

2021 SALARY SURVEY

February 2021



CONDUCTED BY

PRG
PEERLESS RESEARCH GROUP

CONDUCTED FOR

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 January and February 2021, 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. 2021 results are based on 370 qualified respondents (488 respondents were surveyed in 2019 and 512 in 2018). The margin of error for this study is +/- 5.1%, meaning if the entire population responded, results may vary by +/- 5.1%.

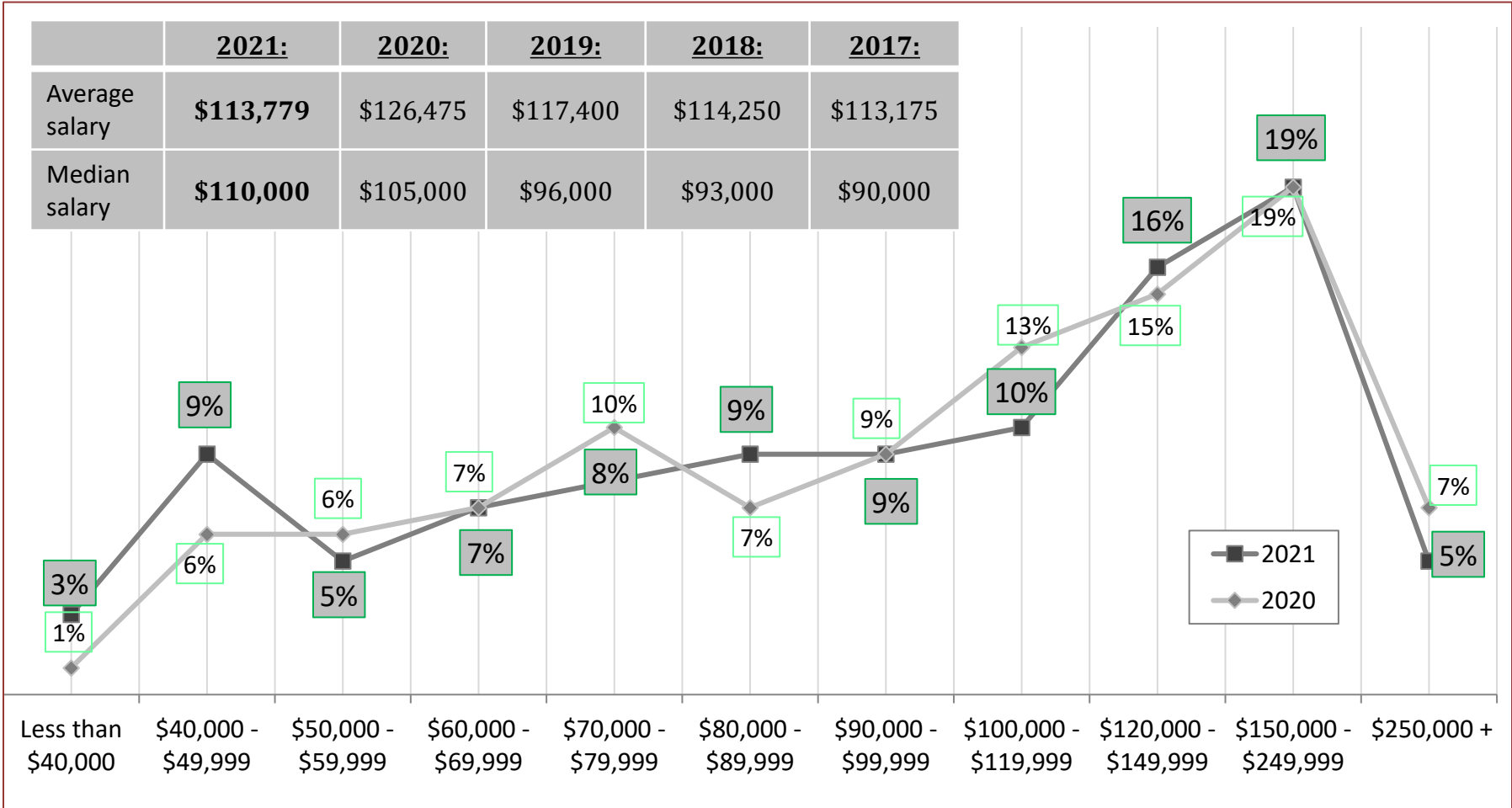
Definitions: The mean is the average of a given set of values. The median is the mid-point in a set of values where one-half of the values are more than the mid-point, the other half are lower.



2021 SALARY SURVEY

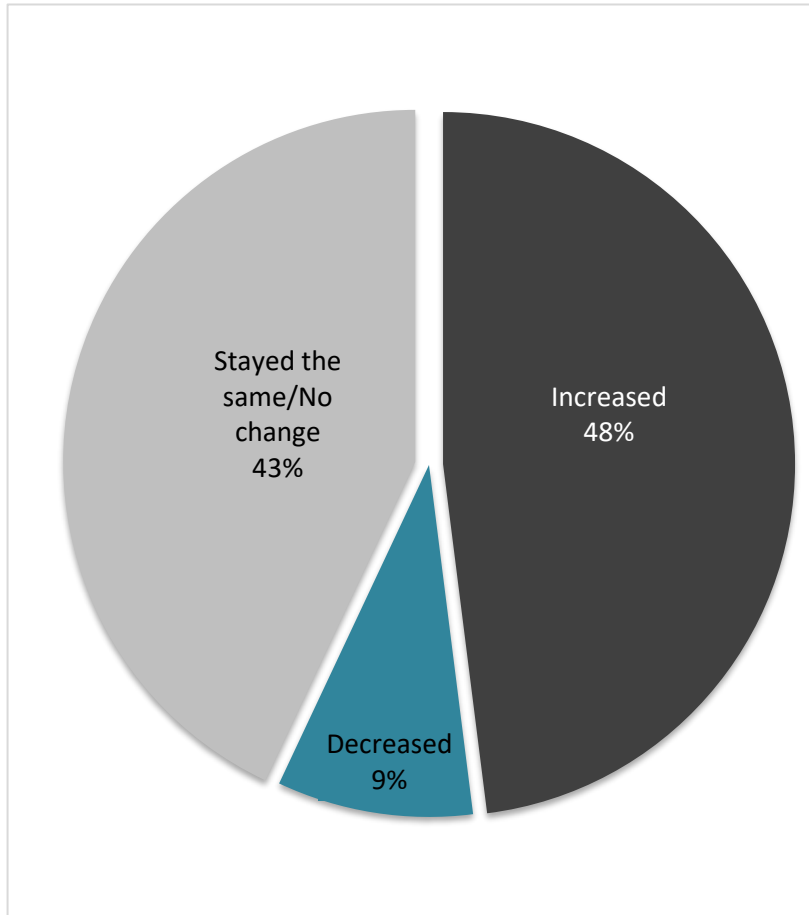
What is your current total annual salary for 2021? (Includes bonuses and commissions, etc.)

	2021:	2020:	2019:	2018:	2017:
Average salary	\$113,779	\$126,475	\$117,400	\$114,250	\$113,175
Median salary	\$110,000	\$105,000	\$96,000	\$93,000	\$90,000

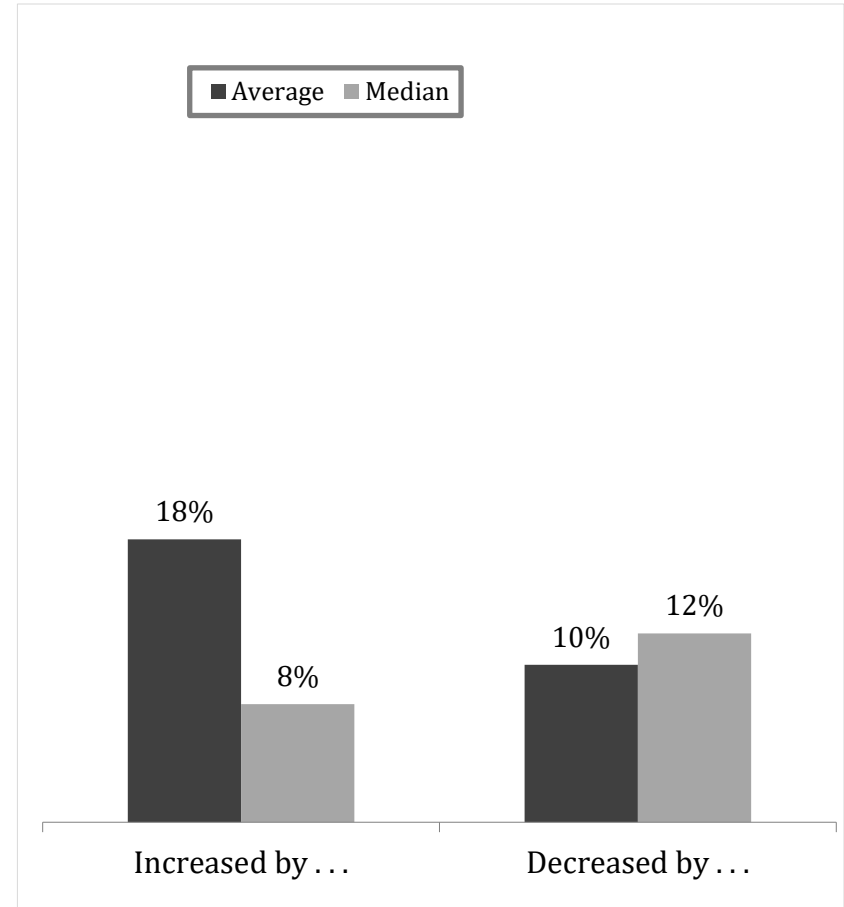




In the past year, has your salary level . . .



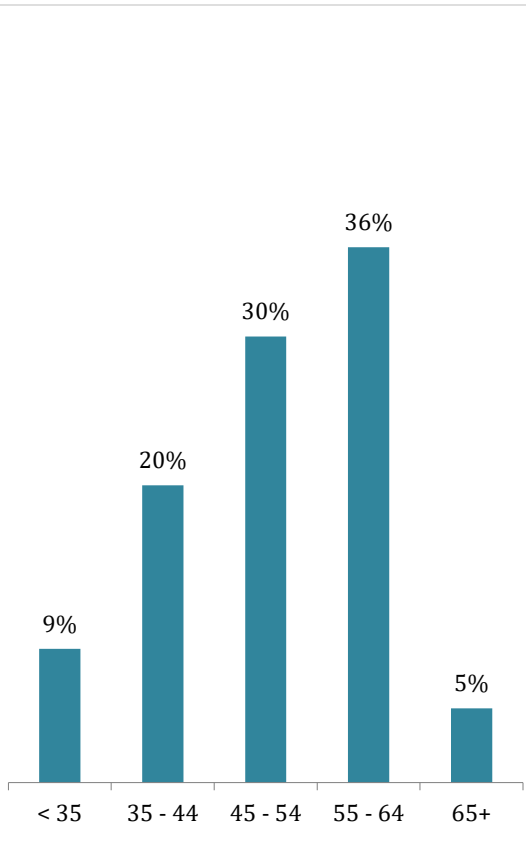
By what percent did your salary level change?



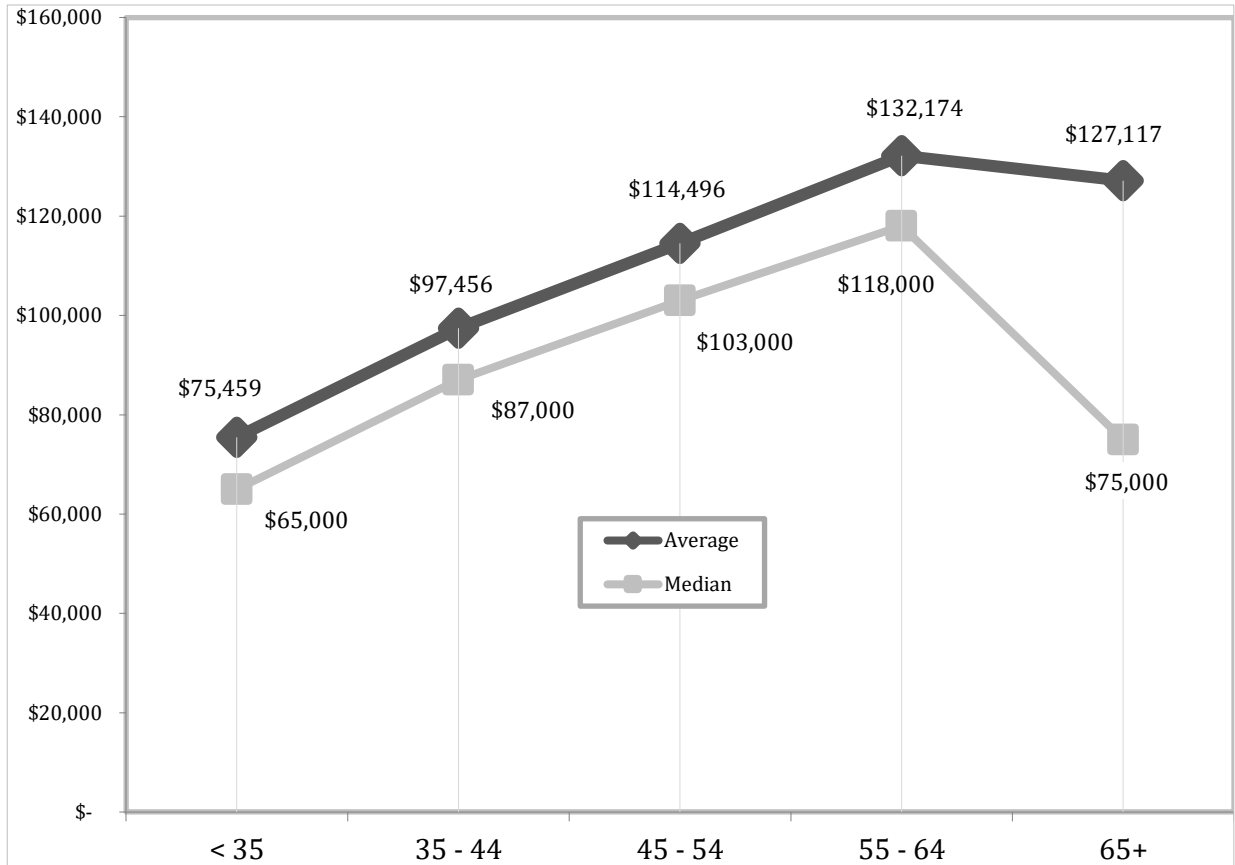


2021 SALARY SURVEY

Age



Salary by age (average & median)

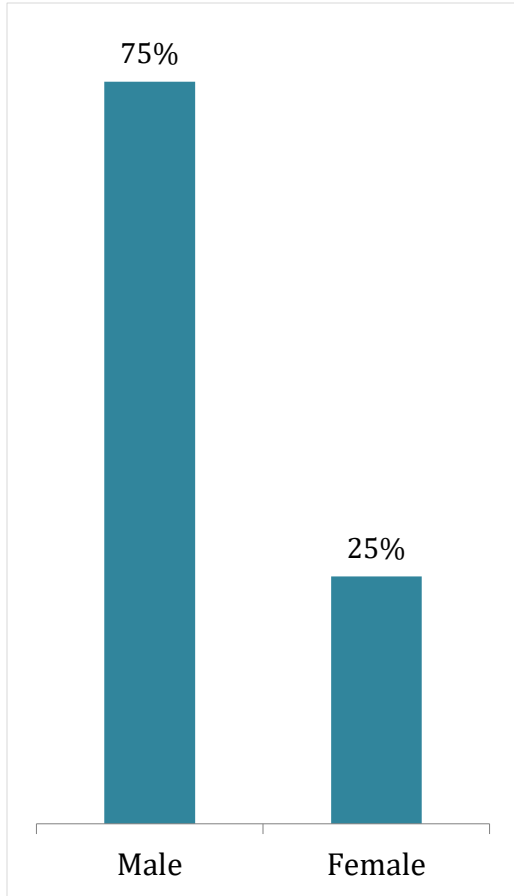


2020:	< 35 yrs.:	35 - 44 yrs.:	45 - 54 yrs.:	55 - 64 yrs.:	65+ yrs.:
Average	\$ 84,415	\$103,535	\$125,960	\$145,540	\$125,165
Median	\$ 71,000	\$90,000	\$105,000	\$122,000	\$74,000

