

CLEARED LOGISTICS COMPENSATION REPORT



About Us

For more than 20 years, ClearanceJobs has connected professionals with federal government security clearance and employers to fill the jobs that safeguard our nation. Our career community allows members to connect, engage, and explore opportunities to find a “best fit” match.



1,705,330

Registered Candidates



121,036

Monthly Connections



60,019

Monthly Job Listings



2,063

Hiring Companies



412,459

Searchable Profiles



14,762

New Monthly Candidates



9,855

Active Recruiters



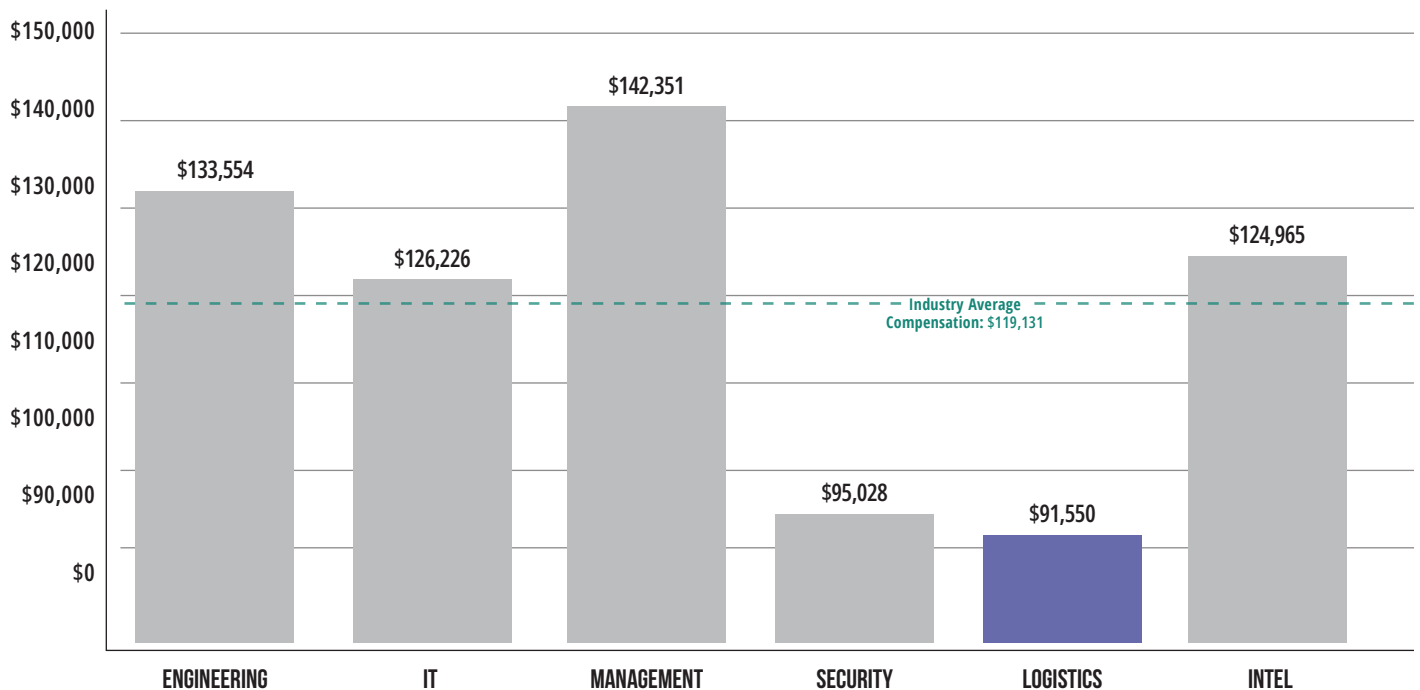
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Networking Groups

Working in cleared logistics means keeping the mission moving—literally. Whether it’s overseeing supply chains, managing procurement, coordinating pricing, or ensuring timely deliveries across global operations, logistics professionals are the quiet force behind mission success. In 2025, cleared logistics professionals reported an average total compensation of \$91,550, according to the ClearanceJobs Security Clearance Compensation Report.

