

## Compliance Today – January 2023



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### HCCA salary survey reveals a bright compensation picture

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by Adam Turteltaub

The Health Care Compliance Association (HCCA) first surveyed compensation for healthcare compliance professionals back in 2013. The survey was last conducted in 2019, and with the pandemic-related changes to the job market, the association was eager to provide updated information for the compliance profession.

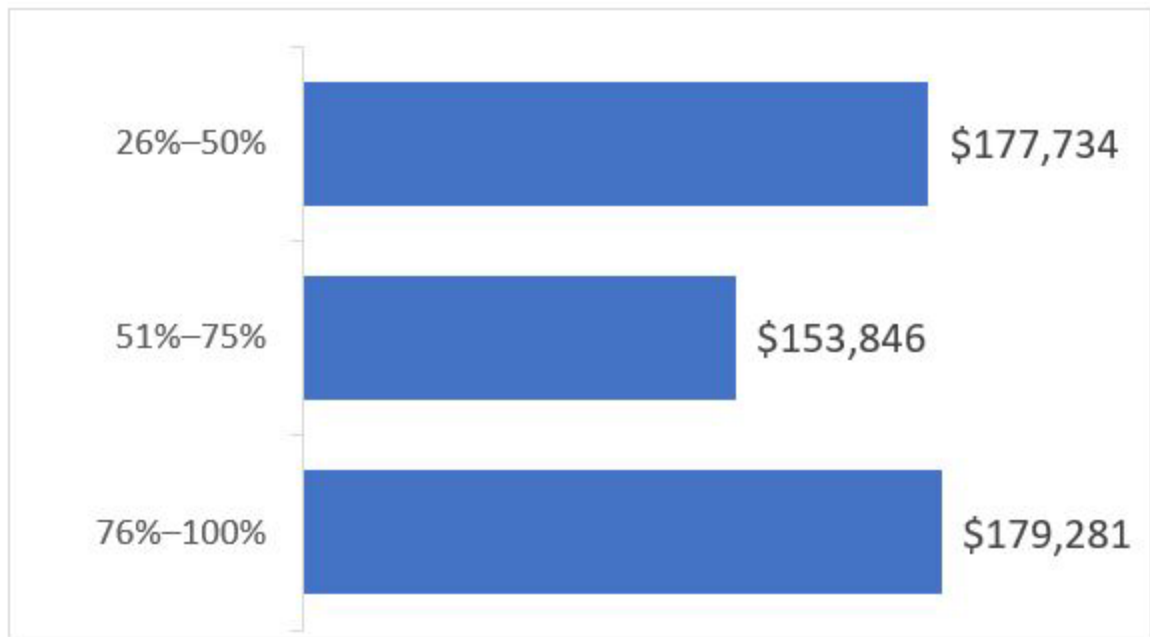
In June 2022, an email invitation was sent out to approximately 50,000 individuals on the association's mailing list requesting their participation. The responses were tabulated by an external research company to ensure both accuracy and confidentiality of the data.

A copy of the report can be found on the HCCA website.<sup>[1]</sup> Members of the HCCA can also access an interactive version in which they can run custom data queries.