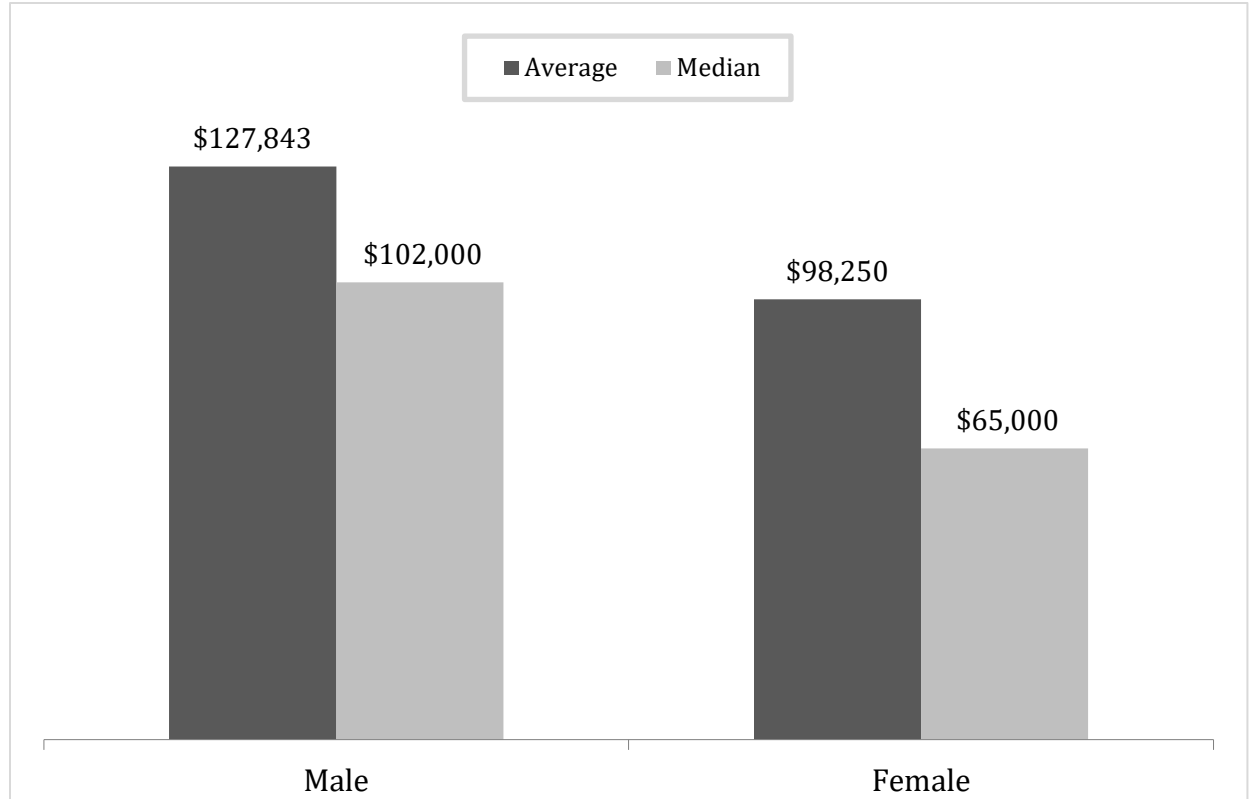


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Gender



Salary by gender (average & median)

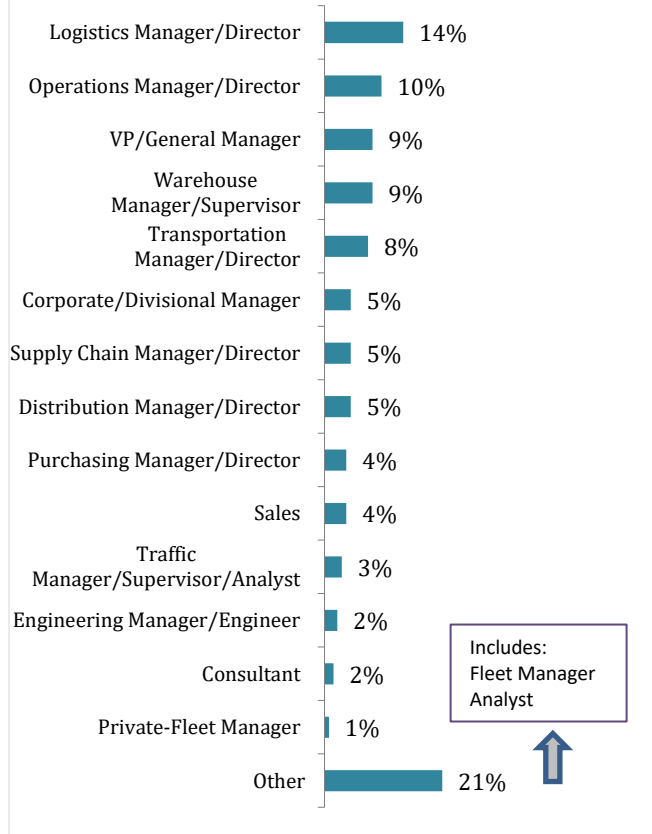


2020:	Male:	Female:
Average	\$ 131,425	\$102,820
Median	\$ 110,000	\$79,000

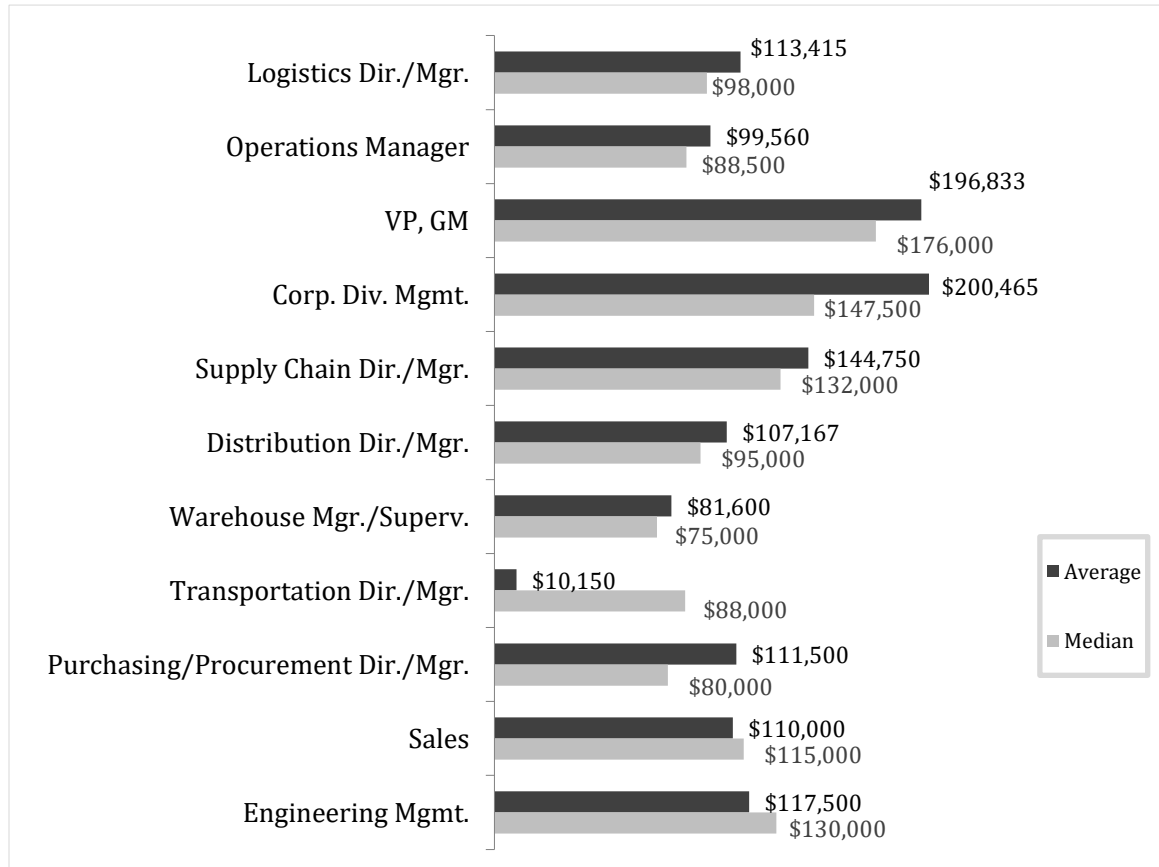


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Job title



Salary by job title (average & median)

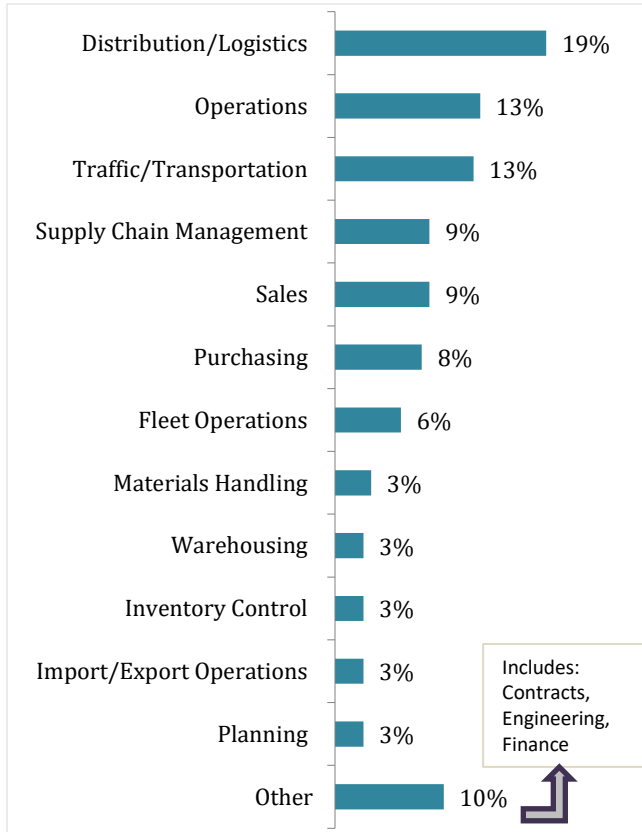


2020:	Logistics Dir./Mgr.:	Operations Manager:	VP, GM:	Corp. Div. Mgmt.:	Supply Chain Dir./Mgr.:	Distribution Dir./Mgr.:	Warehouse Mgr./Superv.:	Transportation Dir./Mgr.:	Purchasing/Procurement Dir./Mgr.:	Sales:	Engineering Mgmt.:
Average	\$120,200	\$109,960	\$203,045	\$203,200	\$149,785	\$103,435	\$86,840	\$109,005	\$114,370	\$115,765	\$120,460
Median	\$112,000	\$93,500	\$160,000	\$165,000	\$130,000	\$94,500	\$78,000	\$91,000	\$82,000	\$116,000	\$134,000



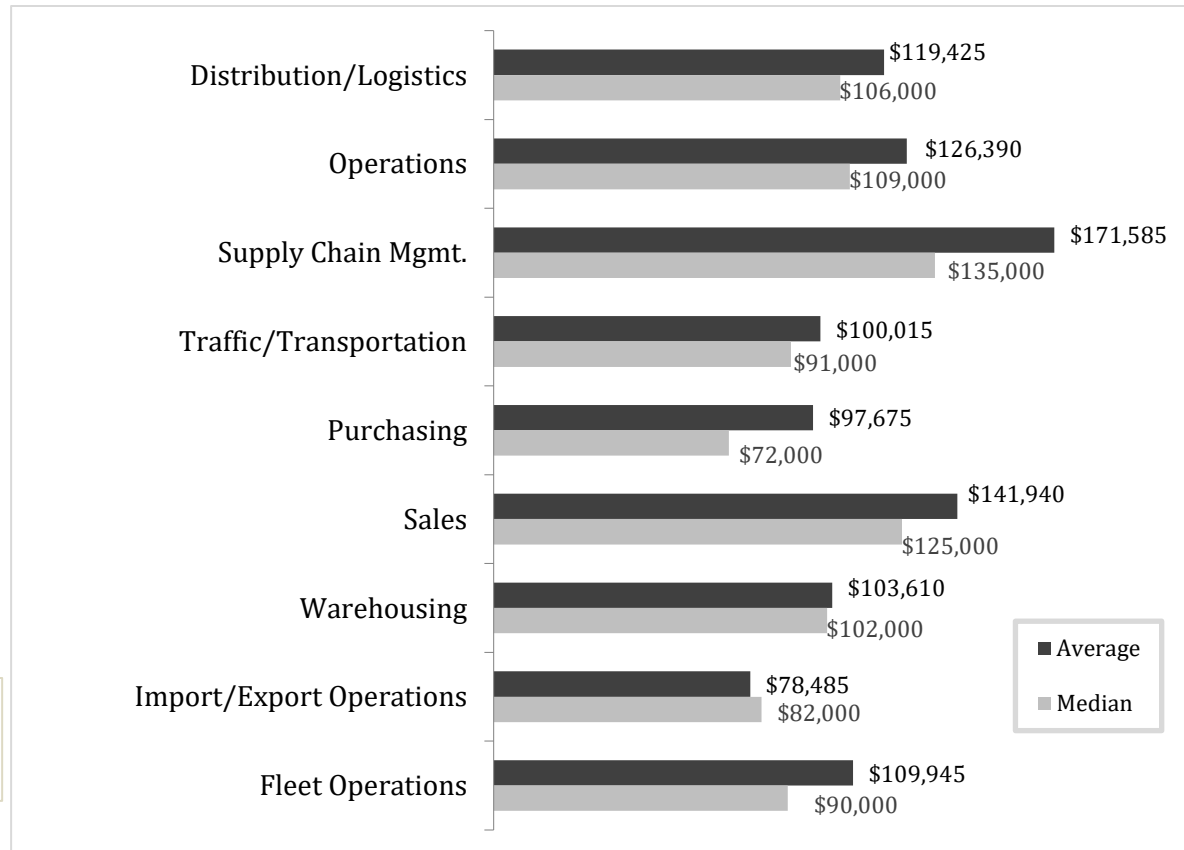
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Single most important job function



Salary by most important job function

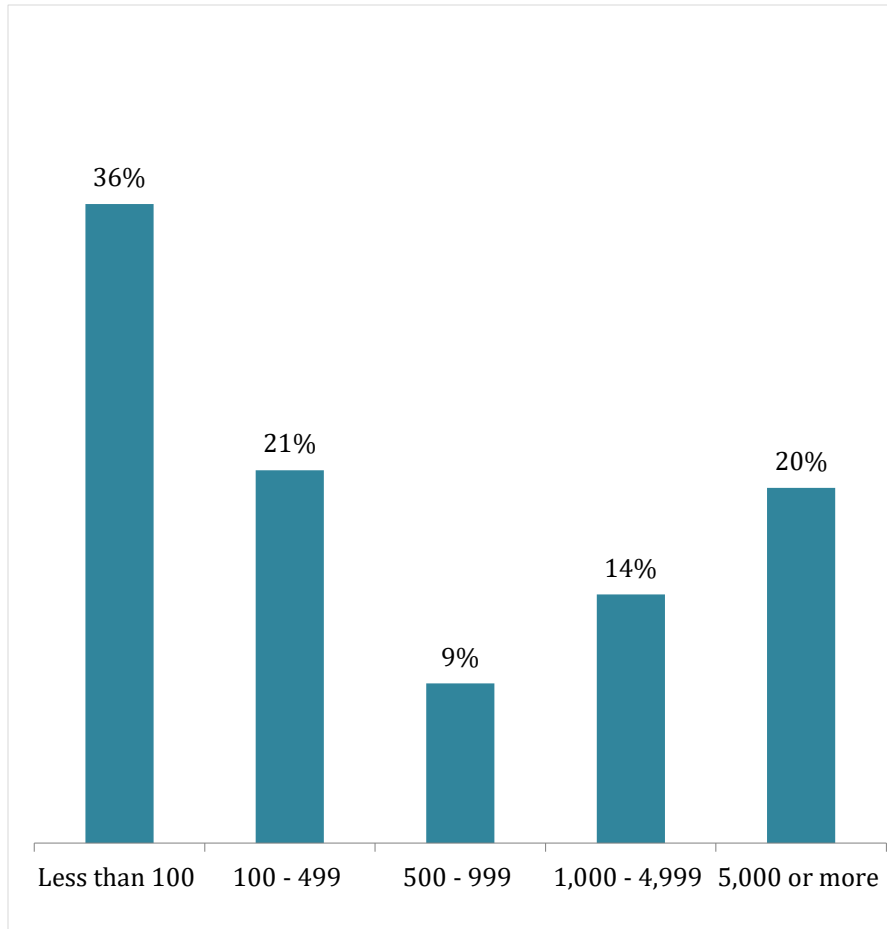
(average & median)



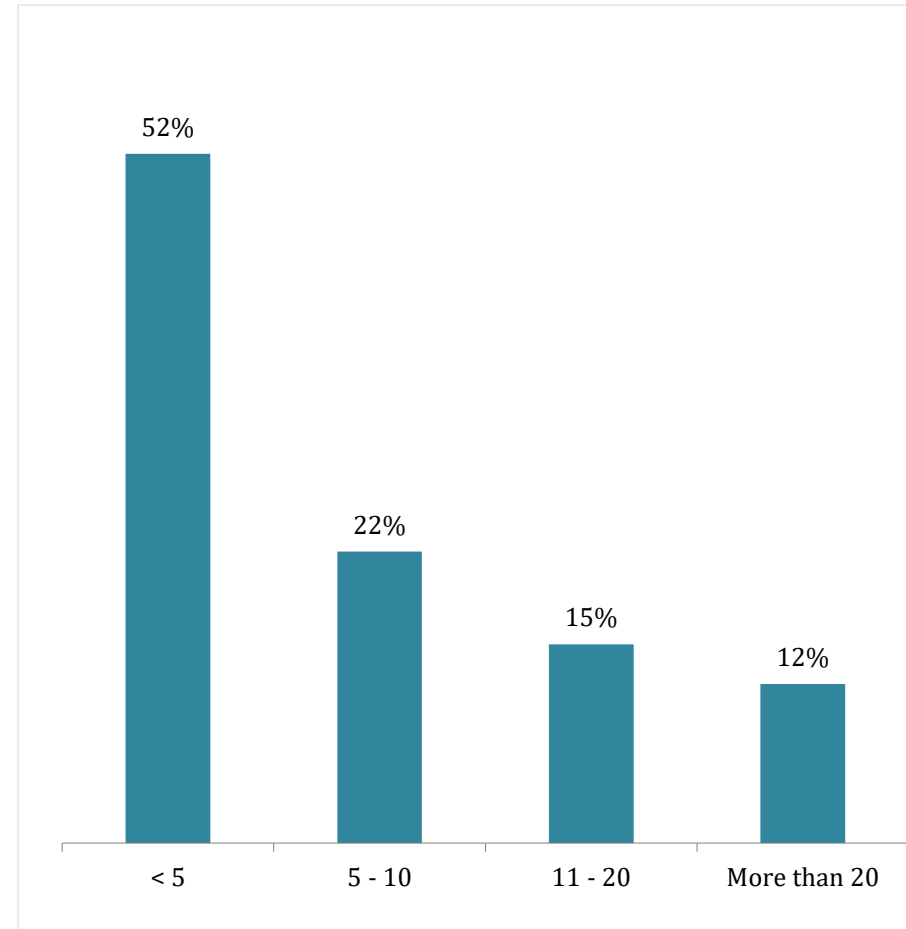
2020:	Distribution/Logistics:	Operations:	Supply Chain Mgmt.:	Traffic/Transportation:	Purchasing:	Sales:	Warehousing:	Import/Export Operations:	Fleet Operations:
Average	\$119,425	\$126,390	\$171,585	\$100,015	\$97,675	\$141,940	\$103,610	\$78,485	\$109,945
Median	\$106,000	\$109,000	\$135,000	\$91,000	\$72,000	\$125,000	\$102,000	\$82,000	\$90,000



How many people does your company employ?

