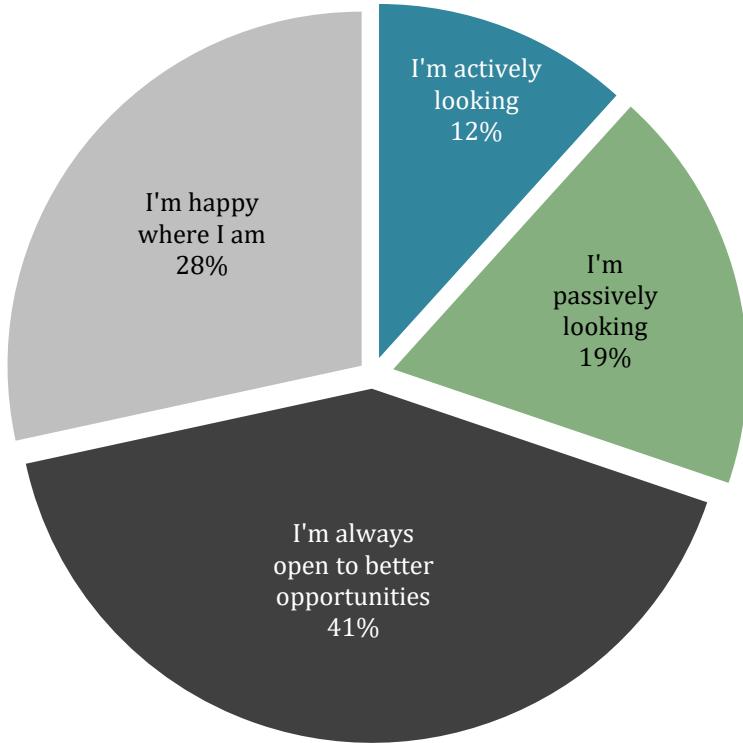


Salary by level of understanding of e-fulfillment processes
(average & median)



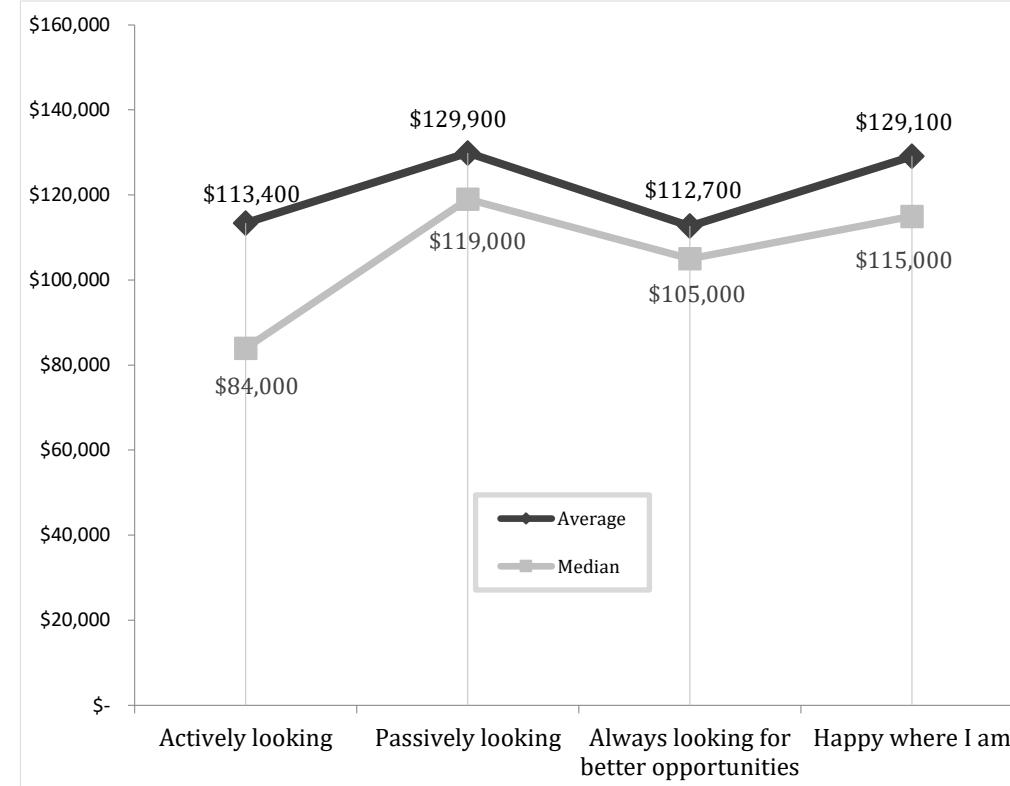
2023:	Highly knowledgeable:	Somewhat knowledgeable:	Not very/Not at all knowledgeable:
Average	\$137,560	\$115,750	\$97,550
Median	\$117,000	\$99,000	\$96,000

Job pursuit

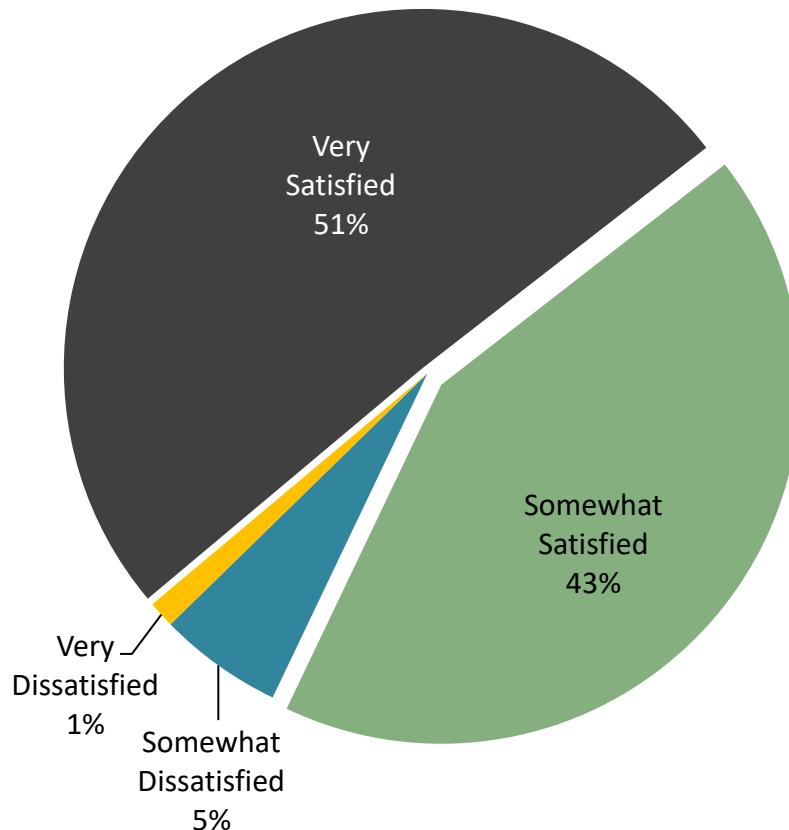
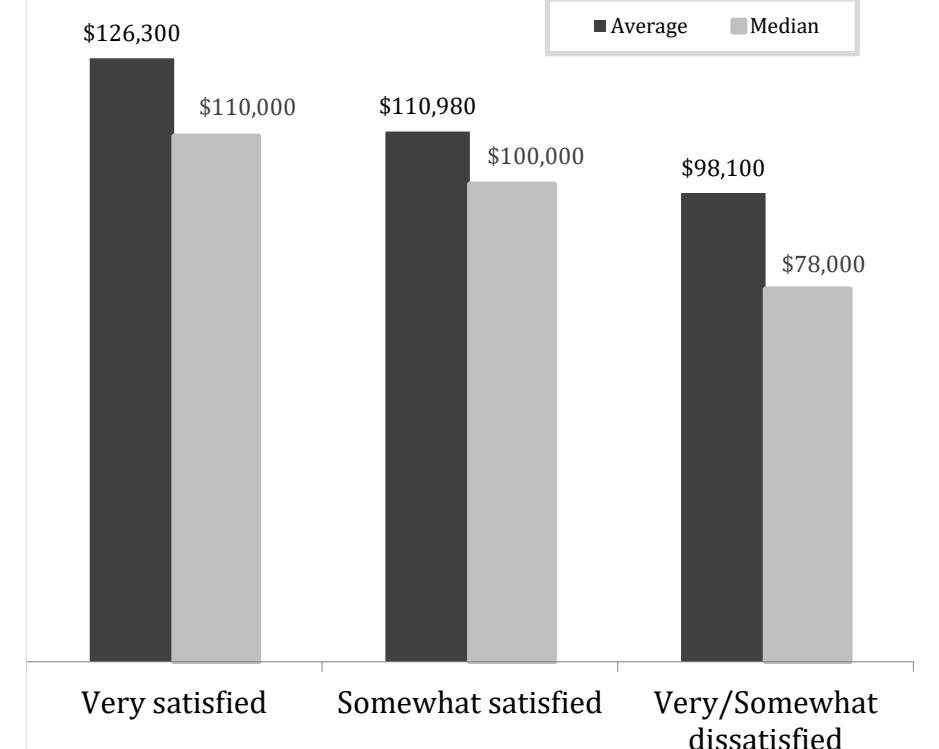


