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.

Full Report