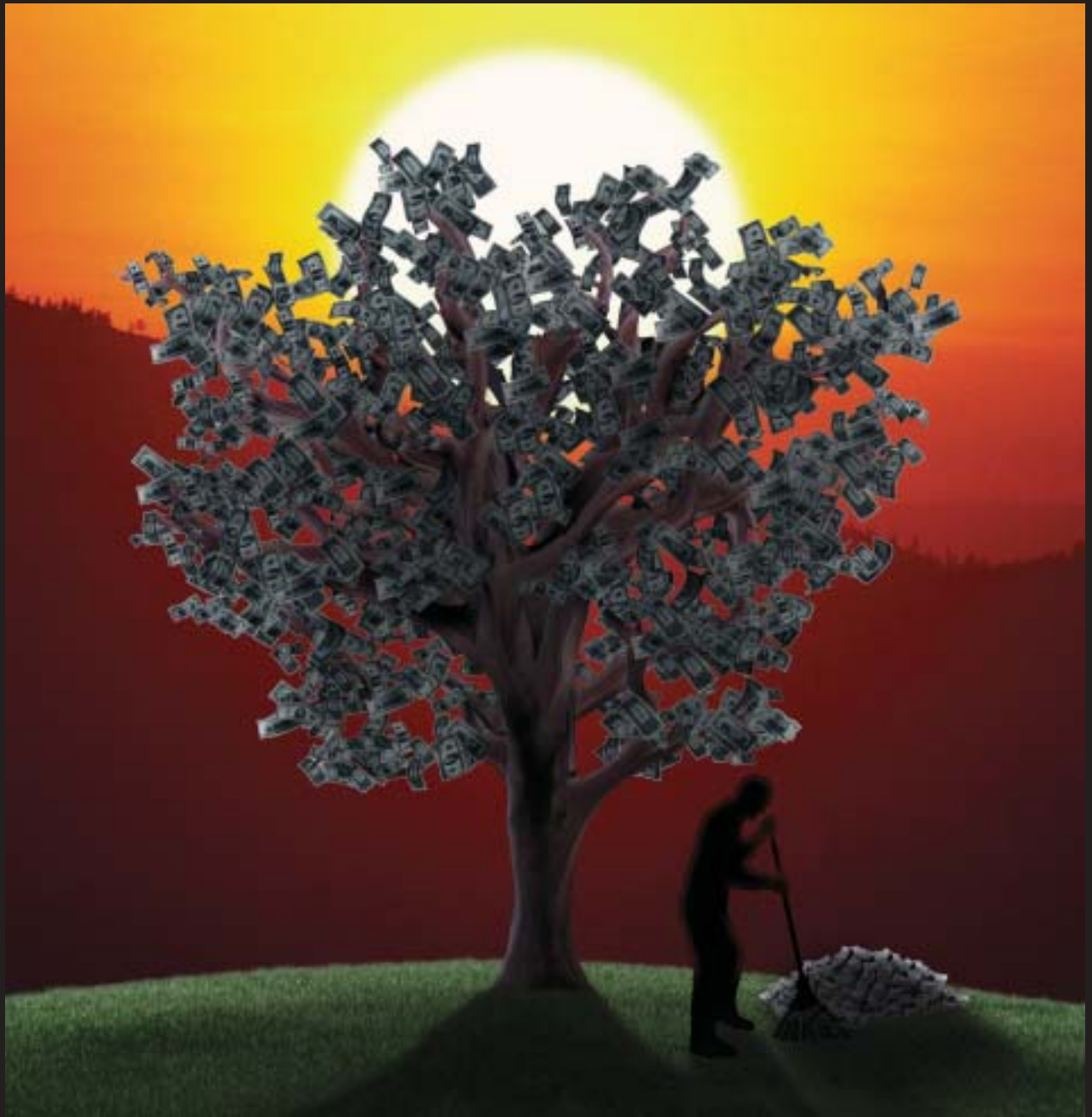


# 2004 Salary Survey

Environmental Protection *checks out environmental professionals' wages*  
*in today's demanding business climate*

*By Angela Neville, JD, REM*



**E**tiquette for Dummies and other tomes about proper manners would probably say that it's in bad taste to snoop around trying to find out how much money other people earn from their jobs. It's natural, however, to wonder about the current salaries in your industry if you're planning to switch jobs or just want to see how your present salary compares to those of your peers.

