

# 2018 SH&E Industry Salary Survey

**BCSP** | Board of Certified  
Safety Professionals



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## SURVEY DETAILS

### Purpose

In a partnership between the Board of Certified Safety Professionals (BCSP) and American Society of Safety Engineers (ASSE), the purpose of this research project was to better understand compensation trends among Safety, Health, and Environmental (SH&E) professionals.

### Method

The survey sample was selected by Readex Research from lists of contacts provided by each of the partnering organizations, as follows:

- 37,973 BCSP active certification holders (CSP, SMS, ASP, OHST, CHST, STS, STSC, CET, and/or GSP), excluding those who opted out of special offers and those classified as retired
- 28,385 ASSE members who opted in to receive ASSE emails, excluding students and retired members

After duplicates between the two lists were marked randomly by the list sampling software program across the entire combined BCSP and ASSE list and any opt-outs/missing email addresses were removed, the sample represented 56,562 unduplicated, emailable individuals at the time of selection. The original list source was tracked for each individual so that results could be tabulated per partner upon request (including those who were in both lists prior to de-duping).

The 33-question survey instrument was designed collaboratively by BCSP and Readex. Programming/hosting of the survey website and data collection/tabulation were handled by Readex.

For the data collection, Readex emailed the sample in the name of an officer from the respective partner list after de-duplication. Data was collected March 1 to 19, 2018, and included one reminder email. No incentive was used, but it was mentioned in the email correspondence that an online salary calculator would be available for use by each organization's members and/or certificants.

The survey was closed for tabulation with 10,282 responses—an 18% response rate. To best represent the audience of interest, results are based on the 9,978 respondents who indicated they were employed (full time, part time or self-employed) as of January 1, 2018. The margin of error for percentages based on all 9,978 usable responses is  $\pm 0.9$  percentage points at the 95% confidence level. The margin of error for percentages based on smaller sample sizes will be larger.

## **ABOUT READEX RESEARCH**

Readex Research is a nationally recognized independent research company located in Stillwater, Minnesota. Its roots are in survey research for the magazine publishing industry, but specialization in conducting high-quality survey research (by mail and/or the Internet) has brought clients from many other markets, including associations, corporate marketers and communicators, and government agencies. Since its founding in 1947, Readex has completed thousands of surveys for a lengthy and diverse list of clients.

As a full-service survey research supplier, Readex provides in-house processing of all phases of each project (traditional mailing, broadcast emailing, and data processing) to ensure complete control over project quality and schedule. Analytical capabilities include a range of multivariate statistics and modeling techniques, in addition to the more traditional stub-and-banner tabulations.

This survey was conducted and this report was prepared by Readex in accordance with accepted research standards and practices.

## FINDINGS: Compensation

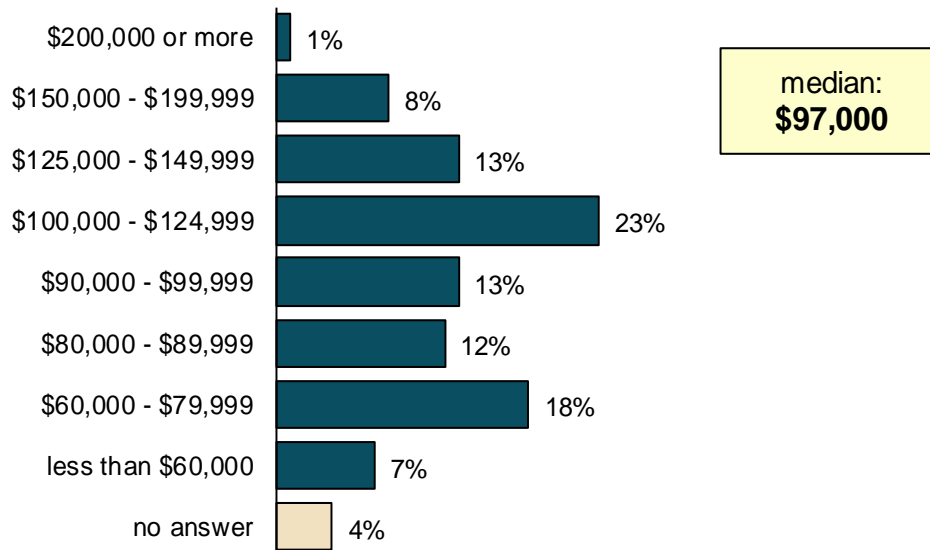
Nine in ten SH&E professionals<sup>1</sup> (92%) indicated they were employed full time as of January 1, 2018. The median<sup>2</sup> annual base salary for this group as of that date was \$97,000 (in U.S. dollars).

Among all employed respondents, 2% indicated they are located outside the U.S. and Canada. Full-time employees in these other countries typically earn less than those in the U.S. and Canada, at a median of \$72,000.

### Base Salary

As of January 1, 2018, what was your annual base salary (in U.S. dollars)? Please include only the regular salary/wage paid for your primary position. EXCLUDE earnings from other work, overtime pay, commissions, bonuses, incentive pay, profit sharing, retirement benefits received, and the monetary value of other benefits.

base: 9,485 respondents employed full time; those in each segment (fill-in answers)



### Median by Location

(thousands)



<sup>1</sup> For these purposes, "SH&E professionals" refers to the survey respondents from the BCSP and ASSE lists as described in the Survey Details.

<sup>2</sup> A **median** is considered the "typical" response. It is the value that lies at the middle of a distribution: that is, 50% of the values are above it and 50% are below. Unlike the mean, it is not influenced by extreme values. Base salaries at other percentiles (10<sup>th</sup>, 25<sup>th</sup>, 75<sup>th</sup>, & 90<sup>th</sup>) are presented in the Base Salary & Other Cash Compensation Percentiles section of this report.

## FINDINGS: Compensation

Full-time SH&E professionals with at least one of 12 licenses/certifications (ASP, CDGP, CET, CHMM, CHMP, CHST, CIH, CSP, OHST, SMS, STSC, and/or STS) typically earn \$20,000 more per year than those with none of these licenses/certifications (\$100,000 versus \$80,000).

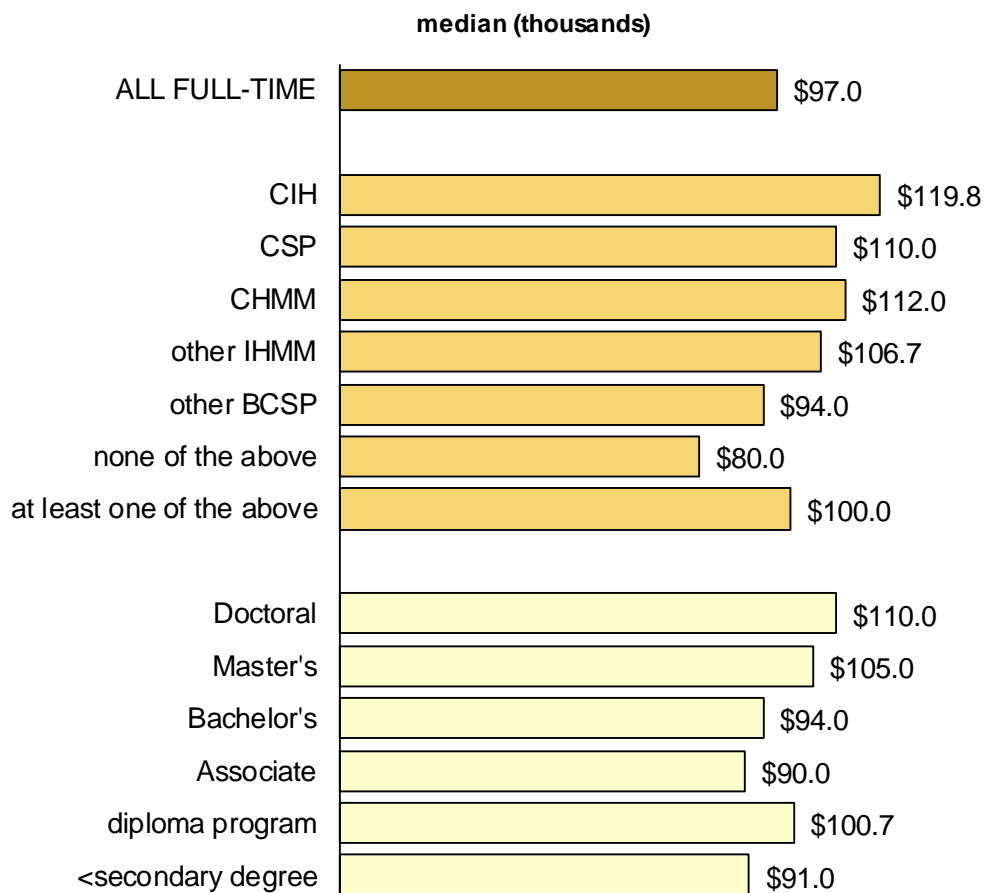
BCSP's CSP certification adds \$13,000 to the median base salary for all full-time SH&E professionals, and it adds \$30,000 to the median compared with the salaries of those who have none of the 12 licenses/certifications.

