



# Salary & Compensation of Fire Protection Engineers 2023

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A detailed report on how the compensation of fire protection engineers globally is impacted by education, experience, licensure, disciplines, supervisory responsibilities, and geography.

# Salary & Compensation of Fire Protection Engineers, 2023

## Executive Summary

The Society of Fire Protection Engineers (SFPE) has surveyed the fire protection industry concerning their employment and compensation 20 times since 1976. In June 2023, **3,015 member and non-member professionals in 93 countries** submitted valid surveys.

Participation was concentrated in North America (2,012 participants), with 1,003 responses elsewhere in the world. By continent or region, these were in Europe (386), Asia (198), Middle East (131), Oceania (112), Latin America/ Caribbean (92), and Africa (48). The table on page 2 shows the total participation among countries with the highest number of participants.

To ensure consistency with previous years, many of this report's detailed tables display patterns based on U.S.-based professionals excluding part-time and inactive individuals. Tables will display patterns for international respondents collectively primarily to compare to U.S. respondents, and by continent or country when there are sufficient observations to report reliable data. For this report, international is defined as professionals who practice outside the U.S.

All research was conducted in the respondents' local currency then later converted to USD for comparison.



Engineering a fire-safe world since 1950. Headquartered near Washington, DC, and in Brussels, BE, the Society of Fire Protection Engineers is the world's leading professional society for fire protection and fire safety engineering. Learn more at [sfpe.org](https://www.sfpe.org).

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# Demographics & Professional Characteristics

Personalized surveys were sent to 22,500 individual SFPE members and non-members who had deliverable email addresses and who did not opt out of participation. Several statistics reflecting the profile of survey participants include:

**MEMBERSHIP:** A majority who identify as current SFPE members (62%), with some former members (13%), and the remainder (25%) were professionals who have never held membership.

**EMPLOYMENT STATUS:** Most are full-time employees (80.8%), while 8.5% are owners of their company or organization, 3.3% are consultants, 2.4% are part-time employees, 2.8% are students, and 2.0% are retired.

**EXPERIENCE:** Median years of practicing engineering in any discipline is 17 years, compared to 14 years practicing in fire protection engineering. Those who manage engineers have done so for 7 years; median years in their current job title or role is 5 years.

**AGE:** Approximate median age is 43, with roughly equal proportions who are younger than 35 (26.2%) and 35-44 years of age (26.5%), and fewer who are 45-54 (20.1%), 55-64 (17.8%), or 65 years or older (9.3%).

**GENDER:** 86% are male and 14% are female. The median age of males is 45 while for females it is 38.5.

**RACE/ETHNICITY:** 83.2% of U.S.-based professionals are white, while Asian (6.2%), Hispanic, Latino/a/x or Spanish origin (4.8%), Black or African-American (1.6%), Middle Eastern or North African (1.1%), and American Indian, Alaska Native, Native Hawaiian or other Pacific Islander (1.1%) each comprise a small fraction.

**EDUCATION:** The highest level of education completed is includes 6.5% with a Doctorate, 40.5% with a Master's degree or its equivalent, and 45.4% with a Bachelor's degree or equivalent. Another 7.6% have less education.

The most common engineering disciplines are Fire Protection (52.7%), Mechanical (31.9%), and Civil Engineering (11.5%). Fire Protection Technology, and Electrical, Chemical and Safety, Structural, and Industrial Engineering were each indicated by 3% to 9%.

Only 23.7% hold any non-engineering degrees, with MBA or other business/management degree the most common at 6.6% of all survey participants.

The most common programs reported by U.S. professionals are University of Maryland (UMCP) for Bachelor's programs (25.8%), and Worcester Polytechnic Institute (31.3%) or UMCP (26.2%) for Master's degrees.

**LICENSURE:** Most U.S. professionals (61.9%) hold a P.E. while 56.6% of Canadians hold a P.Eng. Only 22.6% of U.S. and 20.6% of Canadian professionals report that they are not licensed or chartered, compared to 46.1% of professionals in the rest of the world.

## Participation by Country

1,889  
United States

123  
Canada

110  
United Kingdom

59 • New Zealand	18 • Switzerland
59 • Australia	17 • Spain
48 • Saudi Arabia	16 • Colombia
44 • UAE	15 • Poland
38 • Sweden	15 • Singapore
29 • India	15 • Indonesia
28 • Qatar	14 • Denmark
28 • Italy	13 • Portugal
27 • México	13 • France
25 • Netherlands	13 • Bangladesh
24 • Turkey	12 • South Korea
22 • Germany	12 • Malaysia
21 • South Africa	12 • Japan
20 • Belgium	11 • Philippines
20 • China	10 • Egypt
19 • Hong Kong	

A stylized world map in a light orange color, serving as a background for the text. The map shows the outlines of continents and is overlaid with a grid of thin white lines.

# The mean salary

for Fire Protection Engineers globally is

# \$119,822

The mean salary in

The U.S. is **\$137,875**

Canada is **\$91,030**

Saudi Arabia is **\$96,475**

The U.K. is **\$95,803**

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# U.S. professionals experience a **37% increase**

in total compensation  
at the 6-10 year level

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# Compensation

The average base salary in 2022 is much higher among U.S.-based professionals (mean \$137,875, median \$130,584) compared to Canada (mean \$91,030, median \$87,121), and the rest of the world (mean \$80,613, median \$65,934).

The current survey collected data on average base salary and total compensation for the two most recent years, to provide a basis for measuring annual changes.

**In the U.S., the mean annual average salary increased by 3.7%, and total compensation increased by 6.3%.**

**In Canada, mean salary increased by 3.5%** while total compensation increased by only 1.3%; in the rest of the world, mean salary increased by 7.9% and total compensation increased by 5.3% from 2021-22.

The table below shows mean and median salary and total compensation, overall, for the two countries with the highest participation, and by continent or region for the remainder.

**Table 1: Compensation by Country/Continent**

	Total	United States	Canada	Europe	Asia	Oceania	Middle East	Latin America/ Caribbean	Africa
<b>Number of Respondents (n)</b>	<b>2,329</b>	<b>1,572</b>	<b>125</b>	<b>249</b>	<b>112</b>	<b>94</b>	<b>90</b>	<b>63</b>	<b>23</b>
<b>Mean Salary 2022</b>	\$119,822	\$137,875	\$91,030	\$89,898	\$61,684	\$98,820	\$89,833	\$52,640	\$31,163
<b>Median Salary 2022</b>	\$116,550	\$130,584	\$87,121	\$71,429	\$34,752	\$88,119	\$63,563	\$30,490	\$24,013
<b>Mean Total Comp 2022</b>	\$138,809	\$161,351	\$101,810	\$99,318	\$71,893	\$114,069	\$96,629	\$61,273	\$34,286
<b>Median Total Comp 2022</b>	\$128,000	\$145,547	\$90,909	\$78,130	\$47,093	\$96,552	\$66,606	\$40,000	\$29,856
<b>Mean Salary 2021</b>	\$115,037	\$133,005	\$87,977	\$82,235	\$62,237	\$97,056	\$83,840	\$37,602	\$28,057
<b>Median Salary 2021</b>	\$110,000	\$125,000	\$84,091	\$65,934	\$40,000	\$88,957	\$64,000	\$27,548	\$19,401
<b>Mean Total Comp 2021</b>	\$130,915	\$151,724	\$100,485	\$97,412	\$69,943	\$110,870	\$87,586	\$52,273	\$33,316
<b>Median Total Comp 2021</b>	\$119,000	\$135,300	\$90,909	\$72,097	\$45,395	\$91,551	\$68,120	\$34,965	\$21,400
<b>Change Mean Salary</b>	4.2%	3.7%	3.5%	9.3%	-0.9%	1.8%	7.1%	40.0%	11.1%
<b>Change mean total comp</b>	6.0%	6.3%	1.3%	2.0%	2.8%	2.9%	10.3%	17.2%	2.9%

Data reported from active professionals excluding part-time employees.

Note: Mexico is included in Latin America, and Oceania includes Australia and New Zealand.

Total compensation includes reported bonus, overtime, commission, incentives, stock grants/options, and other income.

# Benefits

Insurance programs reported by U.S. based professionals include eligibility to receive medical (94%), dental (89%), vision (86%), life (85%), short-term (77%) and long-term disability (74%) as an employee, and coverage for their spouse (78%) and dependents (75%). Most have access to Flexible Spending Accounts (67%) or Health Savings Accounts (66%). **Professionals outside North America are much less likely to report insurance as a work benefit;** 56% report eligibility for medical, 34% for life, and 16%-21% other insurance programs.

Eligible U.S. professionals report that their employer contributes a median of 75% to their premium cost, compared to 90% for professionals outside North America. Average employer contribution to retirement is a mean of 5.7% of salary/wages, compared to 9.3% outside North America.

**A majority of U.S. professionals receive paid holidays (91%),** and are eligible to participate in a retirement plan (86%), receive a company match (74%), have paid leave (83%), and reimbursed professional organization dues (72%) and tuition (57%), mobile phone allowance (54%), and paid CEU/professional development hours (53%).

U.S. professionals report a median of 10 days off for holidays and 25 days of paid leave. Paid leave included 19.8 days of vacation time, 9 days of sick leave, 17 days of paid time off, and 4 days of paid personal time, when awarded to them (i.e., the tabulation excludes zero responses). **Professionals outside North America report a median of 15 days off for holidays and 30.0 days of paid leave.**

U.S. professionals generally have a flexible work schedule (76%), a hybrid remote/office work schedule (60%), and/or full remote working/telecommuting (33%). Fewer report a compressed workweek (16%) or summer work hours (9%) and overall, they report a mean of 10.5 days and median of 9 days working remotely a month. **Professionals outside North America world often have a flexible work schedule (60%) but are less likely to have hybrid work (43%)** or to be working fully remote (12%), and report a mean of 11.0 and median of 10 days working remotely.

