



**HEALTHIER WORKPLACES | A HEALTHIER WORLD**

# **2019 SALARY & COMPENSATION STUDY**

## **EXECUTIVE SUMMARY**

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**I: Objective**

The purpose of the Salary & Compensation Survey is to provide members of the IH/OH community with detailed information on industry compensation practices, including salaries, bonuses, and benefits among other pertinent metrics.

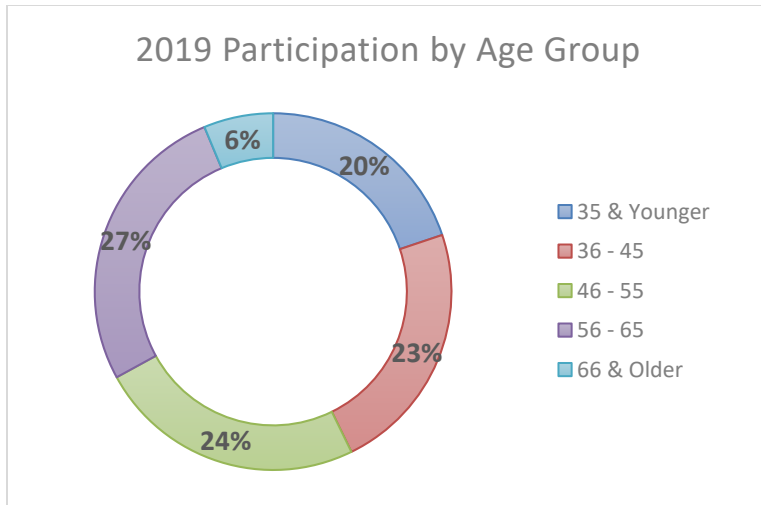
**II: Findings – Participation**

A total of 2,347 industry professionals, representing 21% of the 10,951 invited to participate, completed the survey this year.

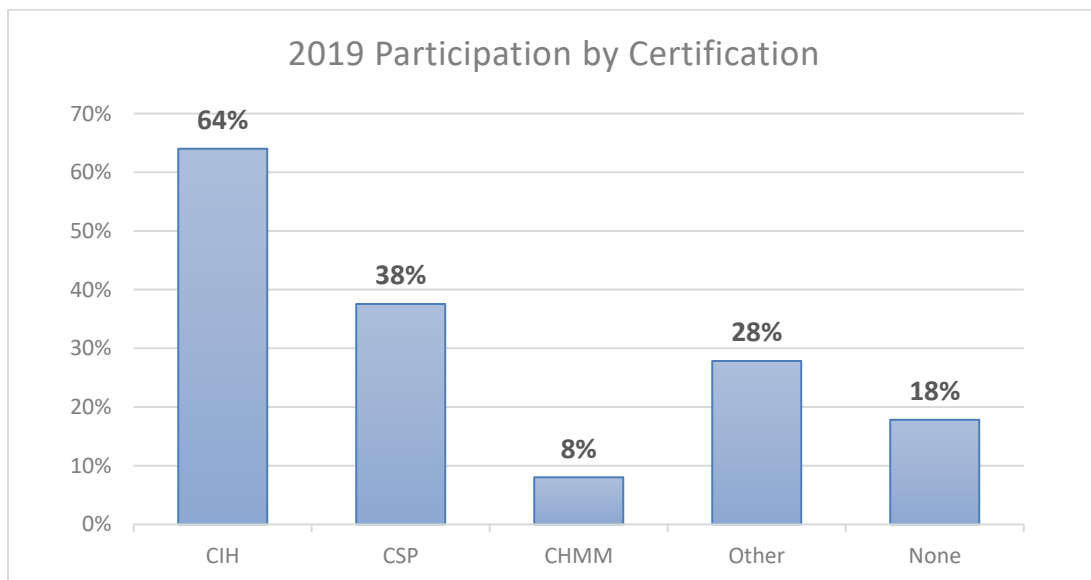
Out of this sample, 88% work in the United States, with the largest portions located in the South Atlantic and Pacific regions. Beyond the United States, 8% of respondents are based in Canada and the remaining 4% are located elsewhere. The geographic region designations were determined from the employer location reported in the Salary & Compensation Survey form.