Salary by job pursuit

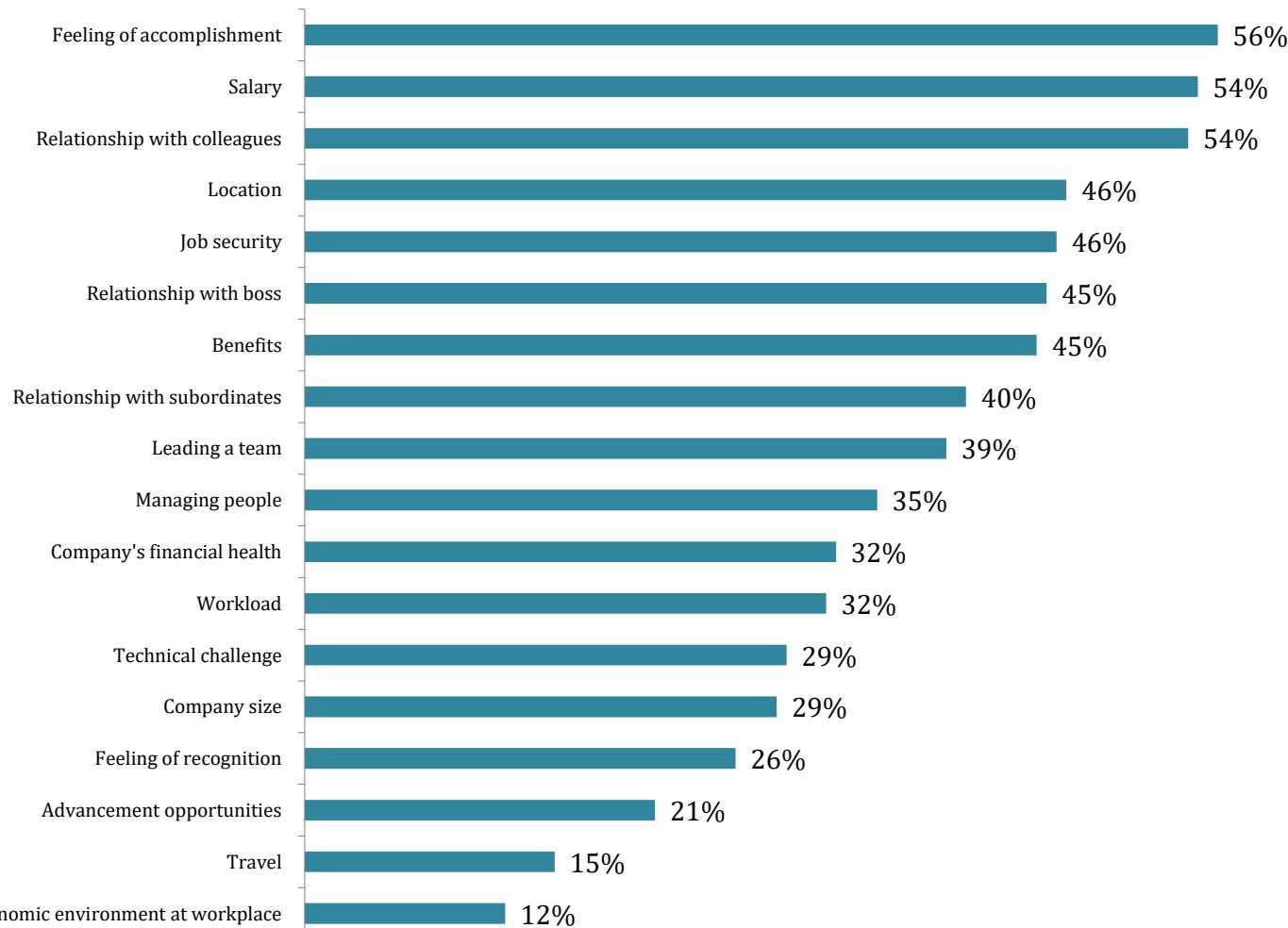
(average & median)

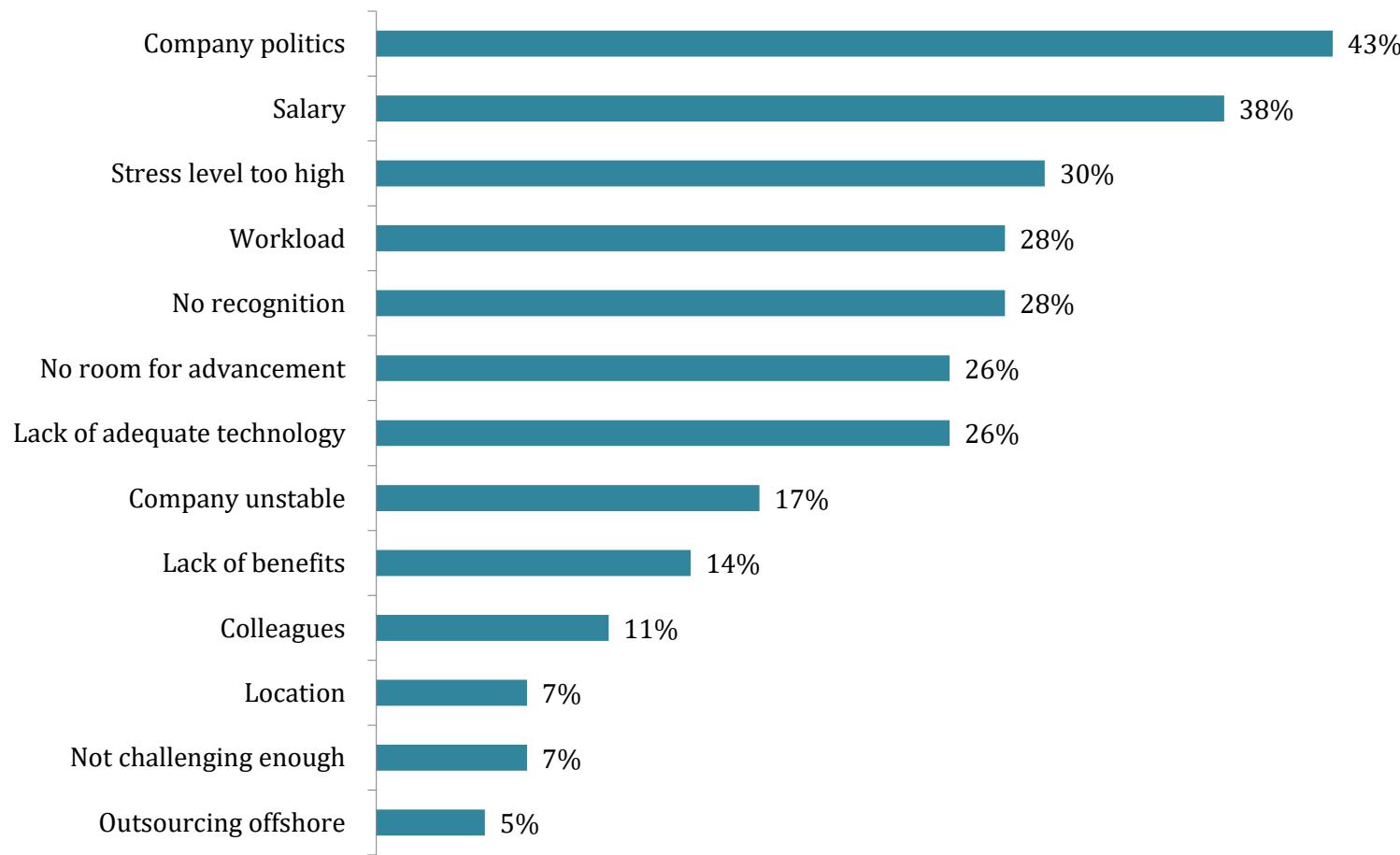


2023:	Actively looking:	Passively looking:	Always looking for better opportunities:	Happy where I am:
Average	\$110,100	\$112,640	\$115,925	\$126,395
Median	\$98,000	\$93,000	\$100,000	\$110,000

Level of satisfaction with *career* in supply chain/logistics**Salary by level of satisfaction with *career***
(average & median)

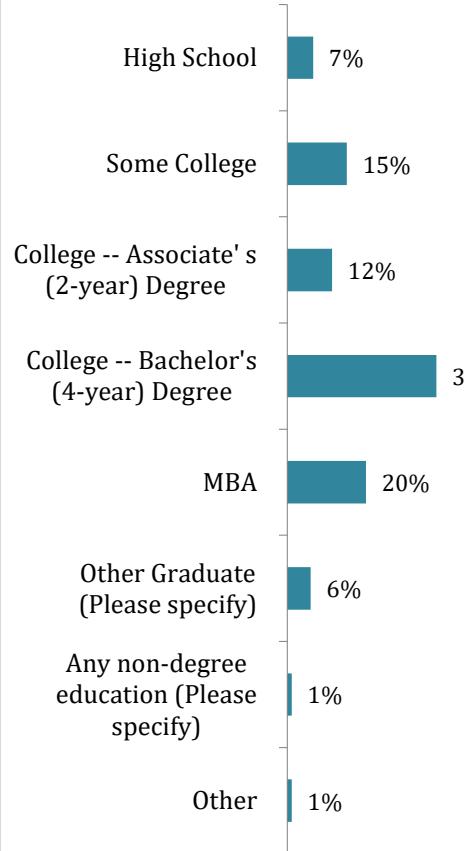
2023	<u>Very satisfied:</u>	<u>Somewhat satisfied:</u>	<u>Very/Somewhat dissatisfied:</u>
Average	\$122,725	\$104,850	\$84,480
Median	\$107,000	\$95,000	\$76,000

Which factors would you say most greatly affect your satisfaction with your current job?