# 94%

of U.S. based professionals report eligibility to receive medical insurance

Professionals outside North America are much less likely to report insurance as a work benefit.

# 91%

of U.S. professionals receive paid holidays

Professionals outside North America report a median of 15 days off for holidays and

# 30 DAYS

of paid leave

# 60%

of professionals outside North America have a flexible work schedule

but are less likely to have hybrid work (43%)

Years of overall experience has **positive correlations** with annual salary and total compensation.

Compared to those who are new to the field, U.S. professionals with more than 35 years of experience earn a median salary that is

**85% Higher**

By years of experience, relatively new U.S. professionals with 0-5 years in the field earn a median salary of

**\$87,000**

Median total compensation among professionals in the Western U.S. is 3.4% higher than the U.S. median salary of

**\$145,000**





# Base Salary vs. Years of Work Experience

U.S. based professionals reported a mean of 19.8 years practicing engineering in any discipline, 17.7 years in fire protection engineering, and 7.2 years in their current job/title. International professionals report 17.8 years in any discipline, 14.1 years in fire protection engineering, and 7.8 years in their current job/title.

**Years of overall experience has positive correlations with annual salary (R=.34) and total compensation (R=.37).** Although these correlations are relatively low, they are considerably higher than the .29 and .19 reported in the 2019 survey, driven in part by much higher participation. To fully explain income levels, many other factors must also be considered.

Analysis by range of years shows almost identical patterns for base salary and total compensation. U.S. professionals with 0-5 years of experience report median salary 33% lower and total compensation 36% lower than the overall U.S. averages. Professionals show median salary that is 26%, 19%, 8%, and 10% higher than the previous tier comparing professionals with 6-10, 11-15, 16-20, and 21-25 years of experience. At the 26-30-year level, median salary decreases by 3%, then increases in the 31-35-year range. **This plateau at an upper level of experience, and later responsibility and other variables is one of the key findings of our career-long analysis.**

Of course, these changes are not consistent with location or when non-salary income are included. International professionals show a slower progression compared to U.S. professionals during their early career, as those with 0-5 years earn -28% less than the overall average, then report increases between the previous tiers of 24%, 6%, 12%, and 14% between 6-10 and 21-25 years. The dip occurs slightly later among international professionals, as they earn -7% less at the 31-35-year level but show an increase of 10% at the 26-3- year level rather than the decrease reported in the U.S.

**Cumulatively, U.S. professionals with more than 35 years of experience earn a median salary that is 85% higher** than those who are new to the field, with 0-5 years; international professionals earn almost exactly twice as much as their counterparts who are new to engineering practice.

Table 2: Average U.S. Base Salary by Years of Work Experience

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	1,567	\$137,960	\$130,551	755	\$82,418	\$71,429
0-5	198	\$92,226	\$87,000	93	\$55,075	\$51,724
6-10	293	\$113,547	\$110,000	126	\$61,205	\$64,120
11-15	225	\$134,177	\$130,988	139	\$69,347	\$68,120
16-20	200	\$152,576	\$141,000	130	\$89,306	\$76,429
21-25	176	\$155,711	\$155,000	87	\$105,562	\$86,996
26-30	154	\$157,904	\$150,000	83	\$103,403	\$95,506
31-35	134	\$160,579	\$158,500	39	\$95,188	\$89,068
>35	187	\$164,215	\$161,170	58	\$114,901	\$103,254

Table 3: Average U.S. Total Compensation by Years of Work Experience

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	1,559	\$161,472	\$145,593	755	\$92,346	\$76,000
0-5	196	\$102,048	\$93,067	93	\$59,561	\$53,846
6-10	293	\$132,061	\$122,400	126	\$66,197	\$66,982
11-15	223	\$153,816	\$145,000	139	\$76,972	\$72,527
16-20	200	\$175,519	\$160,750	130	\$105,125	\$81,241
21-25	176	\$188,021	\$174,116	87	\$121,564	\$90,110
26-30	152	\$189,646	\$167,750	82	\$116,290	\$99,451
31-35	133	\$199,676	\$177,000	40	\$103,420	\$111,513
>35	186	\$189,030	\$177,750	58	\$124,602	\$111,263

# Salary & Compensation by Years of Work Experience

Tables 4 & 5 illustrate median salary and total compensation within the United States, reflecting geographical patterns by experience level. Professionals in the Western region earn a median salary that is 5.5% higher than the overall U.S. median salary of \$130,000 while those in the Northeast earn a salary 3.8% higher, and those in the North Central earn the lowest median salary, 3.8% lower than the national average.

By years of experience, relatively new professionals with 0-5 years in the field earn a median salary of \$86,625, 33% lower than the overall median salary. As experience increases, median salary increases steadily at each experience range, by 27% among those with 6-10 years, 18% with 11-15 years, 8% with 16-20 years, and 11% with 21-25 years, then stabilizing for professionals with more experience.

**Median total compensation among Western professionals is 3.4% higher than the U.S.** median salary of \$145,000, while those in the Northeast earn total compensation that is 1.0% higher, and those in the South Central earn the lowest median total compensation, 5.3% lower than the national average.

Total compensation, including all non-salary income, is \$145,000 in the U.S. This suggests that average non-salary income is \$15,000 per person, or an average of 11.5% of total salary. This ratio is lowest among professionals with 0-5 years of experience at 6.3%, but increases to the overall average among those with 6-15 years of experience, then peaks at 14.3% of total salary among those with 16-20 years.

Table 4: Median U.S. Base Salary vs. Years of Work Experience

	United States	Northeast	Southeast	North Central	South Central	Western
Total	\$130,000	\$135,000	\$126,201	\$125,000	\$129,000	\$137,181
0-5 years	\$86,625	\$85,000	\$88,524	\$85,000	\$90,000	\$100,000
6-10 years	\$110,000	\$114,500	\$108,900	\$109,000	\$104,000	\$120,000
11-15 years	\$130,000	\$137,750	\$124,000	\$125,000	\$125,807	\$140,000
16-20 years	\$140,000	\$149,900	\$131,000	\$130,309	\$142,500	\$151,000
21-25 years	\$155,000	\$163,294	\$156,344	\$147,200	\$122,500	\$139,000
26-30 years	\$150,000	\$165,000	\$150,500	\$133,000	\$150,000	\$158,750
31-35 years	\$156,000	\$169,044	\$155,000	\$154,000	\$163,746	\$208,000
>35 years	\$155,493	\$165,000	\$150,000	\$146,000	\$163,725	\$184,500

Table 5: Median U.S. Total Compensation vs. Years of Work Experience

	United States	Northeast	Southeast	North Central	South Central	Western
Total	\$145,000	\$146,500	\$144,101	\$141,185	\$137,361	\$150,000
0-5 years	\$92,100	\$89,000	\$100,000	\$89,250	\$90,000	\$97,500
6-10 years	\$122,400	\$125,000	\$118,955	\$123,000	\$117,000	\$123,000
11-15 years	\$145,000	\$146,200	\$135,500	\$151,000	\$148,843	\$154,843
16-20 years	\$160,000	\$164,900	\$156,500	\$161,885	\$151,500	\$161,000
21-25 years	\$173,232	\$175,350	\$175,000	\$175,000	\$156,000	\$185,000
26-30 years	\$167,750	\$176,300	\$174,500	\$147,805	\$160,000	\$191,904
31-35 years	\$176,433	\$186,000	\$170,000	\$168,400	\$150,000	\$170,000
>35 years	\$171,000	\$182,150	\$160,000	\$161,000	\$155,000	\$178,000

Data reported from active professionals excluding part-time employees.

# Engineering Levels

## Engineer Level I

The entry level for professional work. Typical position titles include Engineer in Training, Engineering Intern, Assistant Engineer, Junior Engineer, Staff Engineer.

**Equivalent federal general schedule grade is GS-5.**

**Academic Title:** Engineering Instructor

## Engineer Level II

Exercises limited judgment on details of work and in application of standard methods for conventional work. Typical position titles include Engineer in Training, Engineering Intern, Assistant Engineer, Junior Engineer, Staff Engineer.

**Equivalent federal general schedule grade is GS-7.**

**Academic Title:** Engineering Instructor

## Engineer Level III

Uses judgment in making minor adaptations and modifications. Typical position titles include Engineer in Training, Engineering Intern, Assistant Engineer, Junior Engineer, Staff Engineer.

**Equivalent federal general schedule grade is GS-9.**

**Academic Title:** Engineering Instructor

## Engineer Level IV

Fully competent in all conventional aspects of a specific practice area. Typical position titles include Civil Engineer, Associate Engineer, Resident Engineer.

**Equivalent federal general schedule grade is GS-11.**

**Academic Titles:** Assistant Professor

## Engineer Level V

Has progressive experience. Typical position titles include Senior Engineer, Project Manager.

**Equivalent federal general schedule grade is GS-12.**

**Academic Title:** Associate Professor

## Engineer Level VI

Has full technical responsibility and extensive progressive experience. Typical position titles include Principal Engineer, District Engineer, Engineering Manager.

