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SALARY SURVEY 2020

The annual *Safety+Health* Salary Survey is different this year. That's because we've partnered with the Board of Certified Safety Professionals to bring you more – and more accurate* – information about how you compare with your fellow EHS pros on compensation and benefits.

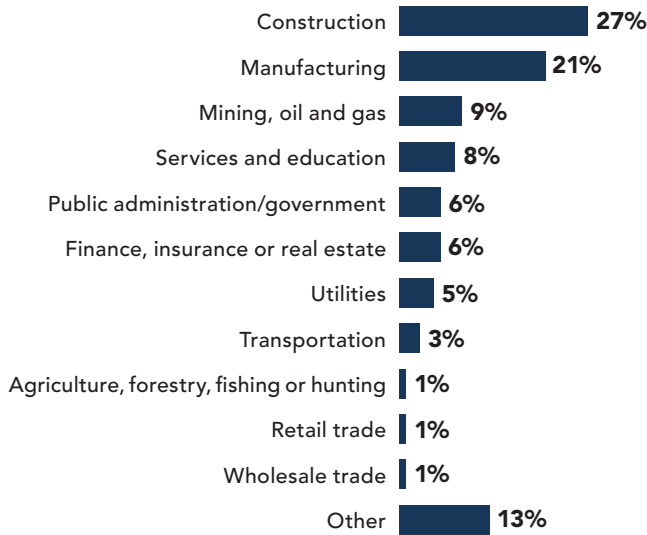
On behalf of *S+H* and BCSP, Readex Research selected a sample of 61,500 EHS pros from two lists of National Safety Council members and active BCSP certification holders. An email was sent on April 22, and 9,225 recipients responded for a 15% response rate.

Thanks to everyone who responded to the survey. Ready to see how your salary stacks up? Turn the page.

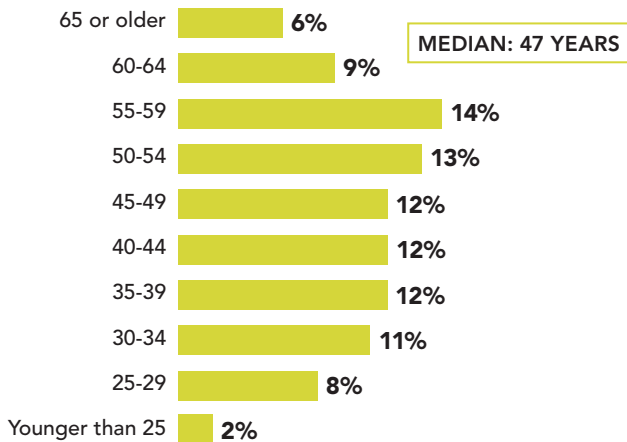
*As part of this year's partnership with BCSP, the *Safety+Health* Salary Survey has been thoroughly updated and expanded. Because of changes to question wording and response options, this year's salary survey results are not comparable to previous years' results.

About you

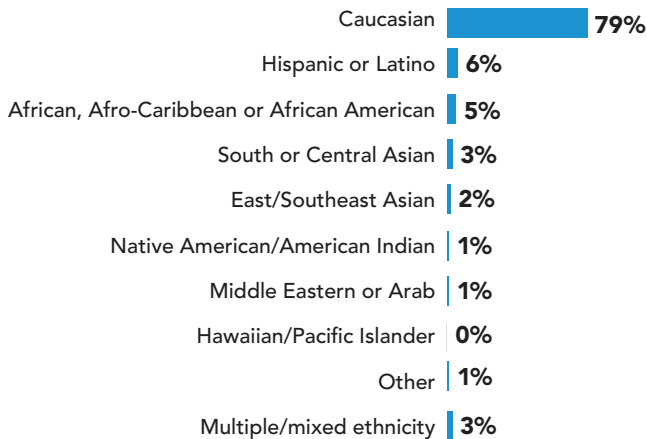
What industry do you work in?