But short of brazenly asking your colleagues about their salaries when you see them at professional meetings or breaking into the filing cabinet of your company's H.R. department to rifle through your coworkers' personnel records, it's hard to get access to such

significant role in the upcoming 2004 U.S. presidential election. We received a wide range of responses. The most frequently mentioned environmental issues viewed as potentially impacting this election year include the following: air quality, water quality, alternative energy source development, ocean health, global warming, mercury levels in drinking water and fish, loss of habitat for endangered species, and the relaxation of environmental standards to make them more "industry friendly."

On the flip side, a male consultant from Fairfax, Va., said, "There are no major environmental concerns the public is interested in....The environmental concerns are unable to compete with larger

abroad as our domestic supplies are limited. Exploration of new domestic sources may pose significant risks to currently undisturbed natural habitat."

The Bush administration received a number of jabs from our respondents. "Cowboys don't cut it. The Marlboro man smoked himself to death," quipped a female academic from Rock Hill, S.C. Another respondent, a male engineer who works for the government in Ancortes, Wash., focused on what he described as "the executive branch's arrogance toward environmental issues and the gutting of important gains via changes or reinterpretations of the Clean Water Act and the Clean Air Act, which give industry far too



**"Environmental managers who do not build up other business skills and expand their capabilities are doomed to extinction."**

sensitive information. That's where we can help by being your discreet source of up-to-date salary information pertaining to today's environmental field.

To accomplish this, we conducted our 2004 Salary Survey online and asked our readers to complete a one-page questionnaire. We then crunched the numbers to come up with a profile of the survey respondents' salaries based upon a variety of criteria, such as job titles and gender.

#### **Environmental Issues' Impact on U.S. Politics**

We asked the survey respondents if they thought environmental issues will play a

role in the upcoming 2004 U.S. presidential election. We received a wide range of responses. The most frequently mentioned environmental issues viewed as potentially impacting this election year include the following: air quality, water quality, alternative energy source development, ocean health, global warming, mercury levels in drinking water and fish, loss of habitat for endangered species, and the relaxation of environmental standards to make them more "industry friendly."

A female division-level manager from Kent., Wash., commented, "The president will have to balance the requirements of business to make a profit and the need of the general populace to have cleaner air, water, and land. Satisfying the majority is and will continue to be a challenging task, especially when conflicting interests compete for the same resources."

A male health and safety supervisor from Paintsville, Ky., stated, "Our current political direction values current societal wants over environmental sustainability. We are dependent on fossil fuels from

much 'responsibility' to self-regulate."

A male health and safety specialist from Grand Rapids, Mich., said, "Obviously, if we get a strong Democrat into office, environmental issues will move to a more important level as opposed to the current situation under the Bush administration."

In contrast, only one respondent made a negative comment about U.S. Sen. John Kerry, who at press time appears to be the most likely candidate whom the Democratic Party will select to run against President Bush this year. A male consultant from Chicago, emphasized the fact that Kerry's home state of Massachusetts' rejection of the use of wind power

**Average Salary by Job Title and Gender, Plus Bonus**

Job Title	Male	Female	Total Average	Bonus
Consultant	\$76,459	\$57,613	\$73,040	\$6,174
Corporate level manager	\$86,135	\$80,077	\$85,436	\$8,706
Corporate level staff	\$72,638	\$66,745	\$71,889	\$7,048
Divison level manager	\$76,639	\$71,691	\$75,635	\$10,898
Divison level staff	\$67,145	\$63,876	\$66,184	\$6,727
Engineer	\$67,674	\$63,175	\$66,447	\$4,565
Plant Level Manager	\$66,214	\$57,819	\$64,049	\$5,548
Plant Level Staff	\$59,752	\$70,556	\$62,468	\$4,184
Plant Manager	\$71,050	\$61,260	\$68,922	\$3,489
Regulatory Compliance Specialist	\$57,047	\$53,840	\$55,974	\$3,453
Health/Safety Supervisor	\$56,686	\$55,250	\$56,254	\$2,346
Scientist	\$63,676	\$44,226	\$59,491	\$3,252
Trainer	\$57,000	\$47,750	\$53,300	\$1,125
Other	\$56,638	\$51,215	\$54,744	\$2,569

\* denotes fewer than five responses

along its shoreline could become an issue in this year's election.

