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# SALARY SURVEY 2022

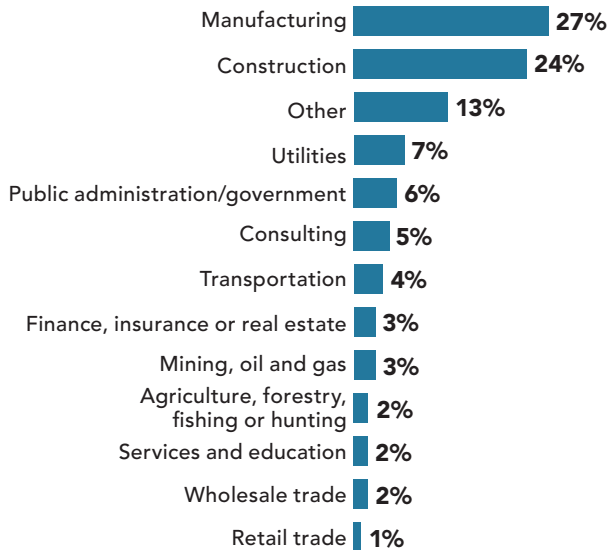
**T**he results of *Safety+Health's* 2022 Salary Survey are in.

The occupational safety and health professionals who responded to the survey shared information on a variety of topics. On the following pages, you'll find average salaries broken down by respondents' job title, experience, education level and more. The respondents also answered questions about raises, bonuses and benefits.

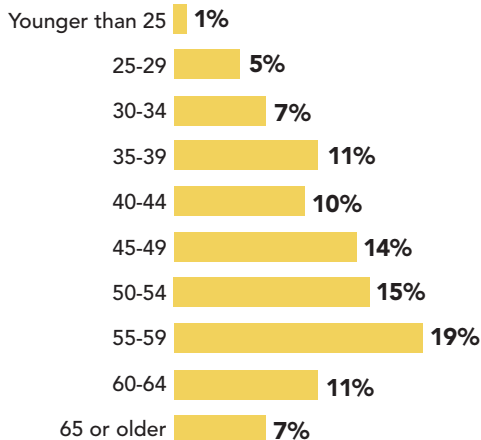
Turn the page to see how your salary and benefits stack up.

## About you

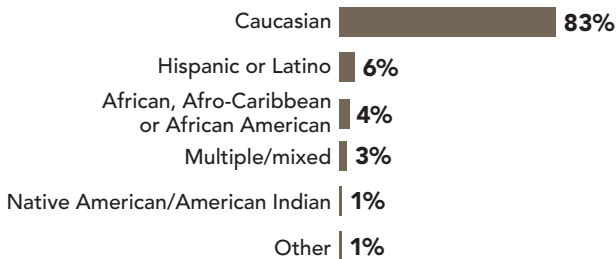
### What industry do you work in?



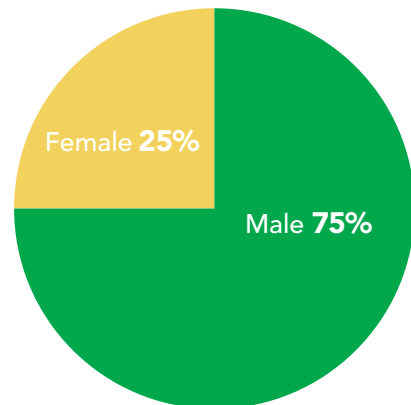
### How old are you?