**Equivalent federal general schedule grade is GS-13.**

**Academic Title:** Professor

## Engineer Level VII

Demonstrates creativity, foresight, and mature engineering judgment. Typical position titles include Director, Division Engineer, Program Manager, Vice President, City or County Engineer.

**Equivalent federal general schedule grade is GS-14.**

**Academic Titles:** Department Head

## Engineer Level VIII

Demonstrates a high degree of creativity, foresight, and mature judgment. Leads an entire program of critical importance. Typical position titles include Bureau Engineer, Director of Public Works, President.

**Equivalent federal general schedule grade is GS-15 or Senior Executive Service.**

**Academic Titles:** Dean

# Salary & Compensation by Responsibility Level

As in previous reports, we asked respondents to categorize their level of job responsibility using the SFPE engineering grades that ranges between I to VIII. This comes with several caveats, most notably that **it is a complex categorization scheme and engineers might grade themselves somewhat subjectively**. Calculating a correlation coefficient shows that  $R=.33$  for base salary and  $R=.31$  with total compensation. Because of this relatively weak positive relationship, there will be other factors such as industry, education, experience, sustained performance, and geographic location that will also have a strong cumulative effect on pay level.

Tables 6 & 7 show the relationship between base salary and total compensation with engineering grade, segmented by U.S. and international full-time professionals. Most respondents identify their responsibility levels to be levels V-VII; the small number of engineers at Levels I and II report average base salaries lower than the overall average, although higher pay reported at Level I probably represents some errors in self-categorization.

Median U.S. base salary reaches \$100,000 for U.S.-based Level III engineers, then increases about 6% among Level IV, 17% for Level V, 16% for Level VI, and 14% for Level VII compared to the previous levels. As with years of experience, annual salary reaches a plateau, increases by 3% for Level VIII, then remains about the same at the highest level.

**International full-time professionals report considerably lower median annual salaries expressed in US dollars**, at \$70,833, and their Level I respondents also report higher annual salaries. They also report a less-steady progression in median annual salary at higher engineering grades. There are sharp increases of 36% between Levels V and VI, and 38% between Levels VII and VIII, while there are much smaller increases between Levels II and III, IV and V, and a decrease between VI and VII.

Table 6: Base Salary by Job Responsibility Level

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,544	\$137,818	\$130,584	751	\$82,291	\$70,833
<b>Level I</b>	66	\$98,571	\$85,000	20	\$95,602	\$79,545
<b>Level II</b>	31	\$81,467	\$79,000	29	\$53,755	\$47,619
<b>Level III</b>	104	\$100,696	\$95,000	58	\$48,758	\$51,028
<b>Level IV</b>	177	\$106,355	\$103,000	93	\$58,511	\$60,606
<b>Level V</b>	322	\$125,390	\$120,404	150	\$69,059	\$64,120
<b>Level VI</b>	327	\$141,199	\$140,000	178	\$87,395	\$87,061
<b>Level VII</b>	275	\$163,840	\$160,000	121	\$89,394	\$75,758
<b>Level VIII</b>	101	\$171,219	\$164,500	50	\$123,536	\$104,312
<b>&gt; Level VIII</b>	141	\$181,325	\$165,000	52	\$137,530	\$107,509

Table 7: Total Compensation by Job Responsibility Level

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,537	\$161,343	\$145,362	751	\$92,216	\$75,862
<b>Level I</b>	65	\$114,173	\$85,000	20	\$106,823	\$70,076
<b>Level II</b>	31	\$88,099	\$89,000	29	\$55,959	\$47,619
<b>Level III</b>	103	\$110,326	\$100,750	58	\$53,133	\$51,923
<b>Level IV</b>	177	\$116,746	\$111,000	93	\$62,202	\$61,350
<b>Level V</b>	319	\$142,272	\$134,000	150	\$74,064	\$67,275
<b>Level VI</b>	327	\$159,516	\$151,132	178	\$96,318	\$91,687
<b>Level VII</b>	274	\$190,273	\$177,000	120	\$107,752	\$88,956
<b>Level VIII</b>	100	\$231,277	\$189,250	50	\$142,836	\$115,557
<b>&gt; Level VIII</b>	141	\$234,007	\$191,904	53	\$156,647	\$119,400

Data reported from active professionals excluding part-time employees.

# Non-Salary Income

Most of the report features base salary and total compensation including non-salary/wage income. The survey asked respondents to report their method of pay and what their sources of income were.

Most U.S.-based respondents are paid by annual salary (87%) with 10% paid by hourly wage and 3% by an owner’s draw. Most international respondents (82%) are paid by annual salary, with 9% paid by hourly wage and 8% by an owner’s draw.

Only 26% of U.S. and 41% of international respondents reported only base salary and wage income.

Among U.S. professionals, bonuses (62%) are most common, with some reporting incentive compensation (10%), stock grants or options (8%), overtime pay (5%), commissions (2%), or other forms of income (7%).

The median bonus received in 2022 was \$12,000, while median stock grants (\$12,875), overtime (\$8,900), and other income (\$12,000) were somewhat similar in value. Commissions (\$25,000) were considerably higher for the few reporting them. The ratio of the mean bonus was 17% of mean income in the U.S.

Among international professionals, bonuses (43%), incentive pay (9%) stock grants or options (5%), and overtime pay (2%) are less common, while more report commissions (6%) or other forms of income (9%).

Outside North America, the median bonus was \$5,640 and the ratio of mean bonus to salary was 15%. Median commissions (\$10,000), stock grants/options (\$10,618), and other income (\$10,989) also have similar values, while incentive compensation (\$5,495) and overtime (\$2,645) are somewhat lower.

87%  
of U.S. based professionals  
are paid by annual salary

82% of international respondents are paid by annual salary

Table 8: U.S. Incentive Compensation by Job Responsibility Level

	n	Received	Mean	Median
Total	136	10%	\$31,389	\$12,000
Level I	6	10%	\$36,017	\$12,500
Level III	8	9%	\$2,772	\$1,050
Level IV	7	4%	\$19,907	\$19,500
Level V	26	9%	\$15,423	\$9,750
Level VI	30	9%	\$22,795	\$17,850
Level VII	34	13%	\$41,173	\$17,000
Level VIII	13	13%	\$79,896	\$25,000
> Level VIII	12	10%	\$30,660	\$22,500

Among U.S. Professionals,  
bonuses are most common at  
62%

Among the 10% of U.S. professionals reporting incentive compensation in 2022, the median received was \$12,000 and the mean of \$31,389 was far higher, influenced by some outlier responses.

By engineering grade, incentive pay is received by an increasing proportion of professionals but its prevalence is modest even at the higher Levels VII and VIII, at 13%. Median pay is highest at \$25,000 at Level VIII, while those at Level IV (\$19,500) report the second-highest level.

Calculated as a percent of their reported base salary, U.S. professionals report that, when they receive it, it is a mean of 21.1% and a median of 10.4%. Fewer international respondents (7.5%) report this form of pay, which is a mean of 19.1% and a median of 14.3% of base salary when received.

# Salary & Compensation by Work Setting:

## Fire Protection Engineering Firms

This section of the report shows compensation by professional responsibility levels by work setting. Tables 9 and 10 show average base salary and total compensation by level in Fire Protection Engineering Firms, a setting that was reported by 30% of U.S. and 42% of international professionals (with a question that allowed multiple responses).

Average base salary among U.S. Professionals in this setting are a mean of \$135,589 and a median of \$125,000. Median base salary shows the sharpest increases between Levels II and III, rising by \$20,000 or 29%. **Increases between higher levels of responsibility range between 11% and 21%, peaking at \$200,000 among Level VIII engineers.** Mean total compensation also peaks at Level VIII for U.S. professionals, at \$220,200, but the rate of increase by level is highest between Level VI and VII, increasing by 28%.

Among professionals working for international fire protection engineering firms, median base salary was \$66,258, with a considerably higher mean of \$83,740, reflecting the diversity of income levels across these countries. Median total salary peaks among those with responsibility greater than Level VIII, at \$111,763, although Levels I-V are all below \$60,000, then compensation increases by 37% among those at Level VI, declines at Level VII, then increases again by more than 45% among those at Level VIII.

Table 9: Base Salary in Fire Protection Engineering Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	476	\$135,589	\$125,000	335	\$83,740	\$66,258
Level I	17	\$76,802	\$74,000	4	\$78,508	\$47,016
Level II	17	\$79,801	\$70,000	11	\$54,405	\$43,956
Level III	43	\$95,233	\$90,000	26	\$46,387	\$47,365
Level IV	61	\$101,346	\$100,000	39	\$59,314	\$58,242
Level V	105	\$121,708	\$118,000	62	\$55,934	\$59,118
Level VI	93	\$137,524	\$140,000	77	\$86,130	\$80,769
Level VII	63	\$175,023	\$169,044	62	\$83,782	\$72,264
Level VIII	27	\$200,819	\$200,000	22	\$151,109	\$105,128
> Level VIII	50	\$191,664	\$160,000	32	\$156,317	\$111,763

Table 10: Total Compensation in Fire Protection Engineering Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	475	\$156,703	\$139,000	336	\$97,115	\$73,975
Level I	17	\$81,936	\$75,500	4	\$101,008	\$47,016
Level II	17	\$85,513	\$77,000	11	\$56,829	\$47,527
Level III	43	\$103,114	\$93,100	26	\$50,103	\$47,985
Level IV	61	\$110,655	\$105,625	39	\$63,222	\$60,897
Level V	105	\$138,581	\$132,000	62	\$61,276	\$63,425
Level VI	93	\$151,705	\$152,000	77	\$98,159	\$87,121
Level VII	63	\$209,540	\$195,000	62	\$108,089	\$84,167
Level VIII	27	\$242,689	\$220,200	22	\$171,676	\$117,365
> Level VIII	49	\$244,699	\$200,000	33	\$181,740	\$128,205



# Salary & Compensation by Work Setting:

## Consulting Firms

Tables 11 and 12 show average base salary and total compensation by level in consulting firms, a setting that was reported by 26% of U.S. and 36% of international professionals.