That number reflects the complexity of the role. These professionals juggle compliance, cost efficiency, and operational readiness, often in high-stakes, high-security environments. Some enter the field from military logistics roles, others from federal contracting or supply chain backgrounds—but all play a vital role in national security. From warehouse floors to procurement offices, logistics isn’t just a support function—it’s a strategic asset.

Total Average Compensation for Cleared Careers



Security Clearances Levels and Polygraphs

In the logistics space, a Secret clearance dominates—61% of respondents in logistics roles report holding one, nearly double the rate in the overall cleared workforce. While Top Secret and TS/SCI clearances are less common, they still offer a boost in compensation. Cleared logistics professionals with a TS/SCI clearance average \$106,791, compared to \$85,252 for those with a Secret clearance.

	% OF RESPONDENTS	AVERAGE TOTAL COMPENSATION
Dept of Defense Confidential	1%	\$88,964
Dept of Defense Secret	61%	\$85,252
Dept of Defense Top Secret	8%	\$105,256
Dept of Defense Top Secret/SCI	21%	\$106,791
Dept of Energy (Q or L)	1%	\$100,500
Intelligence Agency (CIA, FBI, NSA)	2%	115,336
Dept of Homeland Security	1%	\$75,000
Public Trust	3%	\$72,328
Other Government Agency	3%	\$83,364

Very few logistics professionals report holding a polygraph. Just 6% report a CI polygraph and 9% a full-scope. But those who do tend to earn more—polygraph holders earn around \$94,000–\$109,000, compared to just over \$90,000 for those without. While the numbers aren’t as high as other sectors, they still reflect the elevated responsibility tied to access.

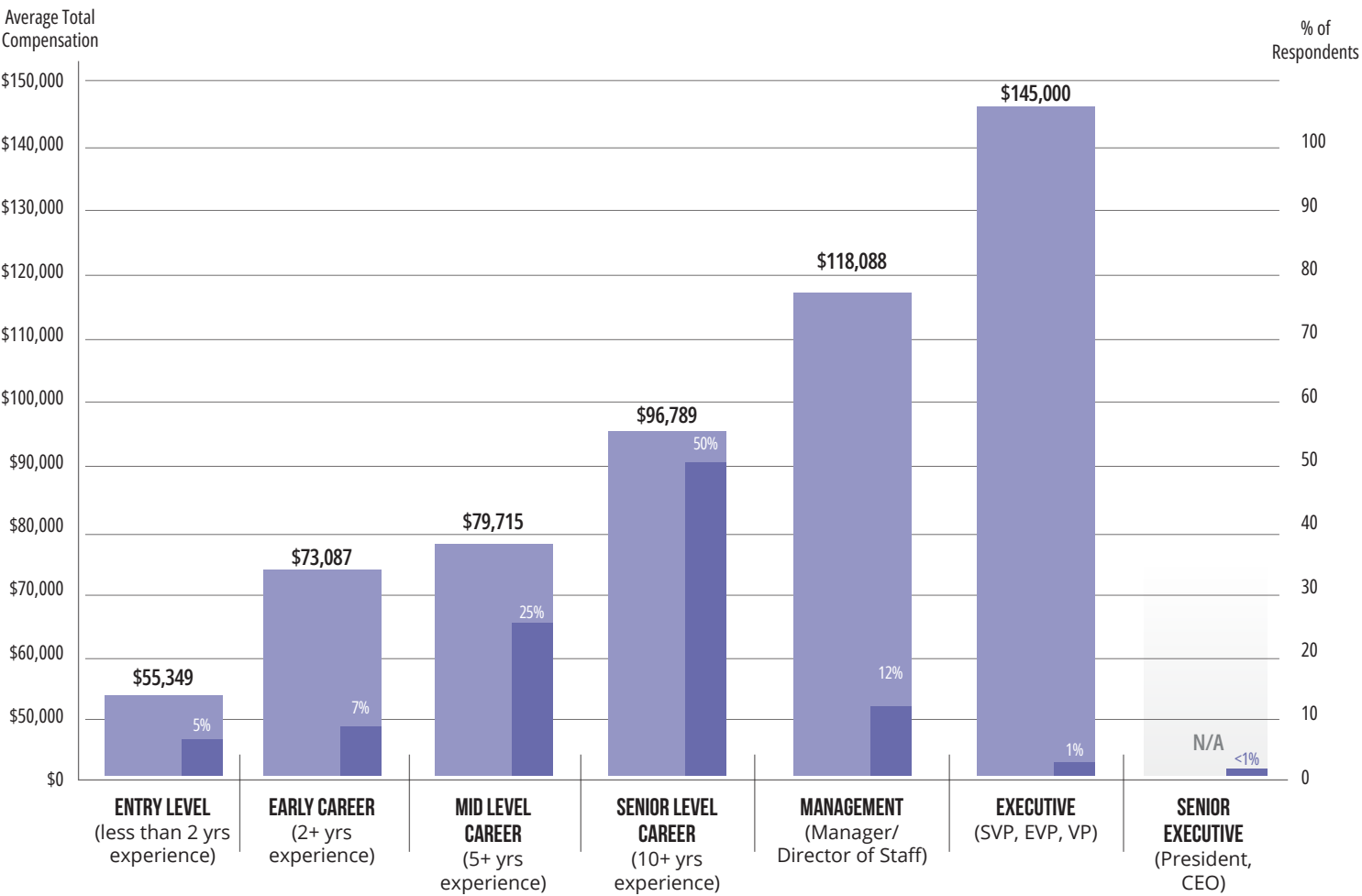
POLYGRAPHY	% OF RESPONDENTS	CLEARED IT AVERAGE TOTAL COMPENSATION
COUNTERINTELLIGENCE POLYGRAPH	6%	\$109,498
LIFESTYLE OR FULL SCOPE POLYGRAPH	9%	\$94,222
I DON'T HAVE A CURRENT POLYGRAPH	85%	\$90,100