Similar to certification, formal education also correlates positively with base salary. For example, those with a Doctoral degree typically earn \$16,000 more annually than those with a Bachelor's degree and \$20,000 more than those with an Associate degree.

### Base Salary by Licenses/Certifications Held & by Education

As of January 1, 2018, what was your annual base salary (in U.S. dollars)?

base: 9,485 respondents employed full time; those in each segment (fill-in answers)



## FINDINGS: Compensation

As might be expected, the median base salary correlates positively with industry tenure and size of organization.

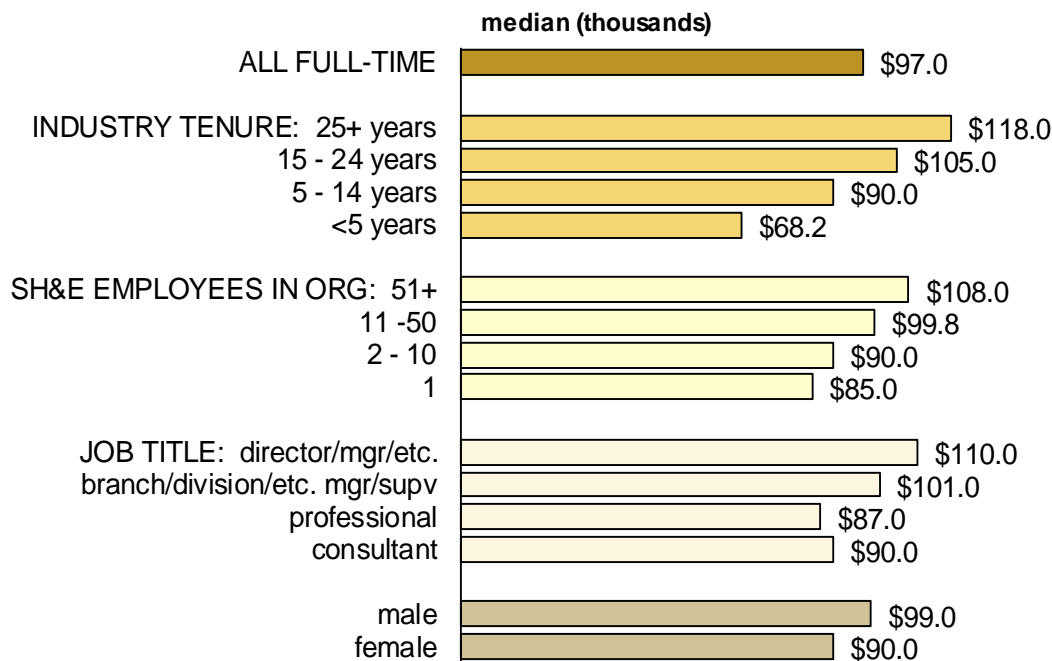
Additionally, those with titles of director, manager, chief, or department head typically earn \$9,000 more annually than those employed as branch/division/area/regional managers or supervisors, who earn at least \$11,000 more than professionals or consultants.

There is also a discrepancy in median base salary by gender, with males earning \$9,000 more annually than females. However, their profiles may help explain at least some of the difference. Males tend to have longer industry tenure, hold higher level positions in their organizations, and/or are more likely to directly supervise other staff. Each of these characteristics is likely to translate to a higher salary based on the survey results.

### Base Salary by Other Segments Analyzed

As of January 1, 2018, what was your annual base salary (in U.S. dollars)?

base: 9,485 respondents employed full time; those in each segment (fill-in answers); employed respondents for Differences in Profile by Gender



Differences in Profile by Gender	male	female
industry tenure (median)	<b>16 years</b>	14 years
director/manager/chief/department head	<b>29%</b>	23%
professional	35%	<b>41%</b>
directly supervise other staff	<b>50%</b>	36%

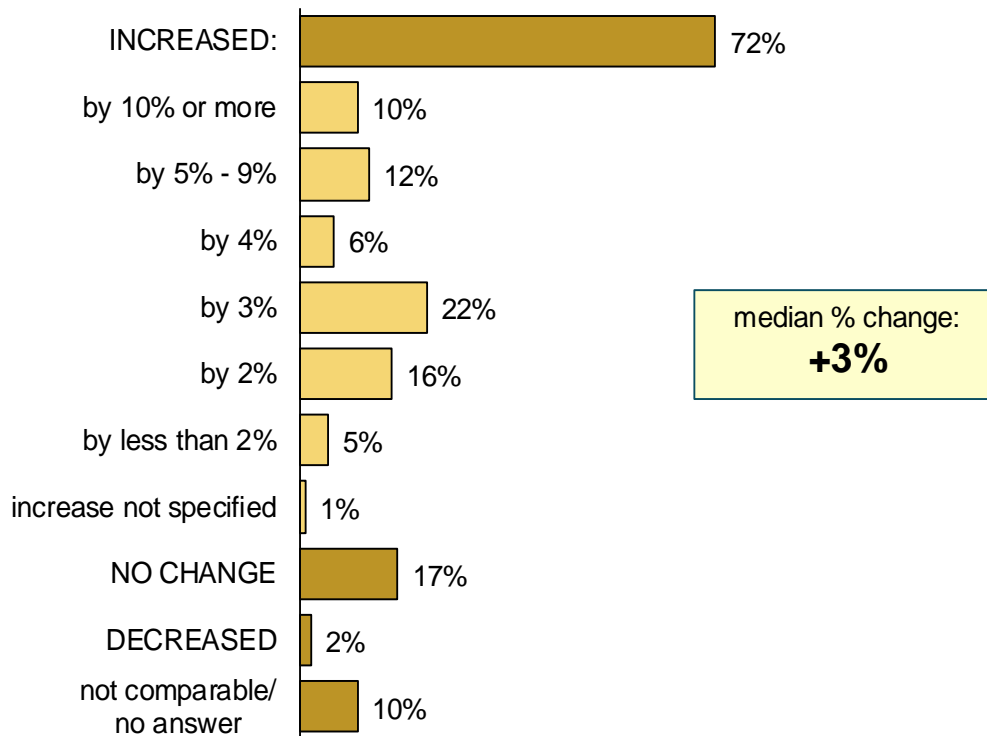
## FINDINGS: Compensation

Compared with one year previous, the typical SH&E professional who was employed full time saw a 3% increase in base salary as of January 1, 2018. Only 2% reported a decrease in their base salary; 72% reported an increase; 17% no change. Because they couldn't compare, those who were not in the same position one year ago were not included in the median calculation.