Average base salary among U.S. Professionals working in consulting firms is a mean of \$139,018 and a median of \$130,000. Between Levels III and VI, median base salary increases between 17% and 21% at each level, peaking at \$169,000 among professionals above Level VIII.

Average total compensation among U.S. Professionals is a mean of \$98,365 and a median of \$75,758. **Total compensation shows an increase of more than \$20,000 between Levels III and IV**, then increases by more than \$40,000 between Levels VI and VII, respective increases of 22% and 28%, from the next lower levels.

Average base salary among international professionals working in consulting firms is a mean \$87,703 and a median of \$73,404. The highest increases in median by level are 25% from Level III to IV, 34% between V to VI, and 21% from Level VII to VIII.

Average total compensation among international professionals is a mean of \$98,365 and a median of \$75,758. The preceding three levels noted show similar increases in total compensation; one difference compared to base salary is a sharper decline, of \$19,000 or 15% between those greater than Level VIII and Level III professionals.

Table 11: Base Salary in Consulting Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	418	\$139,018	\$130,000	281	\$87,703	\$73,404
Level I	12	\$102,871	\$82,500	9	\$128,842	\$95,000
Level II	10	\$78,379	\$79,500	12	\$55,482	\$45,788
Level III	27	\$91,068	\$85,000	23	\$48,879	\$51,282
Level IV	57	\$105,422	\$103,000	32	\$63,470	\$64,015
Level V	98	\$126,911	\$121,000	62	\$71,651	\$67,744
Level VI	73	\$141,930	\$142,000	65	\$91,820	\$90,798
Level VII	75	\$169,879	\$160,000	44	\$102,719	\$95,200
Level VIII	27	\$158,408	\$155,000	15	\$166,055	\$115,385
> Level VIII	39	\$200,190	\$169,000	19	\$118,037	\$104,545

Table 12: Total Compensation in Consulting Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	417	\$161,098	\$145,000	281	\$98,365	\$75,758
Level I	12	\$120,596	\$83,175	9	\$141,642	\$95,000
Level II	10	\$85,527	\$90,000	12	\$57,664	\$47,573
Level III	27	\$99,335	\$93,134	23	\$52,990	\$54,487
Level IV	57	\$116,542	\$113,500	32	\$67,909	\$68,561
Level V	97	\$143,548	\$136,300	62	\$75,612	\$71,000
Level VI	73	\$160,532	\$154,000	65	\$102,097	\$96,154
Level VII	75	\$202,303	\$197,000	43	\$130,318	\$98,093
Level VIII	27	\$218,441	\$200,000	15	\$175,566	\$124,300
> Level VIII	39	\$226,586	\$192,500	20	\$136,033	\$105,039

## Salary & Compensation by Work Setting: Government

Tables 13 and 14 show average base salary and total compensation by level in government, a setting that was reported by 13% of U.S. and 9% of international professionals.

Table 13: Base Salary in Government by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	235	\$135,229	\$131,204	68	\$75,045	\$68,151
<b>Level I</b>	15	\$95,623	\$87,000	2	N/A	N/A
<b>Level II</b>	2	N/A	N/A	5	\$62,436	\$61,350
<b>Level III</b>	10	\$124,279	\$114,363	1	N/A	N/A
<b>Level IV</b>	19	\$125,065	\$121,065	9	\$71,902	\$50,562
<b>Level V</b>	30	\$131,742	\$126,000	14	\$73,199	\$53,801
<b>Level VI</b>	62	\$130,509	\$126,911	22	\$81,644	\$85,962
<b>Level VII</b>	57	\$148,867	\$143,064	8	\$52,373	\$40,725
<b>Level VIII</b>	22	\$137,182	\$136,000	5	\$94,463	\$87,912
<b>&gt; Level VIII</b>	18	\$166,639	\$166,823	2	N/A	N/A

Table 14: Total Compensation in Government by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	233	\$139,589	\$134,000	68	\$77,554	\$69,347
<b>Level I</b>	15	\$98,776	\$90,000	2	N/A	N/A
<b>Level II</b>	2	N/A	N/A	5	\$62,436	\$61,350
<b>Level III</b>	10	\$135,769	\$115,613	1	N/A	N/A
<b>Level IV</b>	19	\$127,873	\$125,000	9	\$72,567	\$50,562
<b>Level V</b>	29	\$134,297	\$127,000	14	\$76,109	\$53,801
<b>Level VI</b>	62	\$136,920	\$130,250	22	\$84,369	\$90,554
<b>Level VII</b>	56	\$150,105	\$145,000	8	\$59,172	\$45,725
<b>Level VIII</b>	22	\$141,915	\$141,000	5	\$96,382	\$87,912
<b>&gt; Level VIII</b>	18	\$174,978	\$183,900	2	N/A	N/A

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# Salary & Compensation by Work Setting:

## Mechanical/Electrical/Plumbing Firms

Tables 15 and 16 show average base salary and total compensation by level in mechanical/electrical/plumbing firms, a setting that was reported by 11% of U.S. and 7% of international professionals.

Table 15: Base Salary in Mechanical/Electrical/Plumbing Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	184	\$130,385	\$124,250	49	\$52,911	\$41,758
Level I	5	\$67,010	\$68,000	1	N/A	N/A
Level II	6	\$78,343	\$71,500	4	N/A	N/A
Level III	16	\$93,726	\$86,500	6	\$42,756	\$27,131
Level IV	17	\$97,493	\$94,000	4	N/A	N/A
Level V	40	\$117,157	\$113,247	8	\$31,763	\$27,238
Level VI	45	\$140,419	\$136,000	13	\$53,189	\$33,278
Level VII	29	\$154,179	\$155,000	7	\$40,040	\$21,368
Level VIII	14	\$178,844	\$184,911	2	N/A	N/A
> Level VIII	12	\$170,708	\$164,500	4	N/A	N/A

Table 16: Total Compensation in Mechanical/Electrical/Plumbing Firms by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	183	\$157,497	\$138,500	49	\$67,062	\$47,619
Level I	5	\$71,497	\$72,483	1	N/A	N/A
Level II	6	\$83,177	\$77,500	4	N/A	N/A
Level III	15	\$103,018	\$95,000	6	\$49,378	\$31,316
Level IV	17	\$100,935	\$99,026	4	N/A	N/A
Level V	40	\$130,682	\$122,750	8	\$34,847	\$27,238
Level VI	45	\$175,560	\$148,000	13	\$69,587	\$45,959
Level VII	29	\$182,894	\$166,240	7	\$58,660	\$35,177
Level VIII	14	\$213,452	\$201,411	2	N/A	N/A
> Level VIII	12	\$273,709	\$226,500	4	N/A	N/A

## Salary & Compensation by Work Setting: Fire Service

Tables 17 and 18 show average base salary and total compensation by level in fire service, a setting that was reported by 6% of U.S. and 8% of international professionals.

Table 17: Base Salary in Fire Service by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	78	\$121,929	\$120,000	62	\$71,380	\$64,819
<b>Level I</b>	15	\$97,168	\$85,000	1	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	4	N/A	N/A	8	\$38,002	\$33,023
<b>Level IV</b>	9	\$98,725	\$95,000	6	\$74,335	\$57,143
<b>Level V</b>	10	\$125,900	\$125,000	11	\$56,336	\$46,154
<b>Level VI</b>	10	\$129,779	\$127,210	11	\$49,181	\$64,607
<b>Level VII</b>	15	\$157,542	\$155,000	12	\$77,667	\$65,431
<b>Level VIII</b>	7	\$136,303	\$111,590	3	N/A	N/A
<b>&gt; Level VIII</b>	6	\$135,500	\$144,500	7	\$139,015	\$83,333

Table 18: Total Compensation in Fire Service by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	77	\$131,653	\$125,420	62	\$74,561	\$67,451
<b>Level I</b>	14	\$102,764	\$86,000	1	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	N/A	N/A	N/A	8	\$39,203	\$36,125
<b>Level IV</b>	9	\$128,736	\$105,200	6	\$75,380	\$59,579
<b>Level V</b>	10	\$134,201	\$136,000	11	\$58,192	\$50,133
<b>Level VI</b>	10	\$130,929	\$130,000	11	\$52,721	\$75,460
<b>Level VII</b>	15	\$164,049	\$160,000	12	\$93,507	\$69,502
<b>Level VIII</b>	7	\$142,731	\$111,590	3	N/A	N/A
<b>&gt; Level VIII</b>	6	\$141,609	\$148,900	7	\$140,767	\$84,196

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# Salary & Compensation by Work Setting:

## Research

Tables 19 and 20 show average base salary and total compensation by level in research, a setting that was reported by 3% of U.S. and 10% of international professionals.