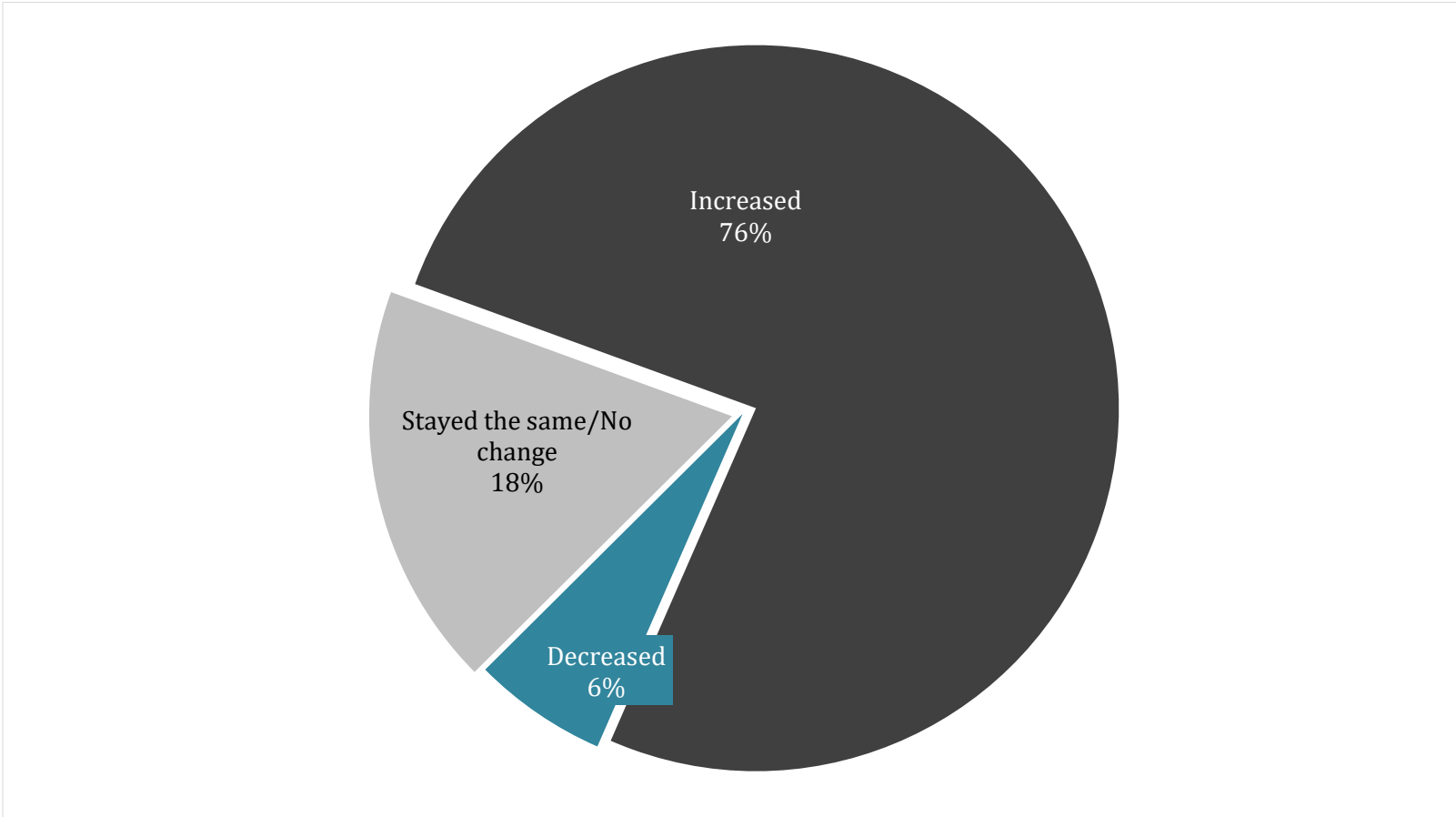


How many people report directly to you?





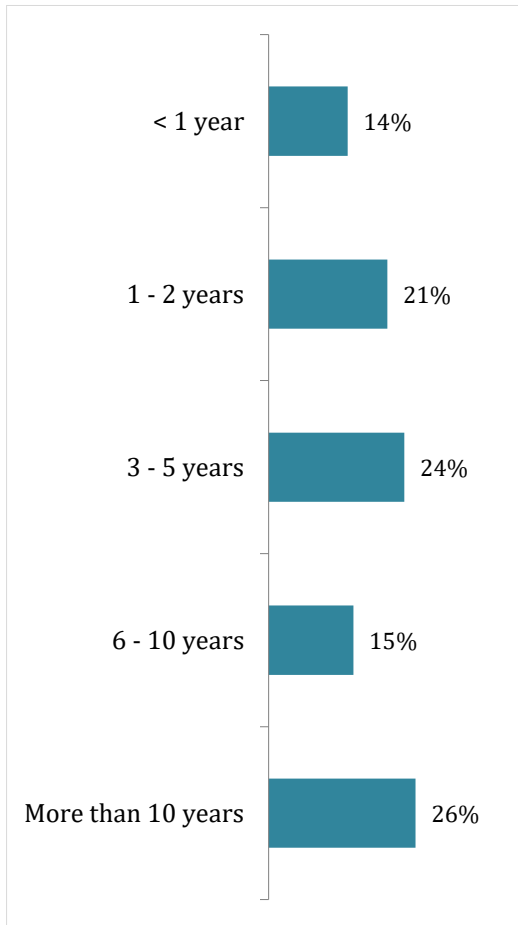
Has the number of functions you perform in your job increased, decreased or stayed the same over the last 2 to 3 years?



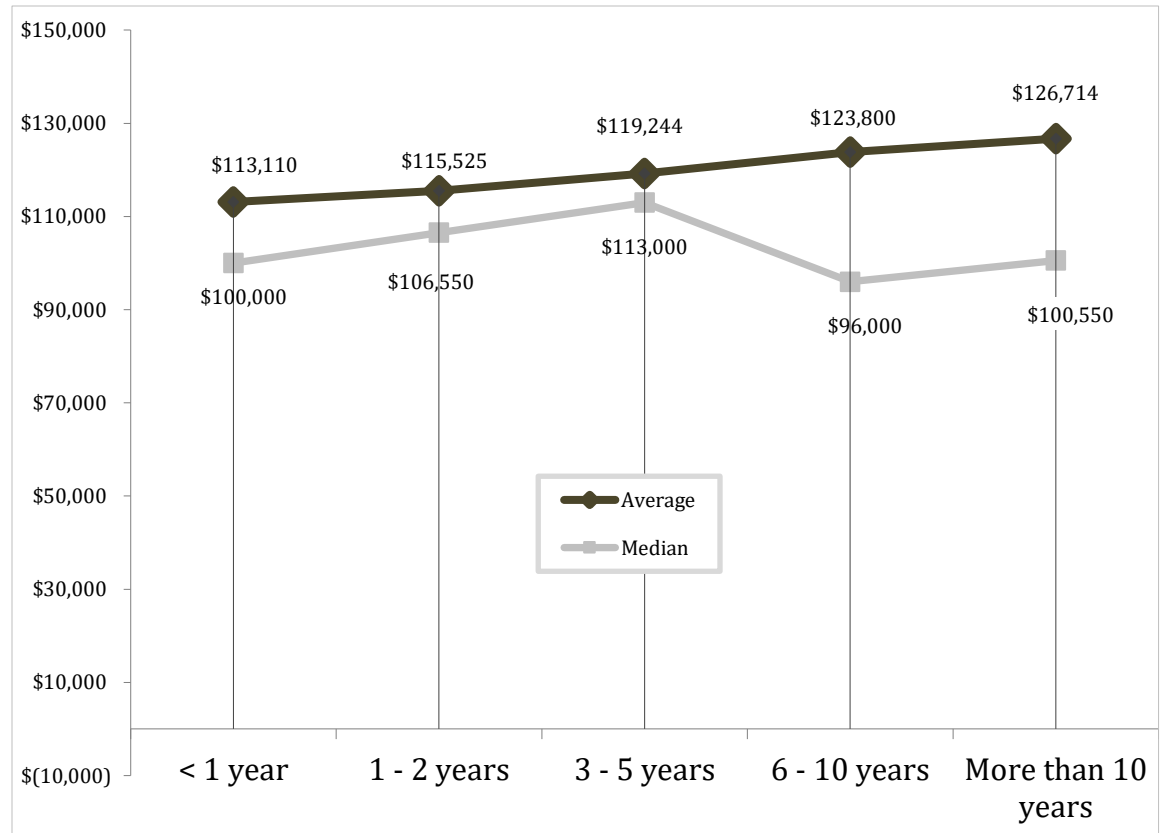


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Years in present position



Salary by years in present position (average & median)

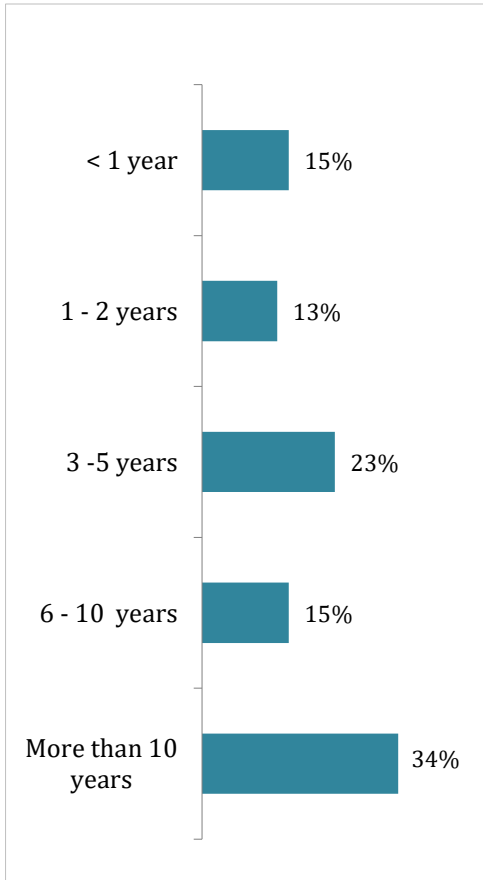


2020:	< 1 year:	1 - 2 years:	3 - 5 years:	6 - 10 years:	More than 10 years:
Average	\$118,415	\$122,080	\$121,735	\$120,080	\$132,650
Median	\$112,000	\$100,000	\$110,000	\$90,850	\$105,000

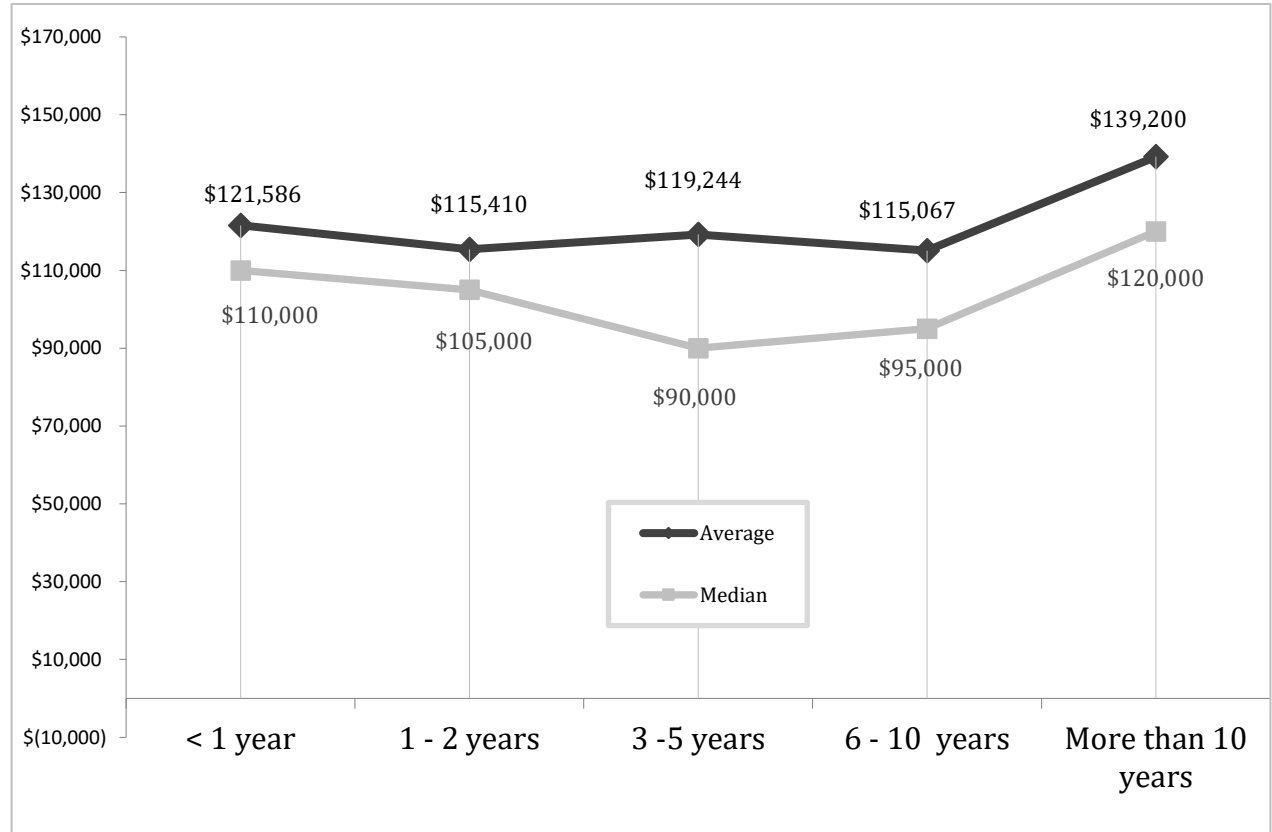


2021 SALARY SURVEY

Years with present employer



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

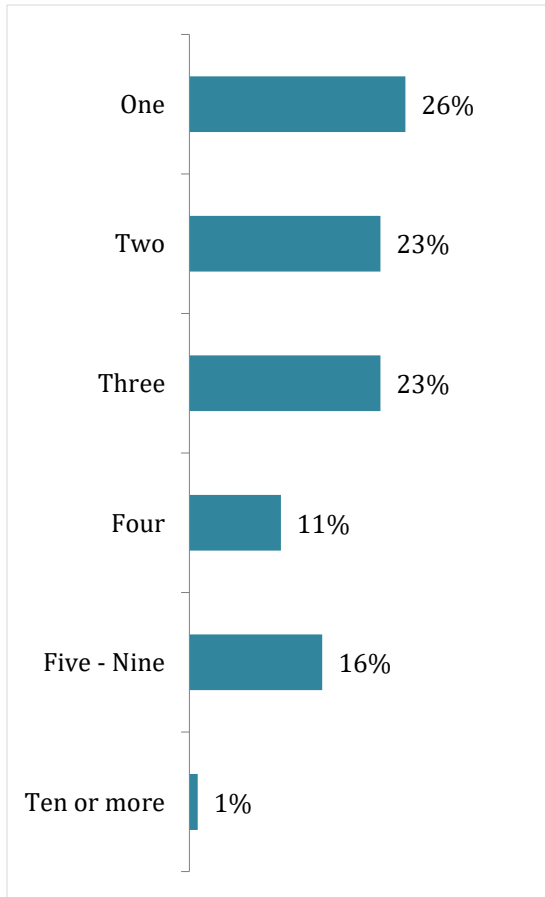


2020:	< 1 year:	1 - 2 years:	3 - 5 years:	6 - 10 years:	More than 10 years:
Average	\$120,240	\$119,750	\$113,890	\$115,775	\$141,995
Median	\$115,000	\$107,890	\$95,000	\$92,000	\$110,000



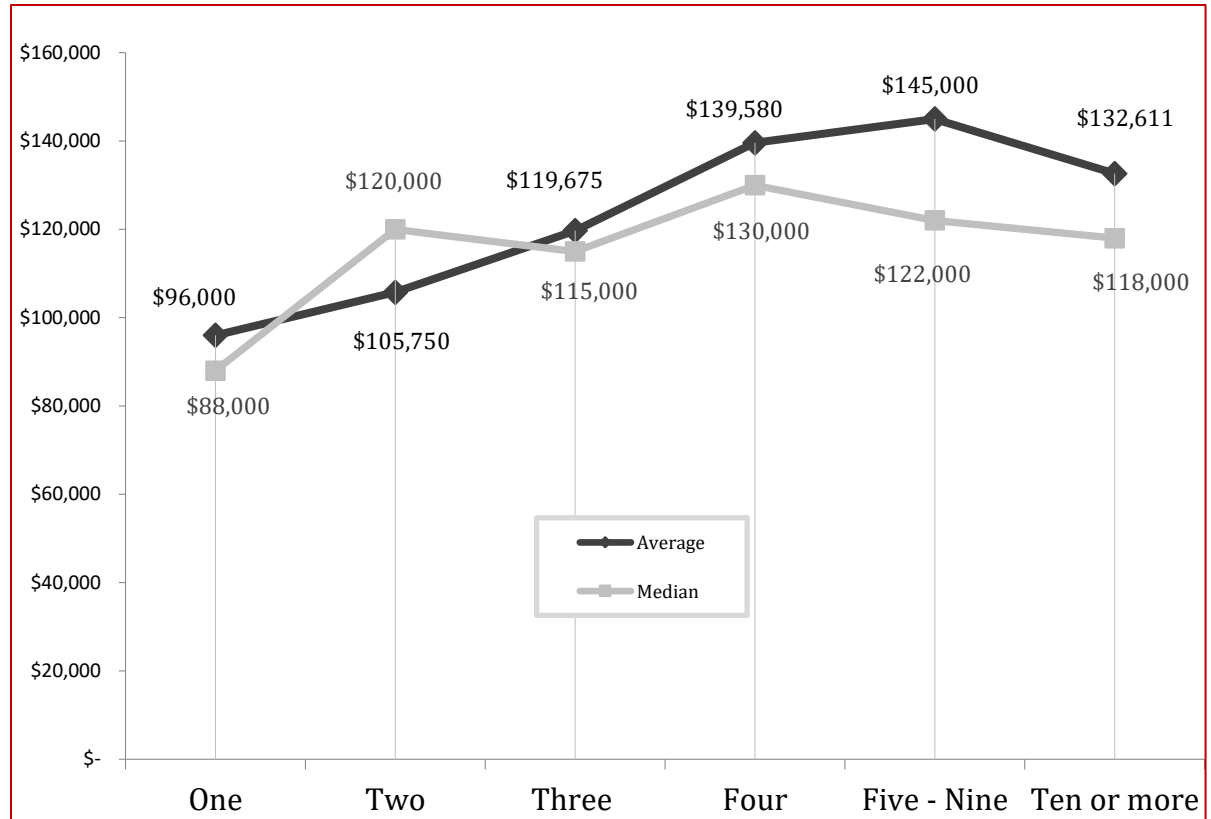
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of different employers