### What's your ethnicity?\*

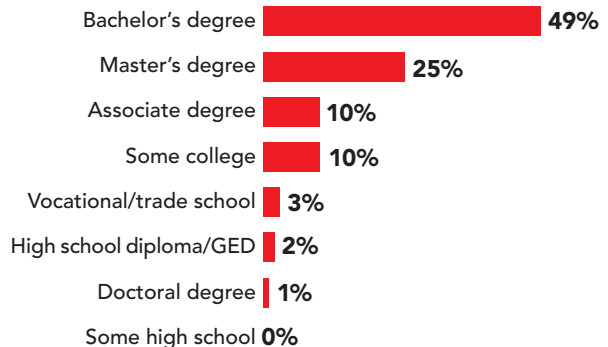


### What's your gender?\*

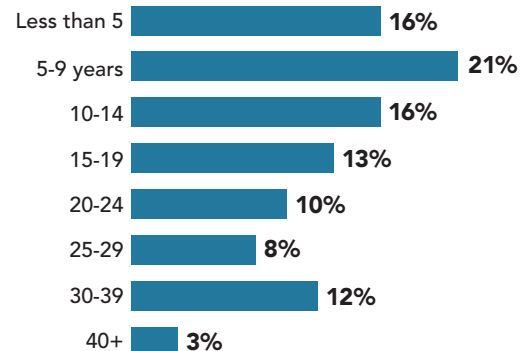


\*"Prefer to self describe" received zero responses.

### What's your highest level of education?



### How many years have you worked as an EHS professional?



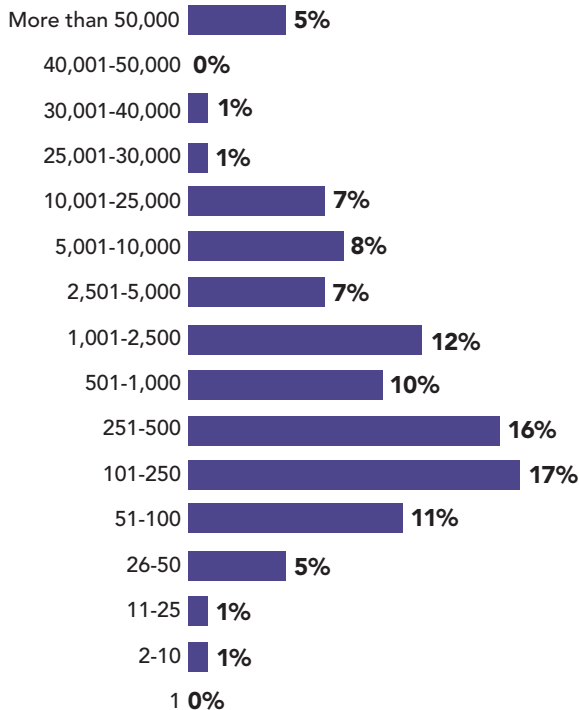
Note: Responses may not add up to 100% because of rounding.

The 2022 *Safety+Health* Salary Survey was mailed in September to 11,769 *S+H* subscribers; 439 responded for a 3.7% response rate.

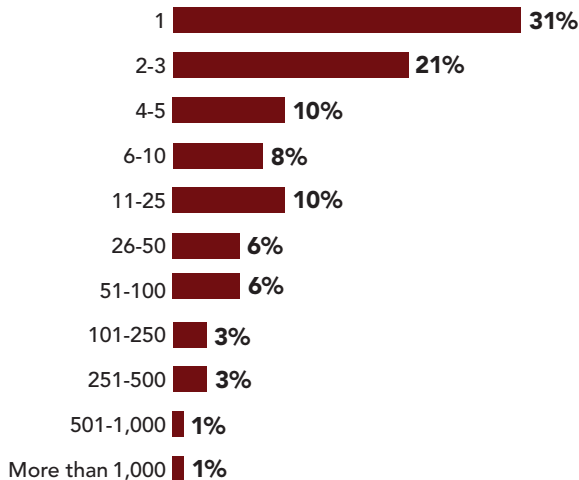


## About your organization

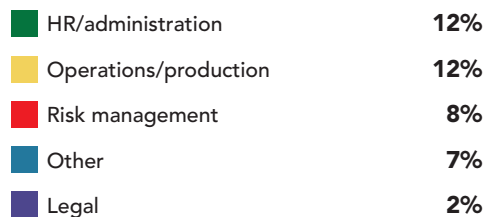
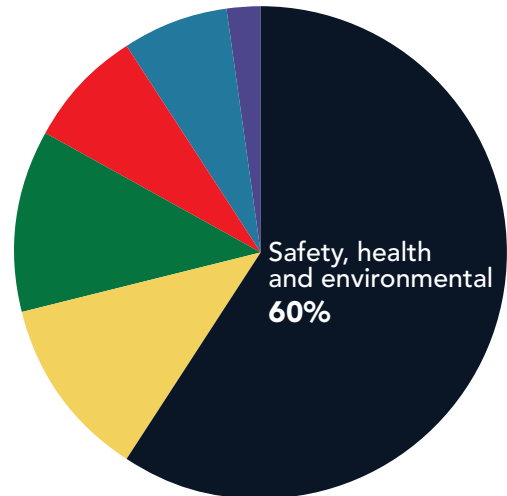
### How many people are employed by your organization?