### Change in Base Salary

Compared to one year previous, how has that base salary changed?

base: 9,485 respondents employed full time (fill-in answers)





## FINDINGS: Compensation

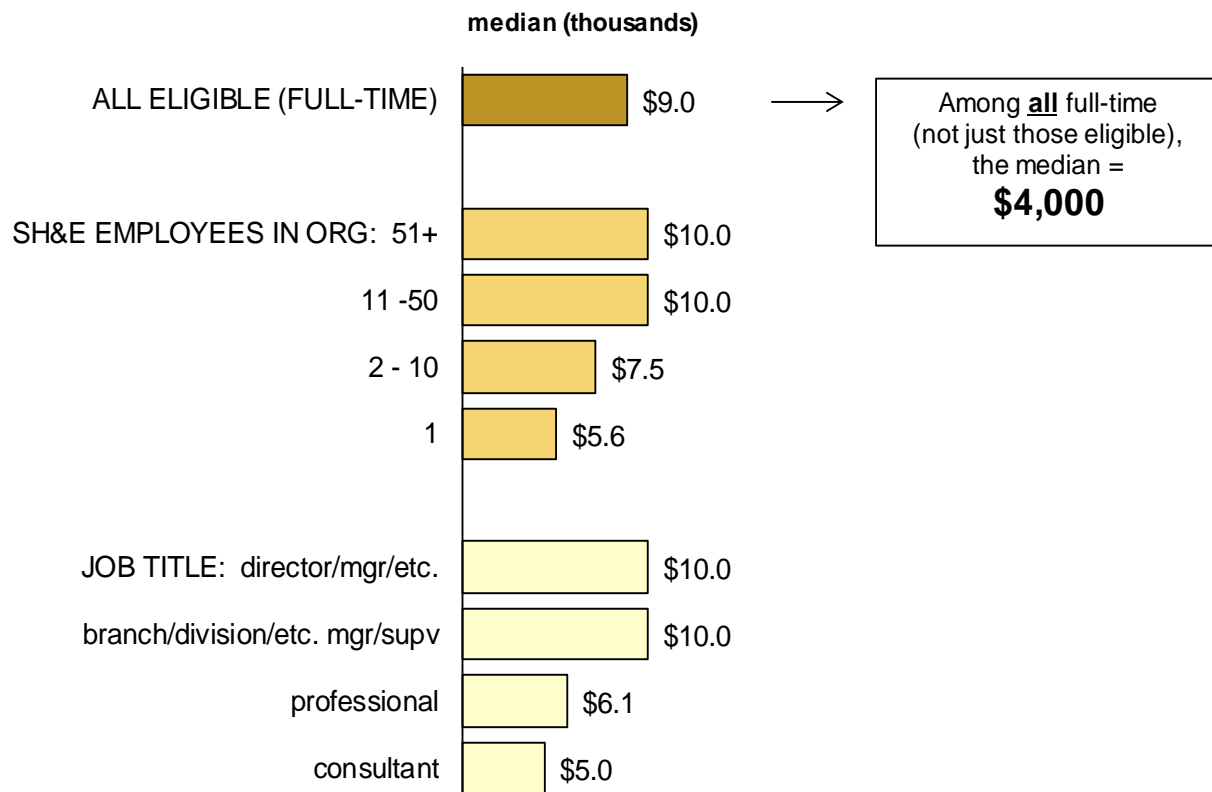
Approximately two in three SH&E professional employed full time (66%) were eligible to receive other cash compensation beyond a base salary in the 12 months prior to January 1, 2018. Among those who were eligible, the median value received was \$9,000. Considering all full-time respondents (not just those eligible), the median drops to \$4,000.

Eligible SH&E professional at larger organizations (in terms of the number of SH&E employees) typically received higher amounts of additional cash than those at smaller organizations. And, job title also makes a difference in additional cash received, with directors/managers/chiefs/department heads and branch/division/area/regional managers/supervisors typically receiving more than professionals and consultants.

### Other Cash Compensation

Whether or not you received any, were you *eligible* to receive other cash compensation beyond your salary in the 12 months prior to January 1, 2018? Other cash compensation would include bonuses, commission, incentive pay, overtime, profit sharing, deferred compensation, and cash retirement benefits received.

base: those employed full time who were eligible to receive other cash compensation; those in each segment (fill-in answers)



## FINDINGS: Benefits

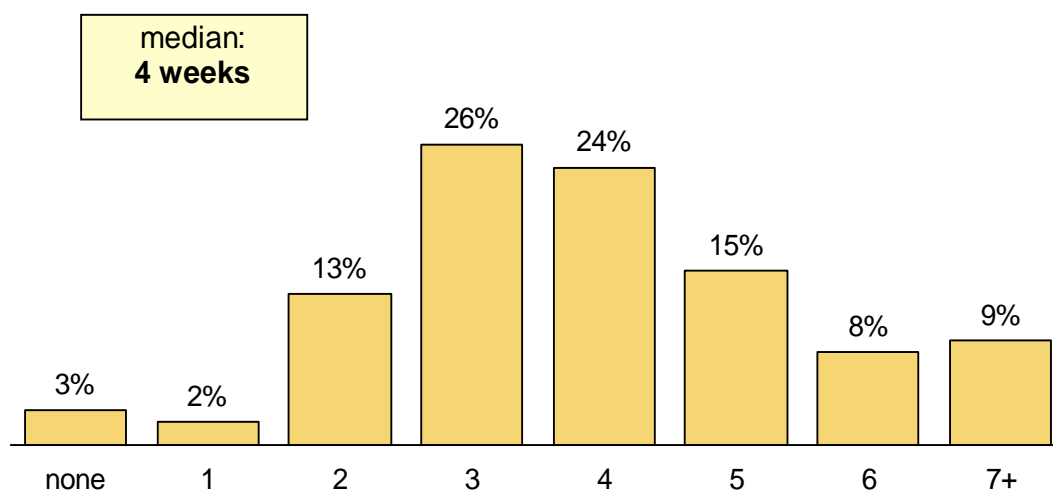
The typical full-time SH&E professional qualified for 4 weeks of paid time off (vacation and sick time or PTO) annually as of January 1, 2018.

As would be expected, the average number of weeks of paid time off increases with industry tenure.

### Number of Weeks Paid Time Off

As of January 1, 2018, how many weeks of paid time off (vacation and sick time or PTO) do you qualify for?

base: 9,485 respondents employed full time: those in each segment



Number of Weeks Paid Time Off	INDUSTRY TENURE (YEARS)			
	<5	5 - 14	15 -24	25+
7 or more	6%	8%	9%	14%
6	3%	6%	8%	12%
5	8%	11%	17%	21%
4	15%	24%	28%	26%
3	28%	30%	26%	18%
2	30%	16%	9%	6%
1	5%	2%	1%	1%
none	5%	4%	2%	2%
mean	3.1	3.6	4.1	4.4
median	3	3	4	4

## FINDINGS: Benefits

Full-time SH&E professionals are offered a variety of benefits by their employers. Health insurance is the most commonly offered (90%). About four in five are offered dental insurance (83%), retirement savings plans (80%), and/or vision care (78%).


Benefits packages differ by the size of the organization, with the odds of each benefit being offered higher for those at larger organizations, generally.