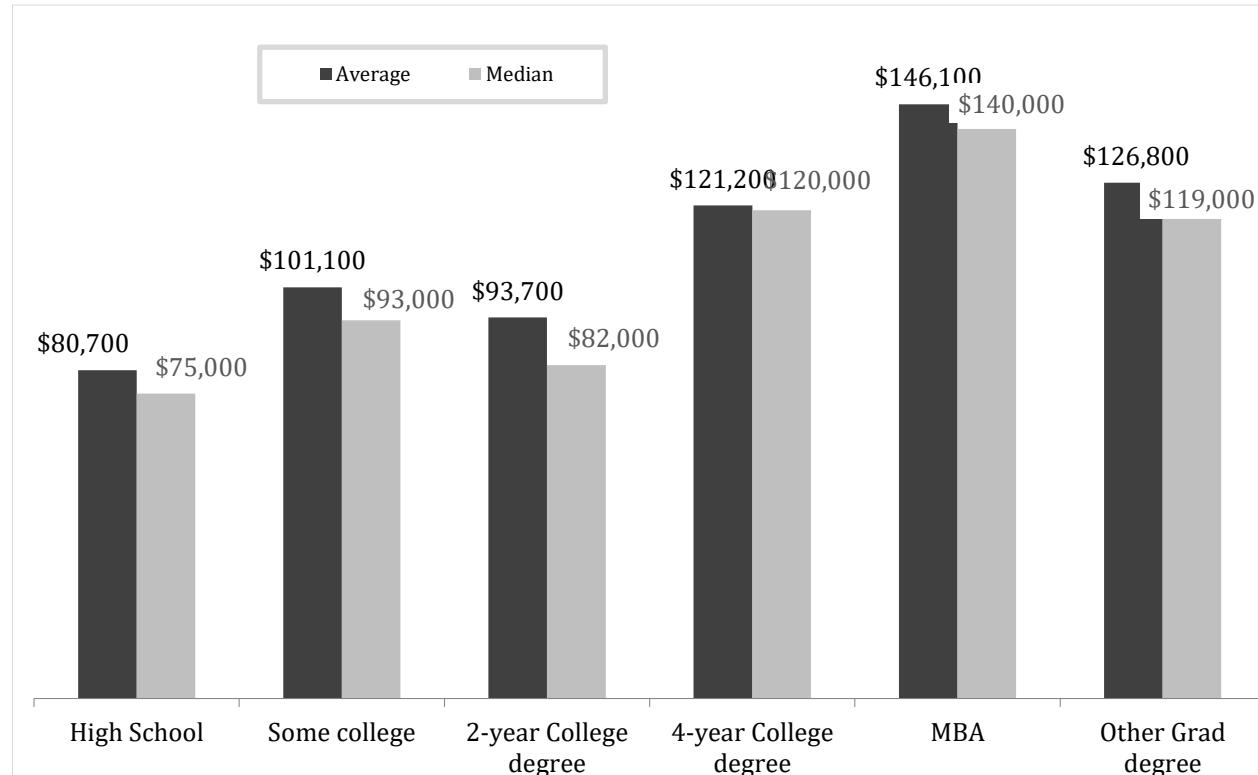
Which factors mostly contribute to any dissatisfaction you may have with your current job?

Note: Multiple answers accepted

Education

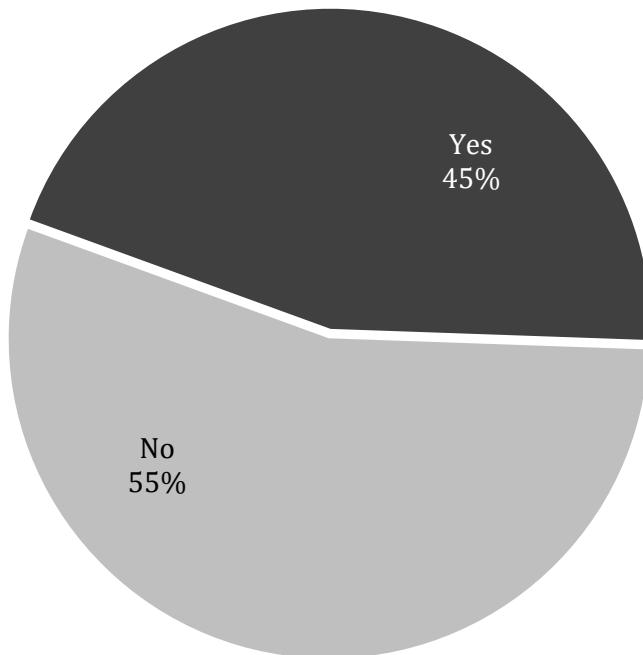


Salary by education (average & median)

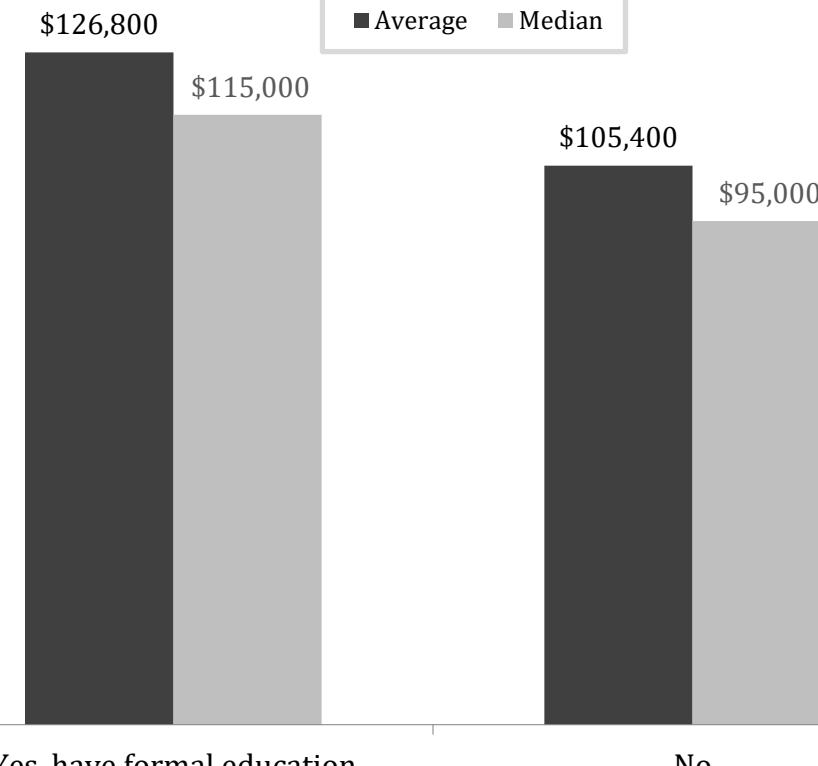


2023:	High School:	Some college:	2-year College degree:	4-year College degree:	MBA:	Other Grad degree:
Average	\$79,575	\$93,400	\$93,750	\$94,375	\$143,725	\$128,625
Median	\$76,000	\$76,000	\$86,000	\$92,000	\$125,000	\$118,000

Have you completed any formal education in logistics and/or supply chain management?