### How many EHS professionals does your organization employ?

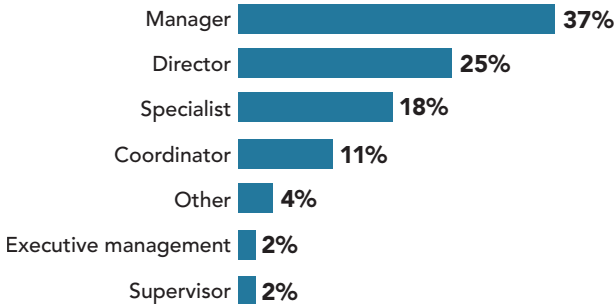


### In what department is the EHS function located in your organization?

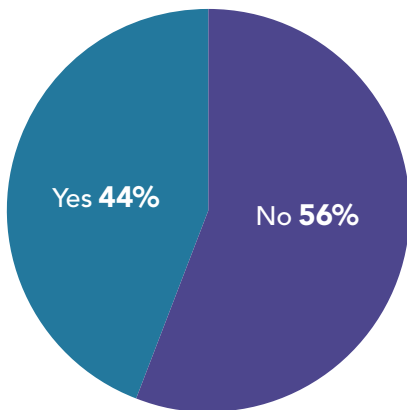


## About your work

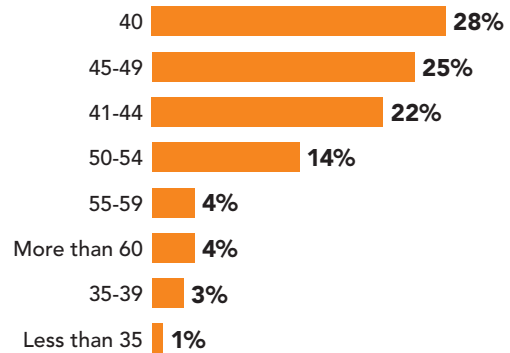
Which of the following best describes your job title?



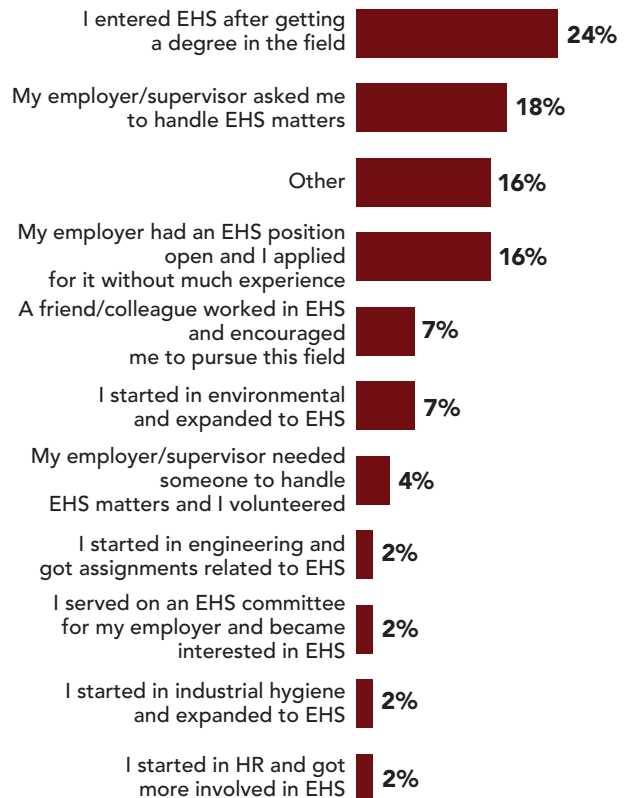
Do you directly supervise other staff?