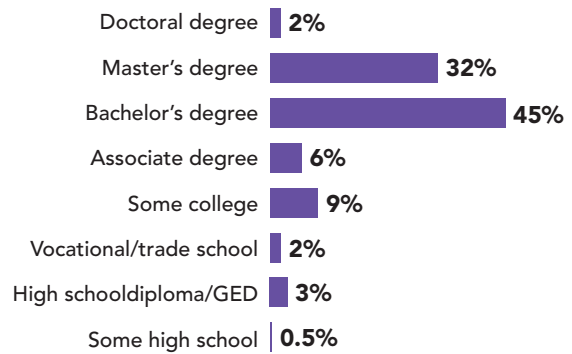
How old are you?



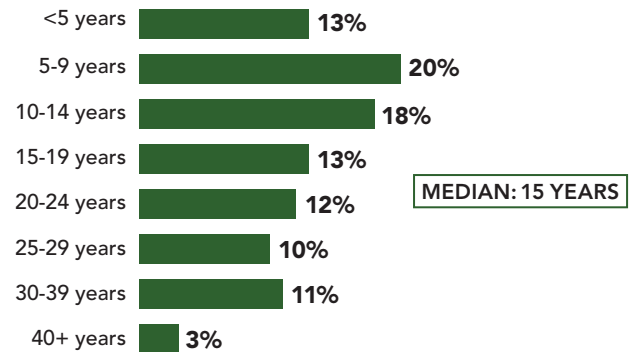
What's your ethnicity?



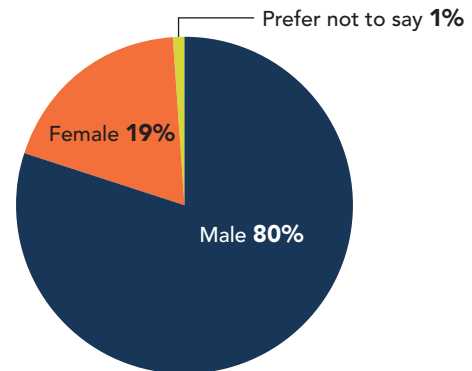
What's your highest level of education?



How many years have you worked as an EHS professional?



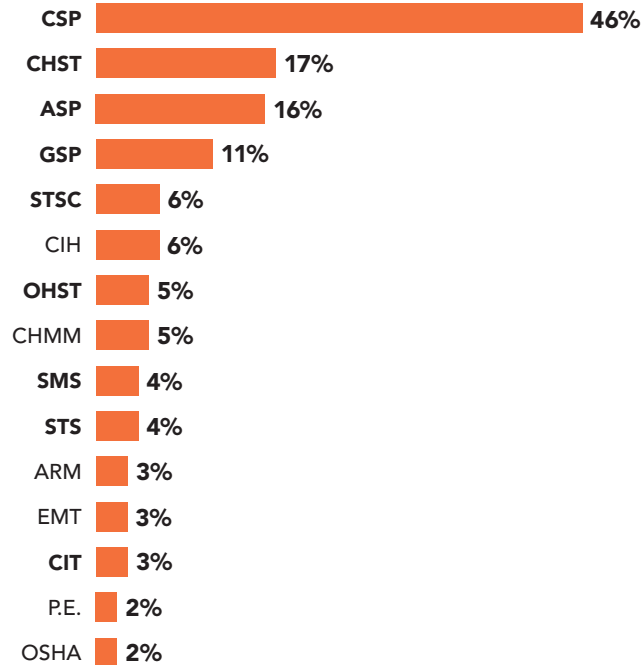
What's your gender?



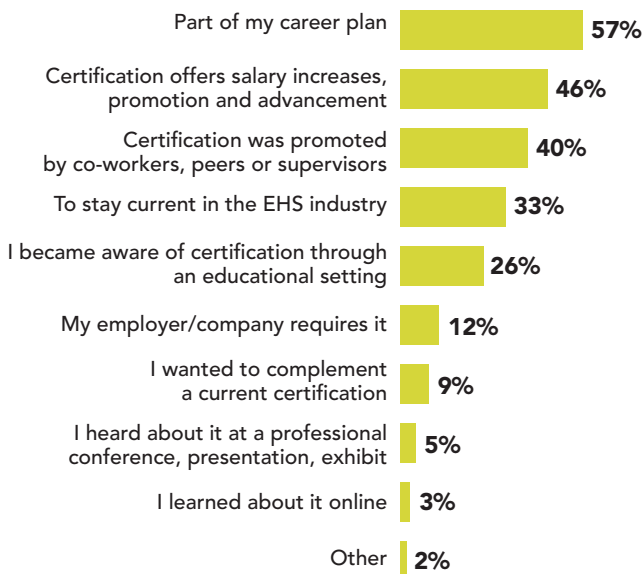
Profile differences by gender	Male	Female
Length of time in industry (median)	15 years	13 years
Director/manager/chief/department head	28%	23%
Directly supervise other staff	49%	36%

