

ASSE Compensation Survey

A summary report

T TO GAUGE THE CURRENT STATE of compensation for SH&E professionals, ASSE conducted a salary survey of its members in 2003. Summary data are reported here. The complete results and analysis can be purchased from ASSE.

The Survey: An Overview Survey Questionnaire

ASSE developed a 34-question survey and randomly selected a sample of nearly 2,500 members and professional members—1,240 for the mail questionnaire and 1,256 for the identical online questionnaire. The instrument was designed to capture key demographics, information on educational background, certification and professional experience, company reporting structure and compensation data.

A total of 888 usable mail questionnaires were returned and 736 usable web questionnaires were completed, for a return rate of 72 percent and 59 percent, respectively. Among the respondents, 809 were members and 773 were professional members (42 did not respond).

Respondents & Their Organizations

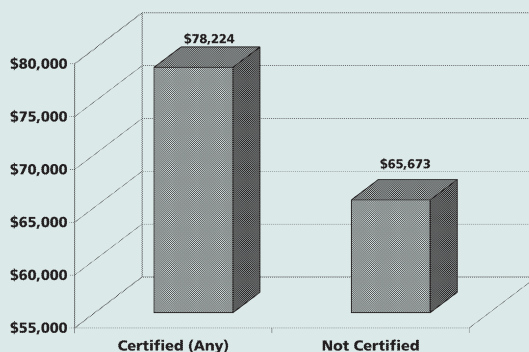
The survey provided some interesting insight into the composition of the profession and ASSE's membership in particular. The sample was predominantly male (84 percent), with a median age category of 46 to 50 years. At least 84 percent of the group hold at least a bachelor's degree. The median number of years in SH&E is 15 years. Of those surveyed, 36 percent are CSPs, and 62 percent have some professional credential other than

a degree, with 23 percent having more than just one. Some 93 percent work full time in SH&E, and half have worked in their current position for four to 15 years. Nearly 75 percent hold job titles specifically related to safety and spend 63 percent of their workday performing SH&E-related activities. In addition, most are in mid-management (63 percent) or senior-management (26 percent) positions working at the corporate (39 percent) or plant (30 percent) level.

All business categories (according to SIC) were represented in the sample, but more than half of the respondents' companies fall into five SIC categories—manufacturing, construction, insurance, services and public administration. Forty-three per-

Figure 1

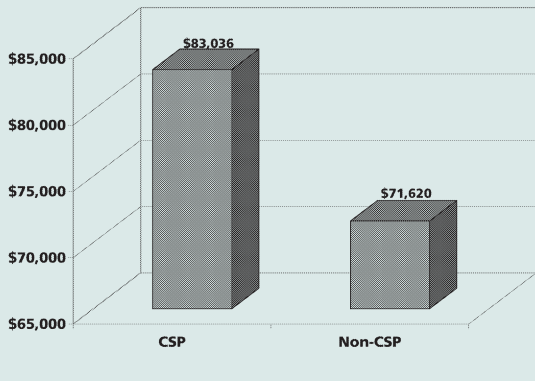
Average Income by Certification Status



To obtain a copy of the report (Order #4511), contact ASSE's Customer Service Dept. at (847) 699-2929 or visit www.asse.org. Member price for the analysis is \$39.95; list is \$89.95.

Figure 2

Average Income for CSPs vs. Non-CSPs



cent of the companies represented by the respondent pool employ 5,000 people or more enterprisewide, although nearly 60 percent employ less than 500 people at the respondent's location.

Organizationally, the SH&E function is located under operations in 25 percent of the respondents' companies and within human resources/administration in 23 percent. In the majority of companies represented by respondents (51 percent), safety and health functions are grouped together, with environmental functions handled separately. Fifty-one percent of respondents report to a department head, director or president/CEO, and most have input into their company's SH&E budget, with 51 percent reporting that they are responsible for 100 percent of that budget.

