

# WORKBOAT

## 2013 COMPENSATION REPORT



# Editor's Note

The biennial 2013 edition of the WorkBoat compensation report provides a great snapshot of all facets of employment within the commercial marine industry. The survey, conducted earlier this year, builds on our successful inaugural survey in 2011.

Like two years ago, we again focused on workboat vessel owners and operators, offshore operations, shipyards and other commercial marine services, and workboat-related research, education, associations and other groups. There is a plethora of detailed information contained in this report, from primary job functions and job satisfaction to average compensation levels and education and experience levels.

In a special section of this compensation report, we compare and contrast the 2013 results to those of 2011. Of particular interest are the hourly wages, which showed that higher wages decreased and mid-level wages increased. It also should be noted that while most sectors did not see a big increase in base salary, the "Shipyard and Other Marine Services" sector enjoyed a \$22,000 increase in base salary from two years ago. Additionally, compared to 2011, all regions experienced an increase in average total compensation. There are several other interesting findings contained in the comparison section of the report.

Companies can use this report and its data to help in planning future hiring needs. Data such as primary vessel, offshore and shipyard job functions, experience, work hours and schedules, daily crew rates and base salaries, should provide some good insight to use in the hiring and planning processes.

In addition to this report, the 2013 [online compensation calculator](#) on WorkBoat.com can be used for a quick search on compensation by business type, job function and region.

Our marketing research team worked diligently on assembling this thorough industry survey. We hope you enjoy the report.



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# Executive Summary

This biennial WorkBoat compensation report is intended to assist in the understanding of compensation levels and structure within the U.S. workboat industry and to assess respondents' satisfaction and opinions regarding their current employment.

This report focused on four major industry sectors:

- Vessel Owners/Operators
- Shipyard and Other Marine Services
- Oil Exploration and Production
- Research/Education/Associations

## KEY INSIGHTS

### AGE, GENDER AND MILITARY BACKGROUND

Respondents tend to be male and older in age, over 60% are at least 50 years old. Slightly more than half of respondents are college educated and around one-third has military experience – many report having served in the Navy and Coast Guard.

### REGION WHERE THEY WORK

More than 90% are employed full-time and report working in all regions of the United States. The largest share of respondents come from the West and East South Central regions, which include Arkansas, Louisiana, Oklahoma, Texas, Alabama, Kentucky, Mississippi and Tennessee. The Mountain and West North Central regions are the least represented in the respondent base with both making up less than 3% of respondents.



## **JOB FUNCTION**

When looking at respondents by industry sector, Vessel Owners/Operators and those who work in shipyards and other marine services account for the vast majority (around 89%) of the survey respondents.

Within the Vessel Owners/Operators category, the largest group of respondents (41.7%) are either Captain or Port Captain and a fifth of the respondents (27.7%) are Executives or Owners.

Among those in the Oil Exploration/Production respondent group, those in Operation/Logistics are best represented (24.1%).

For those in Shipyards and Other Marine Services, Executive/Owner and Manager/Director are the most heavily represented job functions, together making up more than one-third of the respondents.

Finally, within Research/Education/Association, the Management/Administration job function is the most prevalent, making up 41.2% of respondents in this sector.

## **WORK SCHEDULE**

About three-quarters of the respondents work at least 40 hours per week, with the average number of hours worked per week being 54.96. More than one in six respondents reported working upward of 80 hours a week.

“Weeks on/weeks off” schedules were shown to vary widely, but often included four weeks on/two weeks off, two weeks on/two weeks off and four weeks on/four weeks off.

## **COMPANY AND INDUSTRY TENURE**

The wealth of experience found among these respondents is significant; approximately four out of five have more than 10 years of industry experience. Similarly, respondents have substantial tenure with their employers. Almost half (42.5%) have been with the same company for more than 10 years.

## **COMPANY DETAILS**

Two-thirds of respondents report that the companies they work for earn around \$50 million or less in annual revenue. These companies also vary greatly in number of employees, although more than a quarter have fewer than 25 employees.

## **COMPENSATION LEVELS AND STRUCTURE**

Just under two-thirds of respondents are salaried, one-fifth are paid by the day and the remaining respondents are paid by the hour. Compensation for respondents in all three categories (salaried, daily, hourly) varies widely. Daily workers earn, on average, \$542.79 per day while hourly workers average about \$36.91 per hour.

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