How many hours do you work in a typical week?



Which best describes how you first entered the EHS field?

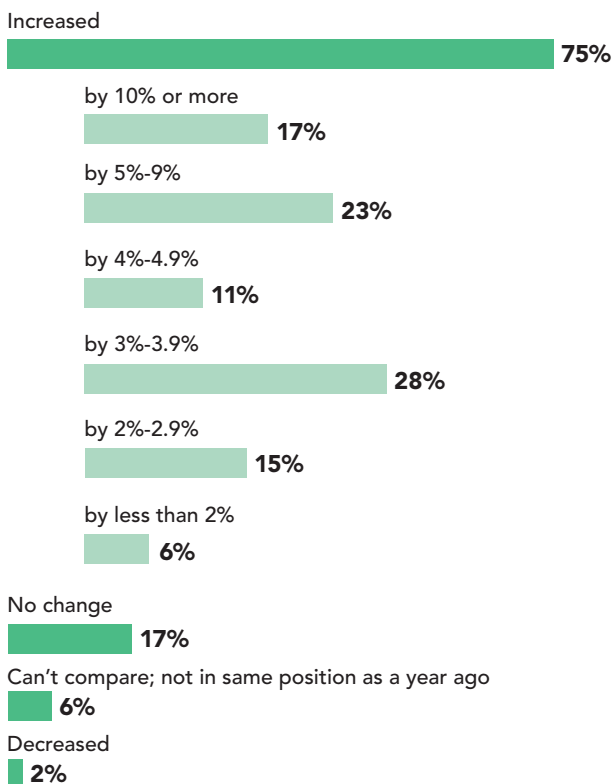


## Compensation

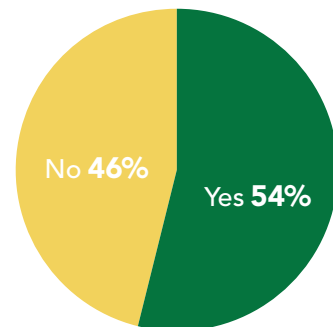
As of Jan. 1, what was your annual base salary?



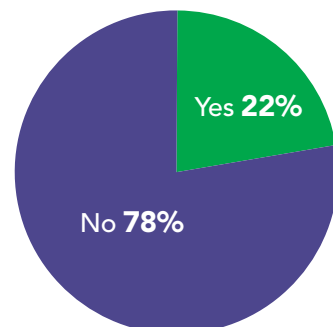
Change in base salary from 2021



Did you receive a bonus last year?



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



Base salary by industry	Average
Utilities	\$119,290
Mining, oil and gas	\$112,536
Finance, insurance or real estate	\$108,680
Other	\$106,775
Construction	\$101,515
Wholesale trade	\$100,820
Manufacturing	\$97,746
Transportation	\$92,846
Public administration/government	\$86,220
Consulting	\$82,353
Agriculture, forestry, fishing or hunting	\$81,500
Services and education	\$79,029
Retail trade	\$77,100

Base salary by job title	Average
Executive	\$151,466
Director	\$127,388
Manager	\$102,584
Specialist	\$91,370
Supervisor	\$91,750
Coordinator	\$64,587

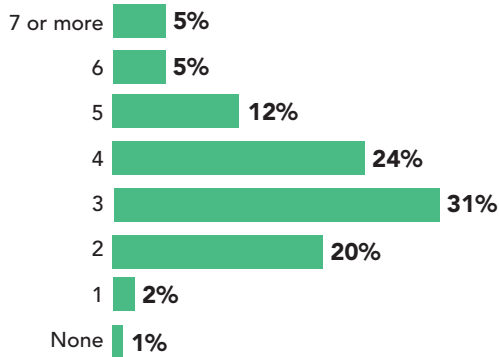
Base salary by education	Average
Doctoral degree	\$141,500
Master's degree	\$109,168
Bachelor's degree	\$102,242
Associate degree	\$74,852
Diploma program or vocational/trade school	\$107,401
Some college	\$88,995
High school/GED	\$92,925
Some high school	\$55,000

Base salary by tenure (years)	Average
More than 40	\$118,655
30-39	\$133,657
25-29	\$109,308
20-24	\$101,800
15-19	\$103,842
10-14	\$101,623
5-9	\$85,242
Less than 5	\$70,927

Base salary by gender*	Average
Male	\$102,798
Female	\$92,023

\*"Prefer to self describe" received zero responses.