Salary by # of different employers

(average & median)

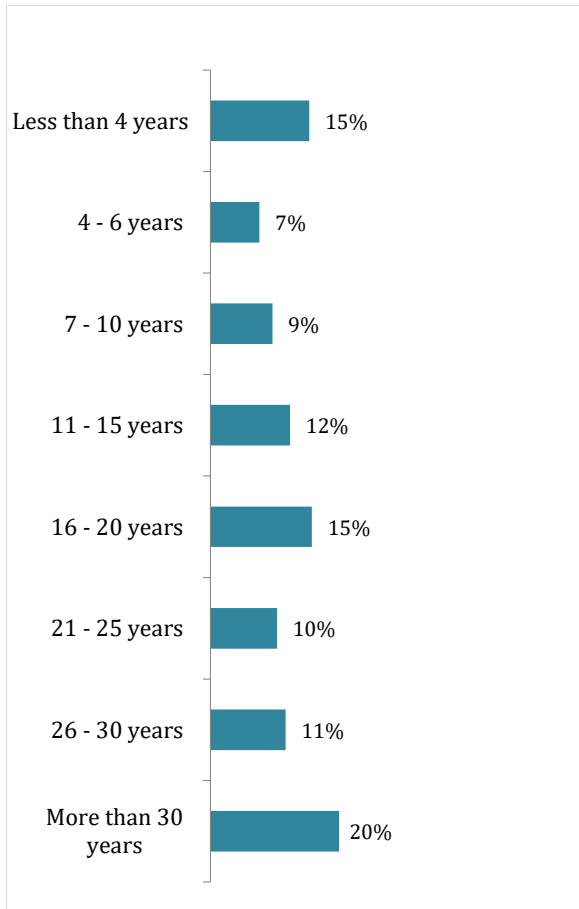


2020:	One:	Two:	Three:	Four:	Five - Nine:	Ten or more:
Average	\$99,440	\$110,795	\$125,275	\$155,200	\$135,750	\$129,820
Median	\$85,000	\$130,000	\$110,000	\$137,500	\$115,000	\$112,000

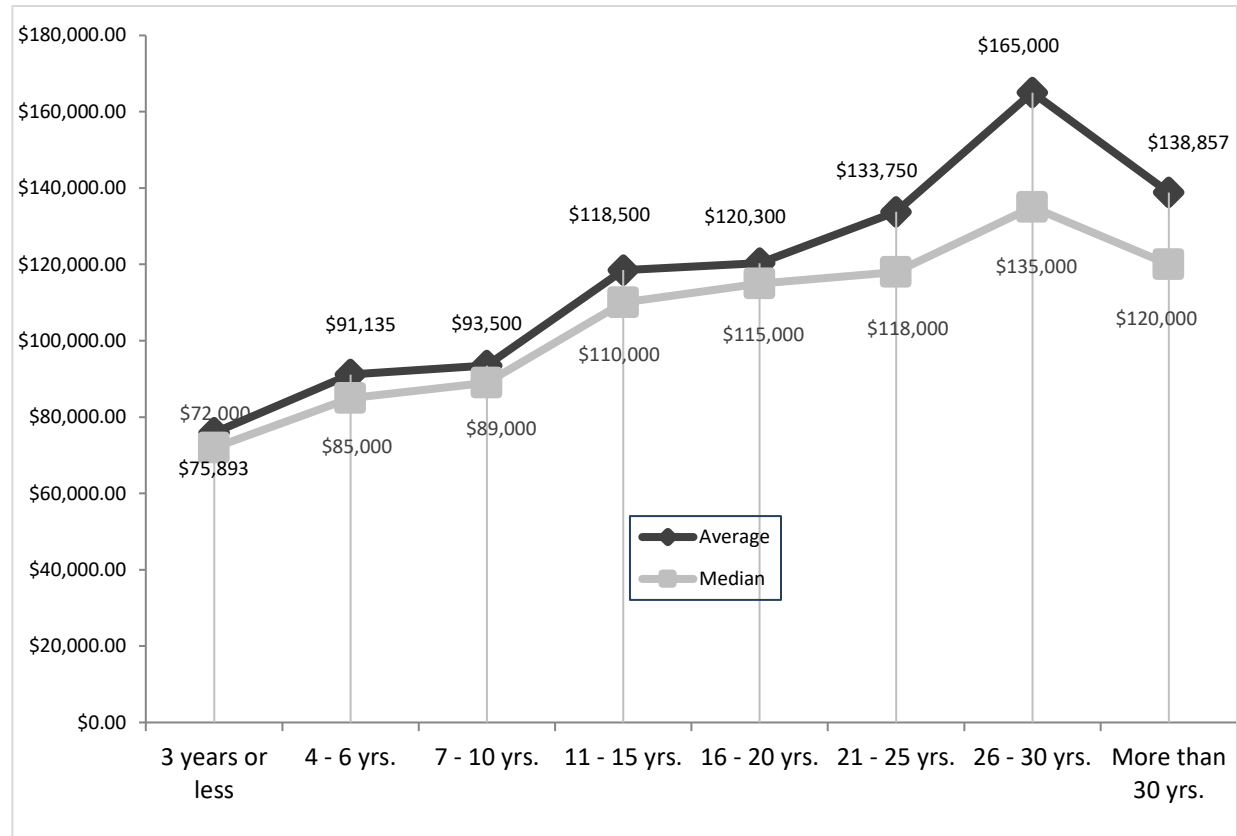


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Years of logistics/supply chain management experience



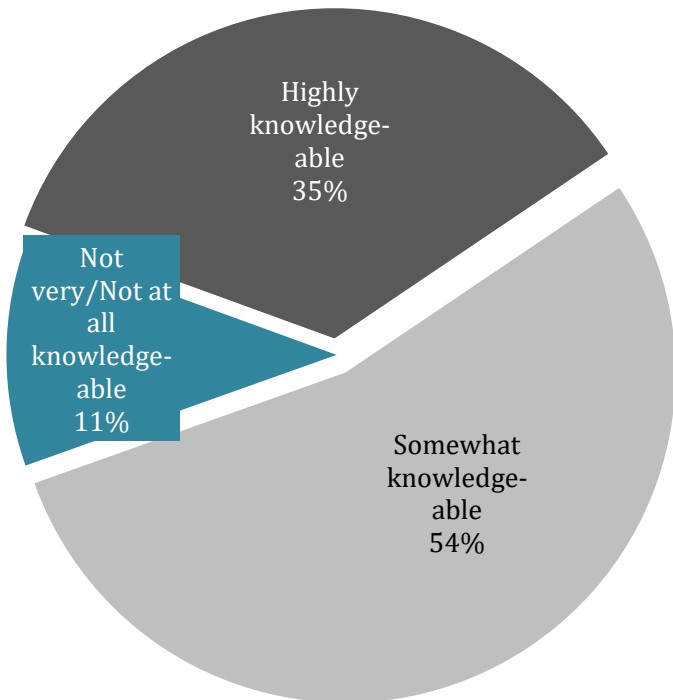
Salary by years of logistics/supply chain management experience (average & median)



	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.:
2020:								
Average	\$71,290	\$96,515	\$96,000	\$114,290	\$123,800	\$130,620	\$168,670	\$136,195
Median	\$71,290	\$78,000	\$94,000	\$108,000	\$100,000	\$115,000	\$137,500	\$120,000

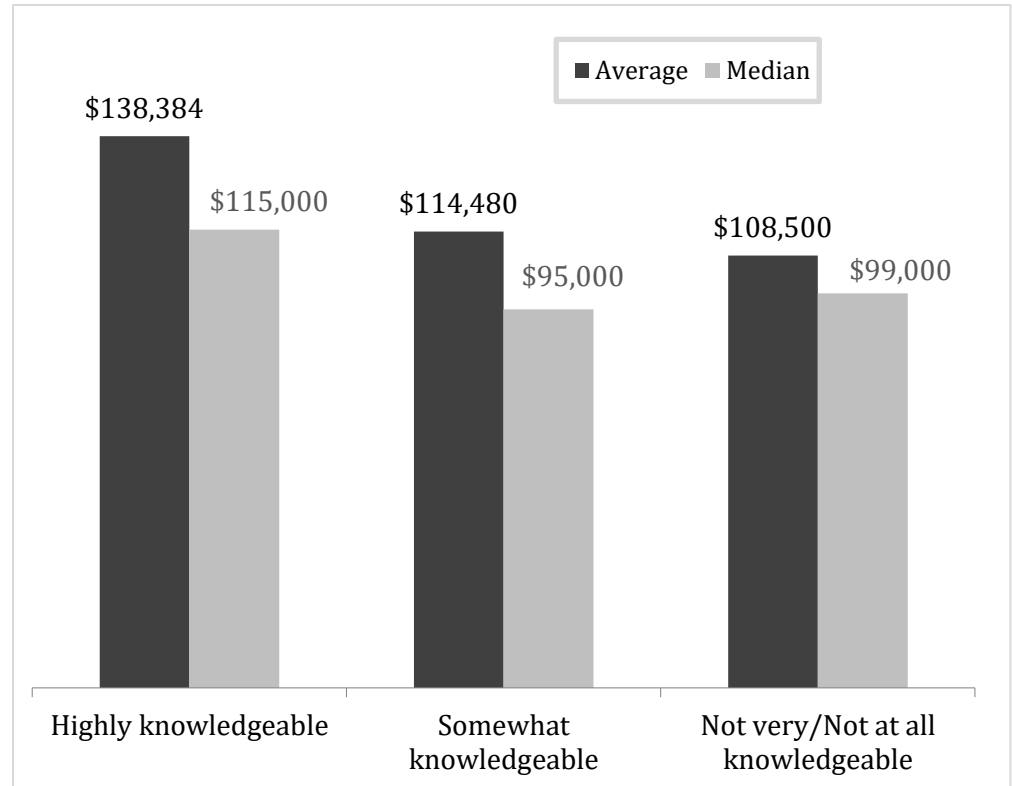


How would you rate your understanding of e-commerce and e-fulfillment processes within your organization?



Salary by level of understanding of e-fulfillment processes

(average & median)

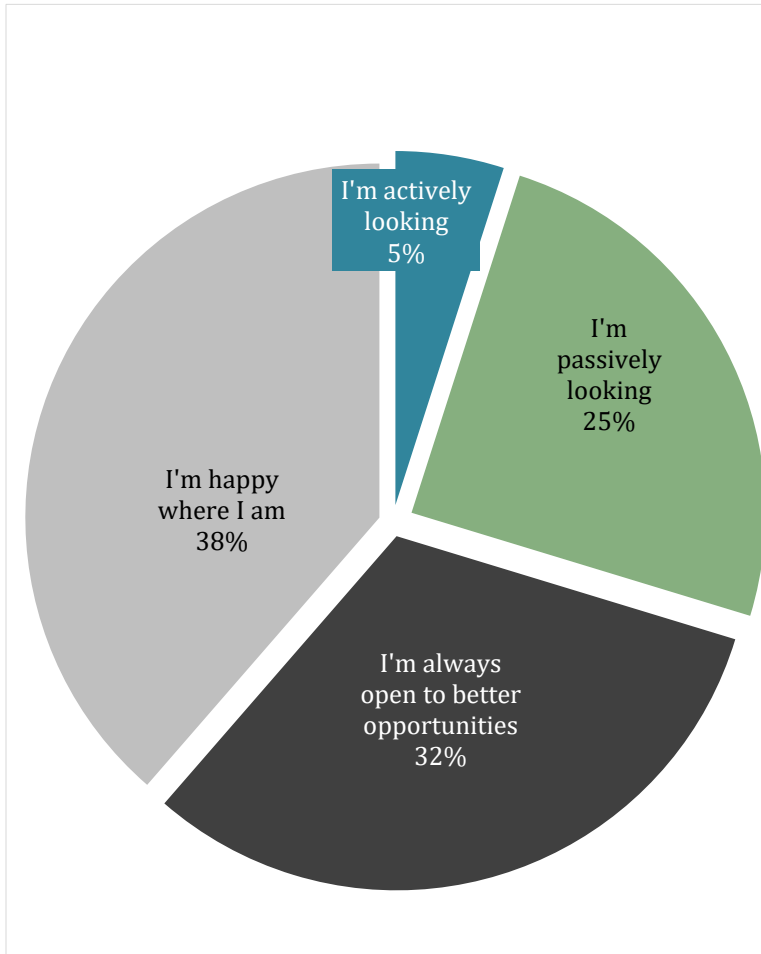


	Highly knowledgeable:	Somewhat knowledgeable:	Not very/Not at all knowledgeable:
2020:			
Average	\$135,340	\$116,990	\$110,390
Median	\$116,000	\$92,500	\$100,000



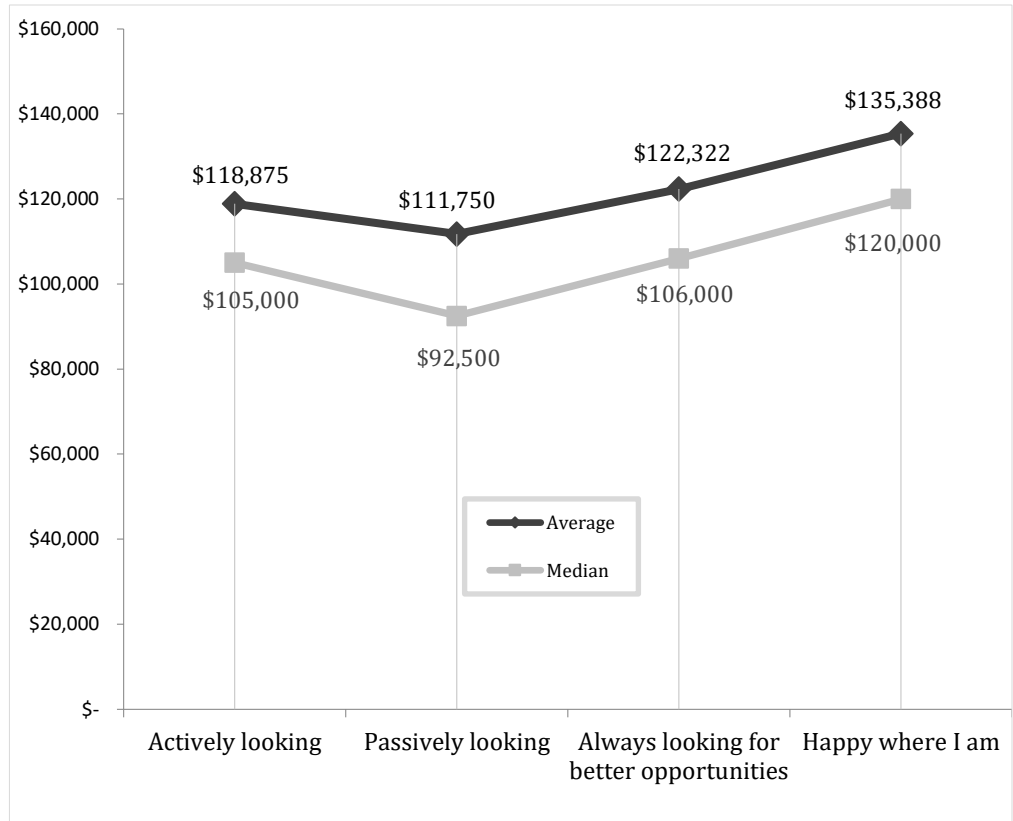
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Job pursuit