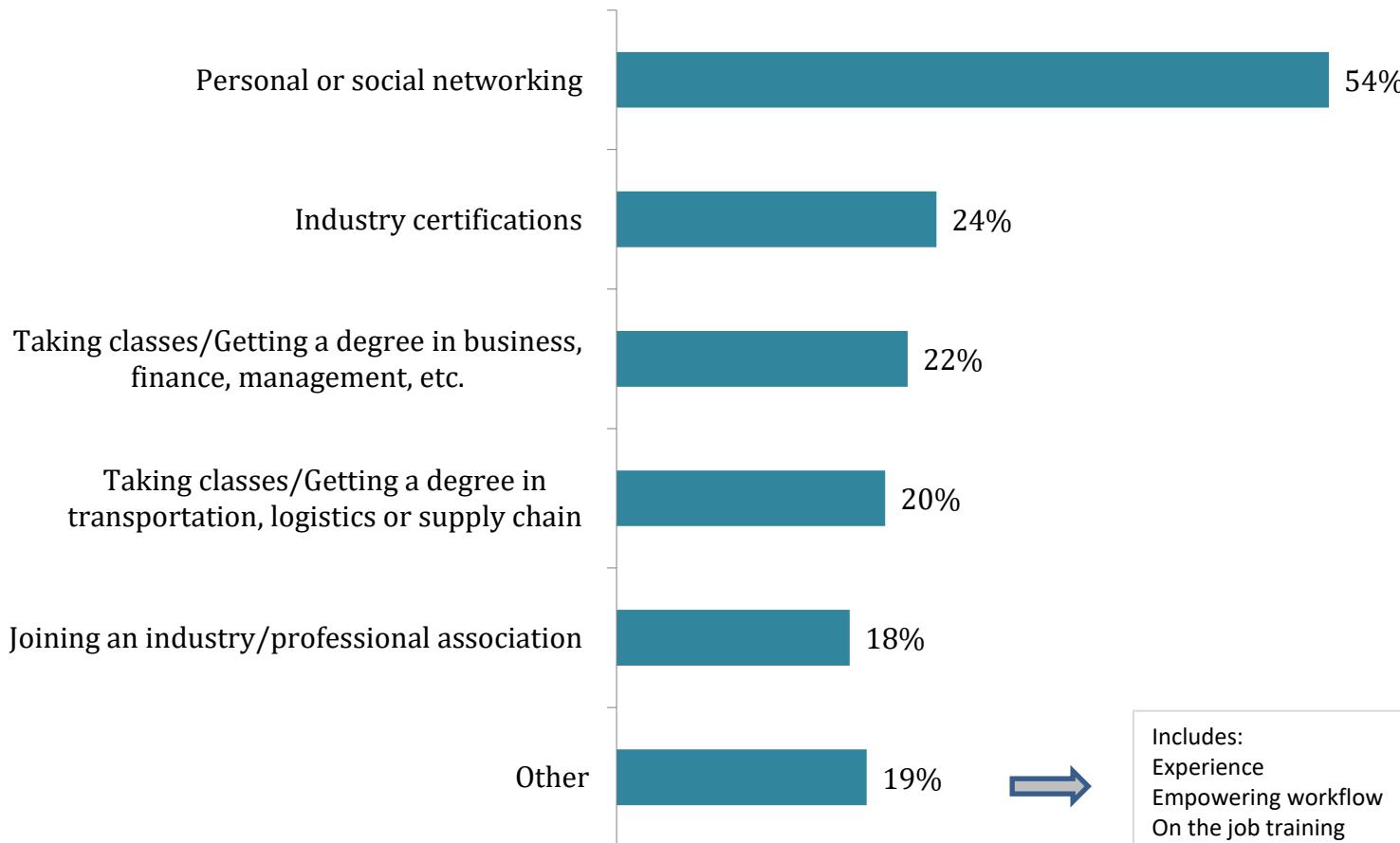


Salary by completion of formal education
(average & median)

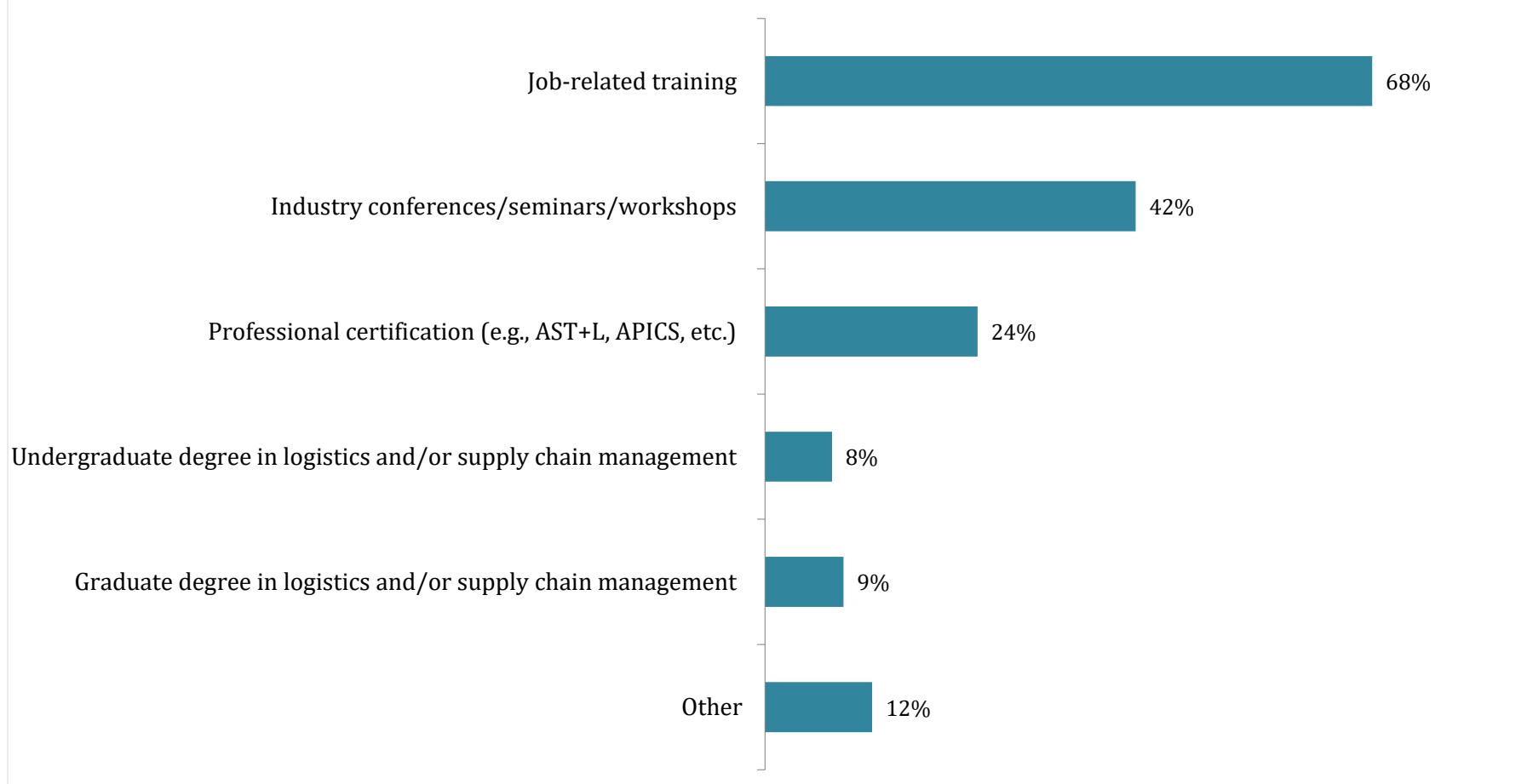


2023:	Yes, have formal education:	No:
Average	\$115,650	\$107,575
Median	\$105,000	\$89,000

What would you say have been the most important steps in advancing your career?