**How many weeks of paid time off do you qualify for?**



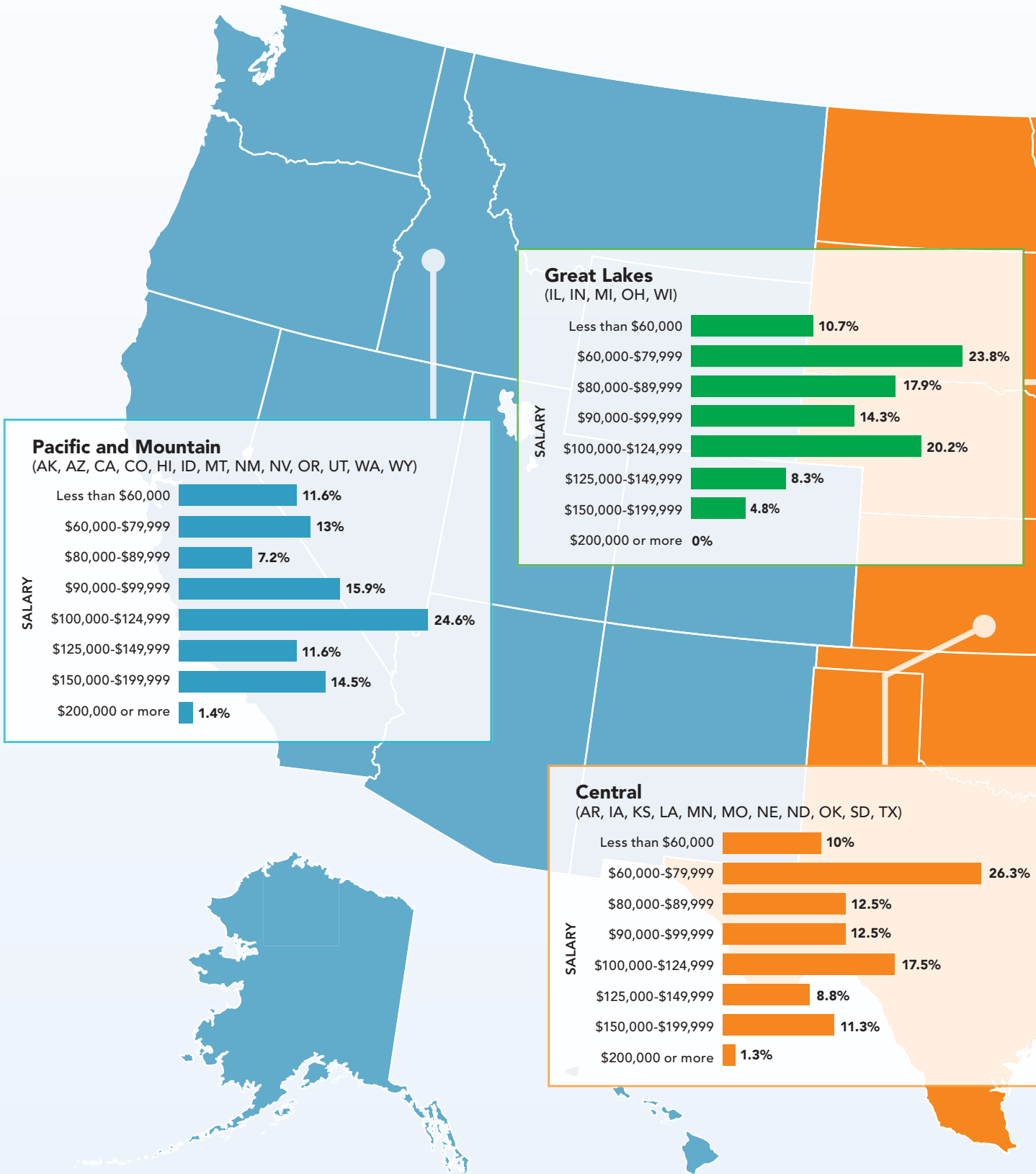
**Which of the following other benefits do you receive?**