Salary by job pursuit

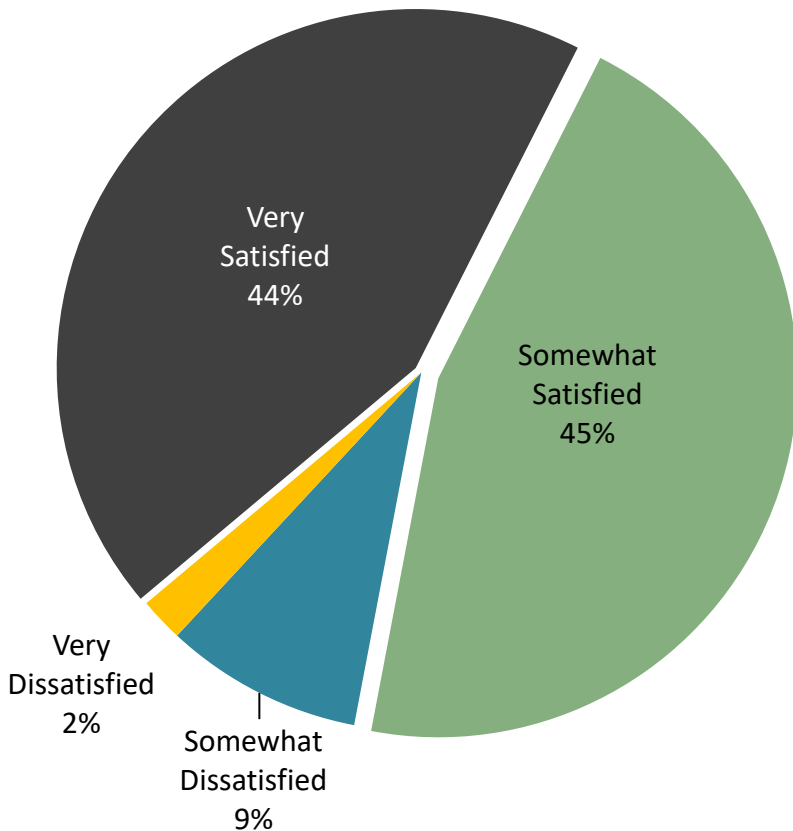
(average & median)



2020:	Actively looking:	Passively looking:	Always looking for better opportunities:	Happy where I am:
Average	\$125,380	\$108,760	\$124,280	\$139,080
Median	\$106,000	\$86,500	\$110,000	\$110,000

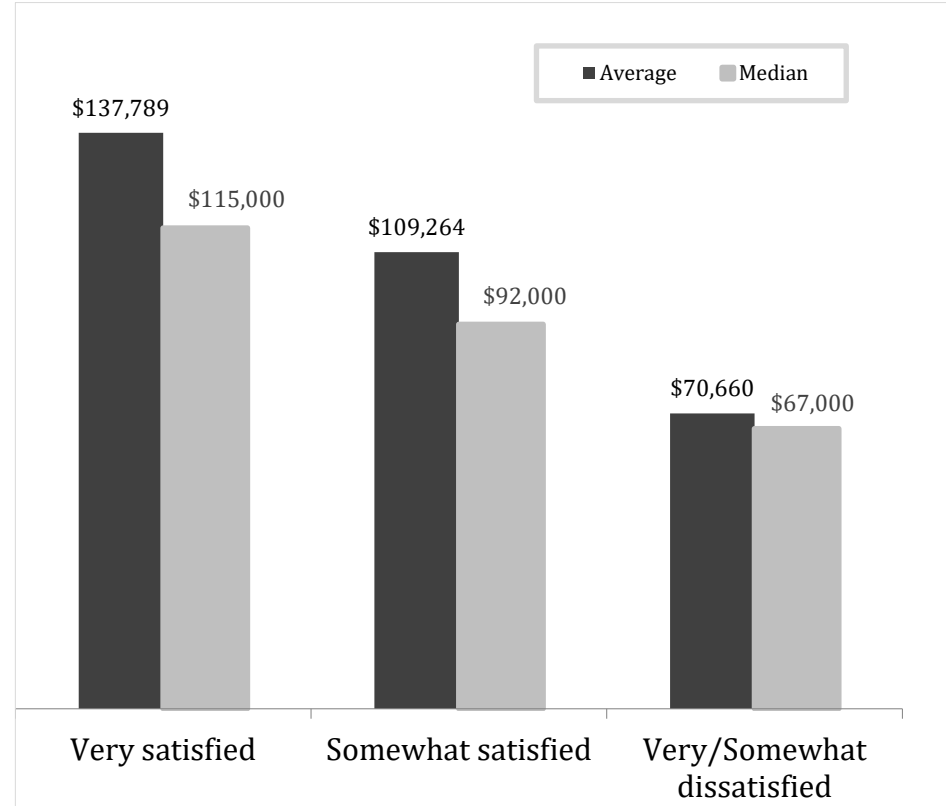


Level of satisfaction with *career* in supply chain/logistics



Salary by level of satisfaction with *career*

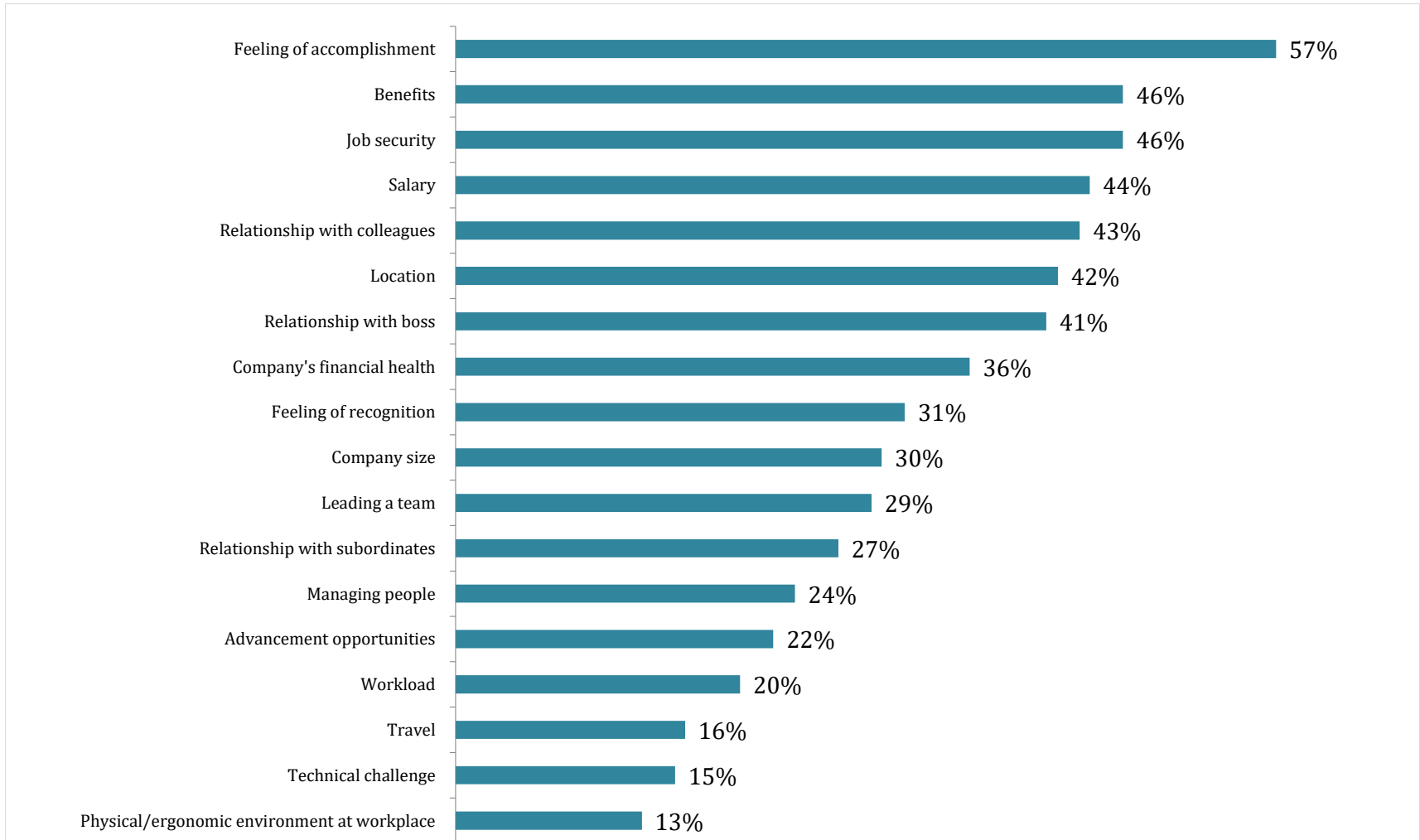
(average & median)



2020:	Very satisfied:	Somewhat satisfied:	Very/Somewhat dissatisfied:
Average	\$141,180	\$111,640	\$76,375
Median	\$120,500	\$90,000	\$62,000



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

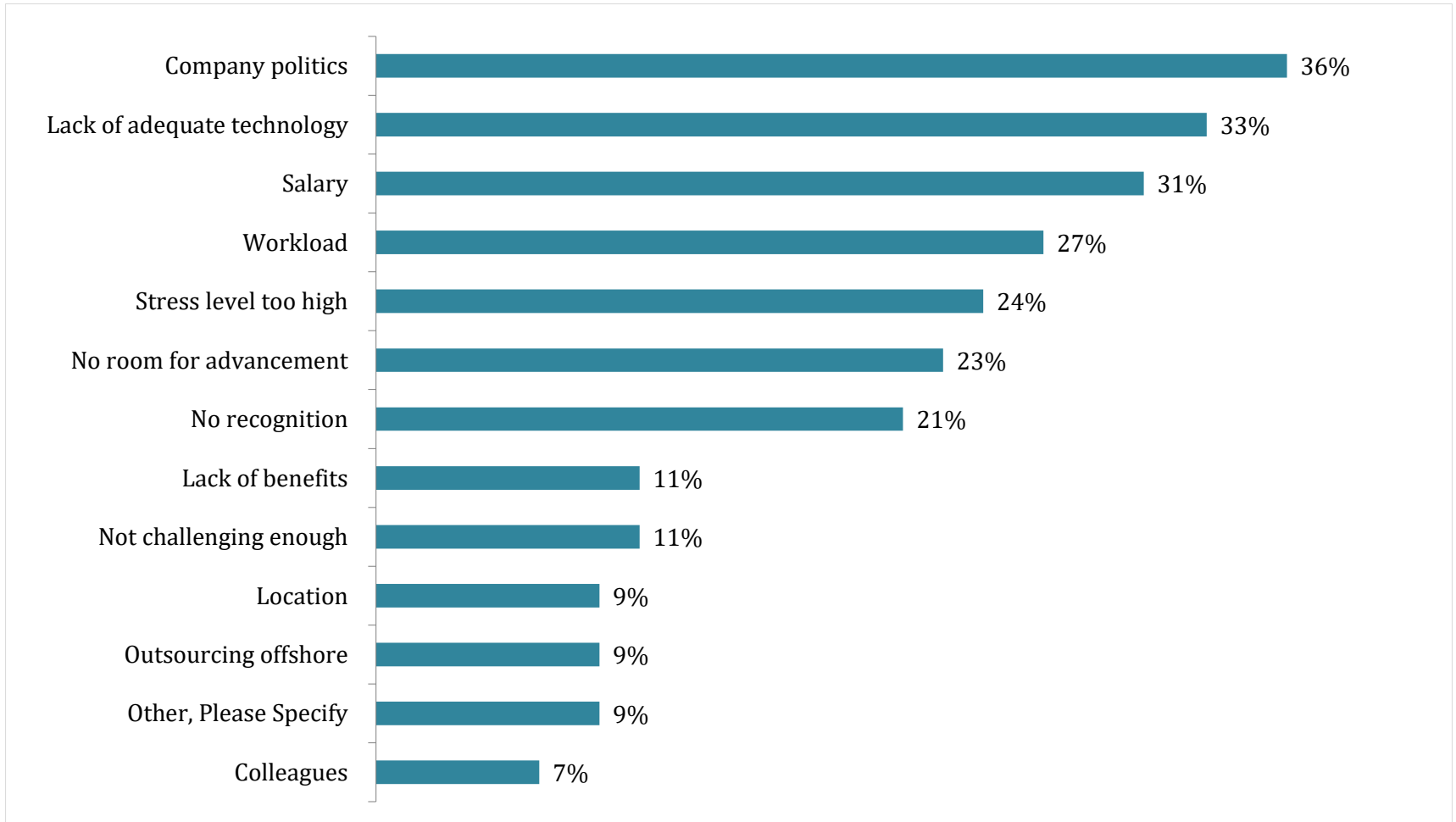


Note: Multiple answers accepted

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

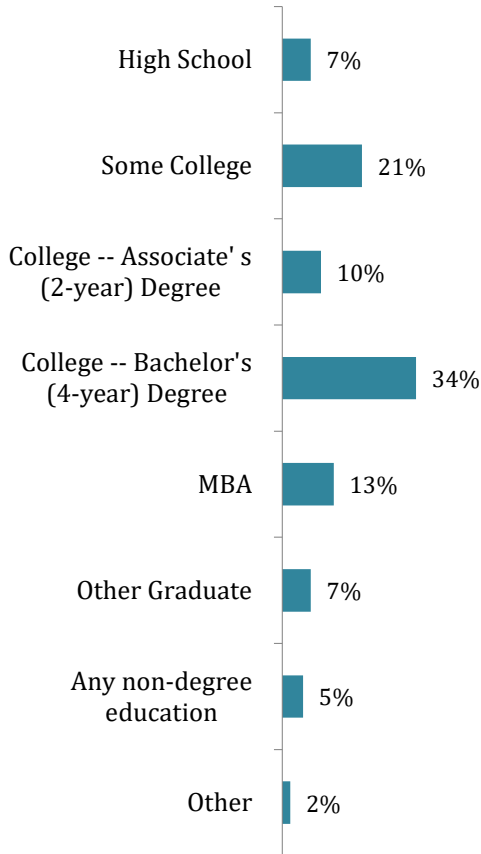


Note: Multiple answers accepted

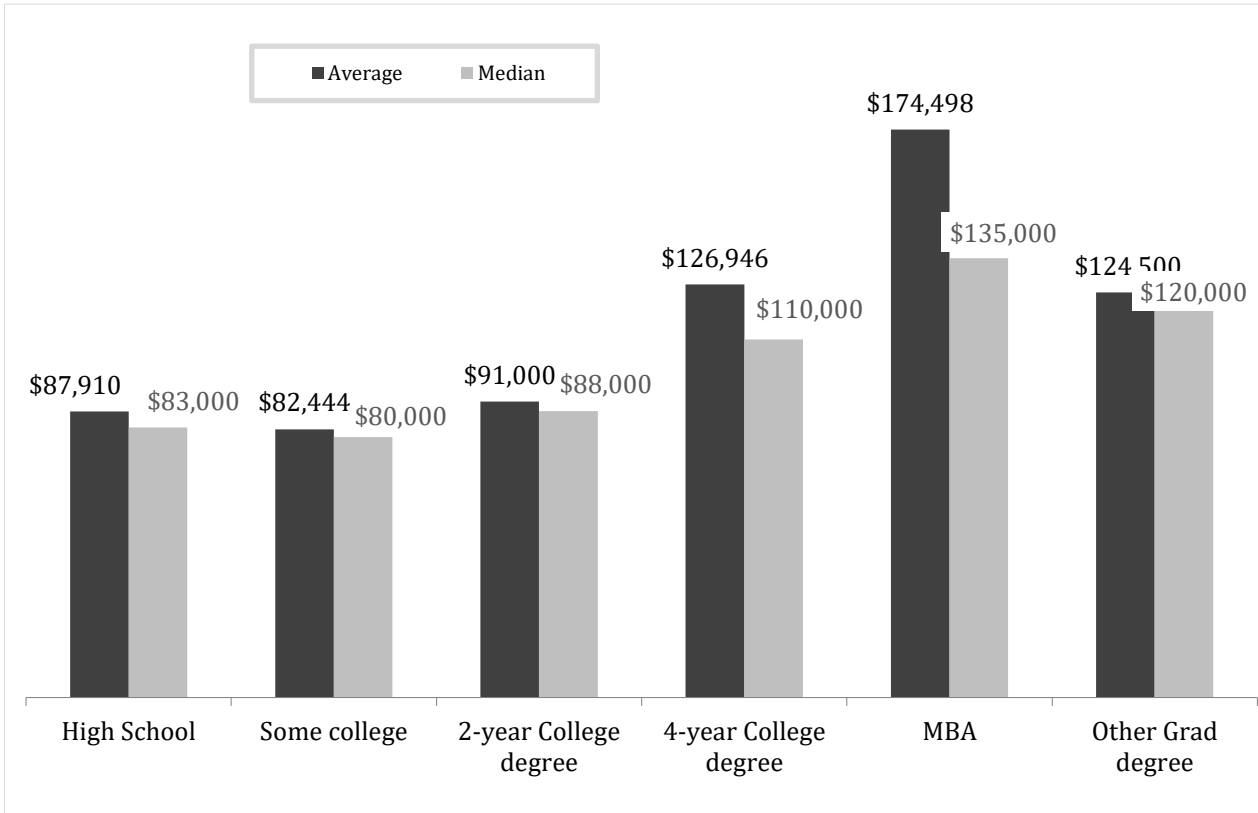


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Education



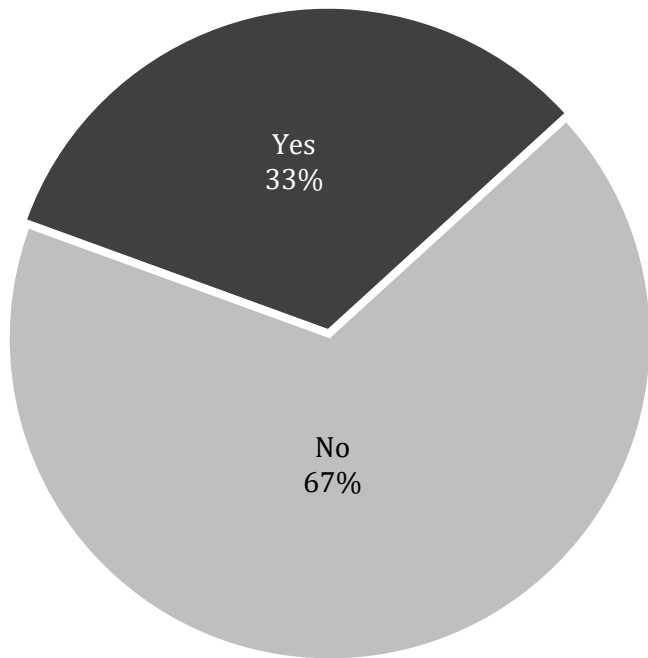
Salary by education (average & median)