#### Findings

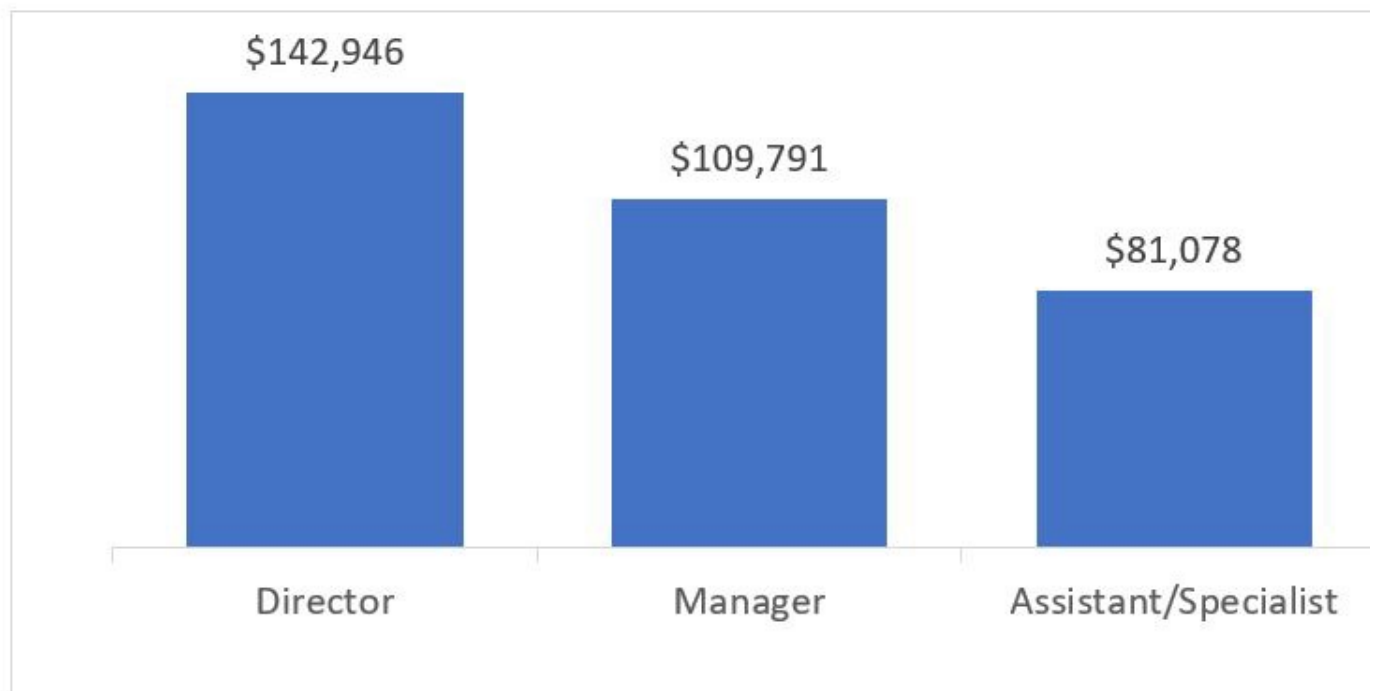
Compensation has increased across the board for compliance professionals at all levels. Chief compliance officers (CCOs) responsible for 76% or more of their organization's legal risk saw an average income of \$179,281, up 16% from 2019 (see Figure 1).

Figure 1: Average total compensation by percentage of company's legal and regulatory risk areas CCOs involv



Looking at staff, compensation for directors averaged \$142,946, an increase of 10%. Managers were at \$109,791, up 13%, and the assistant/specialist levels saw an average salary of \$81,078, up 8% (see Figure 2).