- Health insurance **95.8%**
- Dental insurance **92.1%**
- Retirement savings plan **91.4%**
- Vision care **85.9%**
- Additional life insurance **75.6%**
- Short-term disability **75.1%**
- Employee assistance program **71.1%**
- Long-term disability **70.9%**
- Health savings account **61.2%**
- Professional development opportunities **60.7%**
- Tuition reimbursement **51.9%**
- Maternity/paternity leave **46.2%**
- Group life insurance **43%**
- Flextime/schedule **42.2%**
- Association dues reimbursement **42%**
- Paid family leave **42%**
- Flexible spending plan **37.5%**
- Pension **17.5%**
- Car allowance **15.8%**
- Personal company car **15.3%**
- Profit sharing **14.3%**
- Health club membership **13.1%**
- Voluntary benefits **12.3%**
- Incentive compensation **12.3%**
- Long-term care **11.9%**
- Stock options **11.1%**
- Identity theft protection **11.1%**
- Retiree medical **7.4%**
- Cafeteria plan **6.7%**
- Onsite child care **1.5%**

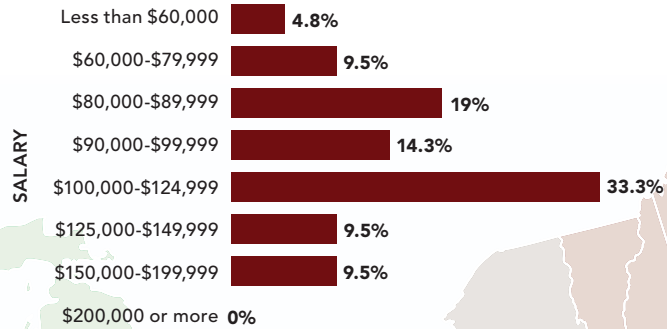




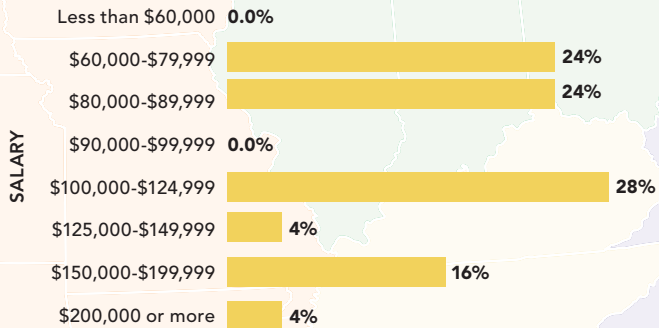
# Salary by region



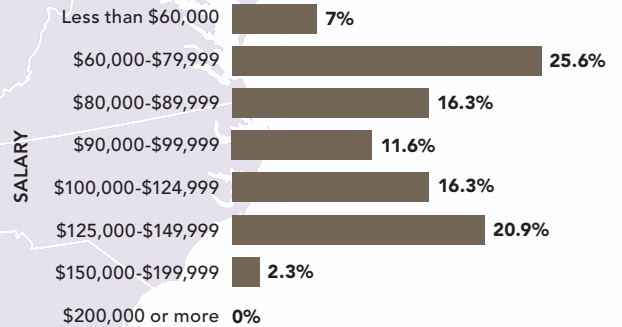
**New England**  
(CT, ME, MA, NH, RI, VT)



**East South Central**  
(AL, KY, MS, TN)



**Mid-Atlantic**  
(NJ, NY, PA)



**South Atlantic**  
(DE, DC, FL, GA, MD, NC, SC, VA, WV)