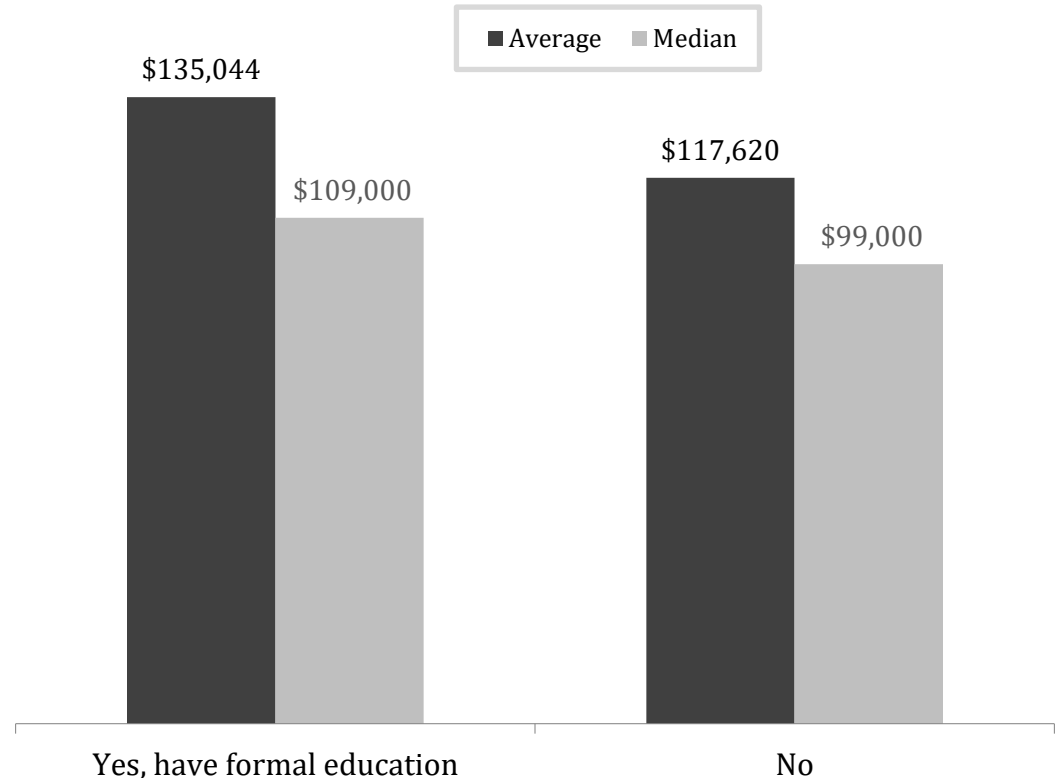
2020:	High School:	Some college:	2-year College degree:	4-year College degree:	MBA:	Other Grad degree:
Average	\$92,650	\$87,945	\$93,270	\$128,310	\$174,560	\$135,910
Median	\$90,000	\$76,000	\$83,000	\$115,000	\$155,000	\$114,000



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



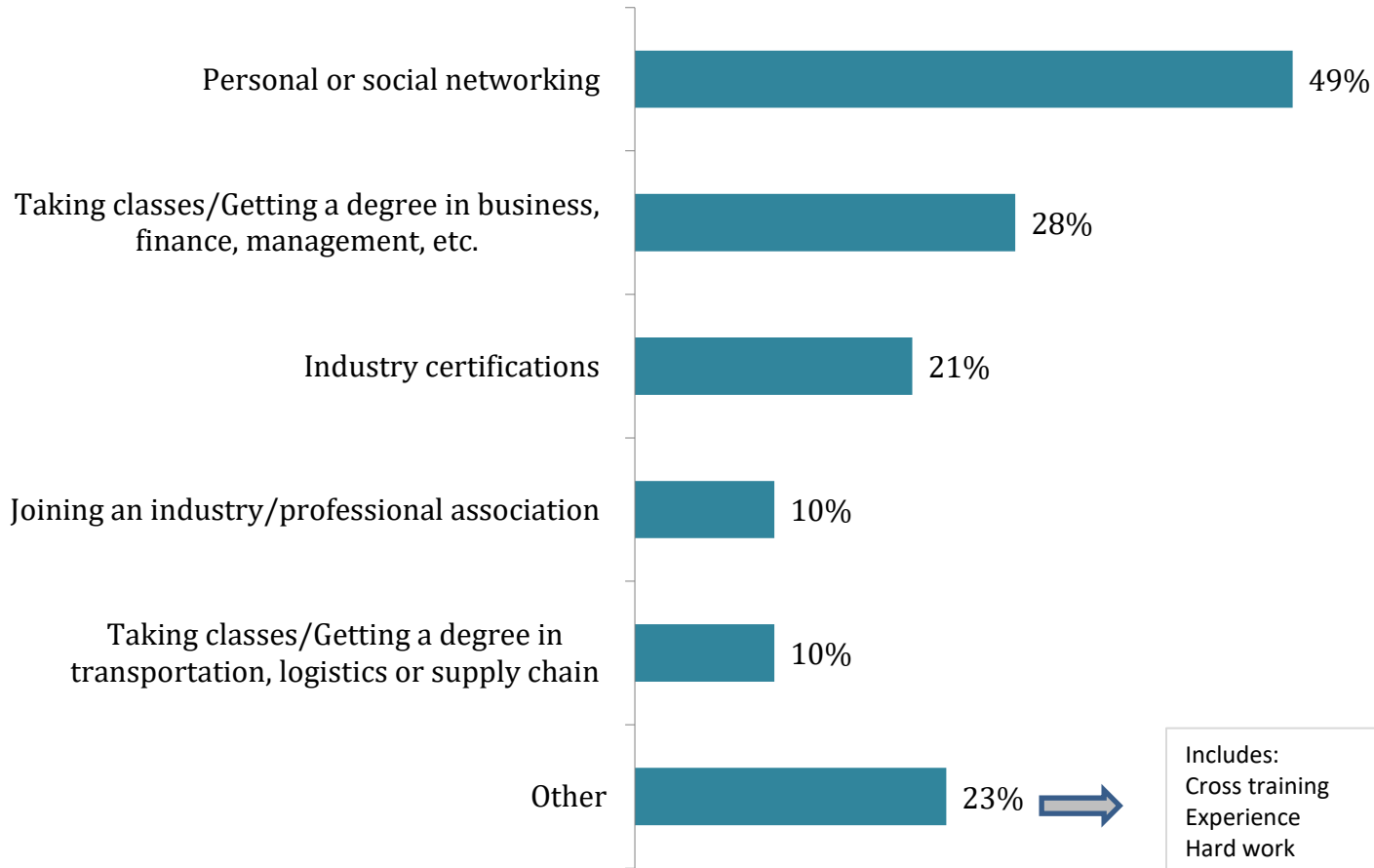
Salary by completion of formal education
(average & median)



2020:	Yes, have formal education:	No:
Average	\$138,355	\$119,400
Median	\$115,000	\$94,000



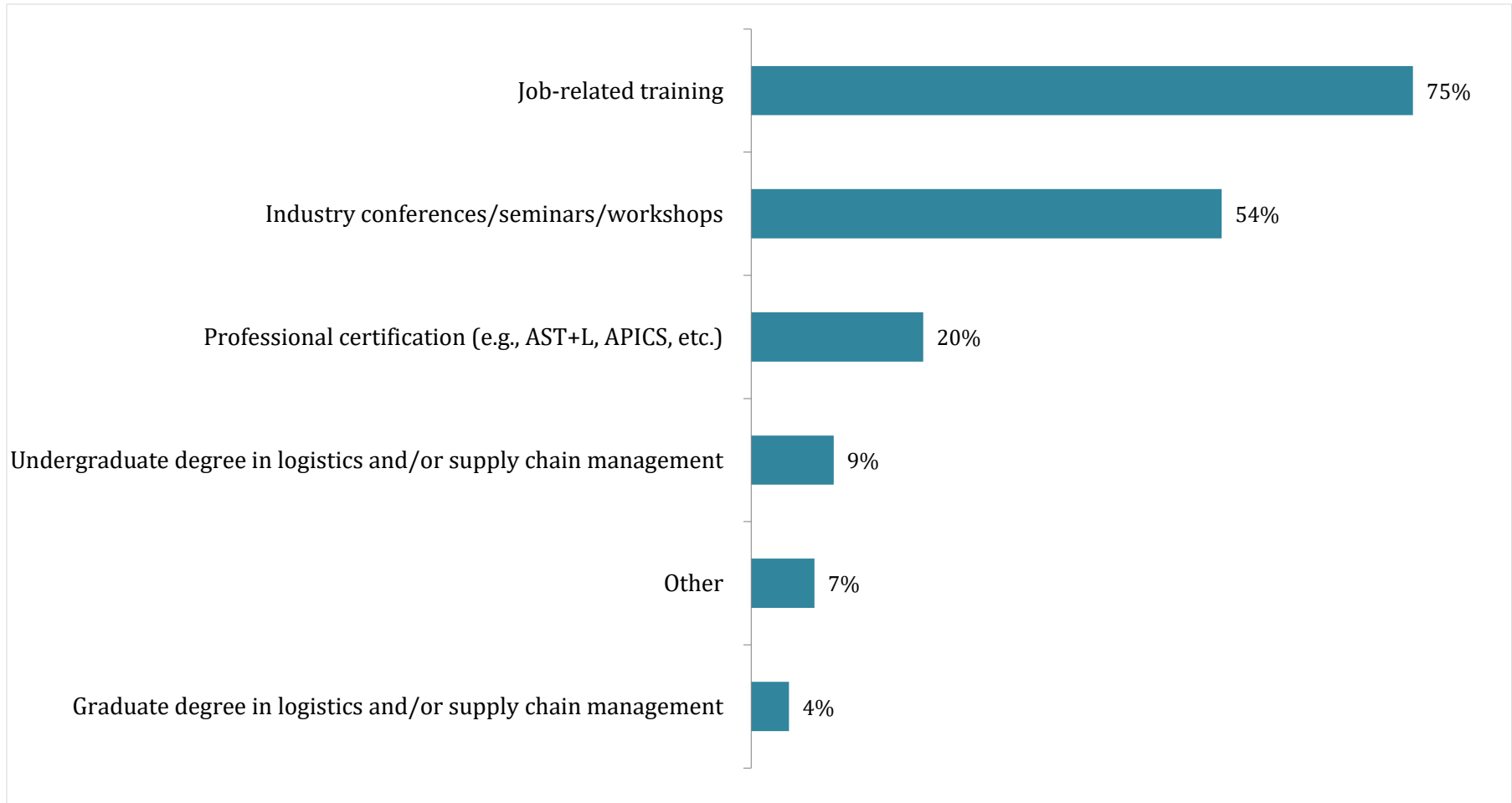
What would you say have been the most important steps in advancing your career?



Note: Multiple answers accepted



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

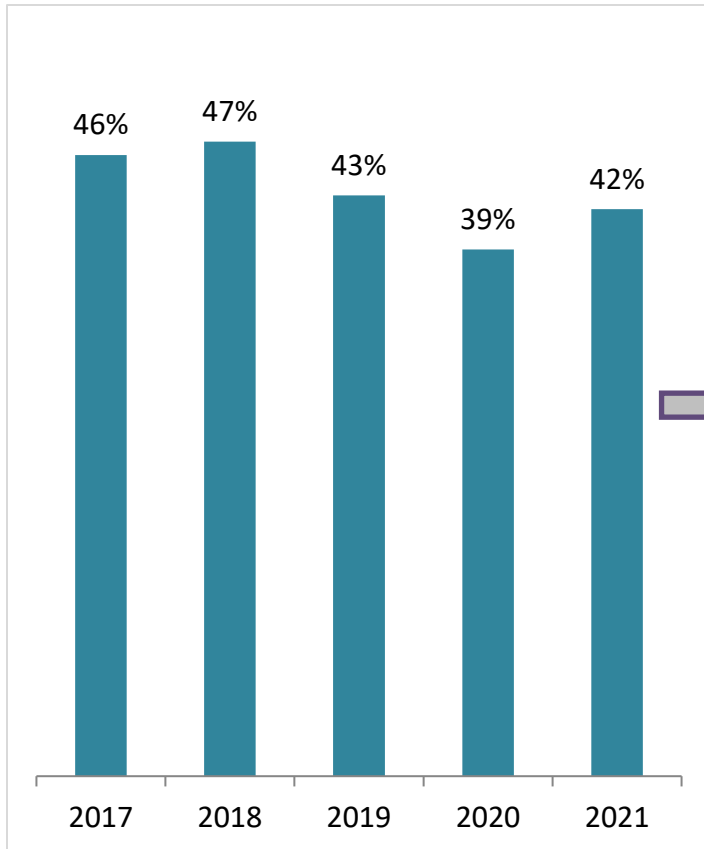


Note: Multiple answers accepted

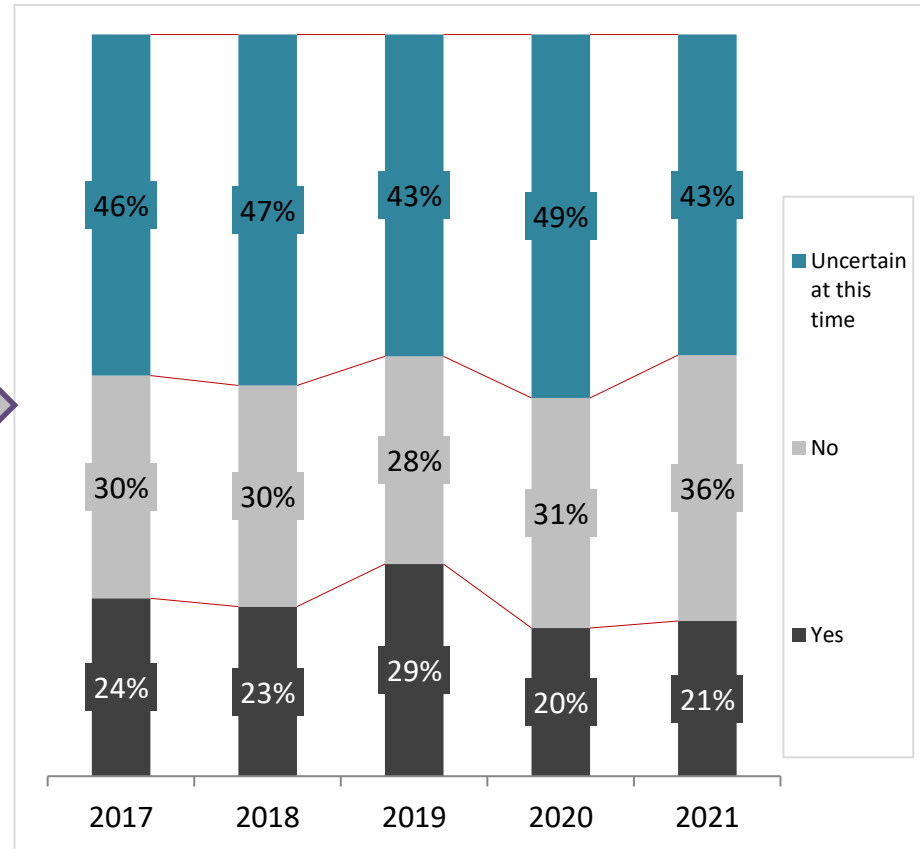


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Are you planning to take any continuing education programs or classes during the next 12 months?