### Other Benefits Offered


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

base: 9,485 respondents employed full time; those in each segment (multiple answers)

	NUMBER OF SH&E EMPLOYEES				
	TOTAL	1	2-10	11-50	51+
health care insurance	90%	87%	89%	91%	92%
dental insurance	83%	78%	80%	85%	86%
retirement savings plan (e.g., 401(k))	80%	73%	78%	82%	85%
vision care	78%	67%	75%	80%	84%
group life insurance	71%	60%	68%	72%	78%
short-term disability	70%	60%	66%	71%	77%
sick leave	68%	60%	65%	69%	73%
long-term disability	67%	53%	63%	68%	76%
employee assistance program (EAP)	67%	55%	61%	70%	75%
bonus	66%	56%	63%	67%	73%
professional development opportunities	65%	51%	62%	67%	72%
tuition reimbursement	61%	45%	55%	65%	71%
association dues reimbursement	60%	52%	56%	62%	66%
flexible spending plan	51%	38%	46%	52%	59%
flex time/schedule	47%	39%	44%	46%	54%
maternity/paternity benefits	44%	27%	38%	45%	54%
pension	28%	19%	23%	28%	38%
voluntary benefits (AFLAC, prepaid legal, etc.)	28%	22%	26%	27%	33%
car allowance	26%	22%	27%	27%	25%
long-term care	25%	13%	21%	26%	35%
profit sharing	24%	20%	23%	25%	24%
health club membership	23%	16%	21%	25%	27%
stock options	21%	9%	14%	22%	33%
incentive compensation	20%	11%	16%	20%	28%
retiree medical	13%	8%	10%	13%	21%
cafeteria plan	11%	10%	11%	10%	11%
onsite childcare	3%	1%	2%	3%	5%

 =30% - 59%

 =60% - 79%

 =80%+

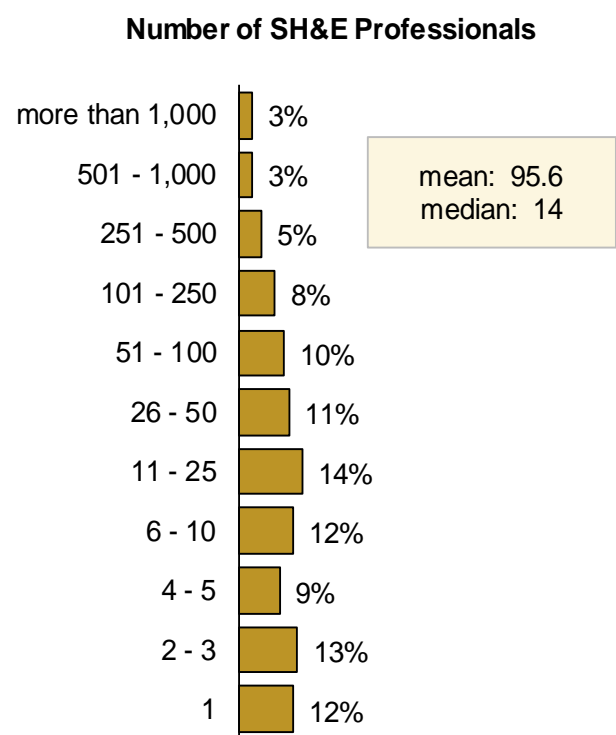
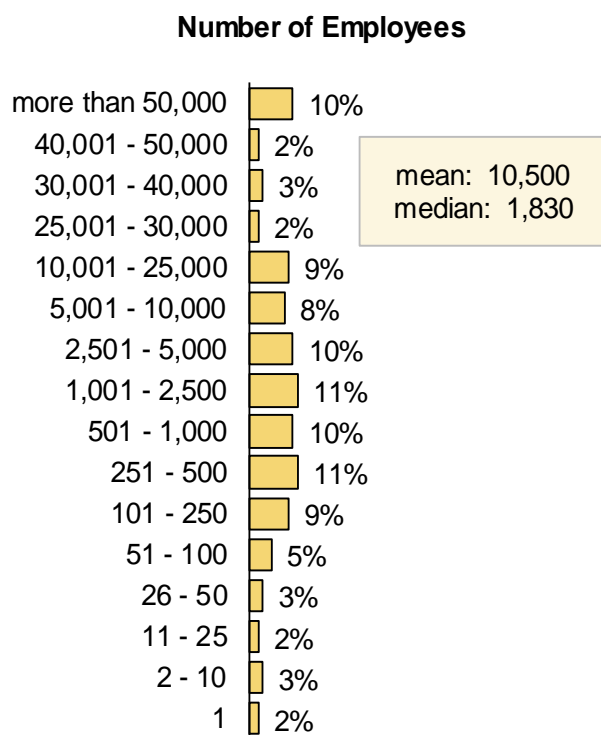
### FINDINGS: Organization Profile

SH&E professionals work for a wide range of organization sizes. The typical employed respondent works for an organization with 1,830 employees, including 14 SH&E professionals. The mean numbers for each are much higher due to some large reports (10,500 and 95.6, respectively).

#### Size of Organization

*How many employees are in your organization? Including yourself, how many SH&E professionals does your organization employ?*

base: 9,978 employed respondents



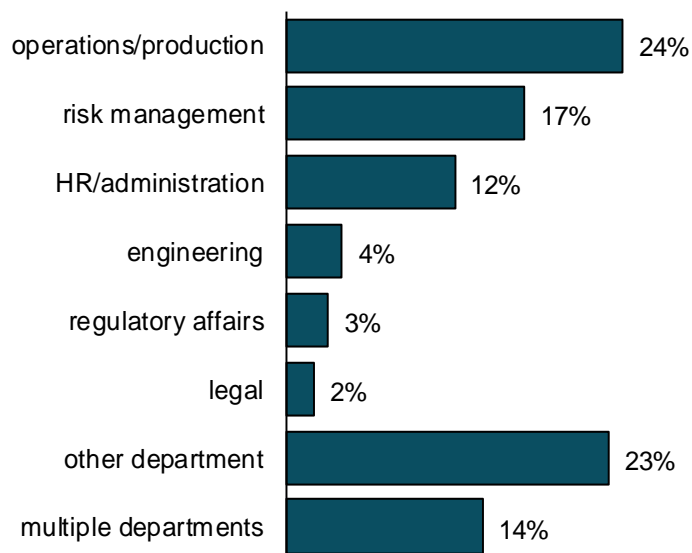
## FINDINGS: Organization Profile

The SH&E function is housed in various departments across employed respondents' organizations. Operations/production is the most common department in which the SH&E function resides, at 24%, followed by risk management (17%) and human resources/administration (12%).

### SH&E Department

*In what department is the SH&E function located in your organization?*

base: 9,978 employed respondents



## FINDINGS: Organization Profile

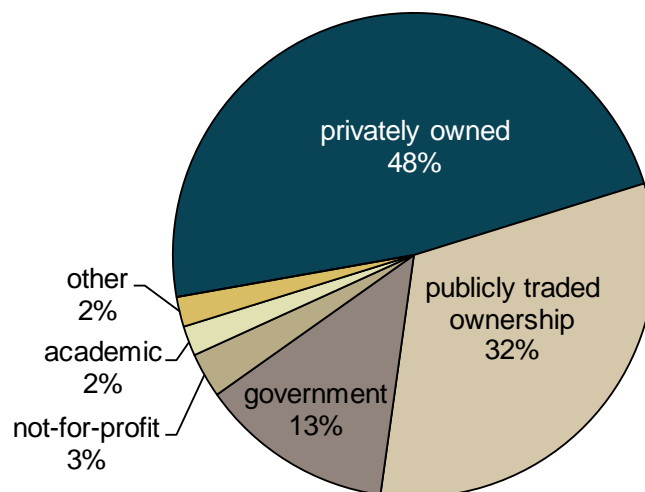
About half of employed SH&E professionals (48%) work for organizations that are privately owned, 32% work for publicly traded companies, 13% are government employees. Very few work for non-profits (3%) or academic institutions (2%).

The NAICS classification for their organizations varies widely, with no more than 9% indicating each.