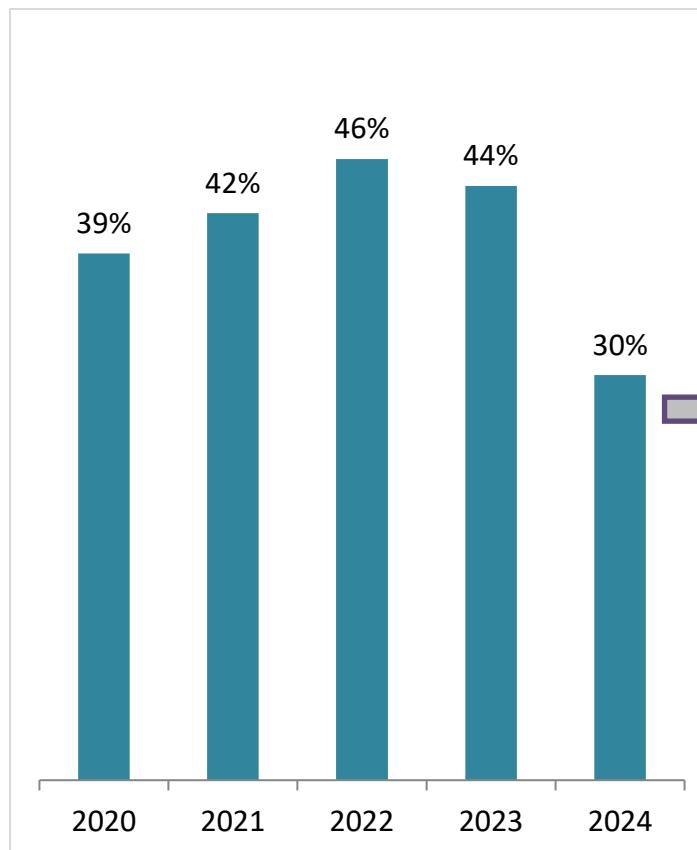


Note: Multiple answers accepted

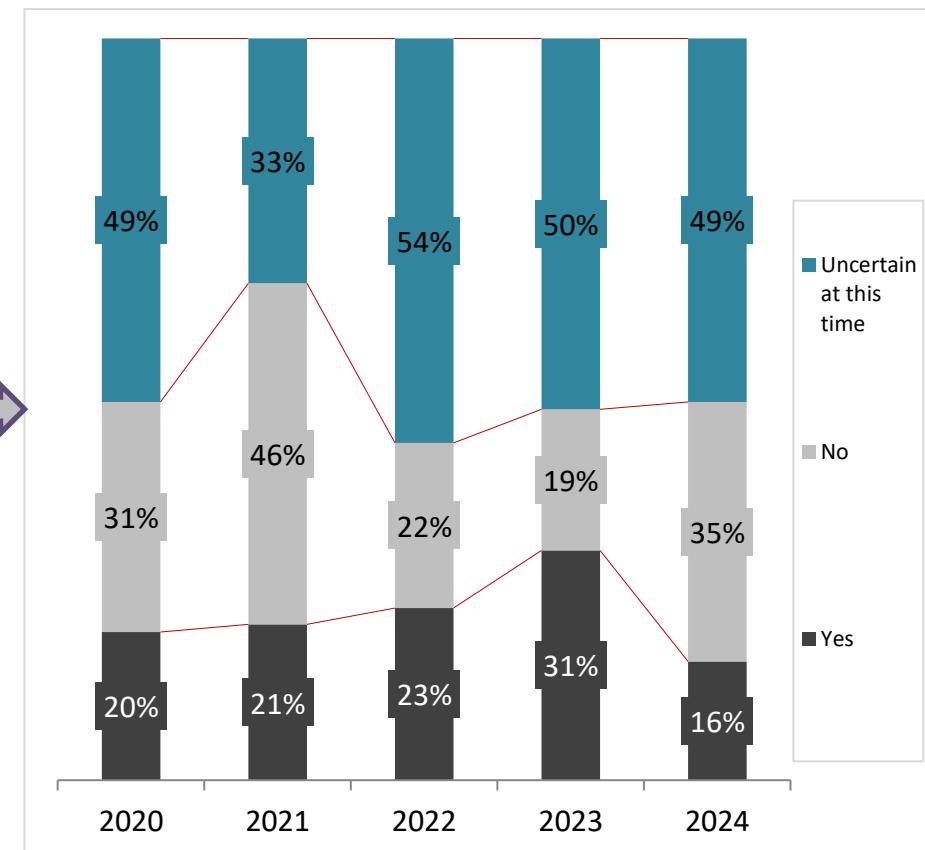
What type of logistics/supply chain management education have you completed?

Note: Multiple answers accepted

Are you planning to take any continuing education programs or classes during the next 12 months?



Do you think this class or program will enable you to earn a better salary?





2024 SALARY SURVEY

Logistics
MANAGEMENT

What one skill or area of expertise would you like to have that you feel would improve your level of pay or job position?

**Having salary of:
Less than \$50,000**

AI
Procurement
Logistics
Program Management
Being able to 'read' people better
Training
Ecommerce
Dedication
Longer time in the industry

**Having salary of:
\$50,000 - \$74,999**

Management
Managing conflict class
Logistic planning
PMP
Sales projections to manage importing
Inventory better
May some type of certified training
More knowledge
A degree
Customs brokerage education
More work opportunities
Licensed Broker
Personal skills
Knowledge in Parcel operations
Global knowledge
Forecasting
Accounting
Experience in managing a team
Certifications



2024 SALARY SURVEY

Logistics
MANAGEMENT

What one skill or area of expertise would you like to have that you feel would improve your level of pay or job position?

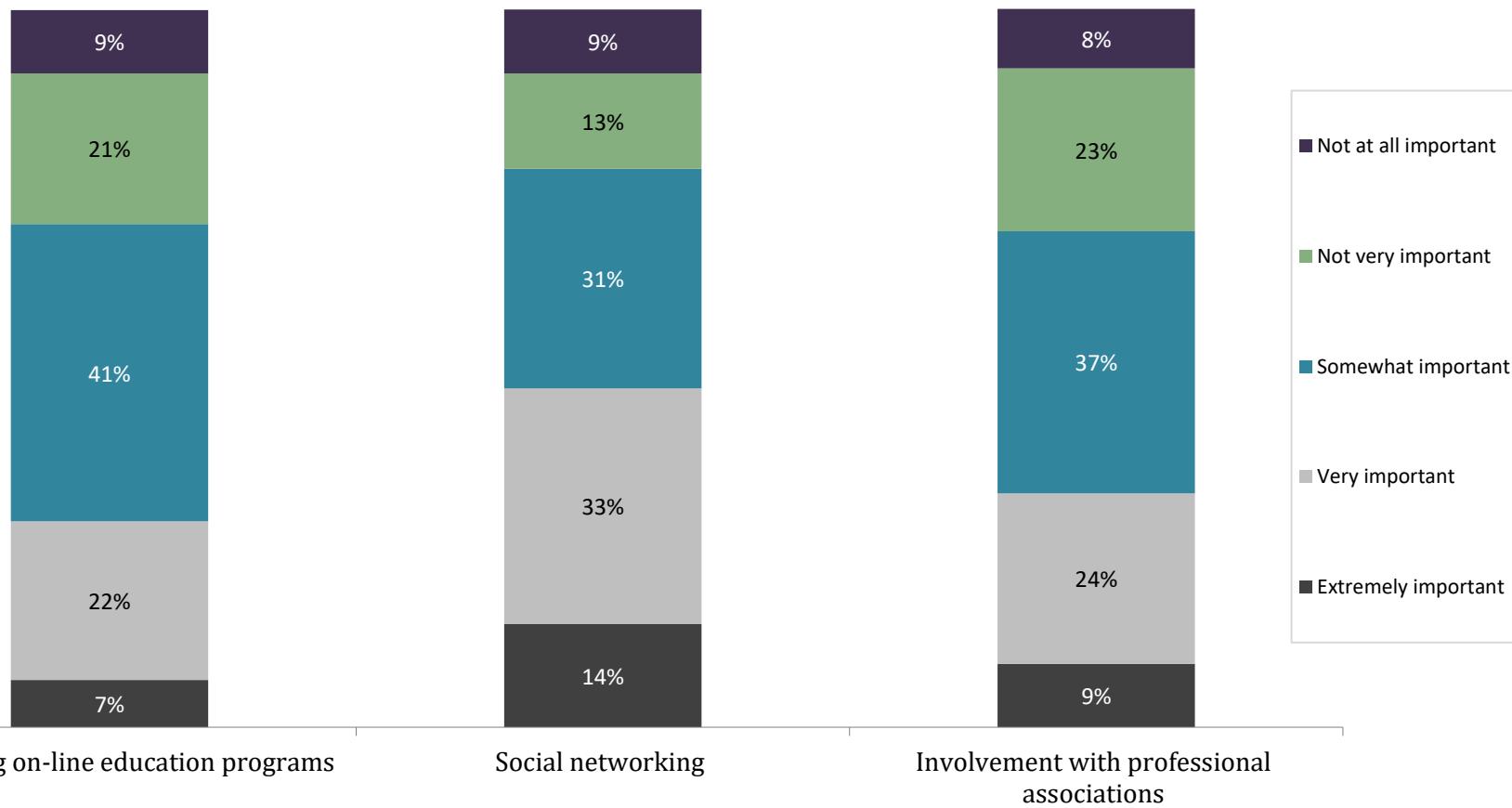
**Having salary of:
\$75,000 - \$99,999**

Data analysis, a high level of competency with BI, tableau
Better knowledge and understanding of Excel
Better communication skills
Analytics training using Power BI
SQL
Certification
Companies understanding of what is involved with Logistics
Proficient in Excel
Additional industry specific certifications
Purchasing Certification or degree
Better excel skills
More experience in demand planning and purchasing
ASCM Certification
Trade Compliance
Company Success will strongly influence improved pay