Table 19: Base Salary in Research by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	48	\$139,677	\$136,000	63	\$80,870	\$62,135
Level I	N/A	N/A	N/A	N/A	N/A	N/A
Level II	N/A	N/A	N/A	N/A	N/A	N/A
Level III	5	\$105,100	\$97,500	5	\$42,038	\$41,758
Level IV	5	\$106,493	\$110,000	13	\$59,130	\$61,350
Level V	13	\$130,712	\$134,000	13	\$69,573	\$45,055
Level VI	9	\$162,036	\$162,000	12	\$80,262	\$76,848
Level VII	6	\$161,982	\$167,746	6	\$78,305	\$72,610
Level VIII	N/A	N/A	N/A	N/A	N/A	N/A
> Level VIII	6	\$176,300	\$169,150	4	\$122,844	\$107,509

Table 20: Total Compensation in Research by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	48	\$153,664	\$148,500	63	\$87,371	\$63,857
Level I	N/A	N/A	N/A	N/A	N/A	N/A
Level II	N/A	N/A	N/A	N/A	N/A	N/A
Level III	5	\$109,725	\$112,125	5	\$46,326	\$47,253
Level IV	5	\$114,893	\$111,400	13	\$59,684	\$61,350
Level V	13	\$146,390	\$155,000	13	\$77,146	\$55,672
Level VI	9	\$177,508	\$162,000	12	\$88,781	\$90,164
Level VII	6	\$169,223	\$176,970	6	\$87,945	\$80,614
Level VIII	N/A	N/A	N/A	N/A	N/A	N/A
> Level VIII	6	\$203,600	\$171,650	4	\$124,446	\$110,714

## Salary & Compensation by Work Setting:

# Installation Contractors and Service

Tables 21 and 22 show average base salary and total compensation by level in installation contractors and service, a setting that was reported by 7% of U.S. and 8% of international professionals.

Table 21: Base Salary in Installation Contractor/Service by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	101	\$125,147	\$117,000	53	\$60,174	\$32,967
<b>Level I</b>	4	\$101,375	\$103,500	N/A	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	10	\$100,500	\$93,500	8	\$29,987	\$13,828
<b>Level IV</b>	13	\$110,847	\$112,000	5	\$59,391	\$71,935
<b>Level V</b>	26	\$118,739	\$110,000	12	\$22,403	\$22,010
<b>Level VI</b>	20	\$126,109	\$120,000	9	\$40,130	\$24,251
<b>Level VII</b>	12	\$140,917	\$135,000	9	\$53,346	\$45,844
<b>Level VIII</b>	8	\$154,826	\$176,002	5	\$137,164	\$60,000
<b>&gt; Level VIII</b>	6	\$183,221	\$168,500	5	\$171,287	\$71,935

Table 22: Total Compensation in Installation Contractor/Service by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	100	\$167,780	\$142,100	53	\$66,678	\$39,500
<b>Level I</b>	4	\$141,375	\$124,500	N/A	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	10	\$116,730	\$102,500	8	\$35,282	\$15,445
<b>Level IV</b>	13	\$120,076	\$122,000	5	\$59,391	\$71,935
<b>Level V</b>	25	\$133,592	\$120,105	12	\$24,939	\$24,452
<b>Level VI</b>	20	\$145,867	\$141,805	9	\$47,079	\$45,959
<b>Level VII</b>	12	\$189,229	\$168,500	9	\$64,264	\$59,401
<b>Level VIII</b>	8	\$410,852	\$230,500	5	\$147,847	\$70,330
<b>&gt; Level VIII</b>	6	\$251,587	\$182,500	5	\$182,831	\$113,636

## Salary & Compensation by Work Setting:

# Fire Equipment Manufacturing

Tables 23 and 24 show average base salary and total compensation by level in fire equipment manufacturing, a setting that was reported by 3% of U.S. and 5% of international professionals.

Table 23: Base Salary in Fire Equipment Manufacturing by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	44	\$139,035	\$130,000	26	\$76,145	\$61,813
<b>Level I</b>	5	\$115,200	\$97,500	N/A	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	5	\$106,400	\$91,000	5	\$17,953	\$14,714
<b>Level IV</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level V</b>	10	\$121,336	\$122,300	5	\$35,374	\$32,258
<b>Level VI</b>	6	\$149,063	\$152,500	5	\$70,905	\$68,120
<b>Level VII</b>	5	\$187,400	\$175,000	1	N/A	N/A
<b>Level VIII</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>&gt; Level VIII</b>	6	\$146,000	\$130,500	4	\$70,606	\$70,058

Table 24: Total Compensation in Fire Equipment Manufacturing by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	43	\$165,775	\$150,000	26	\$83,997	\$68,879
<b>Level I</b>	5	\$147,400	\$141,000	N/A	N/A	N/A
<b>Level II</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level III</b>	5	\$119,700	\$92,500	5	\$19,516	\$14,714
<b>Level IV</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>Level V</b>	9	\$137,495	\$130,000	5	\$42,082	\$32,903
<b>Level VI</b>	6	\$165,963	\$174,350	5	\$73,679	\$68,120
<b>Level VII</b>	5	\$220,600	\$210,000	1	N/A	N/A
<b>Level VIII</b>	N/A	N/A	N/A	N/A	N/A	N/A
<b>&gt; Level VIII</b>	6	\$166,633	\$157,400	4	\$85,035	\$88,252



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# Salary & Compensation by Work Setting:

## Independent Contractors

Tables 25 and 26 show average base salary and total compensation by level in fire equipment manufacturing, a setting that was reported by 3% of U.S. and 4% of international professionals.

Table 25: Base Salary in Independent Contractors by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	41	\$144,779	\$124,000	32	\$72,365	\$45,977
Level I	N/A	N/A	N/A	N/A	N/A	N/A
Level II	N/A	N/A	N/A	N/A	N/A	N/A
Level III	N/A	N/A	N/A	N/A	N/A	N/A
Level IV	N/A	N/A	N/A	N/A	N/A	N/A
Level V	6	\$112,000	\$113,000	12	\$48,850	\$32,613
Level VI	6	\$159,500	\$142,500	4	\$62,879	\$45,000
Level VII	6	\$191,500	\$144,000	2	N/A	N/A
Level VIII	6	\$158,500	\$151,000	4	\$147,719	\$45,275
> Level VIII	6	\$165,667	\$170,000	3	N/A	N/A

Table 26: Total Compensation in Independent Contractors by Job Responsibility

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	40	\$164,161	\$159,000	32	\$82,198	\$50,708
Level I	N/A	N/A	N/A	N/A	N/A	N/A
Level II	N/A	N/A	N/A	N/A	N/A	N/A
Level III	N/A	N/A	N/A	N/A	N/A	N/A
Level IV	N/A	N/A	N/A	N/A	N/A	N/A
Level V	6	\$126,333	\$120,500	12	\$51,279	\$38,430
Level VI	6	\$175,167	\$178,000	4	\$72,190	\$55,000
Level VII	6	\$211,333	\$181,500	2	N/A	N/A
Level VIII	6	\$191,417	\$205,000	4	\$159,633	\$48,571
> Level VIII	5	\$191,800	\$182,000	3	N/A	N/A

# Salary & Compensation by Experience and Age

Tables 27 and 28 display variations in base salary and total compensation by among early-career professionals.

The figures show higher salaries, and a larger cohort who entered a spurious zero for years of experience. Unfortunately, there is no way to distinguish between new engineers and those who entered zero because they feel they are not in fire protection engineering, other than by manually reviewing responses to neighboring questions such as years holding their current job title or role, or years they have managed engineers. This data was used to edit some but not all responses.

Beyond the odd relatively high levels of salary and total compensation among respondents with 0-1 years in engineering, **median salaries and total compensation increase in the first years of the career of U.S. professionals, then decrease in year 5.**

International respondents report a slight peak in base salary at year 4 and a peak in total compensation at year 3, but this data also must reflect the small sample within each cohort.

Table 27: Base Salary in Early Years of Work Experience

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
0-1 years	67	\$101,975	\$88,500	17	\$63,112	\$65,031
2 years	21	\$74,287	\$74,000	11	\$68,520	\$51,282
3 years	34	\$82,863	\$83,500	19	\$47,245	\$48,864
4 years	31	\$95,921	\$91,123	21	\$49,940	\$52,147
5 years	42	\$91,141	\$90,240	24	\$51,032	\$51,282

Table 28: Total Compensation in Early Years of Work Experience

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
0-1 years	65	\$117,905	\$96,523	17	\$72,570	\$67,025
2 years	21	\$79,684	\$80,800	11	\$70,539	\$52,564
3 years	34	\$87,529	\$86,625	19	\$51,585	\$56,000
4 years	31	\$107,477	\$103,000	21	\$51,607	\$53,374
5 years	42	\$97,685	\$95,750	24	\$54,173	\$52,156

Salary and total compensation increase sharply between individuals who are younger than 35 and who are 35 to 44 years of age. **On a percentage basis this increase slows for salary to plateau between 45 to 64 years of age, then increases again among the smaller cohort who are 65 or older.** Salary and total compensation both peak among international respondents who are 55 to 64 years of age, then decline substantially among older employees.