### Career Trends Affecting the Environmental Profession



As part of our survey, we also questioned our readers about whether they worried that their current jobs would be outsourced to a lower-paid worker in a foreign country within the next five years.

"The biggest trend facing environmental professionals is the transfer of U.S. manufacturing facilities to overseas sources," said a male regulatory compliance specialist from Corpus Christi,

Texas. Another respondent, a female scientist from Mammoth Lake, Calif., echoed this view. "Environmental health and safety (EH&S) professionals are primarily used in manufacturing settings. Manufacturing is a dying breed here in the United States, thus the need for EH&S professionals will lessen. Yes, the migration of manufacturing will adversely impact the demand for my job," she commented.

Not all our survey participants, however, agreed with this viewpoint. A male engineer from Mansfield, Ohio, stated, "I am a contract consultant for the U.S.

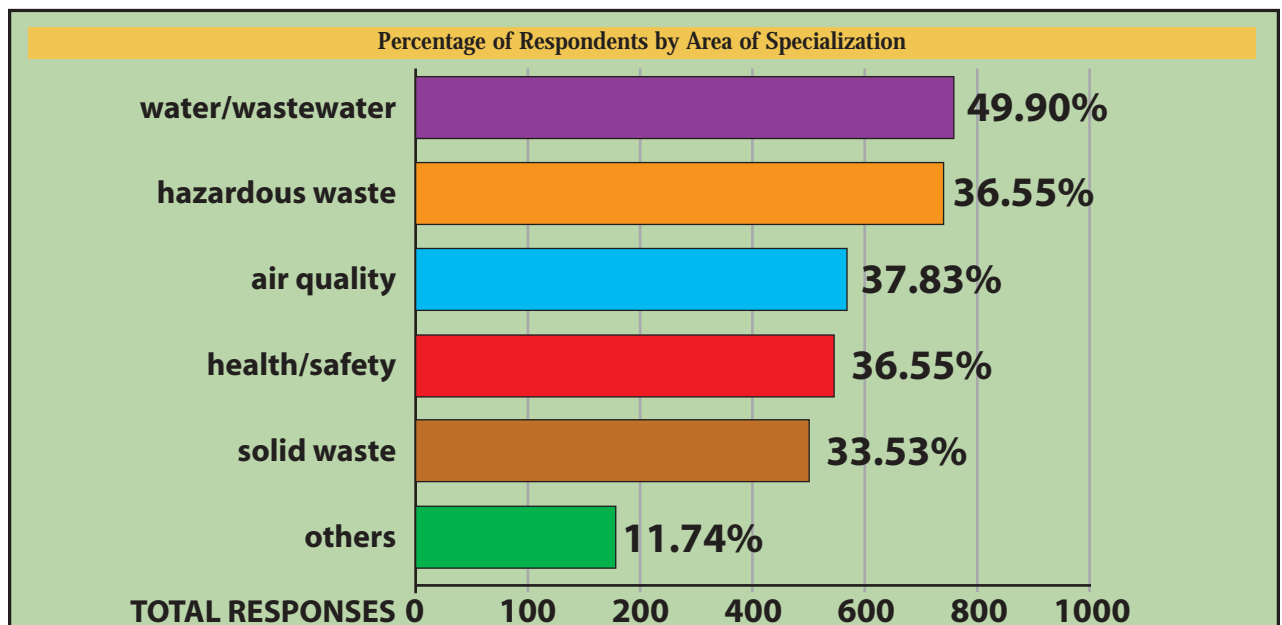
Environmental Protection Agency (EPA). This job cannot for practical and political reasons be sent overseas. It has already been 'outsourced' from the federal government to a private firm contractor."

### Boosting Your Earning Potential

Some of our respondents shared their strategies for helping environmental professionals increase their wages.