Figure 2: Average total compensation by title/level

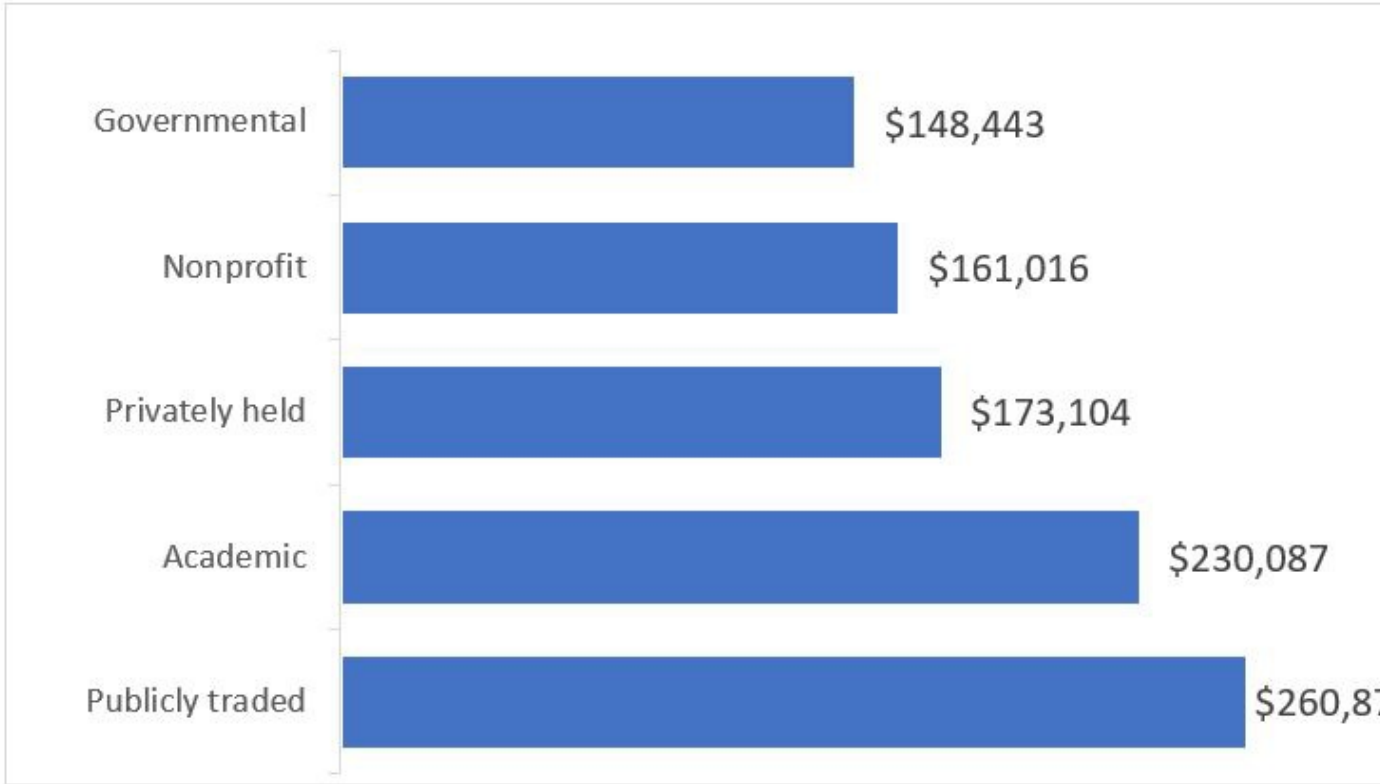


Compensation levels did vary considerably, though, based on where an individual works—in terms of geography and type of corporation. CCOs in the West South-Central region, for example, saw average compensation of \$193,672, while those in the Mid-Atlantic region saw just \$154,145.

Of even greater difference was compensation based on whether the organization was for-profit or not. CCOs at

publicly traded organizations enjoyed average total compensation of \$260,871 compared to just \$161,016 at nonprofits and \$148,443 at governmental institutions (see Figure 3).

Figure 3: Average total compensation by type of organization



At the staff level, the differences were also stark, with a manager at a publicly traded organization earning an average of \$122,850 compared to \$111,721 at a nonprofit and just \$101,900 at an academic institution

Certification correlated strongly with higher compensation. Individuals possessing a Compliance Certification Board designation earned far more than those who did not, and individuals who had achieved Certified in Healthcare Research Compliance (CHRC) generally earned the most. (see Table 1).

Certification	CCO	Director	Manager	Asst/Specialist
CHRC	\$246,738	\$165,000	\$129,950	\$71,619
CCEP (Certified Compliance & Ethics Professional)	\$207,323	\$160,389	***	***
CHPC (Certified in Healthcare Privacy Compliance)	\$202,467	\$149,166	\$113,409	\$92,377

CHC	\$186,311	\$148,286	\$118,875	\$88,149
None	130,152	\$121,685	\$96,657	\$74,003

\*\*\*Insufficient data

Also of note: how commonly held the certifications were, with 60% of CCOs holding the Certified in Healthcare Compliance (CHC) designation, 62% of directors, and 53% of managers.

To see more of the data be sure to visit the HCCA website: <https://www.hcca-info.org/publications/surveys/2022-hcca-salary-survey>.

## Takeaways

- Compensation has generally increased. Compensation has generally increased.
- Certification correlates with significantly higher salaries.
- As would be expected, larger organizations generally pay higher than smaller ones.
- Public companies typically offer the highest compensation.
- There are substantial regional variations in compensation.

<sup>1</sup> Health Care Compliance Association, “2022 HCCA Salary Survey,” October 17, 2022, <https://www.hcca-info.org/publications/surveys/2022-hcca-salary-survey>.

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