### Nature of Organization

*Which of these best describes the nature of your organization?*

base: 9,978 employed respondents



### Organization's NAICS Classification

*What is the primary NAICS classification for the organization at which you worked as of January 1, 2018?*

base: 9,978 employed respondents

Top Mentions		
23	Construction (general)	9%
31-33	Manufacturing	9%
524	Insurance carriers and related activities	6%
237	Heavy and civil engineering construction	5%
236	Construction of buildings	5%
211	Oil and gas extraction	5%
325	Chemical manufacturing	4%
5416	Mgmt, scientific, and technical consulting services (including SH&E)	3%
92	Public Administration	3%
2211	Electric power generation, transmission and distribution	3%
6113	Colleges, universities, and professional schools	3%
238	Specialty trade contractors	3%

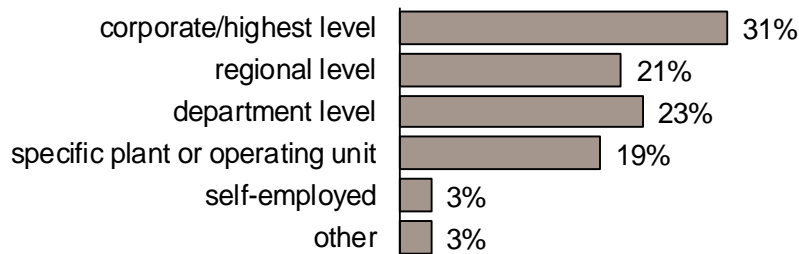
### FINDINGS: About Their Work

About a third of employed SH&E professionals (31%) work at the corporate/highest level of their organization. Only 5% are executives (president/CEO/owner/VP/GM); the largest segment (36%) falls into the professional job title category.

#### Level in Organization

At what level within your organization do you work?

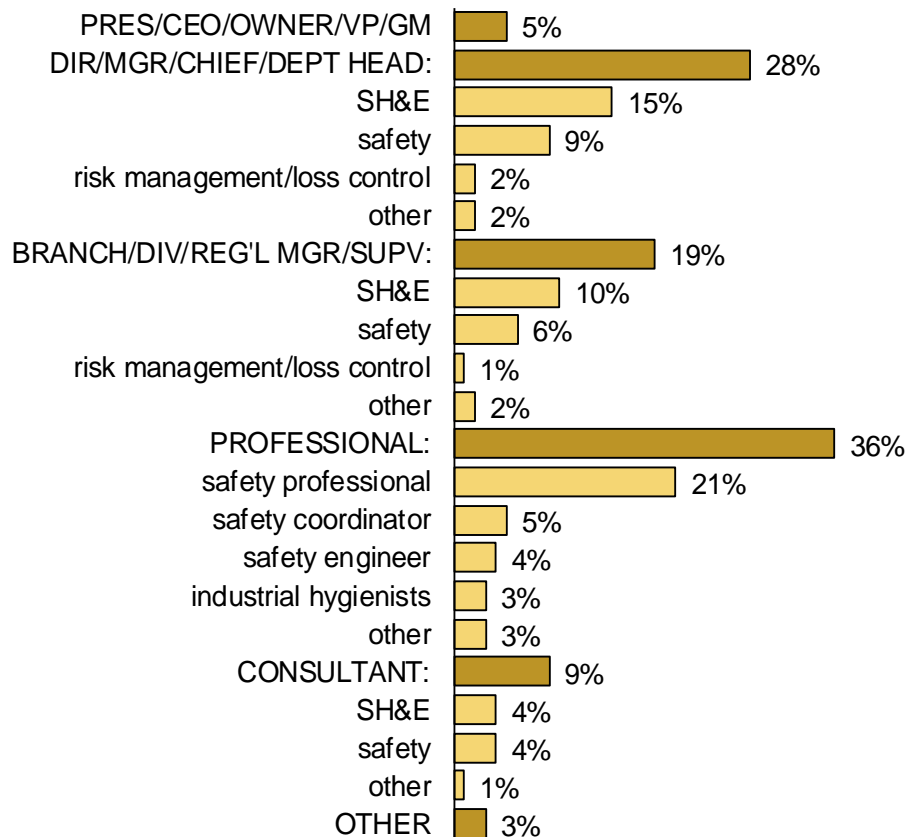
base: 9,978 employed respondents



#### Job Title

Which of the following best characterizes your job title?

base: 9,978 employed respondents



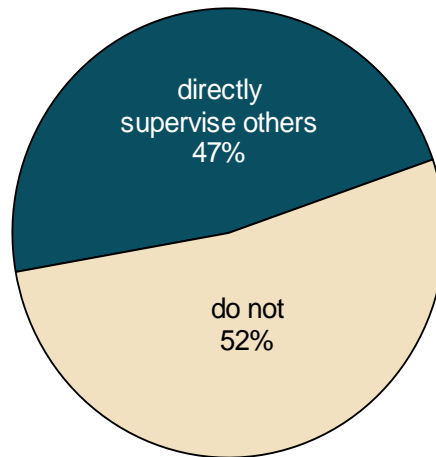
## FINDINGS: About Their Work

About half (47%) of employed SH&E professionals directly supervise other staff. Among those who do, the average number of staff supervised is 20.6. Close to one-third of that staff (6.3) specializes in SH&E, on average.

### Proportion Who Directly Supervise Staff

*Do you directly supervise other staff?*

base: 9,978 employed respondents

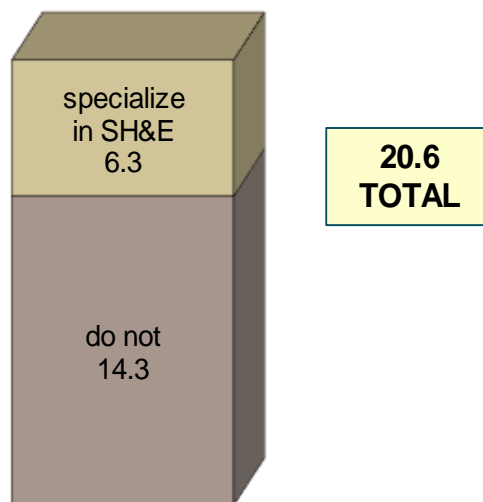


### Number of People Directly Supervised by Type

*[If you supervise others] How many of the people you directly supervise are in each of these categories?*

base: 4,618 respondents who directly supervise other staff answering (fill-in answers)

*mean summary*





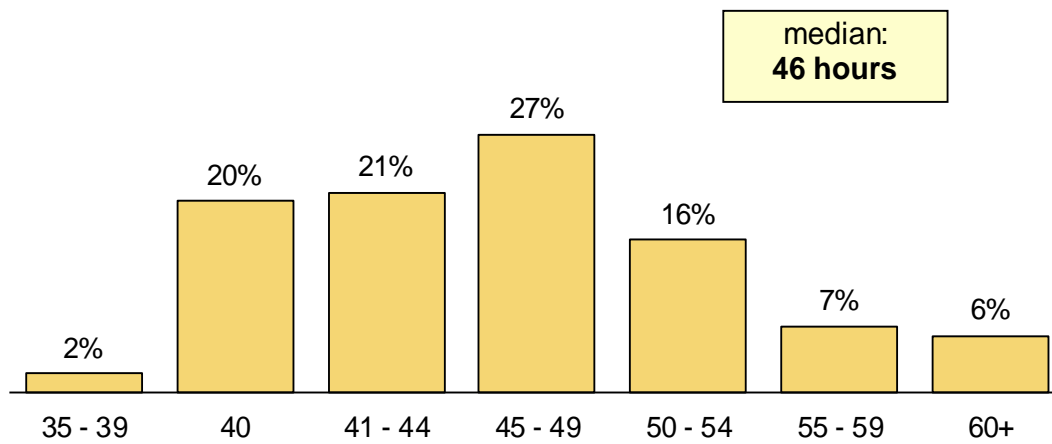
## FINDINGS: About Their Work

The typical SH&E professional who works full time works 46 hours per week. 6% indicated they work 60 or more hours. Those with higher-level job titles tend to work slightly more hours than professionals and consultants.

