

**Wage & Benefit Survey**  
**Massachusetts Marine Trades**  
*October 2022*



**MASSACHUSETTS MARINE TRADES  
EDUCATIONAL TRUST**

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In October of 2018, the Massachusetts Marine Trades Educational Trust (MMTET), an affiliate of the Massachusetts Marine Trades Association, researched, drafted, surveyed and published a Wage and Benefits survey to highlight this data for recreational boating industry businesses in Massachusetts. 4 Years, and a global pandemic later, we are pleased to once again provide this data to enhance the workforce efforts the MMTET & MMTA continue to focus on.

Thank you very much to those of you that assisted in this study in an effort to present accurate wage and benefits information from Massachusetts recreational boating industry businesses. This follow up information will be very helpful in our ongoing pursuit of workforce solutions within our industry and for attracting new individuals to the boating industry here in Massachusetts.

We are very pleased to release the results of our 2022 Wage and Benefits survey.

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**Trustees, Massachusetts Marine Trades Education Trust**

A special thanks is due to Terry Martin of 3A Marine Service for his assistance with the composition, compilation, illustration, and editing of our Survey.



## **MMTA 2022 Wage & Benefit Survey**

**Responses: 37**

**Survey completion: September 30, 2022**

The following provides the background on the survey questions and presentation of the results.

Invitations to participate were sent out to businesses identified as members of the Massachusetts Marine Trades Association. The initial invitation was sent out on August 24, 2022. The final response was recorded on September 28, 2022.

The survey was hosted on surveyplanet.com. All responses came through the interface on the surveyplanet.com site.

There were 37 total respondents. Respondents were asked to respond with a low and high salary range for twenty-five separate job titles. The range of responses for each job title ranged from a low of 5 total responses to a high of 34 responses.

The job titles were broken down into two categories – hourly wage and annual salary. Responses for the hourly wage job titles were in units of dollars per hour, and the responses for job titles designated as annual salary were in thousands (K) dollars per year.

A multiple choice question was presented asking about fringe benefits.

A section was added to this year's survey regarding member's interaction with industry training programs.

The final question allowed for free form comments on the general topic of wages and benefits.

Explanation of the results presented below.

- The COUNT column shows the number of responses for the particular job title out of a possible total of 37.
- The AVG column averages all of the responses for the job title.
- The LOW column represents the average of all of the responses for the junior end of the job title.
- The HIGH column represents the average of all of the responses for the senior end of the job title.

**Wage survey results for hourly wage positions:**

		COUNT	2022 AVG	2018 AVG
Q1	Master Tech	34	<b>38.81</b>	29.61
Q2	Diesel Tech	15	<b>37.87</b>	28.21
Q3	InBoard Gas Tech	21	<b>38.14</b>	27.71
Q4	Outboard Tech	30	<b>35.85</b>	27.46
Q5	Sterndrive Tech	19	<b>36.34</b>	27.6
Q6	Electrical/Electronics Tech	26	<b>35.63</b>	27.84
Q7	Rigger (Sailboats)	16	<b>33.50</b>	23.11
Q8	Painter/Varnisher	21	<b>27.64</b>	21.17
Q9	Fiberglass Tech	21	<b>33.40</b>	25.30
Q10	Carpenter/Joiner	14	<b>31.39</b>	24.00
Q11	Welder/Fabricator	7	<b>33.93</b>	25.92
Q12	Boat Yard Laborer	33	<b>25.15</b>	17.75
Q13	Travel Lift Operator	21	<b>35.21</b>	24.57
Q14	Crane Operator	16	<b>31.31</b>	24.83
Q15	Boat Washer/Cleaner	28	<b>23.95</b>	15.97
Q16	Dockmaster	11	<b>30.68</b>	24.08
Q17	Dock/Fuel Attendant	17	<b>21.74</b>	13.81

**Wage survey results for annual salary positions:**

		COUNT	2022 AVG	2018 AVG
Q18	Office/Front Desk	34	<b>47.0</b>	36.2
Q19	Sales Associate	10	<b>85.6</b>	57.4
Q20	General Manager	28	<b>108.0</b>	94.9
Q21	Parts Dept Manager	23	<b>62.7</b>	49.8
Q22	Office Manager	27	<b>60.3</b>	53.7
Q23	Service Manager	24	<b>84.1</b>	67.4
Q24	Sales Manager	5	<b>108.1</b>	80.4

**Benefits other than salary (percentage of respondents offering the benefit):**

	Pension/401K	78%
	Medical Plan	92%
	Dental Plan	46%
	Life Insurance	43%
Q25	AD&D	38%
	Disability	43%
	Sick Days	84%
	Personal Days	81%
	Vacation	97%

**Q26. Free form comments on “other benefits”:**

- Discount boat storage/dockage.
- Employer pays 100% health insurance premiums.
- Profit sharing plan.
- Re-location to different region.
- Parts at 5% over cost.
- Use of shop trucks.
- Use of shop boats.
- Discount slips.
- Health Savings Account with company match.
- Employee discount at cost.
- Bonus.
- Tremendous Christmas Party for all and their partners - 2 day event, offsite destination-awesome.
- Housing.
- Parts at cost.
- Boats to use.
- Place to work on own cars and boats.
- Through Aflac - employee picked and paid additional insurance options.
- Paid training.
- A lot of company lunches.
- Flexible schedules.
- Off-site/Remote opportunities.
- Profit-based bonuses.
- BK Membership.
- Health club membership.
- Monthly breakfast/lunch meetings.

A section was added to this year's survey that looked at the prevalence of members that are working with industry training programs.

**Q27. Have you reached out to any of the area schools that offer industry training programs ?**

"Yes" responses

62%

**Q28: Which schools:**

- All
- Cape Cod Regional Technical High School
- Upper Cape, Landing, IRYS, MIIT
- IYRS, Landing School
- Cape Cod Tech
- Upper Cape, all and any vo-tech schools
- MTTI, NETech, Upper Cape, MVRHS
- Upper Cape Tech
- Cape Cod Community College
- New Bedford Tech
- GNB Tech
- Mass Maritime
- Whittier Tech
- Cape Cod Tech, Harwich
- The program in New Bedford is new and hasn't graduated anyone yet, but I have been in touch w/ Super
- Bunker Hill Community College, Charlestown High
- MTTI, GNBVT

**Q29. Free form comments:**

- Last couple of years we have seen wages & benefits soar in our industry.
- We are evaluating our own wages already to provide raises to the staff so these numbers should show a slight increase next go round. Current salaries/wages are reflected in the survey.
- Bonuses at the end of the year.
- Compensation is based on experience in the field.
- General benefits are good. No complaints. Wages should match based on skill level, attendance, and work ethic. Raises should be given to keep employees motivated and feel appreciated.
- **Editor's Note:** There were comments provided in this section regarding the individual's interpretation of how to respond to some of the survey questions. These comments were not included here, but were considered during the compilation of the data.