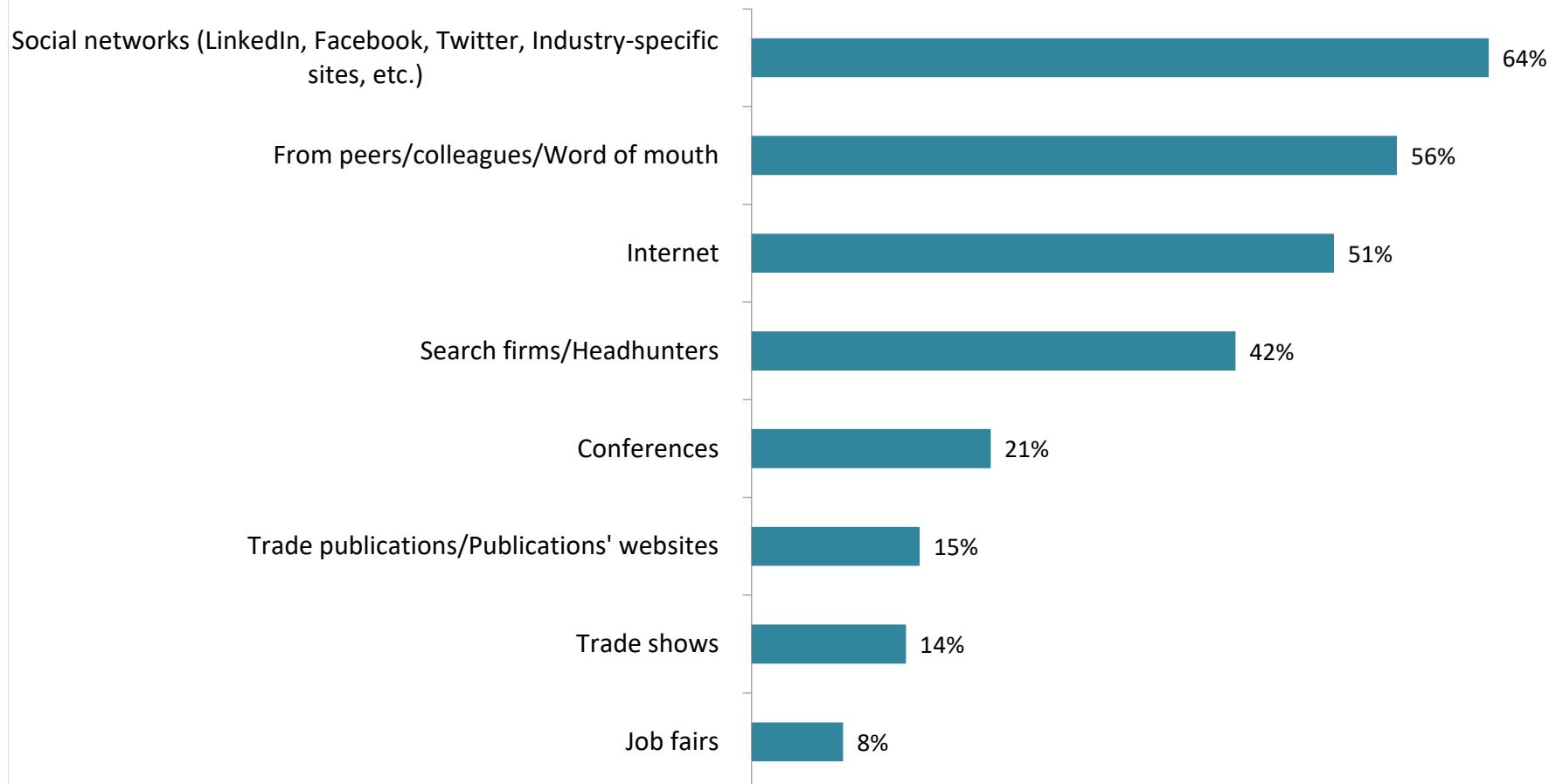
**Having salary of:
\$100,000 +**

AI
International Shipping
Certifications
More computer and IT skills
AI and automatization
Forecasting
Degree in accounting
More knowledge about supply chain management
Curiosity; to never stop asking the - why question
Better strategic planning management
More technical knowledge of products
Office Politics
Sales/Business Development
Analysis tools like Power BI
Advanced excel skills
Programming Languages
TMS expertise
P&L management
Trade compliance
A team to manage and support
Transportation side of logistics
Schmoozing
Communication
Personal relationships
Mindfulness and Health

How important are each of the following when negotiating your compensation?

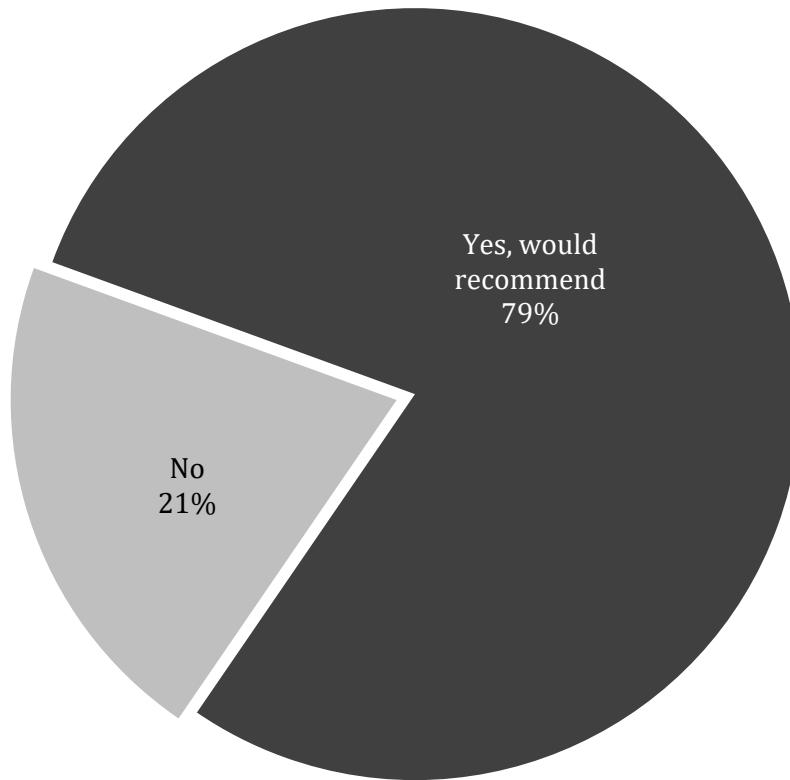


Which sources are most helpful in learning more about opportunities for better paying jobs in the logistics/supply chain marketplace?

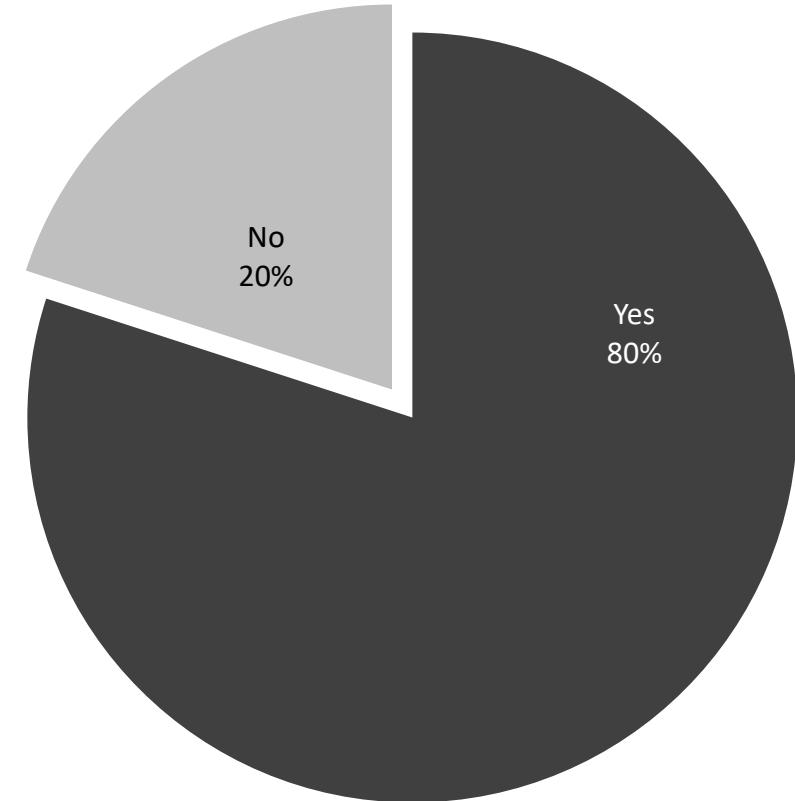


Note: Multiple answers accepted

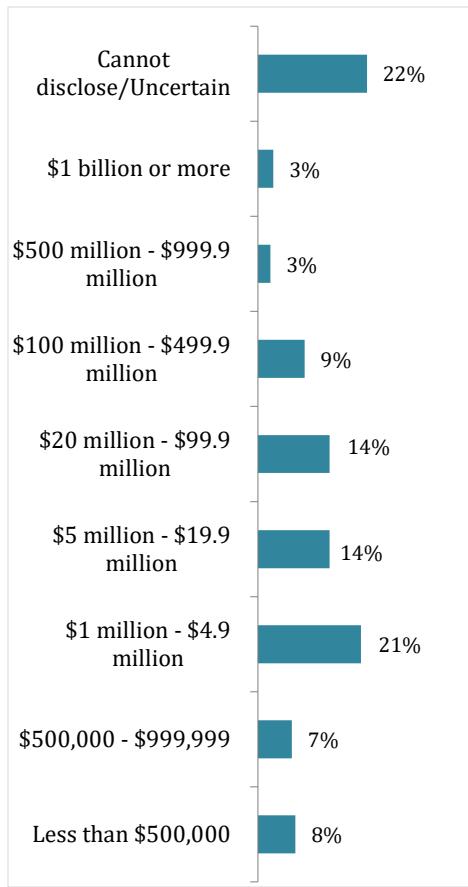
Would you recommend the logistics/supply chain management field to your son/daughter or to a friend?