Career Level

Experience is a major driver of compensation in logistics. Entry-level roles start at around \$55,349, but by the mid-career stage, cleared logistics professionals average nearly \$80,000. Those with more than 10 years of experience cross into six-figure territory, earning close to \$97,000.

Management-level logistics professionals report even higher earnings, averaging \$118,088. While few make it to the executive ranks, those who do push compensation above \$145,000. For professionals who stay in the field, the rewards build steadily over time.



* N/A due to low sample size

Education

Cleared logistics professionals follow a unique education path. Many forgo traditional four-year degrees in favor of associate degrees, trade school, or on-the-job learning. Just 17% report holding a master’s degree, and none in this year’s report have a doctorate.

Still, compensation is competitive. Professionals with associate degrees earn \$86,006, while those with a bachelor’s degree average \$93,288. It shows that in logistics, practical experience, security clearance, and mission impact often speak louder than academic pedigree.

	% OF RESPONDENTS	AVERAGE TOTAL COMPENSATION
High school graduate, diploma or the equivalent (for example: GED)	7%	\$76,503
Some college credit, no degree	23%	\$84,277
Trade/technical/vocational training	5%	\$79,503
Associate degree	13%	\$86,006
Bachelor’s degree	33%	\$93,288
Master’s degree	17%	\$113,891
Professional degree	1%	\$135,180
Doctorate degree	0%	N/A*
I prefer not to answer	2%	\$75,667

* N/A due to low sample size

Certifications

Certifications are an earnings booster in logistics, too. Professionals with at least one certification average \$97,368—nearly \$9,000 more than those without. Popular certifications in logistics include supply chain management, purchasing, pricing, and project coordination credentials.