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





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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

- Better tech know how
- Certifications
- Data Analysis
- Degree in Finance
- Education
- Lean Management
- Lean six sigma certification
- Learn more languages
- Managing people
- MBA
- Patience
- Risk Management
- Software development
- Supply Chain Education

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

- 2nd masters
- 4 year degree
- Artificial Intelligence Experience
- Bachelor Degree
- Better forecasting
- Better USMCA & other customs knowledge
- Business Management
- Business strategy
- CAD training
- CLTD (Certified Logistics, Transportation and Distribution)
- CPA
- CPIM certification
- Decision making
- Education
- ERP training
- Financial understanding
- Further International Expansion
- Information Systems
- Keeping your ears and eyes open to changes
- Management/ Leadership
- Market analysis
- Marketing knowledge
- MBA

- More experience with E-commerce
- More interaction with different systems
- PROGRAMS AND PROGRAMING
- Project Management
- SQL/ Coding experience
- TECHNOLOGY KNOWLEDGE



2021 SALARY SURVEY

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**

- A.I.
- APICS Certification
- Better understanding of entire supply chain
- Certifications
- Charisma/Charm to better "sell" my perspective on issues to be a change maker.
- Communication Skills
- Computer
- Continous improvement and change management
- Degree
- Ecommerce
- Excel knowledge
- Financial Analysis
- How to work with databases in Access and SQL
- IT experience (3)
- Language
- Lean Methodologies
- Logistics software mastering
- Management
- Masters Degree
- MAsters in Logistics
- Mobile device App development

- More knowledge of SAP other systems
- More of the business side of things
- More technical skills
- More training in Logistics
- negotiation skills
- P&L Management
- Politics
- Project Management
- Reinstate multi-level positions that have gone away
- Technical- EDI etc.
- technical knowledge/understanding of supply chain systems
- Training experience



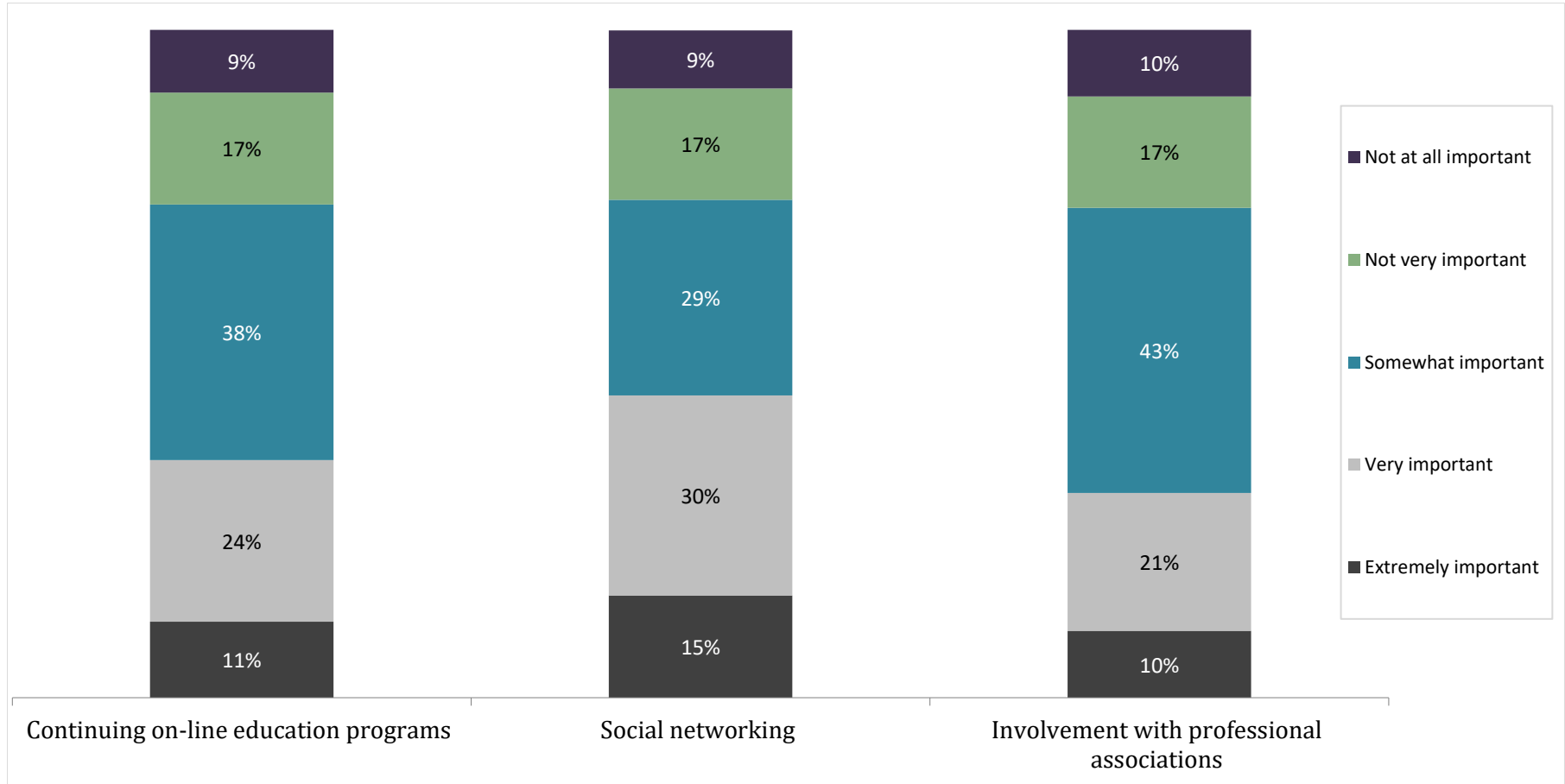
What one skill or area of expertise would you like to have that you feel would improve your level of pay or job position?

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

- Chemical background
- Communication
- Decision making
- Degree in Supply Chain Business and Management
- Financial analysis, M&A, Investment
- People Management Skills
- Personal
- Procurement
- Sales
- SQL programming
- Supply chain

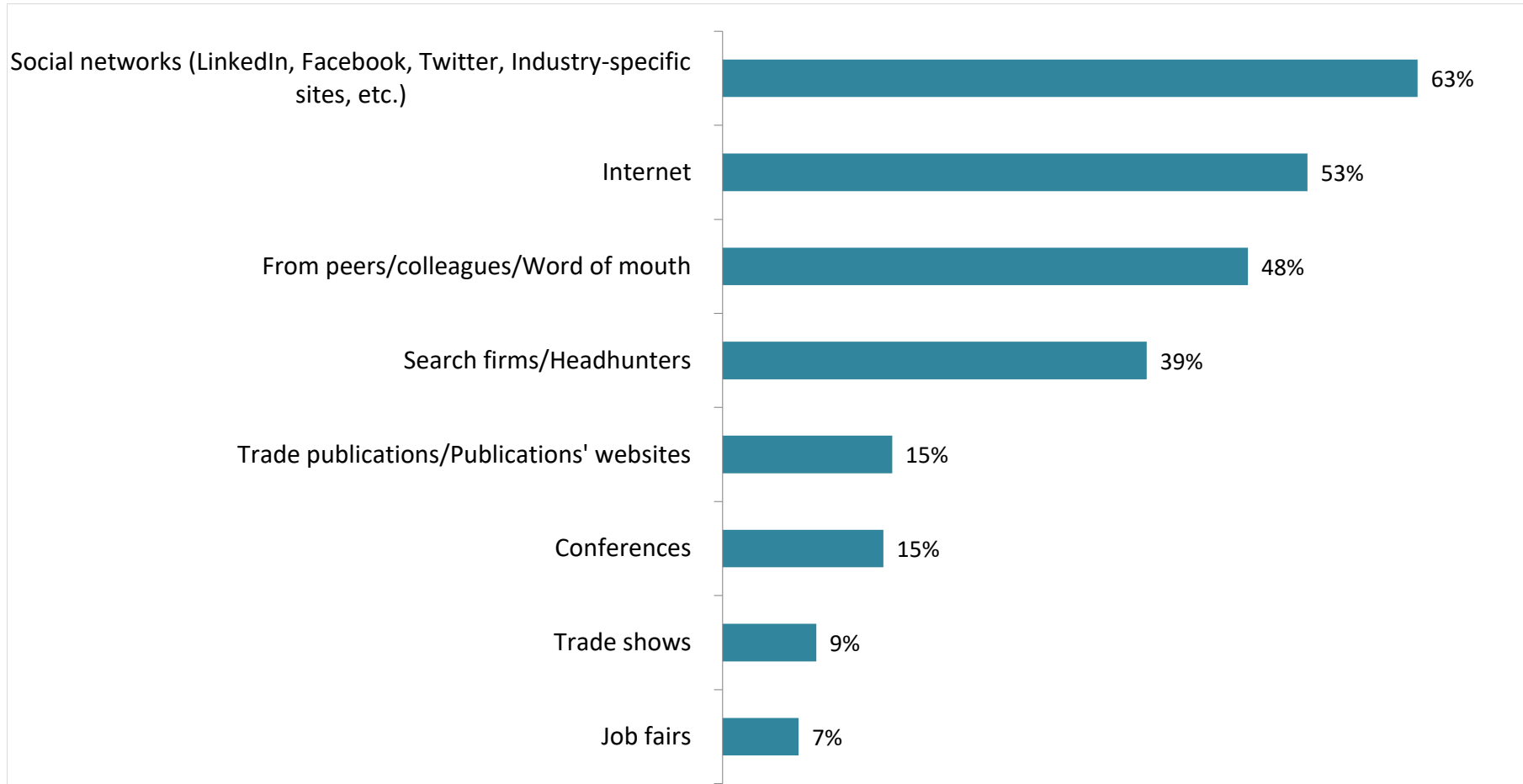


How important are each of the following when negotiating your compensation?





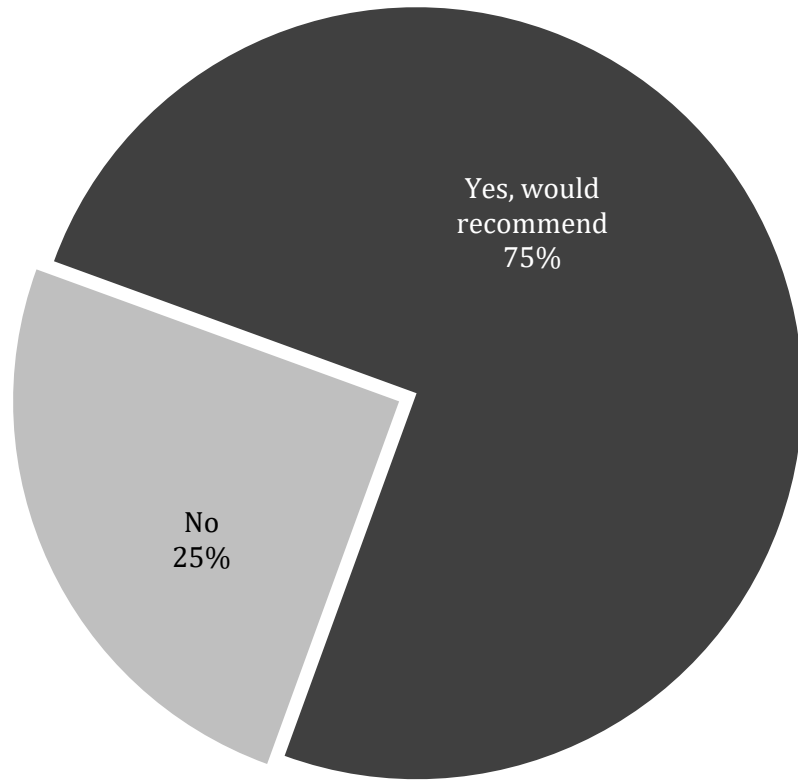
Which sources are most helpful in learning more about opportunities for better paying jobs in the logistics/supply chain marketplace?



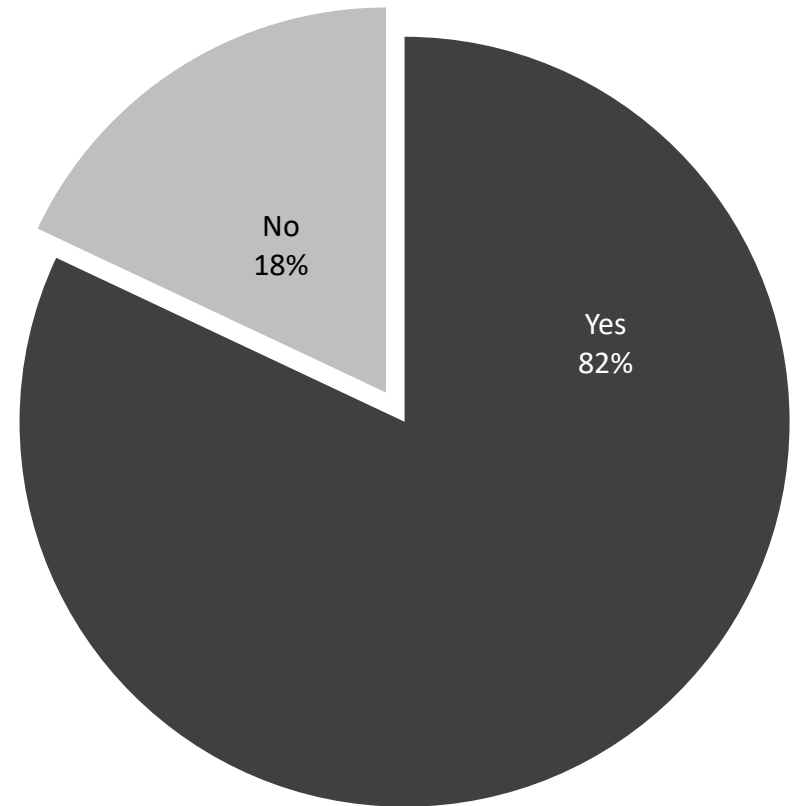
Note: Multiple answers accepted



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

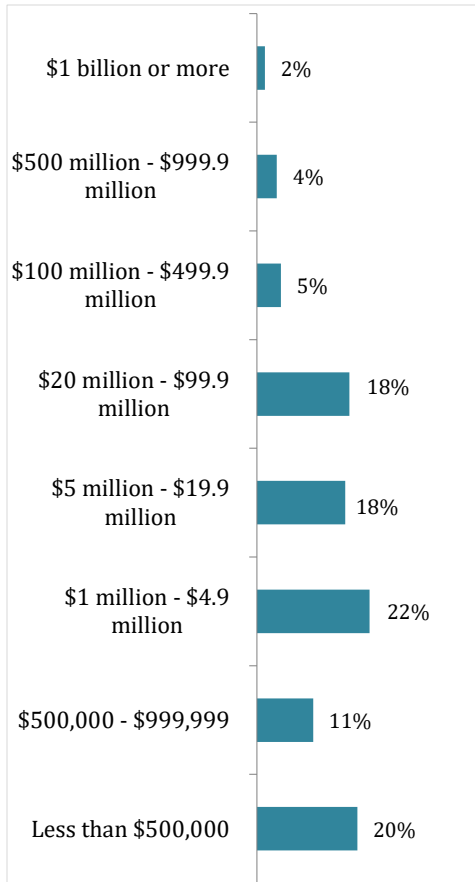


Are you seeing, or do you expect to see, younger managers enter the logistics and supply chain workforce?

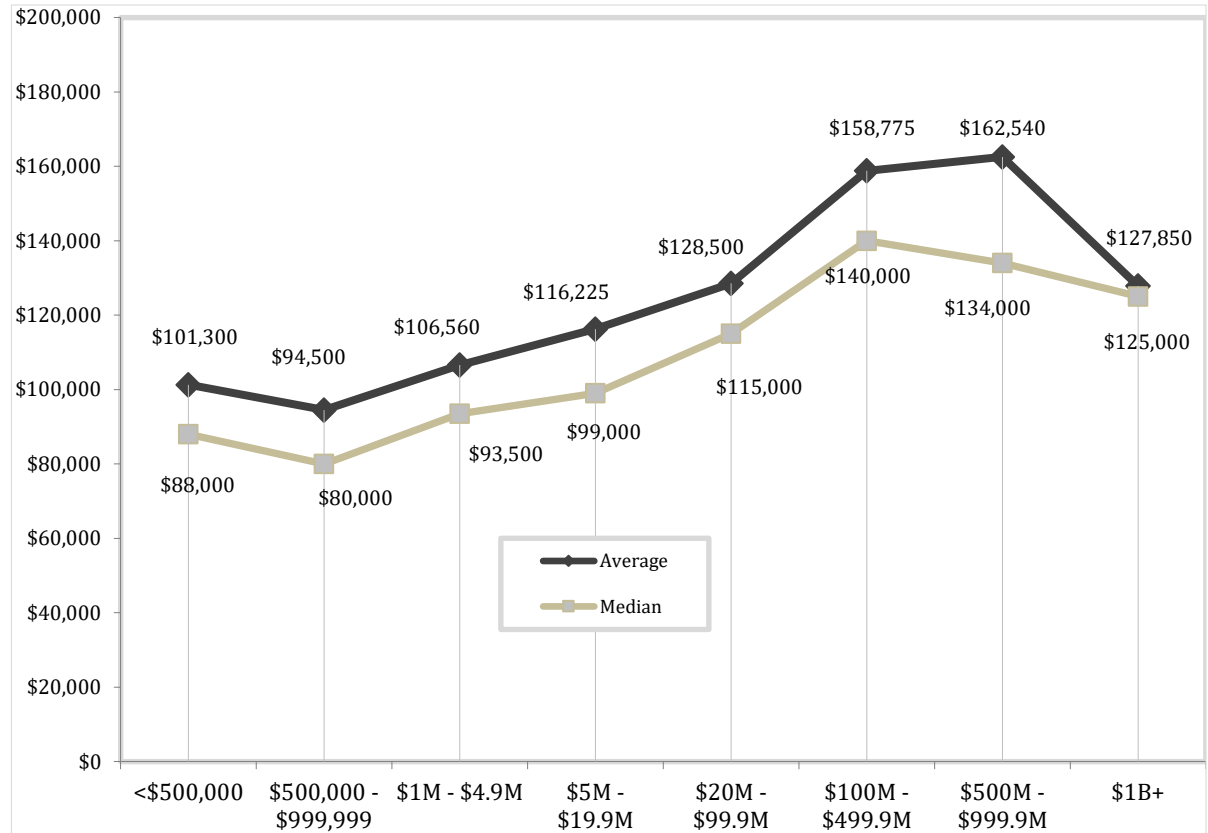




Annual spend on transportation



Salary by annual spend on transportation (average & median)

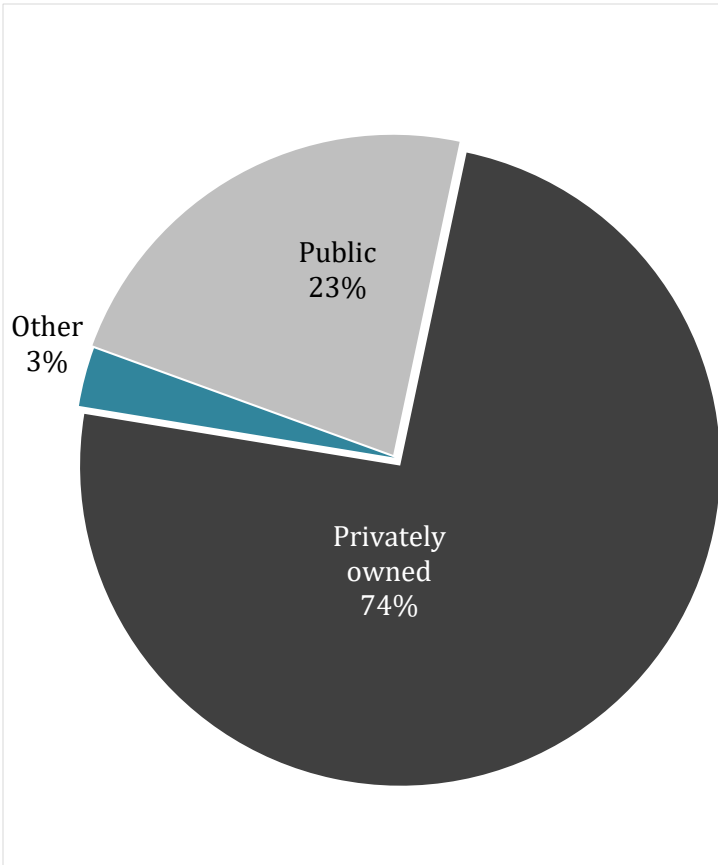


2020:	<\$500,000:	\$500,000 - \$999,999:	\$1M - \$4.9M:	\$5M - \$19.9M:	\$20M - \$99.9M:	\$100M - \$499.9M:	\$500M - \$999.9M:	\$1B+:
Average	\$105,910	\$99,480	\$103,950	\$118,740	\$138,125	\$164,749	\$178,695	\$138,102
Median	\$92,000	\$78,000	\$89,000	\$104,500	\$127,000	\$144,000	\$155,000	\$115,000