Putting a Darwinian spin on career management for environmental professionals, a male health and safety specialist from Deerfield Beach, Fla., said "Environmental managers who do not build up

Average Salary by Location					
Alabama	\$59,292	Louisiana	\$52,483	Ohio	\$60,758
Alaska	\$55,233	Maine	\$40,600	Oklahoma	\$52,926
Arizona	\$61,015	Maryland	\$69,275	Oregon	\$59,827
Arkansas	\$73,325	Massachusetts	\$71,593	Pennsylvania	\$78,970
California	\$69,828	Michigan	\$60,427	Rhode Island	\$55,000
Colorado	\$70,534	Minnesota	\$67,300	South Carolina	\$60,916
Connecticut	\$60,847	Mississippi	\$46,783	South Dakota	\$41,000
Delaware	\$140,333	Missouri	\$58,325	Tennessee	\$56,653
Florida	\$57,467	Montana	\$39,803	Texas	\$69,437
Georgia	\$65,101	Nebraska	\$62,228	Utah	\$61,500
Hawaii	\$60,500	Nevada	\$60,840	Vermont	\$46,667
Idaho	\$62,000	New Hampshire	\$68,750	Virginia	\$67,480
Illinois	\$70,572	New Jersey	\$70,676	Washington	\$62,147
Indiana	\$55,891	New Mexico	\$54,556	West Virginia	\$49,000
Iowa	\$63,273	New York	\$70,553	Wisconsin	\$60,531
Kansas	\$102,500	North Carolina	\$64,051	Wyoming	\$62,667
Kentucky	\$52,371	North Dakota	\$58,650		





“The biggest trend facing environmental professionals is the transfer of U.S. manufacturing facilities to overseas sources.”

Average Salary of Top Five Job Titles					
	1. Regulatory Compliance Specialist	2. Consultant	3. Engineer	4. Health and Safety Supervisor	5. Corporate Level Manager
<b>SECTOR</b>					
Academia	\$67,500*	—	\$73,333*	\$61,013	—
Consulting Firm	\$51,107	\$73,802	\$61,091	\$51,980	\$90,600
Government	\$50,974	\$66,571	\$66,602	\$62,375	\$81,483*
Manufacturing	\$61,861	\$48,500*	\$66,068	\$54,693	\$83,906
Utility	\$63,061	—	\$78,917	\$122,000*	\$92,729
Water Treatment Facility	\$43,000*	—	\$60,667*	\$67,850*	—
Other	\$52,520	\$81,000*	\$87,233	\$54,610	\$86,213
<b>GENDER</b>					
Female	\$54,152	\$57,613	\$63,468	\$55,307	\$80,077
Male	\$57,047	\$76,459	\$67,204	\$56,958	\$86,135
<b>AGE</b>					
20-29	\$41,460	\$45,602	\$48,657	\$43,132	\$67,400
30-39	\$53,521	\$68,591	\$64,625	\$53,439	\$69,811
40-49	\$58,177	\$88,143	\$69,600	\$58,374	\$91,554
50-59	\$60,721	\$82,564	\$77,705	\$59,390	\$85,865
60 to 69	\$60,625	\$76,250*	\$79,617	\$54,414	\$100,555
70 or older	\$52,450*	\$70,818	\$55,299	\$72,750	\$97,750*
<b>SUPERVISE</b>					
1-5	\$55,559	\$68,874	\$68,342	\$61,894	\$84,653
6-10	\$57,640	\$80,362	\$70,100	\$70,045	\$82,282
11-20	\$52,571	\$119,643	\$74,875	\$50,075	\$72,625
21 -50	\$53,192	\$98,333*	\$111,000*	\$60,500*	\$94,120
51 or more	\$49,200	\$95,000*	\$33,667*	\$48,719	\$124,165*
<b>EDUCATION</b>					
GED	\$56,500*	—	—	—	\$92,000*
High School	\$51,185	\$63,750*	\$64,000	\$48,357	\$63,000*
Bachelors	\$54,518	\$62,154	\$62,795	\$54,722	\$80,078
Masters	\$60,024	\$79,158	\$72,446	\$67,365	\$91,304
Doctorate	\$48,333*	\$211,000	\$66,875	\$93,000*	\$116,250*
Other	\$52,505	—	\$50,875*	\$47,465	\$75,208*
<b>EXPERIENCE</b>					
0-5	\$46,363	\$43,670	\$52,723	\$48,469	\$67,380
6-10	\$54,426	\$71,386	\$66,545	\$53,399	\$61,350
11-20	\$58,863	\$72,257	\$71,017	\$65,377	\$88,663
21 or more	\$59,262	\$101,748	\$78,616	\$65,238	\$95,959
<b>TOTAL AVERAGE</b>	<b>\$55,974</b>	<b>\$73,040</b>	<b>\$66,447</b>	<b>\$56,254</b>	<b>\$85,436</b>
<b>BONUS</b>	<b>\$3,453</b>	<b>\$6,174</b>	<b>\$4,565</b>	<b>\$2,346</b>	<b>\$8,706</b>

\* denotes fewer than five responses

other business skills and expand their capabilities are doomed to extinction.”