**Table 29: Base Salary by Age Range**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,509	\$138,449	\$131,747	715	\$82,803	\$71,935
<b>&lt; 35 years</b>	410	\$106,725	\$104,078	161	\$51,982	\$51,282
<b>35-44 years</b>	376	\$143,041	\$138,000	238	\$74,117	\$70,105
<b>45-54 years</b>	297	\$151,880	\$150,000	168	\$102,498	\$87,400
<b>55-64 years</b>	315	\$153,802	\$151,000	103	\$108,890	\$105,128
<b>65 or older</b>	111	\$160,564	\$160,000	45	\$105,771	\$94,697

**Table 30: Total Compensation by Age Range**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,501	\$162,285	\$146,500	714	\$92,555	\$76,923
<b>&lt; 35 years</b>	409	\$121,998	\$113,700	161	\$56,582	\$54,487
<b>35-44</b>	375	\$166,131	\$151,000	238	\$80,934	\$72,196
<b>45-54</b>	294	\$181,429	\$165,339	168	\$121,503	\$90,909
<b>55-64</b>	312	\$186,017	\$170,000	102	\$118,779	\$112,261
<b>65 or older</b>	111	\$180,323	\$174,035	45	\$115,205	\$97,768



# HIGHLIGHTS OF SALARY BY SUPERVISORY RESPONSIBILITY

U.S. professionals who supervise both engineering/technical and non-technical staff report a median salary that is

**18% Higher**

Internationally, non-supervisors report a median salary that is

**20% Less**

## SFPE Career Connect

SFPE's Career Connect is THE place to search fire protection engineering jobs or find the engineers for your job opening. Explore enhanced services for career development resources, including resume critique services, interview tips, and access to career coaches who can answer questions about your job search and give you the competitive edge you need to land your next opportunity.



### Job Seekers

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- Create job alerts
- Upload your resume for review
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- Career advancement



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Post or Apply at [jobs.sfpe.org](https://jobs.sfpe.org)

# Salary & Compensation by Supervisory Responsibility

Tables 31 and 32 display the variations in compensation based on level of supervisory responsibility.

**U.S. professionals who are non-supervisors report a base salary that is 8% lower than the median overall salary**, while those who supervise non-technical staff are paid the median overall salary.

Those who supervise only engineering/technical staff report a base salary that is 11% higher than the median overall salary, while those who supervise both engineering/technical and non-technical staff report a median salary that is 18% higher.

Among international professionals, non-supervisors earn a median salary 10% lower than overall, while those who supervise only engineering/technical staff report a median salary that is 17% higher than the overall average. Those who supervise non-technical staff only or both engineering/technical staff and non-technical report median salaries that are just 2% lower and 1% higher than the overall median base salary.

Similar patterns are shown for median total compensation in the U.S., but **internationally the differences are more pronounced, as non-supervisors earn 20% less than the overall median**, those who supervise engineering/technical staff only earn 8% more, and those who supervise both kinds of staff earn 15% more total compensation.

**Table 31: Base Salary by Supervisory Responsibility**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,550	\$137,803	\$130,642	738	\$82,475	\$71,320
<b>Engineering/Technical Staff only</b>	359	\$148,054	\$145,000	196	\$89,633	\$83,391
<b>Non-Technical Staff only</b>	173	\$134,868	\$129,999	71	\$81,321	\$69,589
<b>Both types of staff</b>	306	\$159,760	\$154,500	234	\$90,078	\$71,952
<b>Non-supervisor</b>	712	\$123,911	\$119,556	237	\$69,394	\$64,138

**Table 31: Base Salary by Supervisory Responsibility**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
<b>Total</b>	1,542	\$161,208	\$146,000	738	\$92,302	\$75,862
<b>Engineering/Technical Staff</b>	358	\$170,779	\$160,000	196	\$99,730	\$86,441
<b>Non-Technical Staff only</b>	170	\$159,699	\$138,689	70	\$89,502	\$81,529
<b>Both types of staff</b>	305	\$204,667	\$175,000	235	\$105,955	\$82,759
<b>Non-supervisor</b>	709	\$138,043	\$128,800	237	\$73,449	\$67,424

# HIGHLIGHTS OF SALARY BY EDUCATION LEVEL

47%

of Canadian professionals hold a Master's or doctorate, with 39% earning a Bachelor's

47%

of U.S. professionals earned a Bachelor's degree and some pursued graduate coursework without earning a higher degree (5%).



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# Salary & Compensation by Education Level

Tables 33 and 34 show how compensation varies with the education level of professionals.

U.S. professionals generally earned a Bachelor's degree (47%) and some pursued graduate coursework without earning a higher degree (5%). Another 37% earned a Master's degree or equivalent and 3% earned a doctorate, and 8% report less education than a Bachelor's.

In contrast, the profile of Canadian professionals consists of 47% holding a Master's or doctorate, 39% earning a Bachelor's, and 14% with less education.

**Other international professionals are more likely to hold a Master's (48%) or doctorate (14%), with 32% earning a Bachelor's, and 6% reporting less education.**

Professionals with graduate education earn a considerable premium for holding a doctorate (15% and 20% higher median base salaries for U.S. and international overall), but less of a premium for a Master's (6% and 8% higher).

**The premium for international professionals (17% higher median base salary) is greater than that of a Master's degree and it is comparable for U.S. professionals (5% higher).**

Among U.S. professionals, those holding a Bachelor's as their higher level of education are paid roughly the same annual salary as the median overall while those completing other degrees or programs (20% lower) or who only earned a high school diploma or equivalent are paid an annual salary considerably lower than the overall median, 20% and 15% lower, respectively.

International professionals vary in that those who hold a Bachelor's as their higher education level receive a median base salary 15% lower than their overall average, and the small number with a high school education earn a considerably higher median base salary.

**Table 33: Base Salary by Education**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Doctorate	11	\$147,091	\$150,000	83	\$97,446	\$85,517
Master's degree or equivalent	561	\$146,076	\$138,000	336	\$90,579	\$76,923
Some graduate coursework without degree	71	\$147,767	\$137,000	17	\$75,111	\$83,333
Bachelor's degree or equivalent	695	\$133,002	\$128,000	218	\$70,265	\$60,804
Other degrees/programs	91	\$111,922	\$105,000	38	\$64,194	\$67,125
High school/GED	14	\$117,350	\$111,500	6	\$74,902	\$85,663

**Table 34: Total Compensation by Education**

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Doctorate	11	\$160,909	\$167,000	83	\$104,339	\$90,909
Master's degree or equivalent	557	\$173,309	\$154,000	335	\$102,744	\$85,256
Some graduate coursework without degree	71	\$170,404	\$152,326	17	\$78,063	\$83,333
Bachelor's degree or equivalent	692	\$154,822	\$140,100	218	\$77,787	\$66,440
Other degrees/programs	90	\$139,496	\$123,750	38	\$70,915	\$73,055
High school/GED	14	\$132,343	\$123,500	6	\$78,636	\$85,663

Salary & Compensation  
by Education Level:

Master’s  
Degree-Holders

Tables 35 and 36 show how base salary and total compensation change with years of experience among those who hold a Master’s degree.

The median salary increases steadily among U.S.-based professionals in the cohorts of less-experienced professionals, increasing by \$21,000 or 22% from 0-5 to 6-10 years, then increases by more (\$24,600) but at a slightly lower percentage (21%).

At the 16-20 year (\$9,350) and 21–25-year levels (\$10,050) the percentage increase slows to 7% for each level of experience, then flattens in the 26–30-year range, and increases by \$5,000 in the 31–35-year range.

International professionals show a non-linear progression, with increases of about \$18,670 at the 6-10, \$28,800 at the 16-20, and \$23,400 at the 26-30 year range—increases of 36%, 44%, and 26%, respectively, from the next lowest level of experience.

These are offset by decreases of \$4,450, \$7,200, and \$20,100 at the 11-15, 21-25, and 31-35 year ranges, decreases of 6%, 8%, and 18% from their preceding levels of experience.

**Overall, professionals with a Master’s degree and at least 35 years of experience earns a base salary that is 20% higher than the overall average with this degree,** who reported their years and earnings in the U.S. and that is 29% higher than the overall average among international professionals, but there is much greater variance in median base salary among international professionals.

Median total compensation for U.S. professionals compared to base salary shows slightly greater increases at the 6-10 and 11-15-year levels of experience (25% and 24%), with a smaller increase at 16-20 and a larger increase at 21-25 years, followed by relative stagnation.

Median total compensation for international professionals shows the same non-linear pattern of base salary, with a more pronounced increase in late career of 38% at 26-30 years, compared to the 21–25-year level.

Table 35: Base Salary by Years of Experience and a Master's Degree

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	561	\$146,076	\$138,000	336	\$90,579	\$76,923
0-5 years	47	\$99,648	\$95,000	44	\$58,352	\$51,676
6-10 years	126	\$117,468	\$116,000	51	\$66,497	\$70,345
11-15 years	108	\$146,410	\$140,600	53	\$75,188	\$65,909
16-20 years	78	\$162,987	\$149,950	59	\$100,869	\$94,697
21-25 years	65	\$169,172	\$160,000	46	\$117,443	\$87,517
26-30 years	57	\$170,581	\$160,000	37	\$116,967	\$109,890
31-35 years	35	\$162,977	\$165,000	18	\$100,841	\$89,820
>35 years	45	\$167,007	\$165,000	28	\$106,934	\$99,580

Table 36: Total Compensation by Years of Experience and a Master's Degree

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	557	\$173,309	\$154,000	335	\$102,744	\$85,256
0-5 years	47	\$108,080	\$103,000	44	\$62,103	\$54,167
6-10 years	126	\$132,286	\$128,400	51	\$72,770	\$75,000
11-15 years	106	\$172,583	\$159,250	53	\$78,649	\$69,663
16-20 years	78	\$191,293	\$166,725	59	\$123,968	\$97,727
21-25 years	65	\$209,310	\$186,000	46	\$139,381	\$91,608
26-30 years	56	\$221,649	\$178,220	36	\$131,546	\$126,172
31-35 years	35	\$201,515	\$186,000	18	\$113,974	\$113,248
>35 years	44	\$193,186	\$177,750	28	\$117,653	\$101,272

Salary & Compensation  
by Education Level:

Bachelor's  
Degree-Holders

Tables 37 and 38 show how base salary and total compensation change with years of experience among those who hold a Bachelor's degree as their highest education level with or without attending some graduate school.