Salary Information

The average salary in 2003 was nearly \$74,000. More than half of the survey respondents—56 percent—received a bonus in 2002, and for 48 percent of those, the amount ranged from \$1,000 to \$5,000. Most ASSE members also anticipated receiving a salary increase—with 84 percent expecting raises ranging from one percent to five percent of current salary base.

As might be expected in a professional field such as SH&E, certification, years of experience and advanced education are key to higher income within the SH&E profession. The following data and corresponding charts bear this out.

The positive impact of professional certification is significant. Those who have some type of extra credential earn on average \$12,500 more than those who do not have any certification (Figure 1). The CSP designation increases the average salary by nearly \$10,500 (Figure 2).

Those practitioners with 10 to 20 years' experience earn about \$75,000, compared to \$57,094 for those

Figure 3

Average Income by Years of Experience

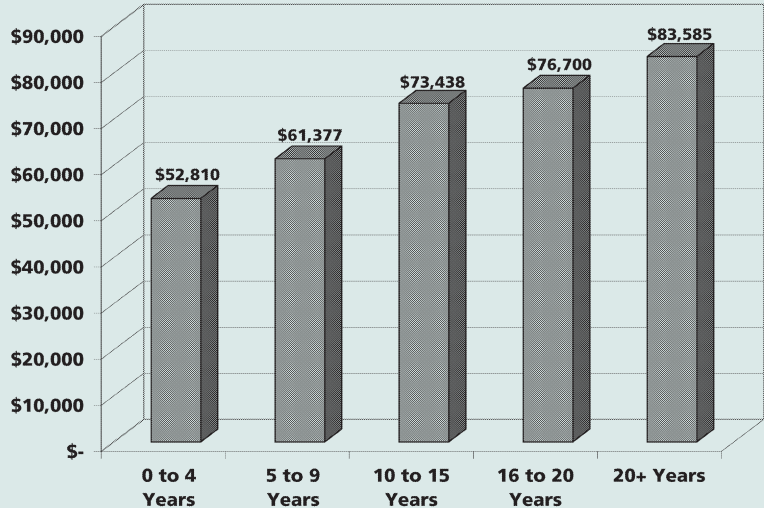
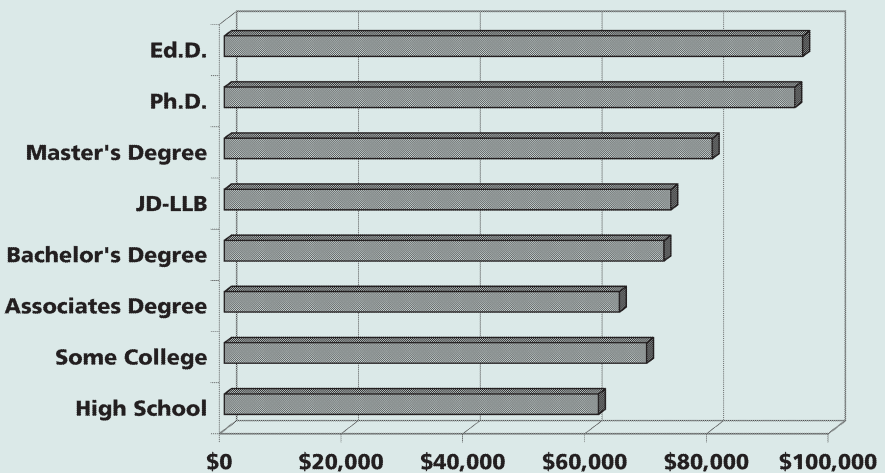


Figure 4

Average Income by Education



with less than 10 years' experience. Those with more than 20 years' experience earned \$83,535 on average (Figure 3). In a related finding, the results show that as responsibility and stature within a company increases, so, too, does salary—rising from \$57,410 for entry-level positions to \$97,760 for executive-level positions.

Education directly impacts income in the profession as well. While some college work or an associates degree will increase salary, a bachelor's degree will increase salary by more than \$10,000 compared to a high-school diploma only. Post-graduate degrees—including JD-LLB, master's degree, Ph.D. and Ed.D.—increase income significantly as well (Figure 4). ■