Another respondent, a female health and safety specialist from Maryland, shared a similar viewpoint when she stated, “There are a lot of highly qualified people out there who are either barely holding on to their jobs or who are working hard to reinvent themselves to make sure what they do stays relevant to their corporate culture. Being able to wear many hats increases both your value and, in turn, your salary, no matter where you work.”

Along these same lines, a male regulatory compliance specialist from Hills, Iowa, noted, “Environmental professionals need to

increase their skill sets to other areas, such as root cause analysis, process improvement, and cost minimization. In this way, salaries can rise as the individual can provide more benefit to the company.”

The law of supply and demand may help professionals in this field. “Fewer individuals are choosing to make a career in the environmental field. As a result, it is likely that the salaries of existing professionals will increase due to the limited number of experienced professionals,” a female engineer from Twinsburg, Ohio, said.

Some of our respondents offered pointers about emerging niches in the environmental profession that hopefully will translate into

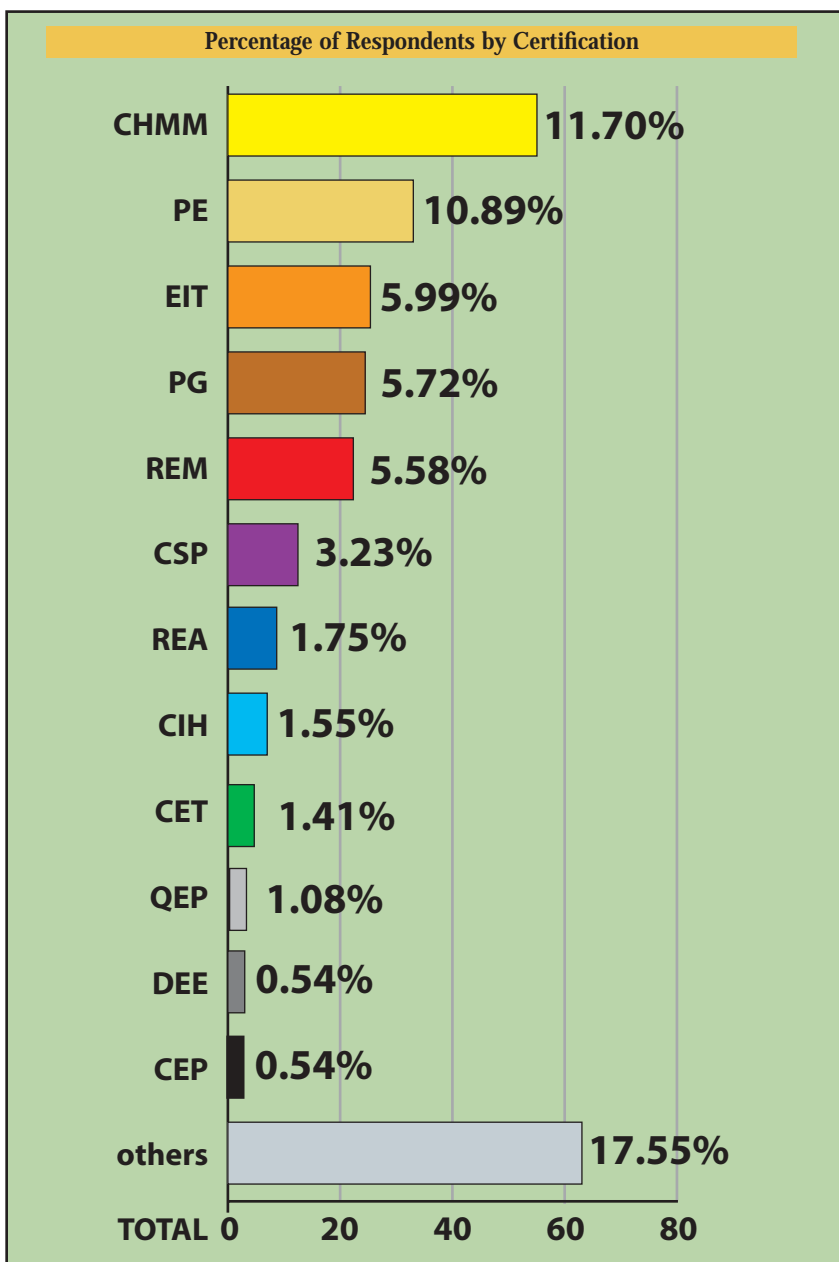
lucrative jobs. According to a male health and safety supervisor in Paterson, N.J., “It will become increasingly important for environmental professionals to understand intra issues, such as how air pollution affects water quality and how composting operations affection air pollution...More holistic, life cycle analysis will become increasingly important.”