Which certifications do you hold?

Boldface=BCSP certifications

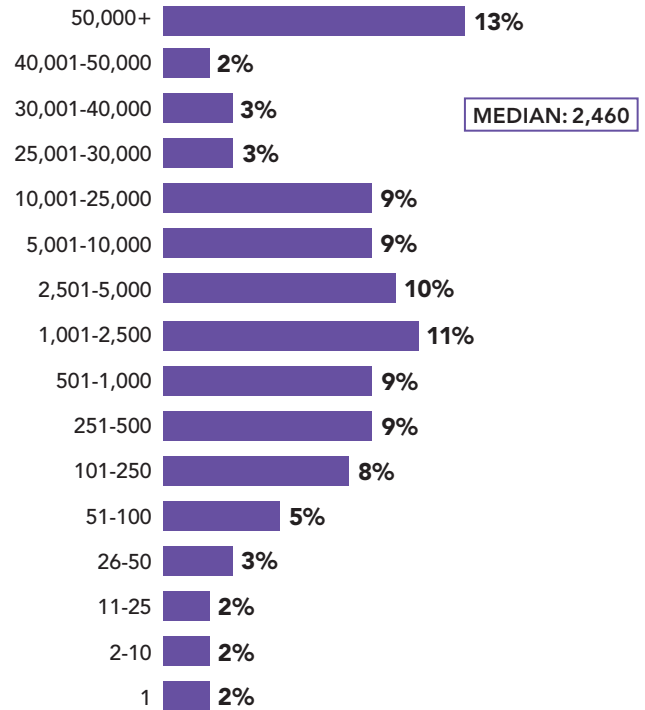


Why did you pursue certification?

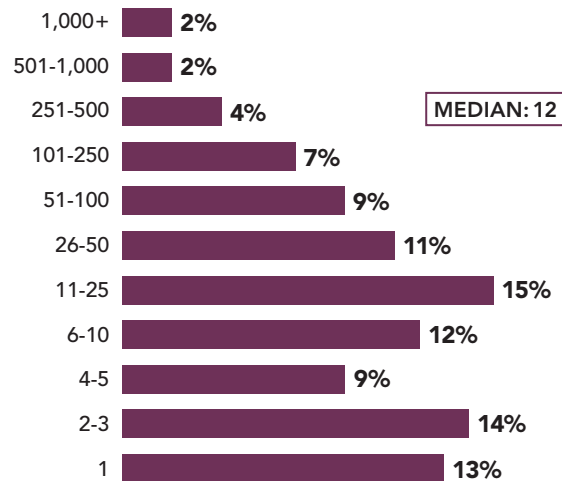


About your organization

How many people are employed by your organization?

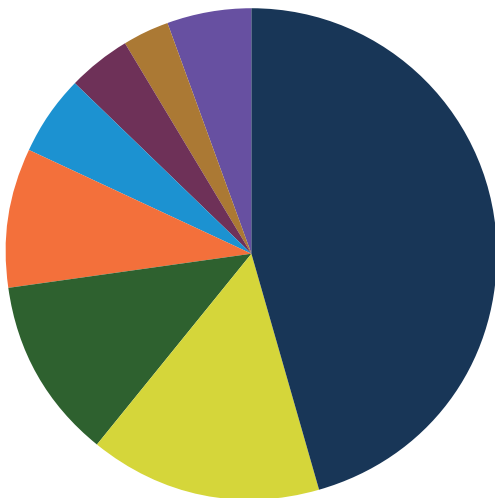


How many people does your organization employ?