### Number of Hours Worked [If Full Time]

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

base: 9,485 respondents employed full time; those in each segment



by Job Title	median # of hours
director/manager/chief/department head	48
branch/division/area/regional manager/supervisor	47
professional	44
consultant	43

## FINDINGS: About Their Work

Employed SH&E professionals were asked to approximate the proportion of their work time devoted to each of 28 functions. On average, the highest proportion of their time is spent on safety functions (25.5%), followed by safety management (14.5%).

They spend an average of 20.8% of their time traveling for their job. The average professional spends slightly less time than that (16.9%) while the average consultant spends slightly more (31.0%).

### Proportion of Work Time Devoted to Functions

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

base: 9,978 employed respondents; those in each segment (fill-in answers)

Mean Summary (TOTAL = 100%)			
business admin	7.0%	medical	0.4%
construction	7.9%	nursing	0.1%
dangerous goods transportation	0.4%	occupational health	4.7%
engineering	1.2%	product safety	0.7%
environmental - general	4.3%	product stewardship/sustainability	0.3%
environmental engineering	0.4%	public health	0.3%
environmental health	1.3%	risk management	7.3%
ergonomics	2.5%	safety	25.5%
fire protection	2.5%	safety engineering	2.4%
hazardous materials management	1.8%	safety management	14.5%
health physics	0.4%	security	1.0%
human resources	1.1%	systems safety	1.5%
industrial hygiene	5.8%	transportation	1.3%
manufacturing	1.2%	other	2.3%

=4% - 9%     
  =10% - 19%     
  =20%+

### Proportion of Time Traveling for Job

On average, what percentage of time do you travel for your job?

base: 9,978 employed respondents; those in each segment (fill-in answers)

Mean Proportion of Time Traveling for Job	
<b>ALL EMPLOYED</b>	<b>20.8%</b>
director/manager/chief/department head	20.9%
branch/division/area/regional manager/supervisor	22.3%
professional	16.9%
consultant	31.0%

## FINDINGS: About Their Work

About half of employed SH&E professionals primarily work in their organizations' facilities/offices (58%) versus in the field (30%) or at a home office (12%). This varies somewhat by job title, with directors/managers/chiefs/department heads most likely to be primarily located at their organizations' facilities/offices and consultants more likely than others to primarily work in the field or at home offices.

Among all employed SH&E professionals, 90% primarily work in the U.S, 3% outside the U.S., and 6% in both. 93% of those located in the U.S. primarily work in the U.S.; none work primarily outside the U.S. only, but 6% indicated they primarily work both in and outside the country. 80% of Canadians and 93% of those in other foreign countries primarily work outside the U.S.; none work primarily in the U.S. only.

### Primary Work Environment

*What is your primary work environment?*

base: 9,978 employed respondents; those in each segment

	JOB TITLE				
	TOTAL	dir/mgr/etc	branch/div mgr/supv	profes-sional	consultant
organization's facility/office	58%	73%	61%	56%	25%
in the field	30%	15%	28%	37%	50%
home office	12%	12%	10%	7%	25%

=30% - 49%    
  =50% - 69%    
  =70%+

### Primary Work Location

*Where do you primarily work?*

base: 9,978 employed respondents; those in each segment

	RESPONDENT'S COUNTRY			
	TOTAL	U.S.	Canada	other
in the U.S.	90%	93%	0%	0%
outside the U.S.	3%	0%	80%	93%
both in and outside the U.S.	6%	6%	17%	5%

=30% - 49%    
  =50% - 69%    
  =70%+

## FINDINGS: About Their Work

On average, employed respondents service or support 135 total locations as a SH&E professional (or total clients if an SH&E consultant or self-employed).

With the high proportion of U.S. SH&E professionals, it's not surprising that 127 of the 135 locations/clients they service or support are in the U.S. Of course, the locations differ for Canadians and those in other non-U.S. countries, with a much higher proportion of the whole outside the U.S. for each, on average.

Those outside the U.S. also average fewer locations/clients overall, with 46 among those in Canada and 21 among those in other countries, compared with 135 for those in the U.S.

### Number of Locations/Clients Serviced/Supported

How many locations do you service or support for your company as a SH&E professional? If you work as a SH&E consultant or are self-employed, please indicate the number of clients you service or support.

base: 9,978 employed respondents; those in each segment (fill-in answers)

<i>Mean Summary</i>	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	127	131	4	1
outside the U.S.	8	7	42	20
<b>TOTAL</b>	<b>135</b>	<b>138</b>	<b>46</b>	<b>21</b>

## FINDINGS: About Their Work

Among those who support locations outside the U.S., 63% of those in the U.S. indicated their non-U.S. locations/clients are in North America. Other common locations supported by those in the U.S. include Europe (49%), Asia (41%), and South America (36%).

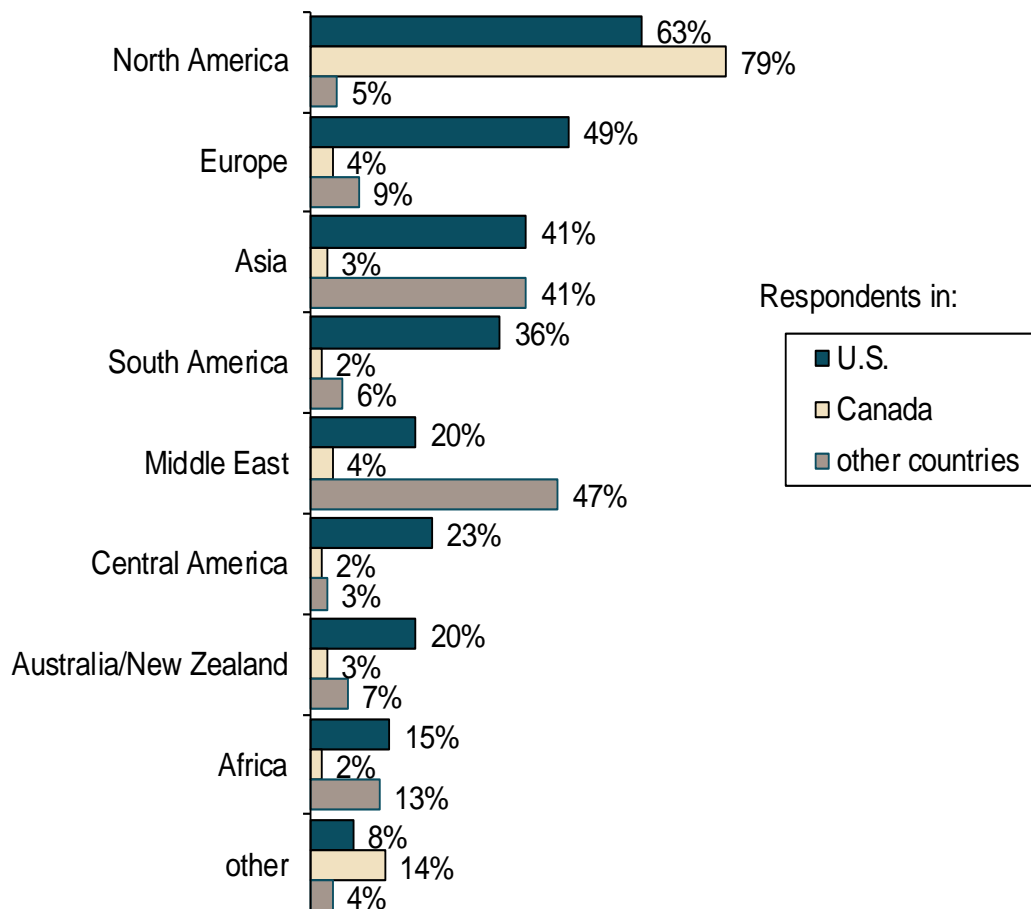
Canadian SH&E professionals who support locations outside the U.S. are far less likely than those in the U.S. to support locations outside of North America. 79% indicated their non-U.S. locations/clients are in North America, and no more than 4% indicated each listed region other than North America.