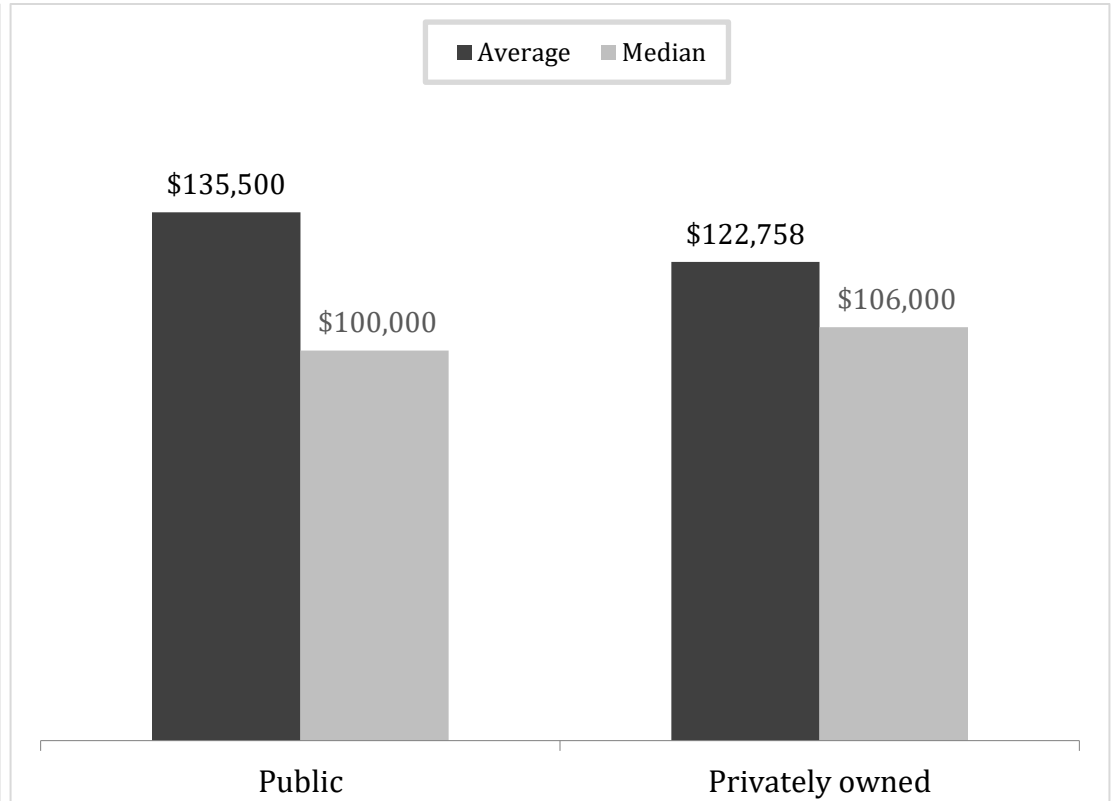


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Is your company public or a privately owned company?



Salary by type of business (average & median)



2020:	Public:	Privately owned:
Average	\$130,715	\$125,855
Median	\$112,000	\$100,000



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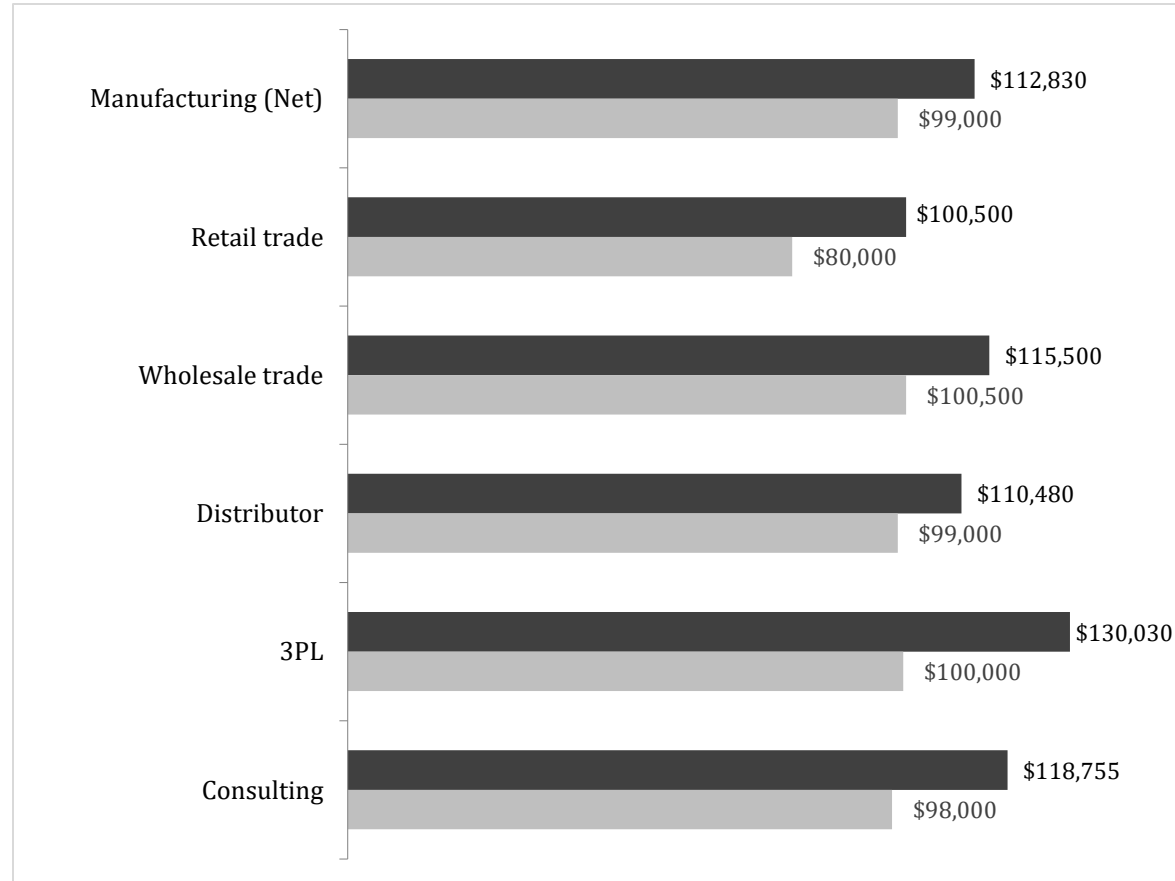
Primary business

Manufacturing (Net)	36%
Chemicals/Pharmaceuticals Manufacturing	4%
Food, Beverage, Tobacco Manufacturing	5%
Automotive and Transportation Equipment Manufacturing	6%
Electrical Equipment	4%
Industrial Machinery Manufacturing	2%
Other Manufacturing	15%
Wholesale Trade	7%
Retail Trade	9%
Distributor	12%
3PL Provider	16%
Business/Consulting Services	2%
Other non-manufacturing	19%

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)

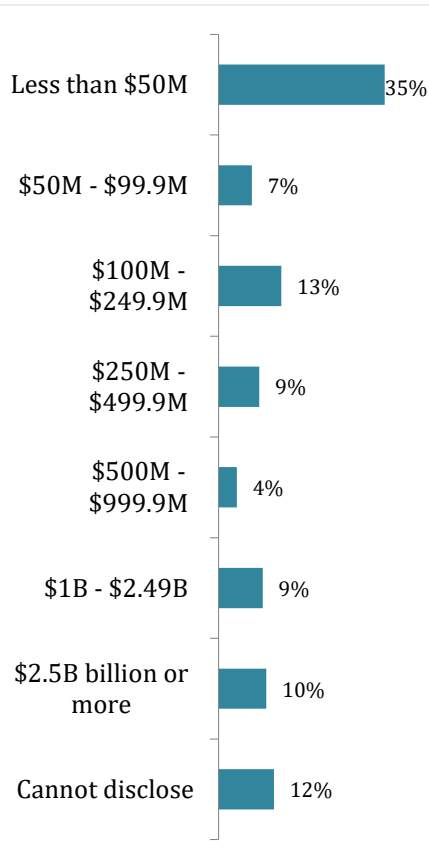


	Manufacturing (Net):	Retail trade:	Wholesale trade:	Distributor:	3PL:	Consulting:
2020:						
Average	\$128,740	\$104,360	\$113,835	\$116,235	\$128,060	\$144,155
Median	\$110,000	\$75,000	\$95,000	\$96,000	\$110,000	\$130,000

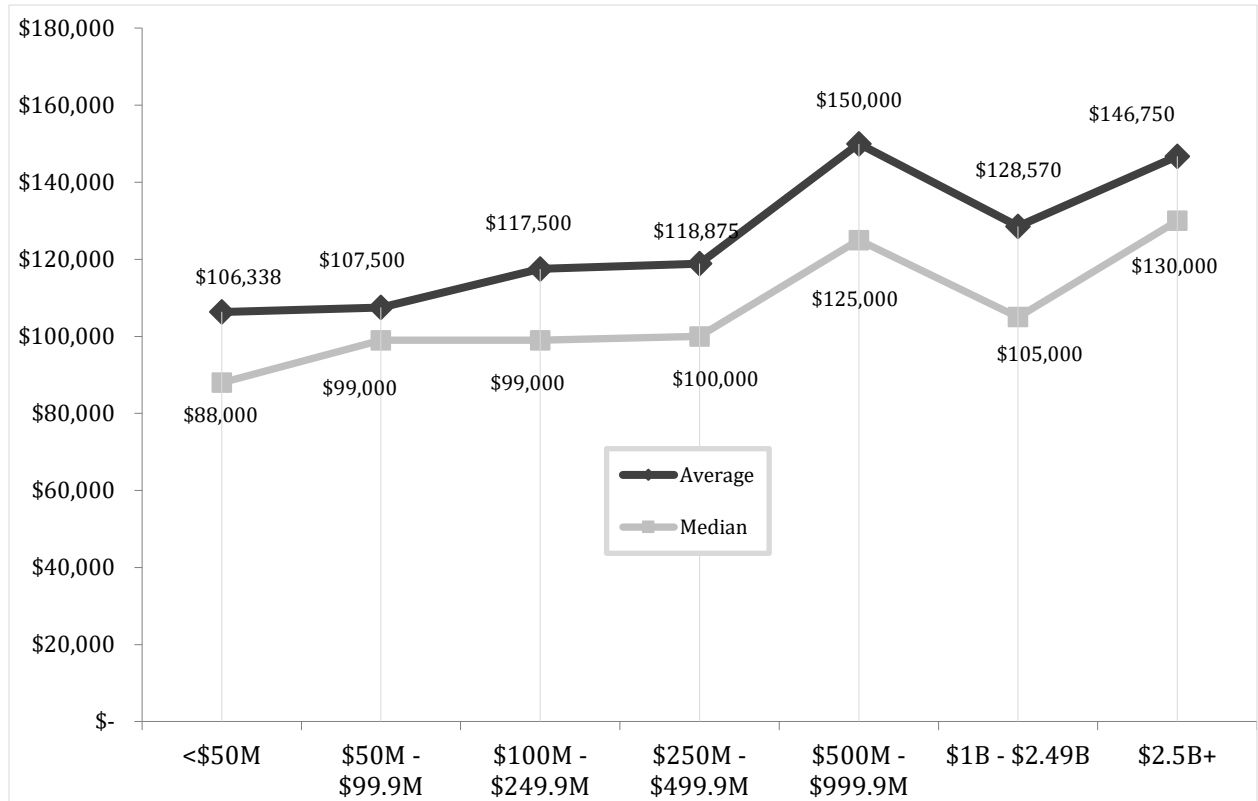


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Estimated 2021 company revenues



Salary by company revenues (average and median)

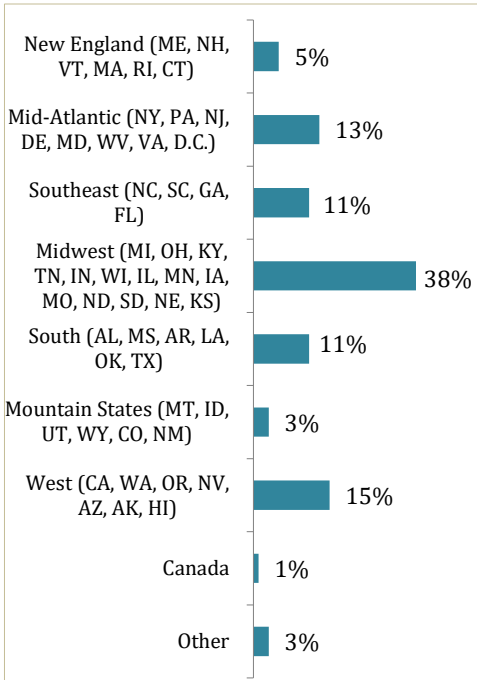


2020:	<\$50M:	\$50M - \$99.9M:	\$100M - \$249.9M:	\$250M - \$499.9M:	\$500M - \$999.9M:	\$1B - \$2.49B:	\$2.5B+:
Average	\$104,025	\$102,950	\$127,200	\$125,870	\$149,795	\$125,795	\$149,030
Median	\$90,000	\$90,000	\$100,000	\$107,000	\$115,000	\$110,000	\$125,000



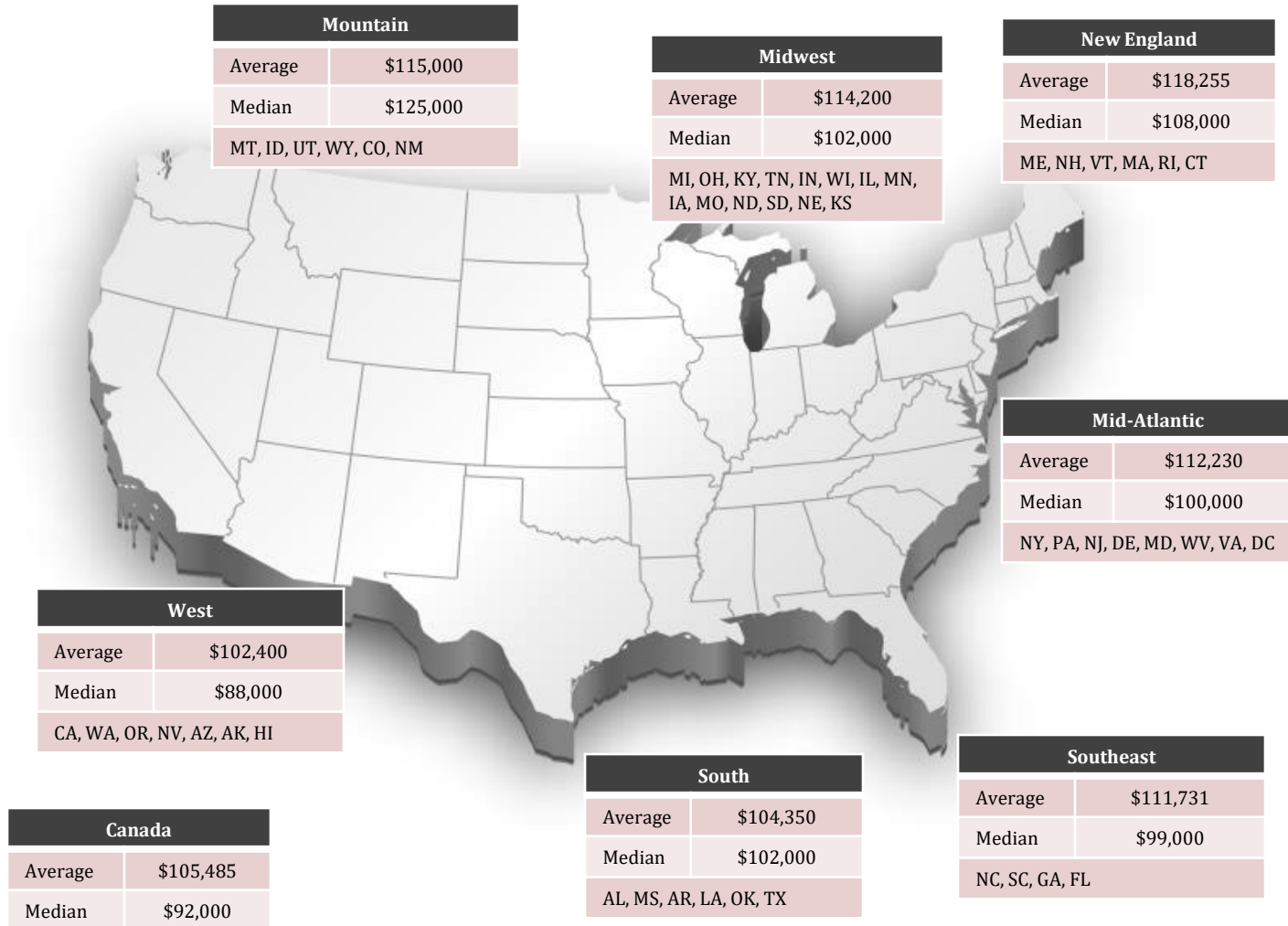
2021 SALARY SURVEY

Region



Salary by region

(average & median)



2020:	Average:	Median:
New England	\$136,390	\$118,000
Mid-Atlantic	\$125,840	\$104,000
Southeast	\$120,455	\$112,000
South	\$118,710	\$112,000
Midwest	\$127,200	\$110,000
Mountain	\$147,900	\$170,000
West	\$108,070	\$95,000
Canada	\$100,335	\$90,000