Note: Medians are reported in this study instead of means (averages) because medians represent the “typical” response and are not influenced by extreme values. A median is the value that lies at the middle of a distribution; that is, 50% of the values are above it and 50% are below. Medians for grouped or categorical data are calculated by locating the group that contains the 50th percentile, then interpolating between the lower and upper bounds to estimate the precise value.

In what department is the EHS function located in your organization?



Environmental, health and safety	69%
Operations/production	23%
Risk management	18%
HR/administration	14%
Engineering	8%
Regulatory affairs	6%
Legal	5%
Other	8%



The BCSP Salary Calculator

Want to drill down even further? Check out the BCSP Salary Calculator, which includes data from all 2020 Salary Survey respondents who indicated they were employed full time. By selecting different variables, you can build different queries based on location, certification and more. Find the calculator at bcsp.org/resources/salary-survey.

About your work

Which of the following best describes your job title?

President/CEO/owner/vice president/general manager

4%

Director/manager/chief/department head

27%

EHS 14%

Safety 9%

Risk management/loss control 1%

Other 3%

Branch/division/regional manager/supervisor

17%

EHS 9%

Safety 5%

Risk management/loss control 1%

Other 2%

Professional

39%

Safety professional 21%

Safety coordinator 6%

Safety engineer 4%

Industrial hygienist 3%

Other 4%

Consultant

9%

EHS 4%

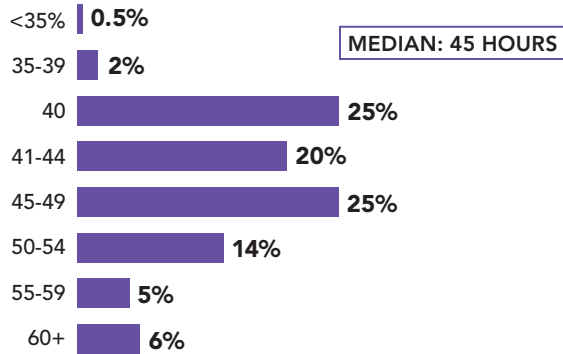
Safety 4%

Other 1%

Other

4%

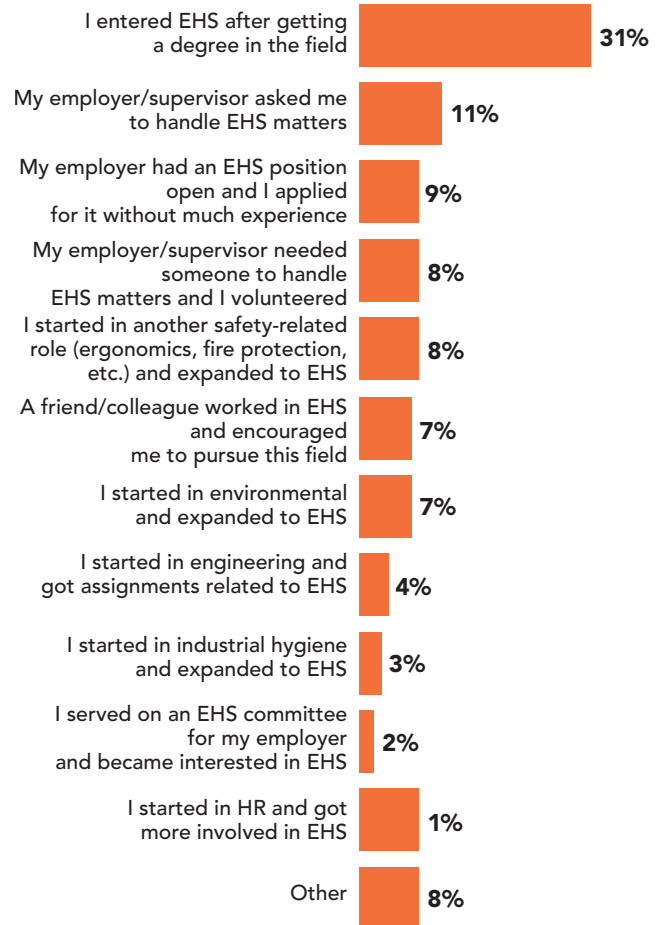
About how many hours do you work in a typical week?