For U.S. professionals, the median base salary increases sharply, by \$26,300 or 32% among those with 6-10 years compared to those with 0-5 years. After this sharp increase, the median base salary increases at a much slower rate--by \$12,200, \$17,850, and \$15,200 or 11%-15% at the 11-15, 16-20, and 21-25-year levels of experience. This is followed by a 9% decrease at the 26-30-year level, a \$20,000 or 14% increase at 31-35 years.

International professionals show another non-linear progression that resembles the wage pattern for those holding a Master's degree. The 6-10-year level shows an even larger increase than U.S. professionals, at 36%, but this is followed in each 5-year cohort by a -6% decrease, a 44% increase, a -8% decrease, a 26% increase, a -18% decrease, and it ends with an 11% increase in base salary reported for those with more than 35 years of experience.

Table 37: Base Salary by Years of Experience and a Bachelor's Degree

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	764	\$134,418	\$129,462	336	\$90,579	\$76,923
0-5 years	108	\$86,369	\$81,955	44	\$58,352	\$51,676
6-10 years	131	\$110,339	\$108,233	51	\$66,497	\$70,345
11-15 years	96	\$122,917	\$120,442	53	\$75,188	\$65,909
16-20 years	85	\$148,661	\$138,290	59	\$100,869	\$94,697
21-25 years	71	\$149,734	\$153,500	46	\$117,443	\$87,517
26-30 years	75	\$151,379	\$140,000	37	\$116,967	\$109,890
31-35 years	87	\$160,418	\$160,000	18	\$100,841	\$89,820
>35 years	111	\$166,987	\$161,000	28	\$106,934	\$99,580

U.S. professionals have a  
32% increase  
in salary among those with 6-10 years compared to those with 0-5 years



This odd pattern of decreases at 11-15, 21-25, and 31-35 years with sharp increases at 16-20, 26-30, and more than 35 years suggests that there may be sharp fluctuations in the fire protection engineering profession at a country level. **Elsewhere in the survey, 70% of international respondents indicate that it is a recognized engineering discipline in their country,** but perhaps there have been variations in status or economic incentives for employers that have had an impact over time on what should normally be a steady progression of increasing compensation over time, with greater experience and responsibility.

**Median total compensation for U.S. professionals shows a fascinating pattern in that Bachelor's degree holders experience an even sharper increase at the 6-10-year level (37%)** followed by increases that are also higher than their corresponding base salary at the 11-15 (12%) and 16-20-year levels (21%). This is followed however by relative stagnation as it increases only 1% for those at the 21-25 and 26-30-year levels, then increases by 7% at the 31-35-year level.

International professionals show similar fluctuations to base salary until 26-30 years, when median total compensation increases by 38% then decreases among those with more than 30 years of experience.

Table 36: Total Compensation by Years of Experience and a Master's Degree

	U.S. Full-time			International Full-time		
	n	Mean	Median	n	Mean	Median
Total	761	\$156,377	\$142,640	335	\$102,744	\$85,256
0-5 years	106	\$94,506	\$87,000	44	\$62,103	\$54,167
6-10 years	131	\$134,621	\$119,500	51	\$72,770	\$75,000
11-15 years	96	\$137,653	\$134,000	53	\$78,649	\$69,663
16-20 years	85	\$167,685	\$161,500	59	\$123,968	\$97,727
21-25 years	71	\$171,188	\$163,000	46	\$139,381	\$91,608
26-30 years	75	\$172,643	\$164,800	36	\$131,546	\$126,172
31-35 years	86	\$203,669	\$176,433	18	\$113,974	\$113,248
>35 years	111	\$191,565	\$182,000	28	\$117,653	\$101,272

U.S. professionals experience a

**37% increase**  
in total compensation at the 6-10 year level

# Profile by Years of Experience

Tables 39 and 40 show how the profile of professionals changes with years of experience. In previous sections, the report discusses time trends as if a single, “average professional” might be traveling in time, earning more, becoming more likely to supervise staff, etc. as their career progresses. The survey, of course, is a snapshot that reflects variations in how the profession has been compensated over time, and some of our common variables vary relative to other demographic and professional characteristics.

Among U.S. professionals, the engineering level increases sharply from an average of Level 3 when they have 0-5 years of engineering experience, to close to Level 5 with 6-10 years. (This report uses a decimal to demonstrate the actual gradients in responsibility with increasing years of experience.)

The average Level increases to 5.6 among those with 11-15 years, then remains in the range of a Level 6 for the next 20 years of experience, increasing from 6.1 at 16-20 years to 6.9 at 31-35 years.

U.S. professionals show an interesting non-linear pattern in that individuals with 0-5 years of experience are older than those with 6-10 years of experience, with a median age of 38 that is comparable to the median age of 39 among those with 11-15 years of experience.

Above this level, median age follows the expected pattern, increasing by 4 to 6 years with each 5-year increment in engineering experience so that the highest range, greater than 35 years, has a median age of 64. (Note: this analysis relies on interpolation from range data, assuming that individuals in the 35-44, 45-54, and 55-64 age ranges are evenly distributed within these ranges. This yields a rough approximation of average age.)

The profession is overwhelmingly male, but the proportion who are female is increasing within the less-experience cohorts. Females account for 19% and 21% of those with 0-5 and 6-10 years, then decrease to 15%, 16%, and 12% in the cohorts with 11-15, 16-20, and 21-25 years of experience. They account for only 4% of those with more than 35 and 7% of those with 31-35 years of experience.

Table 39: Profile by Years of Work Experience

	U.S. Full-time				International Full-time			
	n	Level	Age	Male	n	Level	Age	Male
Total	1,742	5.6	46	86%	1,002	5.5	45	87%
0-5 years	241	2.9	38	81%	128	3.4	35	84%
6-10 years	326	4.7	32	79%	168	4.7	35	86%
11-15 years	246	5.6	39	85%	196	5.6	40	87%
16-20 years	216	6.1	43	84%	176	5.8	45	83%
21-25 years	193	6.3	50	88%	106	6.1	50	85%
26-30 years	164	6.8	54	88%	103	6.7	54	88%
31-35 years	144	6.9	60	93%	51	6.3	59	92%
>35 years	212	7.1	64	96%	74	6.8	66	97%

International professionals have an average engineering level of 3.4 among those with 0-5 years of experience, higher than that of U.S. professionals, but they are identical through 6-15 years, then lags slightly behind them through the other cohorts. Their pattern also shows a slight decrease to 6.3 at 31-35 years that increases slightly at the highest level of experience.

Age shows a more consistent pattern among international professionals, with both cohorts of 0-5 and 6-10 years of experience reporting a median age of 35, followed by a steady progression of 5 year increases that match the corresponding increase in experience.

Gender patterns show a higher percentage of male professionals among the younger cohorts, as the proportion of males remains between 83% and 88% over the first 30 years of experience, then increases to similar levels to that of the U.S. professionals above this level of experience.



# Compensation and Profile by Continent and Country

This table shows the sharp variance in salary, total compensation, earnings by country. This report follows U.S. guidelines for reporting data, so this report shows all countries with five or more respondents, and excludes the U.S. and Canada which are covered elsewhere in the report.

Median salaries are highest in Oceania (primarily Australia and New Zealand) at \$88,119, with Europe (\$71,429) and the Middle East (\$63,563) ranked below them, and with Asia (\$34,752), Latin American/Caribbean (\$30,490), and Africa (\$24,013) reporting lower median salaries.

