

2012 Cross Industry Chief Compliance Officers Salary Survey

Society of Corporate Compliance and Ethics
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OBJECTIVE:

The purpose of this survey is to present complete and accurate compensation data on Chief Compliance Officers (CCOs) working in the compliance profession. The report is designed to allow organizations and individuals to compare their salary to their peers.

METHODS USED:

1,858 completed online submissions were received after 45,000 email invitations were sent out. Of the 1,858 responses, 404 were selected for this report on the basis of the following criteria; worked for a non-health care provider, responsible for at least 7 to 10 elements of the compliance program, and were responsible for at least 26% of an organization's legal and regulatory risk.

KEY FINDINGS:

- Chief Compliance Officers who reported they were involved in 76%-100% of the company's legal and regulatory risks earned less than those with 26%-75% involvement by over \$10k.
- There was a direct correlation between the numbers of people the Chief Compliance Officer managed to their salary. CCOs who managed one employee earned an average of \$118,915 while CCOs who managed over 20 people earned an average of \$201,988.
- CCOs managing compliance for company units with 30,000 or more employees (~\$200k) reported salaries nearly twice as high as those in organizations with less than 100 employees (~\$100k).
- On average, the higher the revenues of the organization the CCOs worked for, the higher their salaries.
- CCOs with one year of experience managing the compliance department earned \$126k in salary while those managing the compliance department for 16 years or more earned on average \$168k.
- CCOs working for publicly traded companies earned the highest average base salary at \$199,405 while those working at non-profit organizations earned the lowest average salary at \$116,929.
- CCOs working in the biotechnical and pharmaceutical industry reported the highest average salary at \$226,950 while those working in the government/policy industry earned the lowest at \$109,478.
- 71% of CCOs responded they are eligible for a bonus.
- Only 20% of CCOs have a contract.

[Full Report](#)