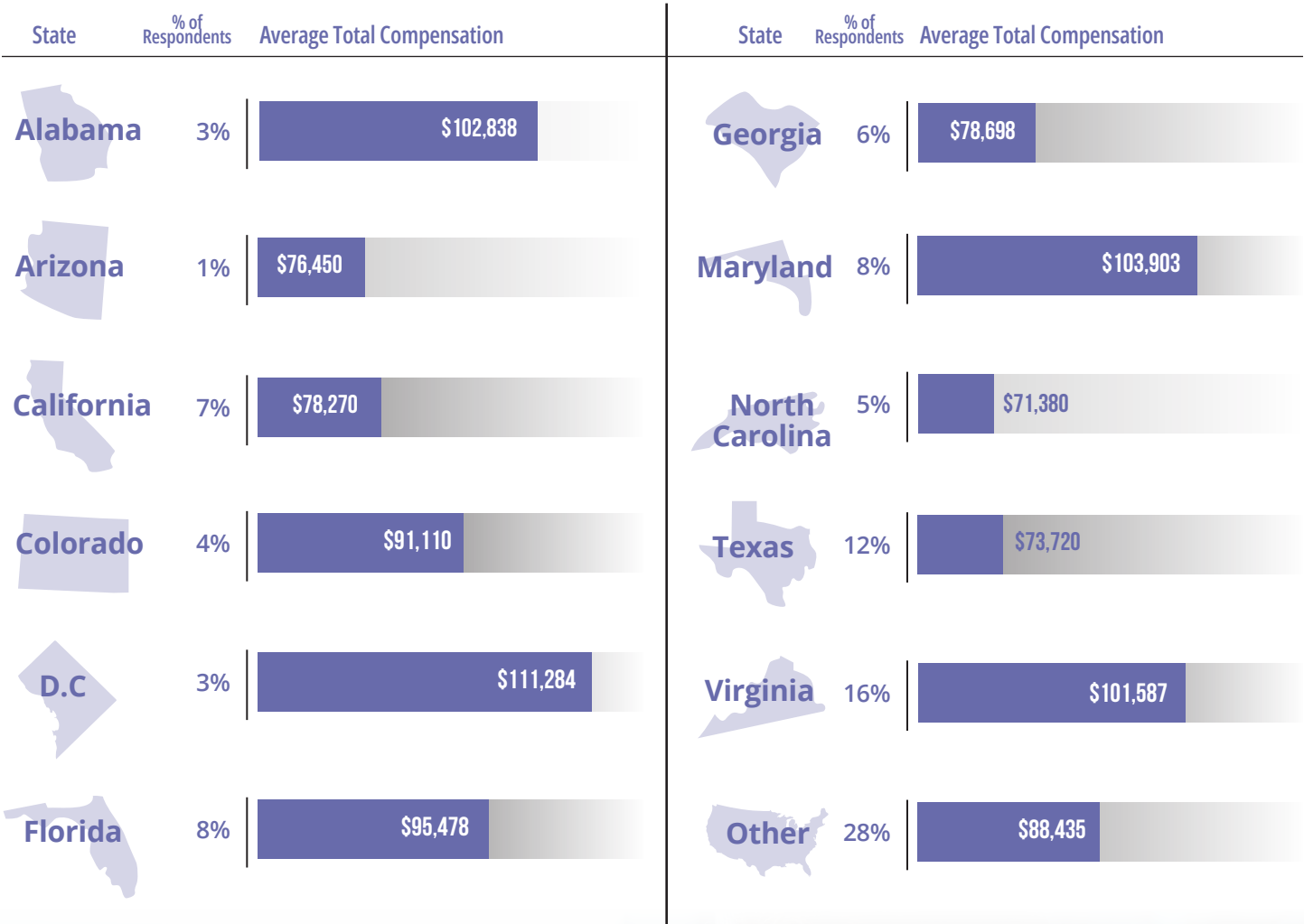
In a field where compliance, timelines, and government contracts intersect, certifications add credibility—and compensation follows.



