

Wage & Benefit Survey

2024 REPORT



**MASSACHUSETTS MARINE TRADES
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This report builds upon the 2018 and 2022 Wage and Benefits surveys that were published by the Massachusetts Marine Trades Educational Trust (MMTET) to present synthesized data for the Massachusetts recreational marine industry. MMTET, an affiliate of the Massachusetts Marine Trades Association (MMTA), is pleased to provide the report, furthering the MMTET and MMTA workforce development efforts.

This report summarizes the wage and benefit data collected in Fall 2024 and compares the information to prior surveys.

Key Findings:

- 1) Skills and scarcity drive hourly wage rates
- 2) Robust benefits packages offered by most participants
- 3) Solid engagement levels between schools and businesses

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Summary

2024 Wage and Benefit Survey

SURVEY COMPLETION:
DECEMBER 4, 2024

RESPONSES: 30

Invitations to participate in the Survey were sent out to MMTA members. The survey, comprised of 32 questions, and presented on the Survey Planet website from October 29th to December 4th, received 30 responses.

Participants were asked to provide an hourly wage range for 24 different job titles that are common in the boating industry (Table 1). The number of responses for each job title ranged from 6 to 27 responses.

Table 1: The low and high average hourly wage and number of responses received for each job title.

Job Title	Low Avg. Hourly Wage	High Avg. Hourly Wage	Responses Received
Master Tech	\$36	\$50	22
Diesel Tech	\$32	\$47	14
Inboard Gas Tech	\$30	\$46	15
Outboard Tech	\$29	\$42	23
Sterndrive Tech	\$32	\$42	10
Electrical/Electronics Tech	\$34	\$42	14
Rigger (Sailboats)	\$29	\$37	12
Painter/Varnisher	\$25	\$38	15
Fiberglass Tech	\$29	\$38	19

Carpenter/Joiner	\$29	\$38	9
Welder/Fabricator	\$27	\$39	6
Boat Yard Laborer	\$22	\$30	26
Travel Lift Operator	\$27	\$42	18
Crane Operator	\$28	\$39	11
Boat Washer/Cleaner	\$21	\$28	20
Dockmaster	\$26	\$31	11
Dock/Fuel Attendant	\$18	\$23	15
Office Staff/Front Desk	\$25	\$31	25
Office Manager	\$33	\$42	21
Sales Associate	\$27	\$39	11
Sales Manager	\$38	\$54	7
General Manager	\$49	\$63	27
Service Manager	\$40	\$50	22
Parts Department Manager	\$30	\$38	19

Participants were also asked if bonus opportunities existed for the Sales Associate and General Manager positions. Six participants provided information for Sales Associate bonuses and thirteen participants responded for General Manager bonuses (Table 2).

Table 2: Information on bonus opportunities for Sales Associate and General Manager positions.

Sales Associate - Bonuses
2% of retail sales- \$50K-\$100K per year
10% increase in sales from year to year (\$10,000 flat bonus)
15% of annual salary

20% of profit on a sale
50% of profit on used boat sales and 20% of profit on new boat sales
\$4,500
General Manager - Bonuses
3%
3% net business income
8%
10% of profit
20%
~ \$3,500
Not to exceed \$10,000
\$10,000 to \$50,000
\$40,000
\$50,000
Meeting targets
Small percentage of sales
Bonus annual plus stock awards

In order to understand the mix of employee benefits, participants were able to indicate what they offer from a choice of nine common benefits. Figure 1 shows the most popular benefits offered. A comment box was provided to include any benefits that do not fall under the previous categories, or to provide additional information (Table 3).

Figure 1: The nine most common employee benefits offered by the survey participants.

