

# Compliance & Ethics Staff Salary Survey

*Society of Corporate Compliance and Ethics*

June 2013

## **OBJECTIVE:**

This survey was conducted to provide insight into salary levels in the compliance industry.

## **METHODS USED:**

27,000 survey invitations were sent out via email on April 2013. 1,492 surveys were completed online and of those respondents, 679 are from non-healthcare provider organizations which the survey is solely based on. 34% were managers, 29% directors, 27% assistant/specialists, and the remaining 10% were vice presidents. Final results were tabulated by Insights, Inc.

## **KEY FINDINGS:**

- Average Compensation:  
Vice Presidents- \$214K   Directors- \$139K   Manager- \$102K   Assistant/Specialist- \$71K
- In general, the larger the annual compliance budget, the larger the total compensation for all job titles and levels.
- Generally, compliance professionals who work at larger organizations earned a higher average total compensation.
- Generally, the greater the number of employees in the portion of the organization the compliance professional works for, the higher their salary.
- Typically, the higher the number of individuals who reported up through the compliance individual, the higher their salary.
- Public companies paid the highest average compensation while non-profit organizations paid the lowest compensation.
- Compliance professionals with a Certified Compliance & Ethics Professional Certification (CCEP) tended to earn a higher average compensation than those with other certifications or those without certifications.
- Professionals who focused on fewer elements of the compliance program earned higher compensation than those who were involved in a higher number of elements. However, the opposite was true for the surveyed Vice Presidents.
- Vice Presidents and Directors with a contract earned a higher compensation than those without one. However, the opposite was true for Managers and Assistant/Specialists.
- More than half of the surveyed professionals indicated they were bonus eligible. Additionally, Vice Presidents and Directors reported a higher percentage of their salaries as being eligible.

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