Top States

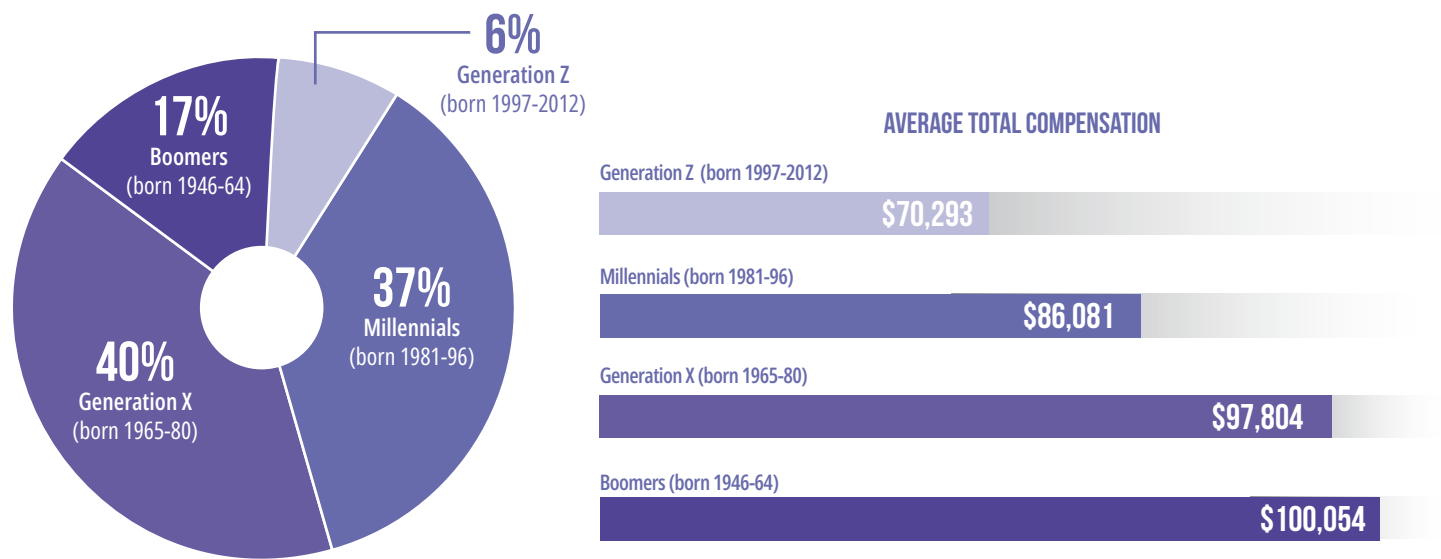
Unlike some cleared fields concentrated in the D.C. metro, logistics professionals are more widely spread out. Texas, Florida, Georgia, and North Carolina are key hubs—likely due to lower costs of living, strong infrastructure, and proximity to military bases and federal contracts.

Compensation varies, but top-earning states include D.C. (\$111,284), Alabama (\$102,838), and Maryland (\$103,903). Meanwhile, lower-compensation states like Arizona and Texas offer affordability and growing opportunities for cleared logistics work.