One survey participant, a male scientist working for a consulting firm in Wausau, Wis., pointed out, “Personnel with expertise in implementing EPA’s Performance Track or Project XL initiatives will be highly valued in the marketplace since the number of facilities looking into these programs is on the rise.” Another respondent, a male program engineer from Spokane, Wash., suggested, “Jobs and salaries will become less valued, except if it relates to homeland security.”

Focusing on a rising area of expertise, a male consultant from Huntington, N.Y., said, “Future opportunity is within the GIS field and environmental data base development.” A different perspective, however, was offered by a female corporate level manager at a metal recycling facility in Jersey City, N.J., who stated, “ISO 14001 is becoming more of a requirement with nonautomotive manufacturing, and the people that know this standard are going to be needed.” Another important growing career sector, according to an environmental specialist at the Kennedy Space Center in Florida, is jobs that deal with “water quality and quantity management.”

The size of your company can make a difference as far as success in the environmental field. “I see a large niche opening up for smaller one- or two-person consulting firms that stress local knowledge [related to a geographical area],” observed a male corporate-level manager from Leesburg, Va. Agreeing with this outlook, a corporate-level manager from Dalton, Ga., said, “Independent consulting is the trend. Larger consulting firms find it difficult to justify their hourly rates.”

Overall, our readers’ feedback about the current state of environmental professionals’ salaries convinces us that while many segments of the environmental market are slowing down or stagnant, other areas are growing and offering good opportunities for financial advancement. **EP**



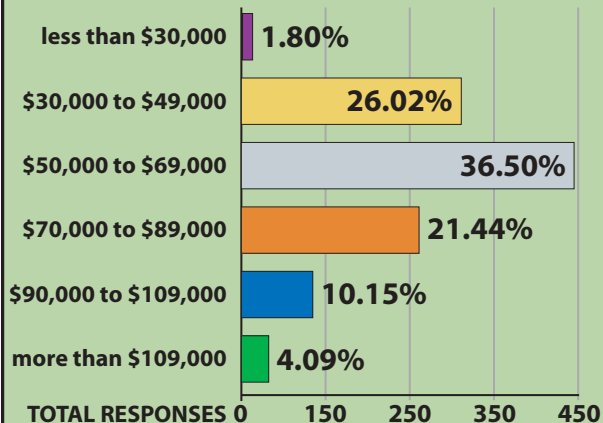
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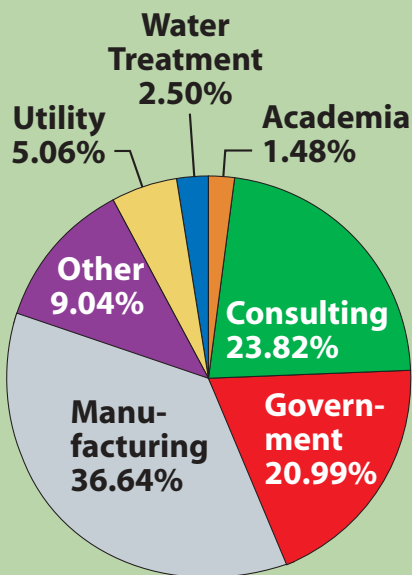
### Methodology

1,482 environmental professionals responded to this year's salary survey. The questionnaire was available online at Environmental Protection's Web site ([www.eponline.com](http://www.eponline.com)). For calculation purposes, the average was used in obtaining the figures. This should not be considered a statistically valid survey, but rather an informal representation of our readership's responses.

### Percentage of Respondents by Salary Range



### Percentage of Respondents by Sector



### Percentage of Respondents by Gender