The locations outside the U.S. supported by those who are located outside the U.S. and Canada are most commonly Asia (41%) and the Middle East (47%).

### Locations Supported Outside the U.S.

*If you support locations outside the U.S., what areas of the world do they include?*

base: employed respondents in each segment who support locations outside the U.S. (multiple answers)



## FINDINGS: Professional Profile

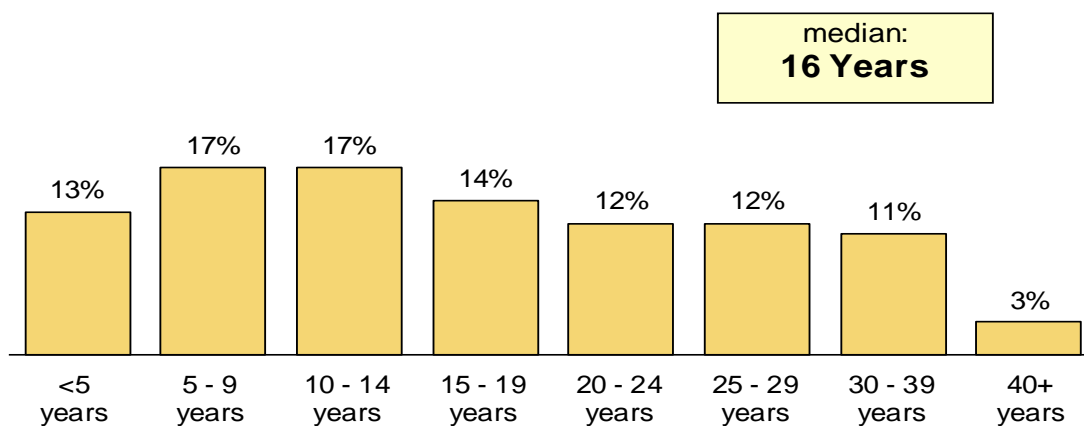
The typical employed respondent has worked as a SH&E professional for 16 years.

When asked how they first entered the SH&E practice, the largest proportion of employed SH&E professionals indicated they entered after getting a degree in the field (31%).

### SH&E Industry Tenure

How many years have you worked as a Safety, Health, & Environment (SH&E) professional?

base: 9,978 employed respondents



### First Entrance Into SH&E Practice

Which of the following best characterizes how you first entered the SH&E practice?

base: 9,978 employed respondents

I entered SH&E practice after getting a degree in the field	31%
My employer/supervisor asked me to handle SH&E matters	11%
My employer had a SH&E position open and I applied for it without much experience	9%
I started in another safety related role (ergonomics, fire protection, etc.) and expanded to SH&E	8%
My employer/supervisor needed someone to handle SH&E matters and I volunteered	7%
I started in environmental and expanded to SH&E	7%
A friend/colleague worked in SH&E and encouraged me to pursue this field	6%
I started in industrial hygiene and expanded to SH&E	4%
I started in engineering and got assignments related to SH&E	4%
I served on a SH&E committee for my employer and became interested in SH&E	2%
I started in HR and got more involved in SH&E	1%
other	10%

## FINDINGS: Professional Profile

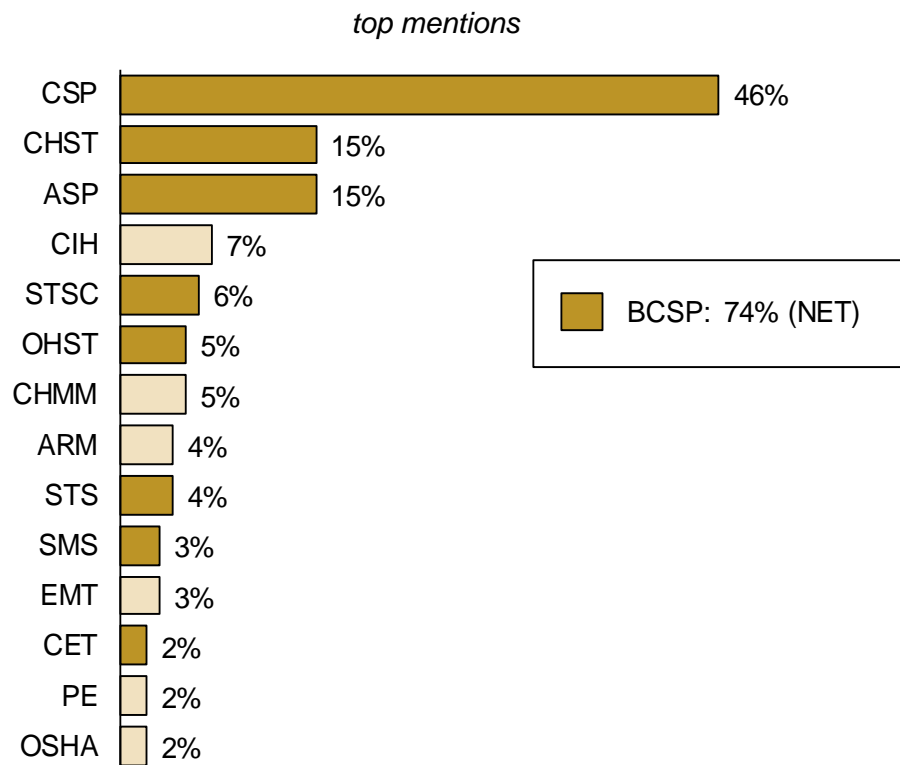
Three in four employed SH&E professionals (74%) have at least one of the eight BCSP licenses or certifications, most commonly a CSP (46%). Among the list of 71 other licenses/certifications, no single license/certification is held by more than 7% of employed respondents.

86% of employed SH&E professionals have at least one license/certification; 26% have multiple.

### Licenses/Certifications Held

Which licenses or certifications do you hold?

base: 9,978 employed respondents (multiple answers)



Number of Licenses/Certifications Held	
<b>AT LEAST ONE</b>	<b>86%</b>
2 or more	26%
1	49%
none	21%
no answer	4%
mean # held	1.1
median	1

## FINDINGS: Professional Profile

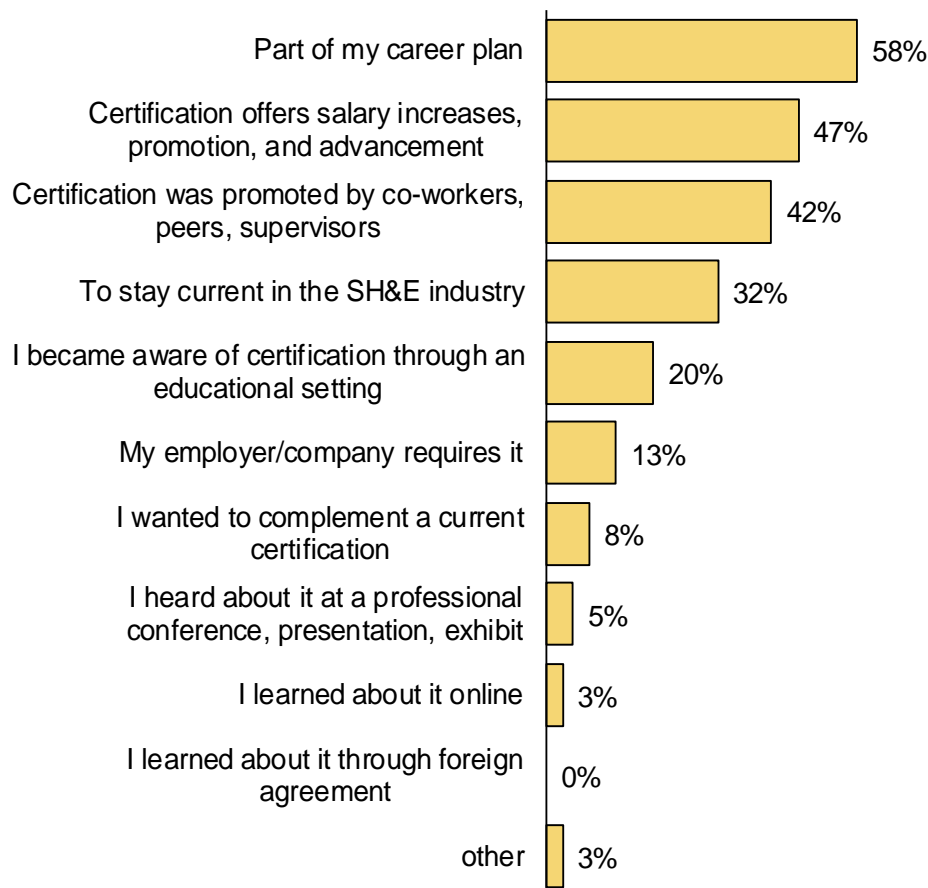
When asked to indicate the response that best describes why they pursued certification, the highest proportion of respondents with licenses/certifications indicated it was part of their career plan (58%).