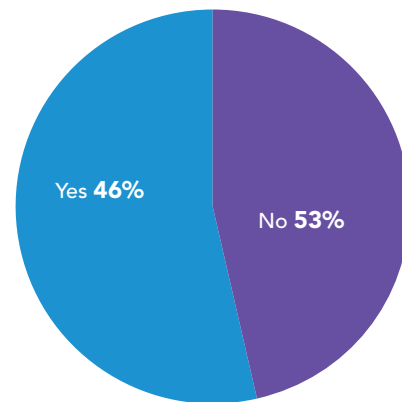
Approximately what portion of your work time do you devote to each of the following functions?

- Safety 24.6%
- Safety management 13.7%
- Construction 9.2%
- Risk management 7.1%
- Business administration 6.2%
- Industrial hygiene 5.5%
- Occupational health 5.5%
- Environmental – general 4.2%
- Fire protection 2.7%
- Other 2.7%
- Safety engineering 2.1%
- Hazardous materials management 2.0%
- Systems safety 1.5%
- Manufacturing 1.3%
- Transportation 1.3%
- Human resources 1.1%
- Engineering 1.2%
- Security 0.9%
- Product safety 0.7%
- Medical 0.5%
- Public health 0.5%
- Dangerous goods transportation 0.4%
- Health physics 0.4%
- Environmental engineering 0.3%
- Product stewardship/sustainability 0.3%
- Nursing 0.1%

Which best describes how you first entered the EHS field?



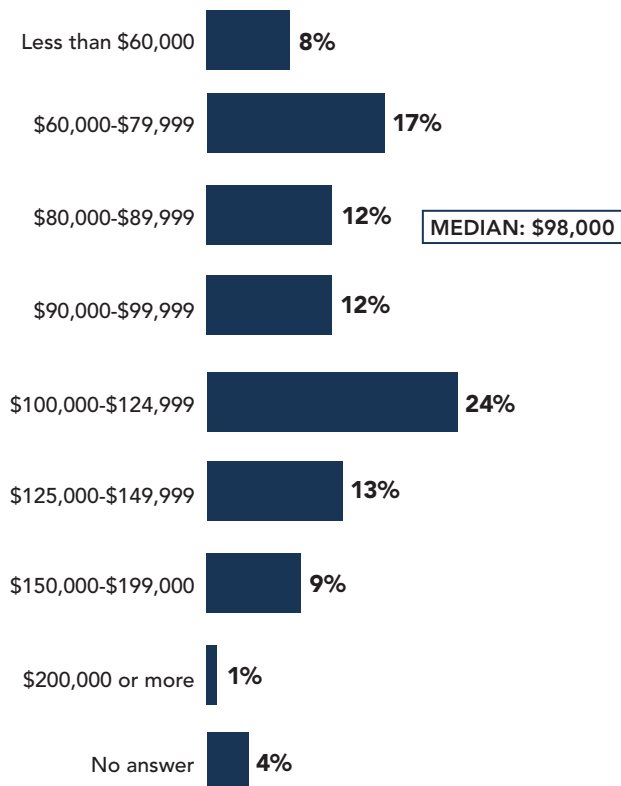
Do you directly supervise other staff?



Compensation

Base salary

As of Jan. 1, 2020, what was your annual base salary?



Base salary by job title	
Director/manager	\$110,000
Branch/division manager or supervisor	\$104,000
Professional	\$87,300
Consultant	\$95,000
Other	\$85,000

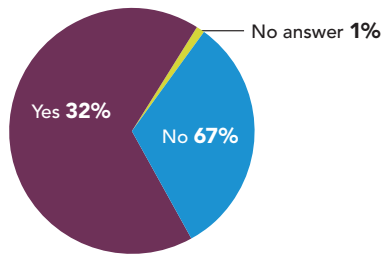
Base salary by education	
Doctoral degree	\$118,500
Master's degree	\$105,000
Bachelor's degree	\$93,000
Associate degree	\$94,000
Diploma program or vocational/trade school	\$90,000