Regions	Count	Participation Share
<b>United States</b>	<b>1,980</b>	<b>88%</b>
South Atlantic (MD, DE, DC, VA, WV, NC, SC, GA, FL, PR)	373	17%
Pacific (WA, OR, CA, AK, HI)	316	14%
East North Central (WI, MI, IL, IN, OH)	292	13%
Middle Atlantic (NY, NJ, PA)	252	11%
West South Central (TX, OK, AR, LA)	222	10%
Mountain (MT, ID, WY, NV, UT, CO, AZ, NM)	211	9%
West North Central (ND, MN, IA, MO, KS, NE, SD)	137	6%
New England (VT, NH, ME, MA, CT, RI)	97	4%
East South Central (KY, TN, MS, AL)	80	4%
<b>Canada</b>	<b>183</b>	<b>8%</b>
<b>Outside U.S. &amp; Canada</b>	<b>79</b>	<b>4%</b>

The survey participants range in age from 21 to 93 years old. The largest single age group represented in the study are those aged between 56 and 65 (27%). Also of note is a strong sample of young professionals (i.e. those 35 years or younger), which makes up 20% of all respondents.

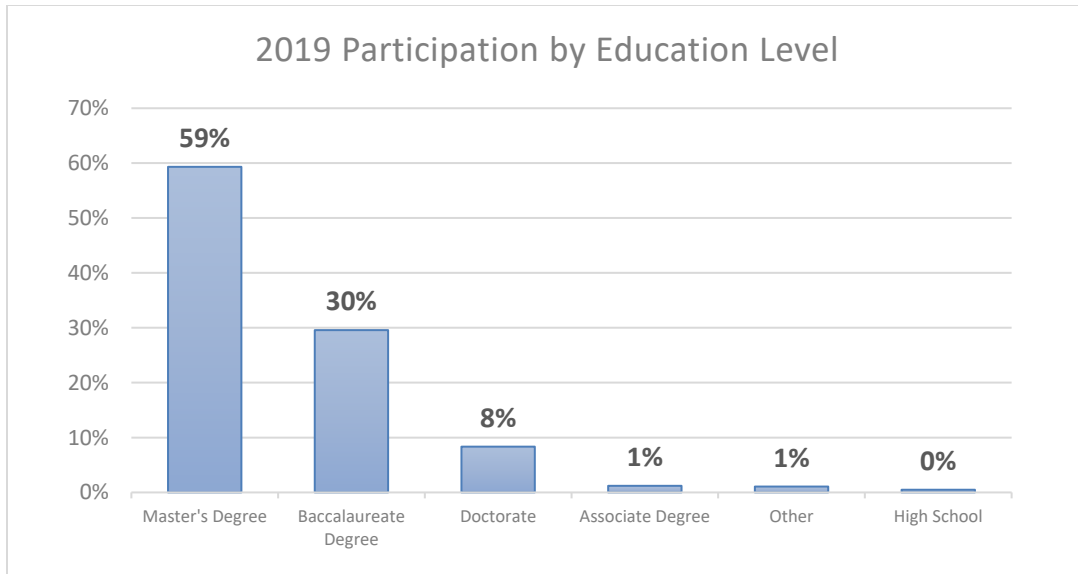


The sample featured in the study is diverse in terms of industry experience and trade certifications. 64% of respondents are Certified Industrial Hygienists and another 38% are Certified Safety Professionals. 18% of respondents hold no certifications.



Among those indicating a certification, the average respondent has held their certification for over 10 years, with the Certified Industrial Hygienists having the highest average certified period (16 years).

When looking at education levels, the majority of respondents (59%) have completed at least a Master's degree.