Nearly half indicated certification offers salary increases, promotion, and advancement (47%) and/or that it was promoted by co-workers, peers, or supervisors (42%).

### Reasons for Pursuing Certification

*Which of the following best describe why you pursued certification?*

base: 8,538 respondents with licenses/certifications (multiple answers)





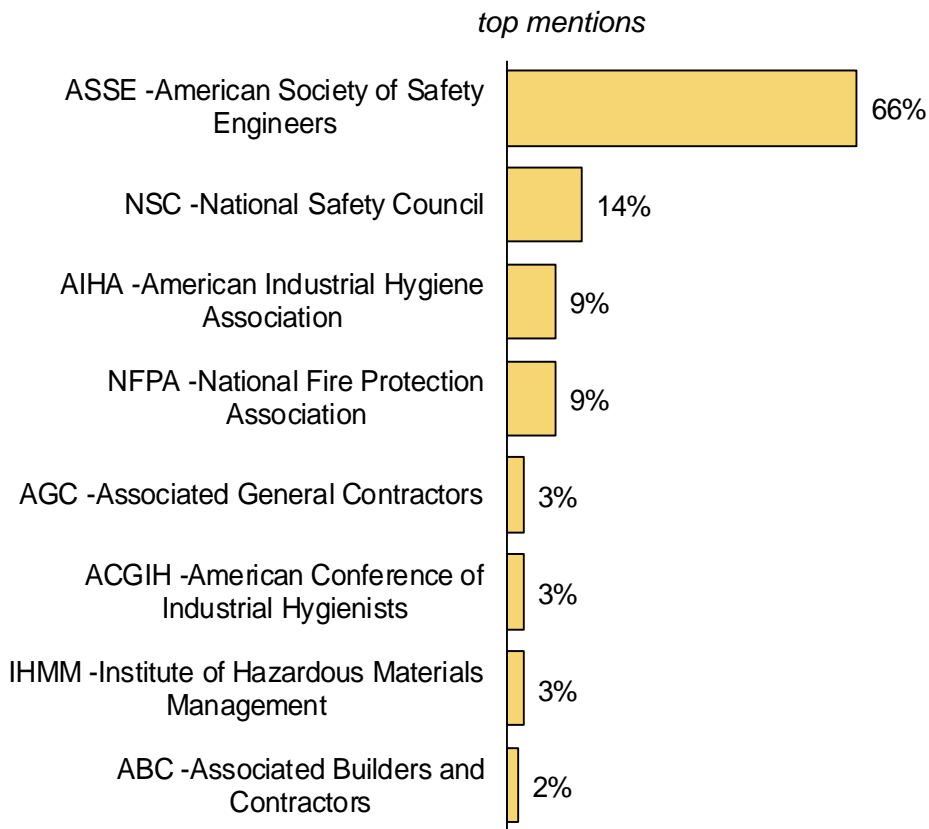
## FINDINGS: Professional Profile

Of the 58 membership organizations listed, ASSE (American Society of Safety Engineers) has the highest proportion of members among employed SH&E professionals (66%). NCS (National Safety Council) is the next highest, at 14%. No other organization was indicated by more 9%.

### Memberships Held

*With which of the following organizations do you hold membership?*

base: 9,978 employed respondents (multiple answers)



## FINDINGS: Demographics

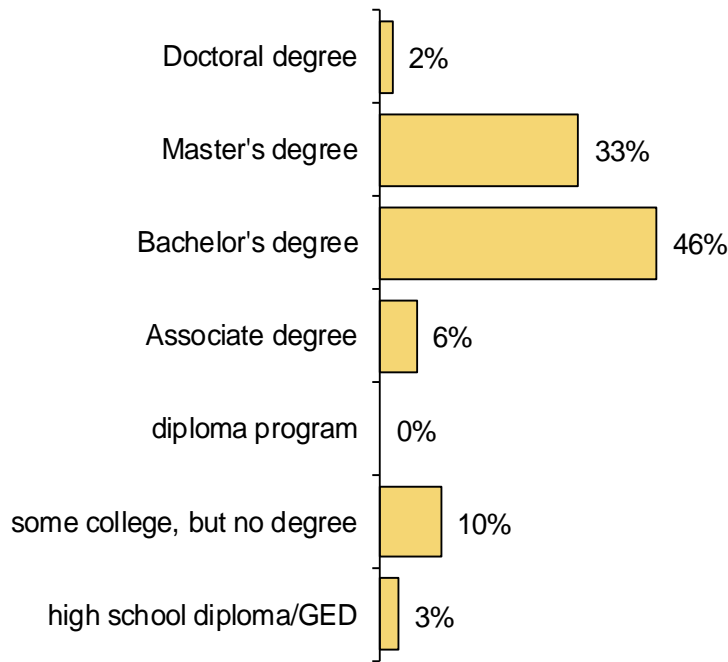
Four in five employed SH&E professionals (81%) have a Bachelor’s degree or higher, including 33% with a Master’s and 2% with a Doctoral degree.

Nine in ten of those with an Associate degree or higher earned their highest degree/diploma in the U.S. (96%). By country, 99% of those in the U.S., 11% of those in Canada, and 31% of those in other countries earned their highest degree/diploma in the U.S.

### Education

What is your highest level of education?

base: 9,978 employed respondents



### Location Where Degree/Diploma Earned

Where was this degree/diploma earned?

base: 8,646 employed respondents with an Associate degree or higher; those in each segment

	TOTAL	RESPONDENT'S COUNTRY		
		U.S.	Canada	other
in the U.S.	96%	99%	11%	31%
outside the U.S.	4%	1%	89%	69%

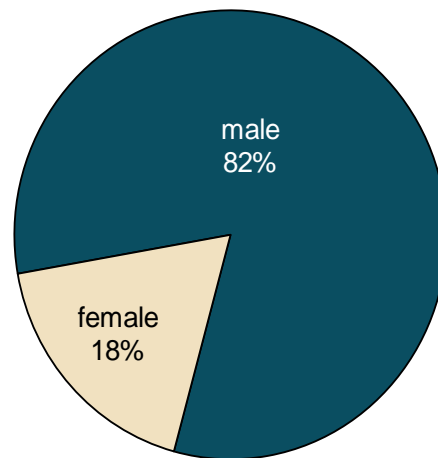
## FINDINGS: Demographics

Male employed SH&E professionals outnumber females four to one. The typical age is 47, but a broad range of ages are represented.

### Gender

What is your gender?

base: 9,978 employed respondents



### Age

What is your age?

base: 9,978 employed respondents