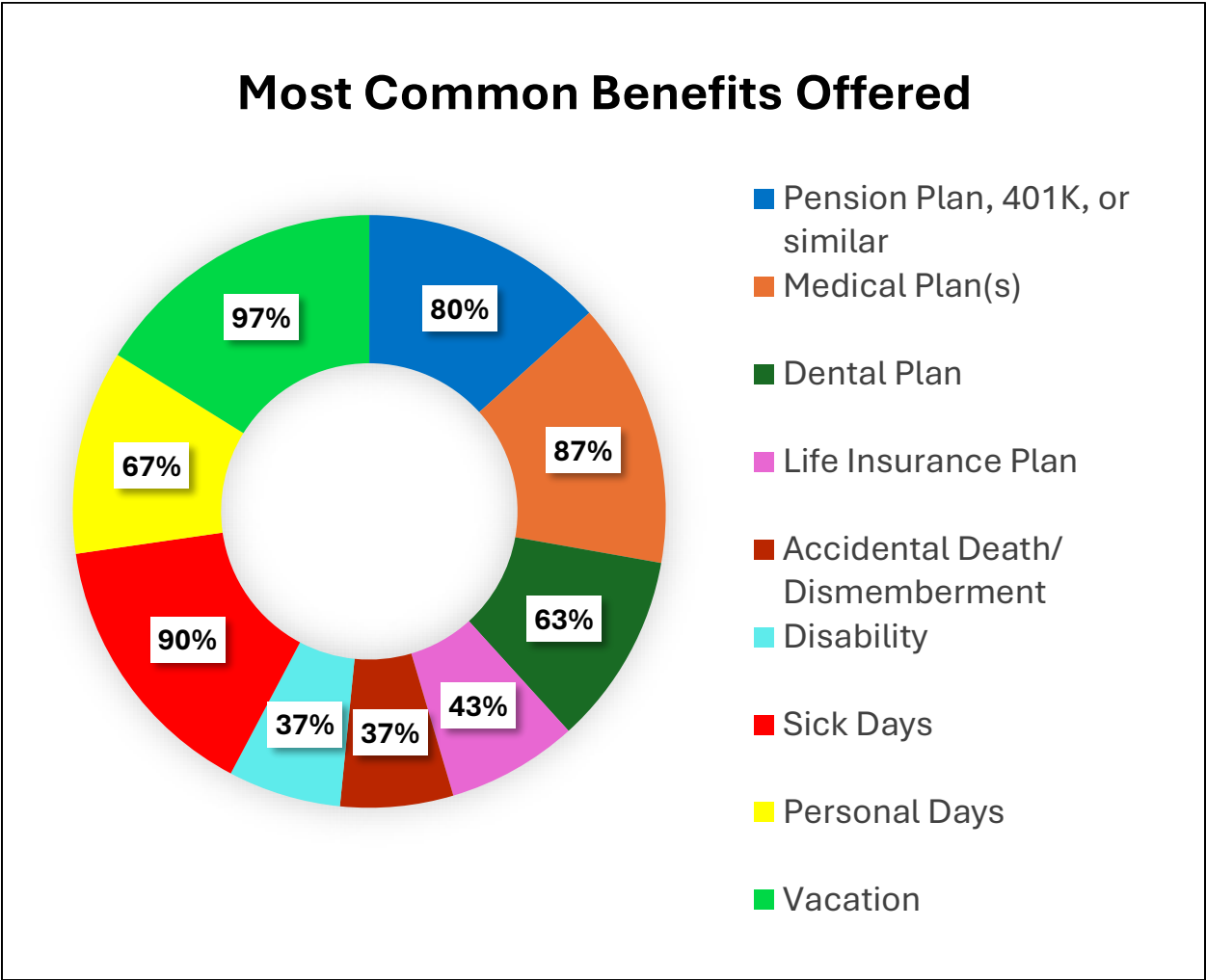


Table 3: Individual comments on additional employee benefits.

Additional Employee Benefits
Employer pays 100% of health care premiums
Use of equipment and the shop
Bereavement days; Parts at cost; 1/2 off uniform cost (including boots, foul weather gear, etc.)
Boat hauling and storage
Flex schedule

Discounted pricing on materials
\$2,000 per year tuition reimbursement, employee pricing 10% above cost
Vehicle
Purchases at cost plus 10% personal boat storage use of shop equipment
Dockage discounts, holiday bonuses
ESOP shares, annual cash bonuses

This survey also asked if members have relationships with schools in the New England region that offer industry training programs. About 73% of survey participants have reached out to schools. Table 4 shows the schools that have been contacted. Two participants did not provide the schools they have contacted.

Table 4: The number of participant businesses and the different schools that have made contact.

School	Number of Business Contacts
Cape Cod Tech	7
Upper Cape Tech	6
Cape Cod Community College	2
Greater New Bedford Vocational Tech	3
Worcester Tech	1
Mass Maritime	3
IYRS	3
Diman Regional Vocational Technical	1
Bunker Hill Community College	1
Marshfield Community College	1
New England Institute of Technology	1

Most schools	1
All	1

Lastly, a comment box was provided for participants to share additional information about compensation and benefits (Table 5).

Table 5: Additional comments on compensation and benefits.

Additional Comments
Use of machinery (travel lift, power washer, crane) for personal boats; mooring/storage for personal boats at reduced rate
These results may be skewed by overtime expectations. Total annual pay may be very different for similar hourly rates.
Employers need to be better educated on the job market value along with annual increases and bonus structure
Free uniforms

The following section will present a comparison between the 2024 data with prior surveys.

Comparison

Prior 2018 and 2022 Surveys

In 2018, the Massachusetts Marine Trade Educational Trust (MMTET) published their first Wage and Benefits survey to share information on employee wages and benefits for recreational boating industry businesses. In 2022, MMTET continued their efforts with an updated survey. This section will compare the previous survey years with the 2024 data.

Table 6 presents the average hourly wage for each job and survey year. 2024 results indicate that 11 jobs (65%) saw an increase in their salary while 6 jobs (35%) saw a slight decrease. This slightly decrease may be due to a smaller study sample in 2024. It is important to note that the 2018 survey had 46 participants, the 2022 survey had 37 participants, and the 2024 survey had 30 participants. Additionally, the Office Staff, Sales Associate, and General Manager positions were not compared due to differences between hourly and salary data collection.

Table 6: The average hourly wages for each survey year. Slight decreases in wages are highlighted in bold and may be attributed to the smaller survey samples in 2024.

Job Title	2024 Avg.	2022 Avg.	2018 Avg.
Master Tech	\$43.3	\$38.8	\$29.6
Diesel Tech	\$39.8	\$37.9	\$28.2
Inboard Gas Tech	\$37.9	\$38.1	\$27.7
Outboard Tech	\$35.8	\$35.9	\$27
Sterndrive Tech	\$36.9	\$36.3	\$27.6
Electrical/Electronics Tech	\$38.1	\$35.6	\$27.6
Rigger (Sailboats)	\$32.6	\$33.5	\$23.1

Painter/Varnisher	\$31.7	\$27.6	\$21.2
Fiberglass Tech	\$33.6	\$33.4	\$25.3
Carpenter/Joiner	\$33.8	\$31.4	\$24
Welder/Fabricator	\$32.9	\$33.9	\$25.9
Boat Yard Laborer	\$26.1	\$25.2	\$17.8
Travel Lift Operator	\$34.8	\$35.2	\$24.6
Crane Operator	\$33.7	\$31.3	\$24.8
Boat Washer/Cleaner	\$24.5	\$24	\$16
Dockmaster	\$28.5	\$30.7	\$24.1
Dock/Fuel Attendant	\$20.6	\$21.7	\$13.8