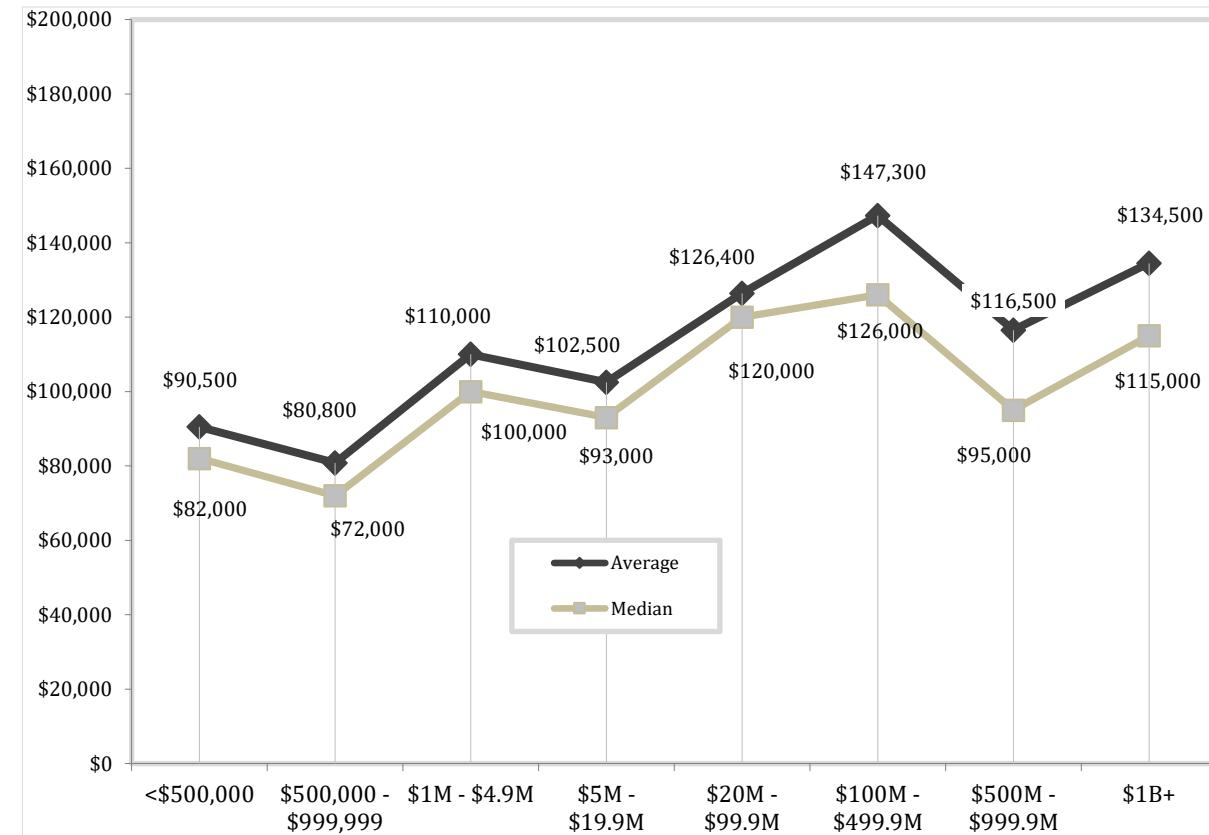
Are you seeing, or do you expect to see, younger managers enter the logistics and supply chain workforce?



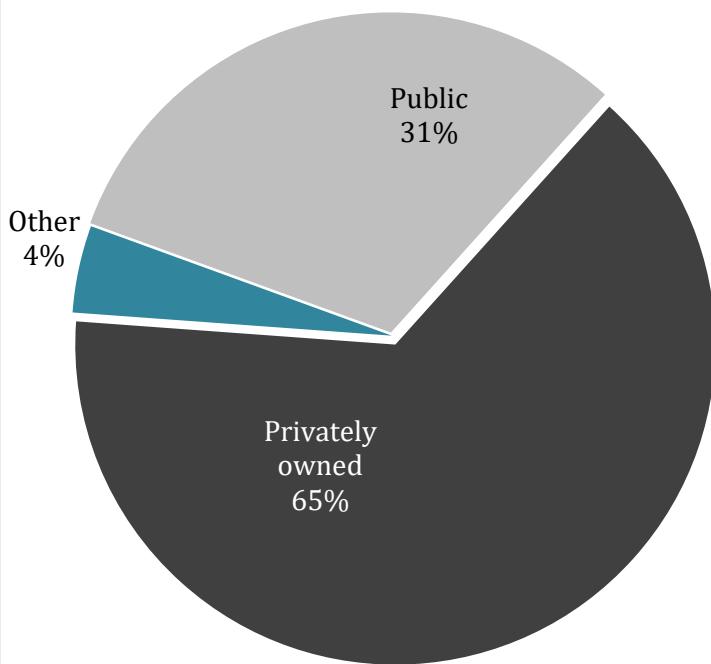
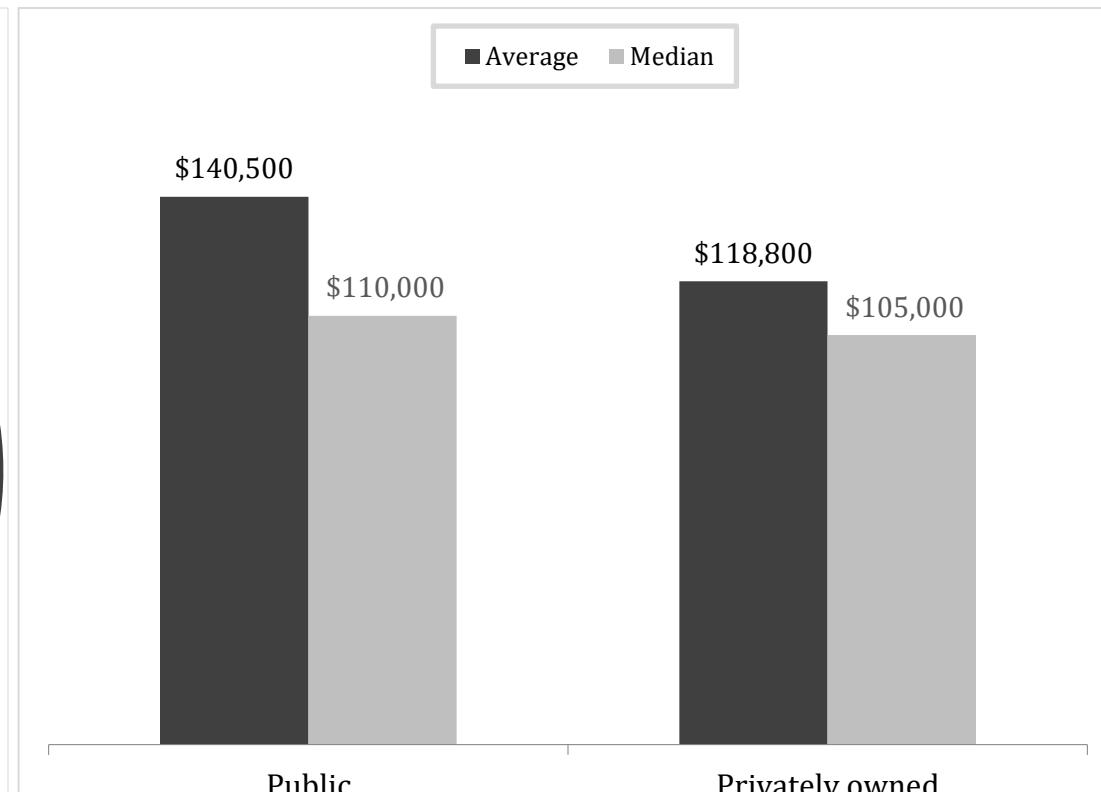
Annual spend on transportation



Salary by annual spend on transportation (average & median)



2023:	<\$500,000:	\$500,000 - \$999,999:	\$1M - \$4.9M:	\$5M - \$19.9M:	\$20M - \$99.9M:	\$100M - \$499.9M:	\$500M - \$999.9M:	\$1B+:
Average	\$88,775	\$87,600	\$93,600	\$101,630	\$123,300	\$149,255	\$119,750	\$123,560
Median	\$85,000	\$76,000	\$85,000	\$95,000	\$108,000	\$123,000	\$112,000	\$117,000

Is your company public or a privately owned company?**Salary by type of business**
(average & median)

<u>2023:</u>	<u>Public:</u>	<u>Privately owned:</u>
Average	\$110,575	\$109,820
Median	\$107,000	\$94,000