### **III: Findings - Base Salaries and Variable Compensation**

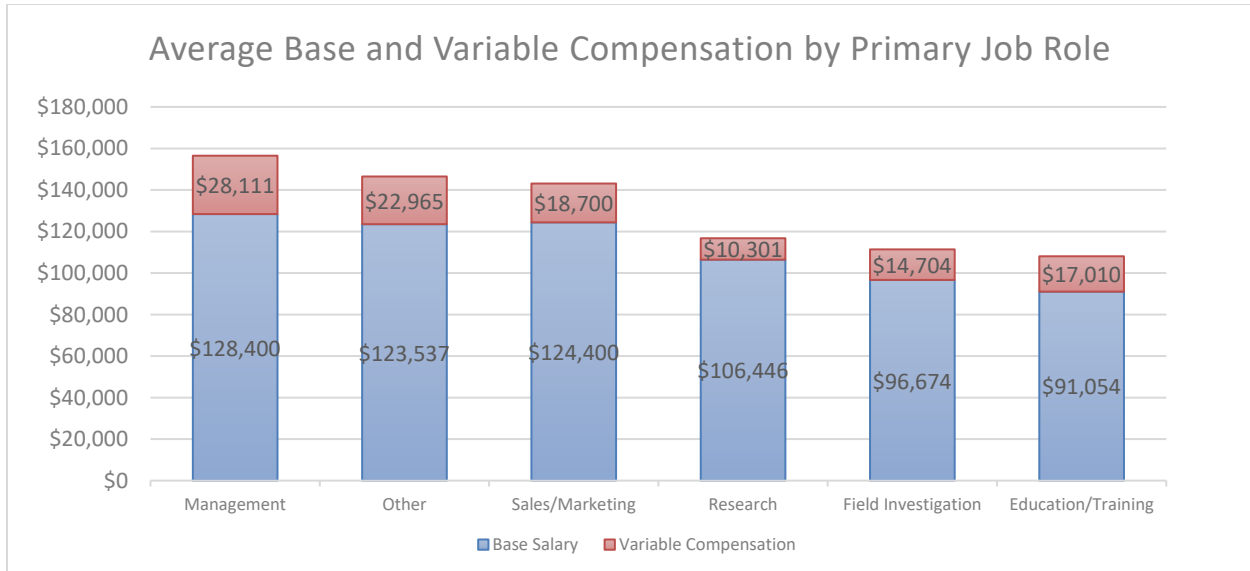
Analysis of base salary and variable compensation provides insights into variances based on geographic region, primary job role, and education level among other factors. Base salaries on average were significantly higher in the United States than in Canada or elsewhere, although it should be noted that the sample size outside of the United States was far less robust. The average variable compensation was higher outside of the United States.

Within the United States, base salaries were relatively comparable across regions, with the West North Central region having the lowest average and the Pacific region having the highest. 66% of participants reported receiving some kind of bonus, variable, or incentive compensation, averaging \$20,885 overall.

	Average Base Salary	Average Bonus, Variable, or Incentive Compensation*
<b>All</b>	<b>\$110,807</b>	<b>\$20,885</b>
<b>United States</b>	<b>\$113,641</b>	<b>\$20,488</b>
Pacific	\$122,037	\$20,780
New England	\$116,241	\$19,168
West South Central	\$116,110	\$32,633
South Atlantic	\$114,128	\$17,741
Middle Atlantic	\$112,458	\$24,991
East South Central	\$111,947	\$16,712
Mountain	\$110,060	\$12,562
East North Central	\$109,835	\$19,308
West North Central	\$103,757	\$17,196
<b>Canada</b>	<b>\$88,930</b>	<b>\$23,079</b>
<b>Outside the U.S. and Canada</b>	<b>\$91,124</b>	<b>\$26,109</b>

\* Only includes those receiving bonus/variable/incentive compensation

Among the primary job roles in the study, base salaries were highest among the Sales/Marketing and Management categories, and lowest in the Education/Training category. Variable compensation was highest in Management roles and lowest in Research roles.



Base salaries among all respondents generally increased with higher education levels. Respondents with Doctorates reported the highest average base salary, followed by respondents with Master’s degrees.

Respondents who are Certified Industrial Hygienists were found to have higher Average Base Salaries than those with other certifications or no certifications.