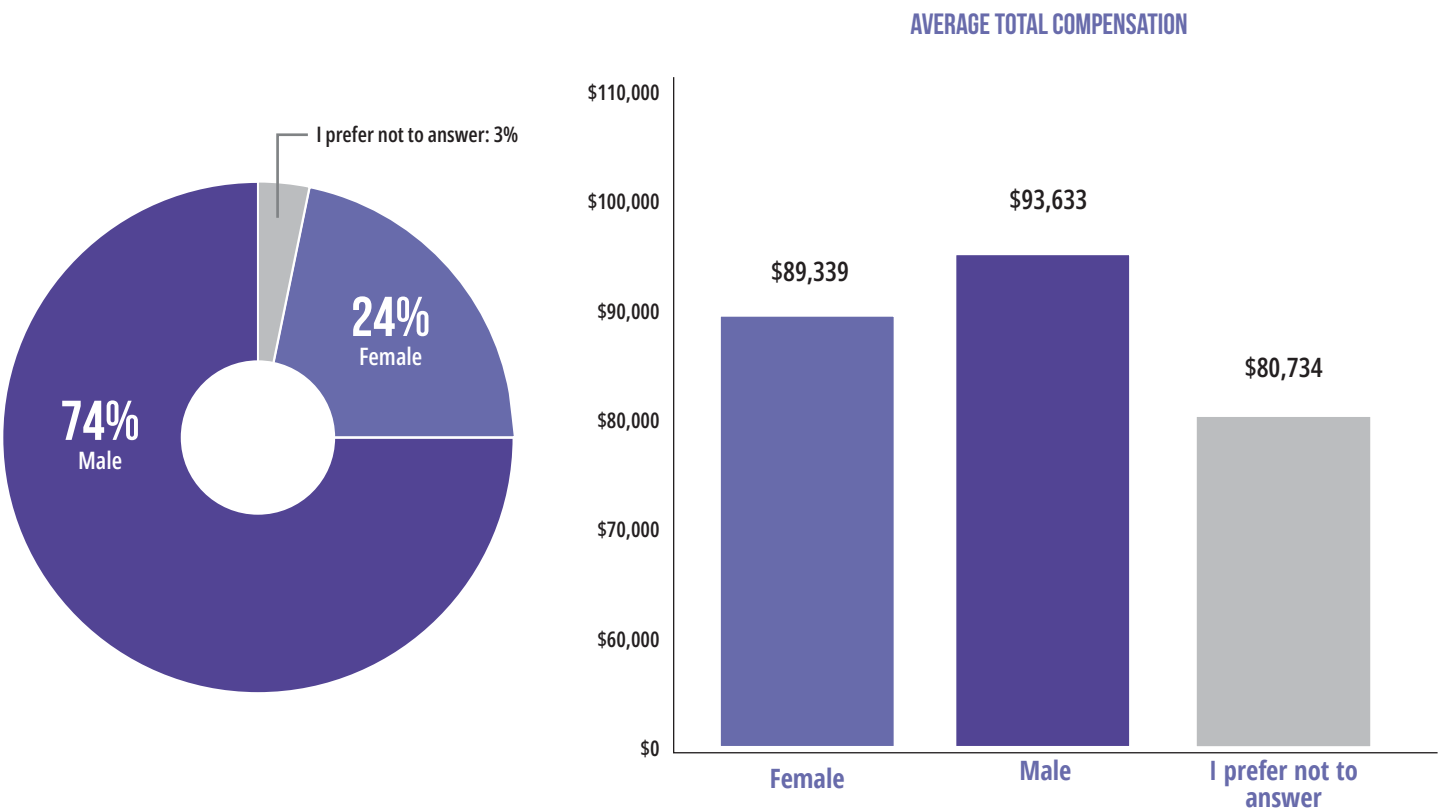


Demographics

The logistics workforce spans all generations, but Gen X and Boomers remain the most experienced—and best compensated. Gen X averages \$97,804, while Boomers reach \$100,054. Millennials are making up ground and represent 37% of the workforce.



The gender gap persists, with women representing 24% of cleared logistics professionals. Their average compensation, at \$89,339, still trails slightly behind men at \$93,633. However, the industry continues to shift, and more women are stepping into pivotal supply and logistics roles.



Cleared Security Job Market

Cleared logistics professionals are essential to the national security mission—ensuring the right materials, systems, and resources are where they need to be, when they need to be there. With an average total compensation of \$91,550, logistics may not grab headlines, but it's a stable and rewarding career path.

Whether you start in a warehouse or lead complex procurement operations, the combination of clearance, experience, and operational expertise builds long-term value. In national security, logistics keeps everything moving—and the professionals behind it are finally getting recognized for what they deliver.

SURVEY METHODOLOGY

The Security Clearance Jobs Salary Survey is administered online by ClearanceJobs. The 2024 data presented here was collected between August 27 and December 31, 2024. Security-cleared respondents were invited to participate in the survey through notifications on ClearanceJobs home page and various communications and links. This report focuses on both the findings for the 2024 survey and the comparison of those results for a nearly identical survey conducted one year prior (2023 compensation information).

In 2024, there were 31,001 survey participants, a decrease of -6% over the 2023 survey. After excluding survey respondents not having security clearance, those who were unemployed, active-duty military, students, those whose compensation was below \$18,000 or above \$400,000, and finally incomplete or duplicate questionnaires, there remained 13,177 usable responses in 2024 and 14,251 usable responses in 2023.

By definition, all respondents included in this analysis have an active or current security clearance issued by the U.S. federal government, are not active-duty military, are employed, and reported compensation figures between \$18,000 and \$400,000. Note that in reports completed prior to 2020, active-duty military were included in the analysis universe.

Dollars are as reported in the survey year and not adjusted for inflation. Also, prior to 2022, the high-end cap for compensation figures was \$300,000. That increased to \$350,000 in 2022 and then increased to \$400,000 in 2024. This had a negligible impact on overall compensation figures for 2024 (no impact on median, increased mean total compensation by \$453 and increased mean base pay by \$78).

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