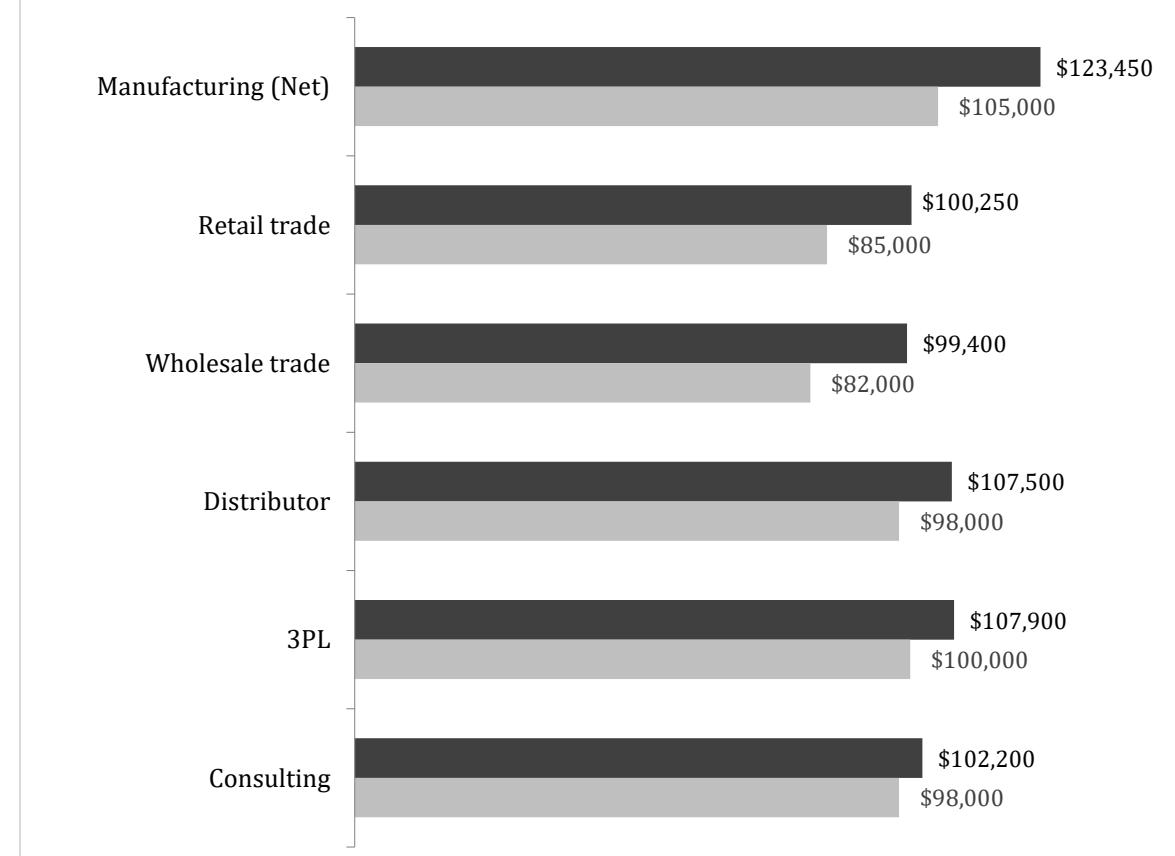
Primary business

Manufacturing (Net)	44%
Chemicals/Pharmaceuticals Manufacturing	8%
Food, Beverage, Tobacco Manufacturing	18%
Automotive and Transportation Equipment Manufacturing	11%
Electrical Equipment	3%
Industrial Machinery Manufacturing	10%
Other Manufacturing	19%
Wholesale Trade	9%
Retail Trade	9%
Distributor	10%
3PL Provider	12%
Business/Consulting Services	4%
Other non-manufacturing	12%

Note: Manufacturing industries receiving 3% + are listed above. Those receiving less than 3% are included in the Other Manufacturing category.

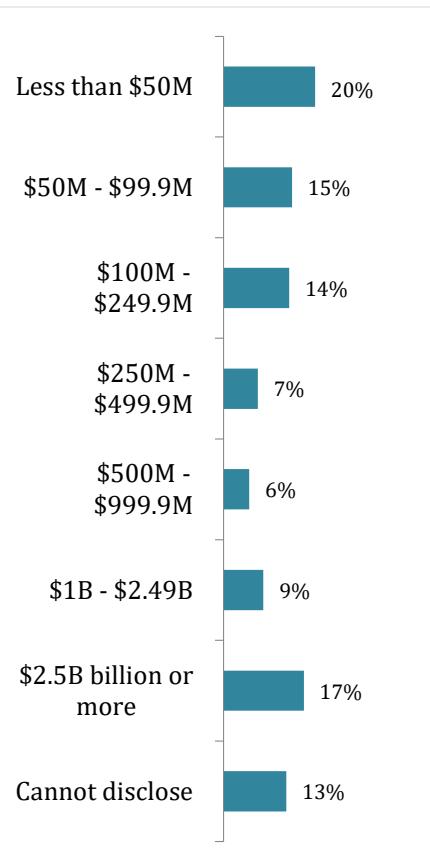
Salary by primary business

(average & median)

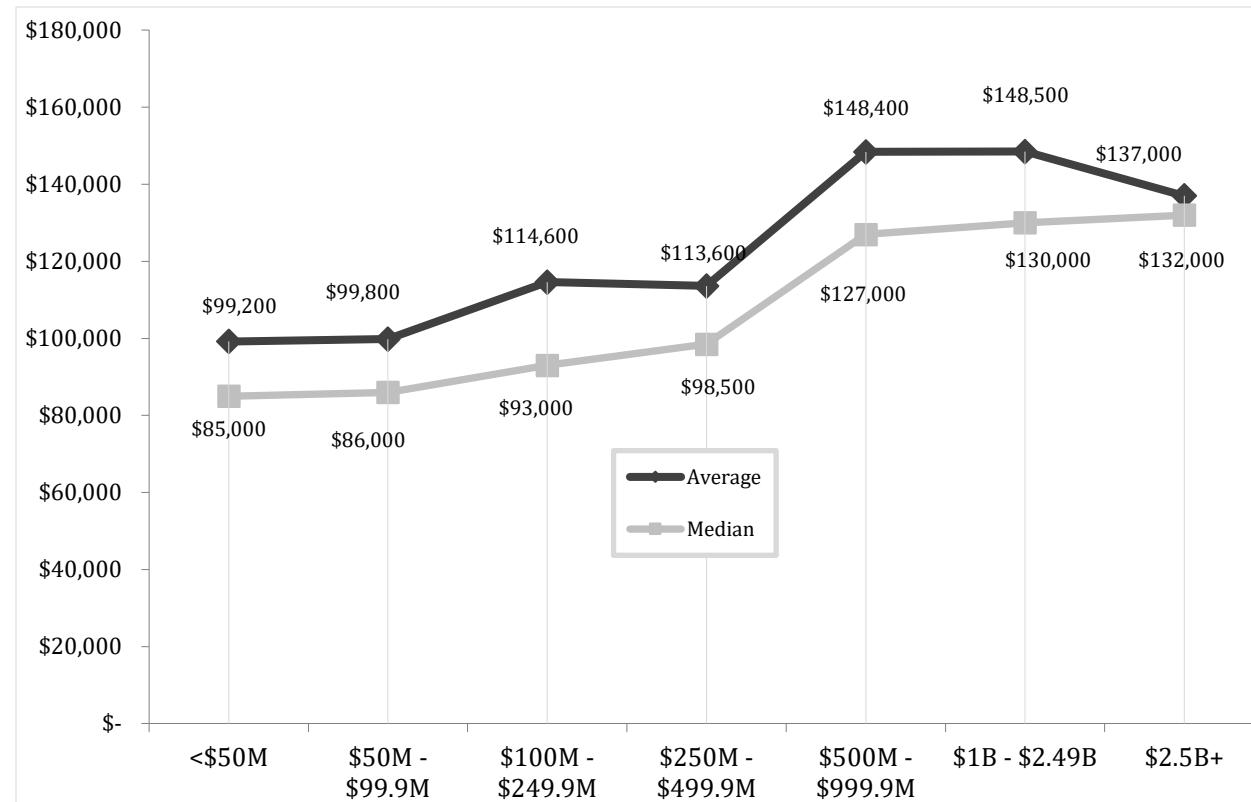


2023:	Manufacturing (Net):	Retail trade:	Wholesale trade:	Distributor:	3PL:	Consulting:
Average	\$114,320	\$93,325	\$95,350	\$110,480	\$102,250	\$106,875
Median	\$90,000	\$81,000	\$85,000	\$99,000	\$90,000	\$89,000

Estimated 2023 company revenues

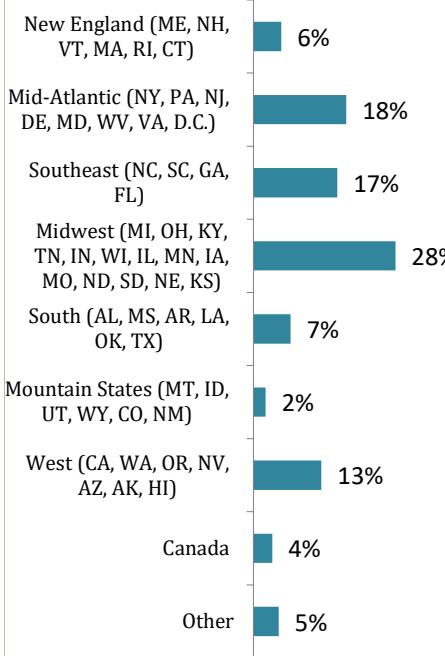


Salary by company revenues (average and median)



2023:	<\$50M:	\$50M - \$99.9M:	\$100M - \$249.9M:	\$250M - \$499.9M:	\$500M - \$999.9M:	\$1B - \$2.49B:	\$2.5B+:
Average	\$95,220	\$95,250	\$103,575	\$114,825	\$120,510	\$119,100	\$127,650
Median	\$87,000	\$91,000	\$98,000	\$96,000	\$115,000	\$105,000	\$121,000

Region



2023:	Average:	Median:
New England	\$116,300	\$98,000
Mid-Atlantic	\$104,175	\$99,000
Southeast	\$103,500	\$93,000
South	\$98,500	\$101,000
Midwest	\$106,550	\$99,000
Mountain	\$101,875	\$109,000
West	\$99,250	\$90,000
Canada	\$99,400	\$92,000

Salary by region

(average & median)

Mountain

Average	\$105,700
Median	\$100,000
MT, ID, UT, WY, CO, NM	

Midwest

Average	\$106,950
Median	\$100,000
MI, OH, KY, TN, IN, WI, IL, MN, IA, MO, ND, SD, NE, KS	

New England

Average	\$120,100
Median	\$90,000
ME, NH, VT, MA, RI, CT	

Mid-Atlantic

Average	\$103,400
Median	\$99,000
NY, PA, NJ, DE, MD, WV, VA, DC	

South

Average	\$102,600
Median	\$100,000
AL, MS, AR, LA, OK, TX	

Southeast

Average	\$102,000
Median	\$93,000
NC, SC, GA, FL	