	Average Base Salary		
	CIH	Other Certification	No Certification
<b>ALL</b>	<b>\$123,305</b>	<b>\$93,757</b>	<b>\$83,223</b>
<b>USA</b>	<b>\$125,437</b>	<b>\$96,992</b>	<b>\$85,839</b>
East North Central	\$121,098	\$99,762	\$82,252
East South Central	\$119,908	\$88,250	\$87,876
Middle Atlantic	\$127,590	\$90,453	\$83,821
Mountain	\$122,624	\$90,811	\$77,264
New England	\$127,733	\$88,521	\$92,925
Pacific	\$133,109	\$99,204	\$99,709
South Atlantic	\$125,517	\$102,145	\$84,850
West North Central	\$110,530	\$100,240	\$79,241
West South Central	\$130,628	\$100,559	\$84,346
<b>Canada</b>	<b>\$101,000</b>	<b>\$81,114</b>	<b>\$66,004</b>
<b>Outside the U.S. and Canada</b>	<b>\$109,421</b>	<b>\$75,841</b>	<b>\$60,072</b>

#### **IV: Findings - Starting Salaries**

Respondents were asked to report their starting salary in the industrial/occupational hygiene industry. The average starting salary among young professionals (i.e., respondents aged 35 years or younger and 5 years or less industry experience) was \$58,300. Within the United States, average starting salaries were highest in the Pacific and East North Central regions.

	Count	Average Starting Salary (Young Professionals)
<b>ALL</b>	<b>222</b>	<b>\$58,300</b>
<b>USA</b>	<b>193</b>	<b>\$59,714</b>
East North Central	34	\$62,688
East South Central	5	\$55,352
Middle Atlantic	25	\$52,152
Mountain	29	\$59,831
New England	6	\$60,524
Pacific	29	\$67,672
South Atlantic	26	\$59,137
West North Central	15	\$57,254
West South Central	24	\$56,488
<b>Canada</b>	<b>24</b>	<b>\$50,608</b>
<b>Outside the U.S. and Canada</b>	<b>5</b>	<b>\$40,643</b>

#### **VI: Findings – Benefits**

In addition to salary & variable compensation, benefits are a critical component to a competitive compensation package. Companies that are able to offer superior benefits tend to keep their employee satisfaction levels high and their turnover rates low.

Of respondents whose employer offer 401(k) contribution matching program, the average matching percentage was 14%. 10% of employers offering a matching program matched at a rate of 50% or greater.

Participants were asked what percentage of medical insurance premiums were paid for by their employer. On average, employers paid for 63% of premiums, while 10% of respondents reported that their company pays 0% of their premiums.

Aside from standard health insurance policies, the most popular Special Coverage benefits that employers offer survey participants are: Dental Care (90%), Vision Care (85%), and Pharmacy (69%).

	Benefit Offered						
	Managed Care	Indemnity Plan	Dental Care	Vision Care	Hospice Care	Long Term Care	Pharmacy
<b>All</b>	68%	40%	90%	85%	14%	42%	69%
<b>United States</b>	70%	39%	91%	86%	12%	41%	69%
East North Central	72%	38%	92%	85%	9%	40%	73%
East South Central	76%	34%	90%	86%	14%	53%	76%
Middle Atlantic	66%	43%	89%	83%	14%	38%	70%
Mountain	67%	37%	93%	89%	11%	36%	69%
New England	74%	41%	95%	82%	8%	37%	66%
Pacific	70%	42%	93%	90%	15%	37%	61%
South Atlantic	67%	37%	90%	84%	10%	40%	65%
West North Central	69%	34%	93%	85%	7%	43%	77%
West South Central	73%	41%	91%	89%	14%	51%	73%
<b>Canada</b>	54%	52%	93%	89%	37%	67%	90%
<b>Outside the U.S. and Canada</b>	65%	38%	49%	39%	15%	24%	37%

## **VII: Coming Soon – Interactive Report Dashboards**

In Summer 2019, AIHA members who participated in the survey will have the opportunity to explore the report findings via online interactive dashboards. Users will be able to analyze compensation and benefits data by region, primary job role, age group, and geographic region among other measures. By making those selections, the dashboard visuals will automatically adjust to show only the results from their selections, allowing them to filter and analyze the data in the manner that is most relevant and useful to them. The web-based report platform will also allow them to download that datasets for further analysis or placement into work-files they may be creating.