Base salary by tenure	
<5 years	\$70,000
5-14 years	\$91,000
15-24 years	\$110,000
25+ years	\$120,000

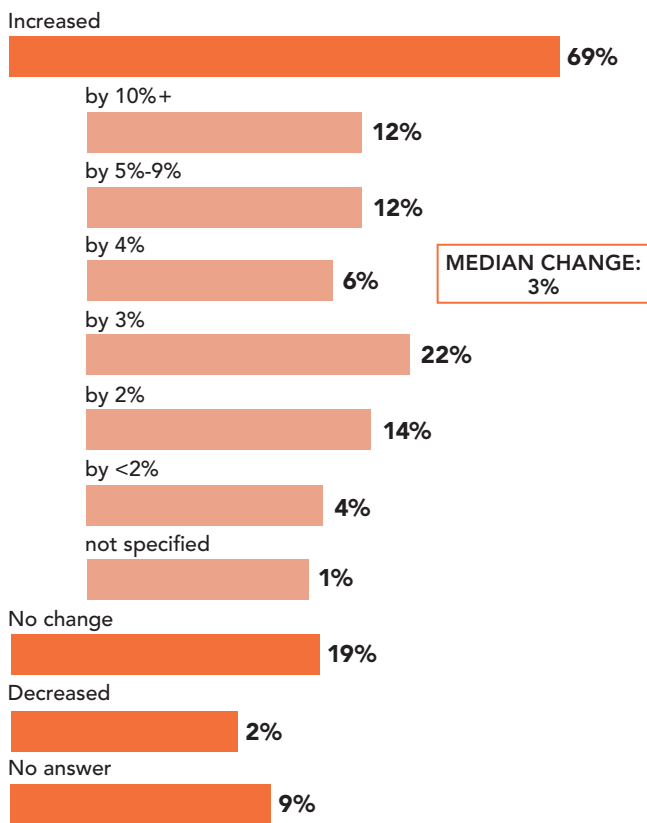
Base salary by number of EHS staff supervised	
0	\$90,000
1-4	\$105,000
5-9	\$123,000
10+	\$125,000

Base salary by gender	
Male	\$100,000
Female	\$90,000

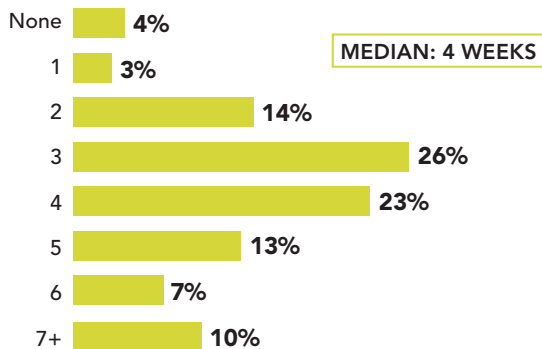
Is any of your salary or compensation based on your employer's safety performance?



Change in base salary from 2019



How many weeks of paid time off do you receive?



Other benefits offered

Which of the following other benefits does your employer offer (whether you use them or not)?

- Health care insurance **86%**
- Dental insurance **80%**
- Retirement savings plan (401(k), etc.) **77%**
- Additional life insurance **75%**
- Vision care **74%**
- Employee assistance program (EAP) **65%**
- Short-term disability **64%**
- Bonus **63%**
- Long-term disability **63%**
- Health savings account **61%**
- Professional development opportunities **59%**
- Tuition reimbursement **55%**
- Group life insurance **52%**
- Flex time/schedule **45%**
- Sick leave* **45%**
- Association dues reimbursement **45%**
- Flexible spending plan **44%**
- Maternity/paternity benefits **43%**
- Paid family leave **40%**
- Pension **24%**
- Long-term care **21%**
- Personal company car **20%**
- Profit sharing **20%**
- Health club membership **20%**
- Car allowance **19%**
- Stock options **18%**
- Incentive compensation **16%**
- Identity theft **12%**
- Retiree medical **11%**
- Cafeteria plan **9%**
- Voluntary benefits **4%**
- Onsite childcare **3%**

*other than what was included as PTO in the chart on this page.