Table 40: Profile by Continent and Country

	n	Mean Annual Increase	Median Annual Increase	Median Age	Mean Exper.	Med Exper.	Mean Level	Mean Salary	Median Salary	Mean Total Comp	Median Total Comp
<b>Region</b>											
Latin America	63	15.8%	6.8%	46.4	20.7	19.0	5.7	\$52,640	\$30,490	\$61,273	\$40,000
Europe	249	9.2%	5.3%	45.5	18.5	17.0	5.7	\$89,898	\$71,429	\$99,318	\$78,130
Africa	23	10.5%	3.3%	42.3	16.6	14.5	5.1	\$31,163	\$24,013	\$34,286	\$29,856
Middle East	90	9.3%	4.6%	41.9	15.8	14.0	5.2	\$89,833	\$63,563	\$96,629	\$66,606
Asia	112	12.1%	6.8%	45.4	18.0	16.0	5.5	\$61,684	\$34,752	\$71,893	\$47,093
Oceania	94	7.1%	5.3%	46.2	18.5	15.5	5.6	\$98,820	\$88,119	\$114,069	\$96,552
<b>Country</b>											
UK	81	12.3%	9.0%	43.9	16.8	13.0	5.4	\$95,803	\$76,923	\$103,722	\$82,482
New Zealand	49	6.4%	5.3%	47.8	19.4	16.5	5.5	\$89,198	\$82,822	\$107,109	\$85,276
Australia	46	7.8%	5.2%	44.9	18.2	15.0	5.8	\$109,919	\$110,345	\$122,002	\$124,138
Other	38	8.3%	0.0%	46.6	18.9	18.0	5.1	\$32,973	\$20,000	\$40,333	\$24,851
Saudi Arabia	33	11.1%	4.7%	42.1	15.6	14.0	5.0	\$96,475	\$73,404	\$102,871	\$84,533
UAE	32	8.4%	7.0%	41.9	17.3	15.5	6.0	\$118,755	\$71,935	\$126,885	\$76,839
Sweden	21	4.8%	2.8%	46.5	18.6	17.0	6.3	\$71,439	\$65,543	\$83,485	\$73,034
Italy	20	6.5%	2.2%	44.3	18.0	18.0	5.9	\$95,701	\$65,934	\$104,115	\$81,429
Mexico	19	18.7%	6.5%	45.9	21.2	23.0	4.9	\$70,887	\$30,490	\$77,095	\$43,124
India	17	20.5%	15.4%	40.5	14.3	13.0	4.8	\$50,950	\$25,000	\$54,108	\$26,354
Qatar	17	11.1%	1.0%	39.5	14.4	12.5	4.8	\$60,537	\$42,198	\$66,939	\$46,154
Netherlands	15	6.3%	6.9%	54.4	24.0	27.0	6.3	\$91,213	\$92,308	\$103,167	\$92,308
Türkiye	14	22.1%	33.3%	42.5	17.8	16.0	6.1	\$22,932	\$17,373	\$36,574	\$27,734
Germany	11	5.0%	3.1%	43.8	17.4	14.5	5.3	\$101,874	\$92,044	\$107,099	\$92,044
Singapore	11	1.7%	0.0%	53.6	25.9	27.5	5.4	\$99,704	\$74,074	\$111,250	\$74,074
South Africa	11	12.8%	8.6%	45.7	17.6	14.0	5.3	\$41,172	\$35,219	\$45,038	\$41,622
Spain	11	24.4%	5.3%	50.0	21.7	22.0	5.9	\$109,411	\$76,923	\$118,831	\$87,912
Switzerland	11	1.0%	0.6%	50.8	21.4	23.0	6.5	\$160,419	\$157,303	\$183,146	\$170,787
Belgium	10	8.6%	10.2%	41.7	14.6	12.5	4.2	\$79,960	\$68,681	\$82,757	\$71,429
Denmark	10	8.8%	9.0%	39.2	13.2	10.0	5.7	\$96,774	\$101,575	\$101,136	\$101,575
China	9	4.3%	4.0%	44.0	17.8	16.0	5.4	\$100,752	\$91,954	\$117,477	\$99,617
Colombia	9	7.5%	8.1%	45.7	19.5	17.0	6.3	\$42,405	\$40,000	\$52,797	\$45,844
Bangladesh	8	19.1%	11.1%	37.8	12.2	11.0	5.3	\$38,684	\$16,177	\$51,169	\$18,719
Hong Kong	8	24.3%	10.1%	45.6	17.2	19.0	5.1	\$108,946	\$89,400	\$113,009	\$102,171
Philippines	8	2.1%	0.0%	51.3	21.7	26.0	5.9	\$34,750	\$17,062	\$67,079	\$21,333
Portugal	8	8.1%	2.3%	47.8	21.7	23.0	6.2	\$34,781	\$27,692	\$37,253	\$32,418
Japan	7	-3.7%	0.0%	52.2	20.8	18.0	5.3	\$88,532	\$80,028	\$100,434	\$97,425
Korea	7	12.0%	12.5%	50.0	19.3	21.0	6.3	\$81,145	\$76,423	\$90,670	\$91,708
Malaysia	7	14.5%	15.5%	47.1	18.5	20.0	6.6	\$54,695	\$46,154	\$64,924	\$67,521
Peru	7	19.0%	11.0%	46.7	20.1	22.5	6.3	\$32,534	\$28,000	\$33,383	\$33,708
Costa Rica	6	22.2%	5.9%	41.4	17.1	17.0	6.1	\$56,589	\$43,857	\$60,520	\$49,750
Finland	6	1.2%	2.1%	43.3	17.7	15.0	6.0	\$91,062	\$74,725	\$100,220	\$77,583
Thailand	6	12.0%	4.0%	48.0	22.3	15.0	5.7	\$58,571	\$35,421	\$63,864	\$46,763
Brazil	5	9.8%	7.1%	42.0	21.4	20.0	6.6	\$73,514	\$62,370	\$92,446	\$66,320
Indonesia	5	7.8%	9.0%	48.6	21.4	22.0	5.4	\$31,234	\$19,940	\$43,347	\$20,937

# Benefits

Table 41 below shows how frequently professionals are eligible for benefits by continent, and Table 42 shows their eligibility for benefits by the most common countries participating in the survey.

**Table 41: Benefits by Continent**

	North America	Europe	Latin America	Asia	Africa	Middle East
Medical insurance	95%	55%	49%	63%	59%	85%
Paid holidays	92%	60%	36%	43%	47%	62%
Dental insurance	90%	18%	11%	31%	24%	42%
Vision insurance	87%	15%	6%	19%	18%	32%
Life insurance	85%	37%	23%	39%	32%	42%
Retirement plan	83%	18%	13%	31%	15%	15%
Paid leave	81%	47%	23%	56%	59%	76%
Insurance coverage for spouse	79%	17%	16%	28%	18%	46%
Short-term disability	77%	23%	10%	19%	12%	22%
Flexible work schedule	75%	69%	46%	52%	44%	37%
Long-term disability	75%	26%	11%	19%	24%	26%
Insurance coverage for dependents	75%	11%	19%	27%	18%	41%
Company match for retirement plan	73%	19%	7%	27%	12%	15%
Professional organization dues	72%	32%	10%	23%	18%	24%
Flexible Spending Accounts (FSA)	63%	0%	0%	0%	0%	0%
Hybrid remote/office work	62%	59%	29%	25%	26%	24%
Health Savings Account	62%	0%	0%	0%	0%	0%
Tuition reimbursement	57%	15%	6%	11%	18%	16%
Mobile phone allowance	55%	50%	36%	32%	41%	43%
Paid CEU/PD hours	53%	22%	6%	15%	12%	18%
Wellness plans or work/life balance programs	40%	24%	13%	16%	6%	15%
Company Contribution to an FSA	33%	0%	0%	0%	0%	0%
Health Reimbursement Account	32%	0%	0%	0%	0%	0%
Fully remote/telecommuting	32%	15%	10%	12%	9%	11%
Pension Plan	22%	55%	24%	26%	35%	15%
Company vehicle or car allowance	20%	29%	19%	24%	35%	33%
Compressed workweek	16%	9%	3%	10%	12%	6%
Summer work hours	10%	5%	6%	5%	6%	7%
Student loan repayment	9%	2%	6%	6%	3%	4%
Dependent child/day care	6%	6%	4%	9%	3%	14%

**Insurance programs are by far the most common benefits among U.S. based professionals.**

Most of them report being eligible to receive medical (94%), dental (89%), vision (86%), life (85%), short-term (77%) and long-term disability (74%) as an employee, while Insurance coverage for their spouse (78%) and dependents (75%) are almost as common. About two-thirds each report having Flexible Spending Accounts (67%) or Health Savings Accounts (66%) while about half (35% of all respondents) report being eligible for FSA company contributions and 34% report being eligible for a Health Reimbursement Account.

**Canadians report slightly lower access to these insurance programs (with 86% reporting medical insurance and between 61% and 87% reporting eligibility for other coverage).**

Professionals in the rest of the world are much less likely to report insurance as a work benefit; 56% report eligibility for medical, 34% for life, and between 16% and 21% report access to other insurance programs by type.

Other benefits commonly reported by U.S. professionals include paid holidays (91%), a retirement plan (86%) and a company match (74%), paid leave (83%), and professional organization dues (72%).

**A majority of U.S. professionals also report being eligible for tuition reimbursement (57%), mobile phone allowance (54%), and paid CEU/professional development hours (53%).**

Fewer U.S. professionals report being eligible for wellness plans or work/life balance programs (40%), a company vehicle or car allowance (20%), or a pension plan (20%).

A majority of Canadian professionals report being eligible for paid holidays (83%), professional organization dues (67%), mobile phone allowance (58%), and paid leave (51%). Between 25% and 40% report eligibility for paid CEU hours, tuition reimbursement, company retirement matches, a pension plan, a retirement plan, and wellness plans.

Professionals in the rest of the world are less likely than U.S. professionals to be eligible for paid leave (54%), paid holidays (53%), a mobile phone allowance (46%), professional organization dues (29%), a retirement plan (21%), and wellness plans (20%). Fewer than 20% are eligible for retirement matches, paid CEU, or tuition reimbursement. **They are more likely than U.S. professionals to be eligible for a pension plan (33%) and a company vehicle or car allowance (27%).**

86%

of Canadian professionals report eligibility to receive medical insurance

57%

of U.S. professionals report being eligible for tuition reimbursement

33%

of professionals outside of the U.S.

report being eligible for a pension plan

Table 42: Benefits by Country

	US	Canada	UK	Australia	New Zealand	Saudi Arabia	UAE	Italy
Medical insurance	95%	87%	57%	11%	40%	91%	94%	55%
Paid holidays	92%	84%	67%	70%	48%	68%	73%	36%
Dental insurance	90%	88%	21%	5%	0%	56%	39%	23%
Vision insurance	87%	76%	19%	5%	2%	44%	27%	14%
Life insurance	86%	75%	57%	16%	22%	44%	52%	14%
Retirement plan	87%	36%	19%	36%	26%	24%	3%	5%
Paid leave	84%	51%	69%	70%	88%	79%	94%	32%
Insurance coverage for spouse	80%	70%	22%	7%	6%	59%	52%	9%
Short-term disability	78%	64%	15%	16%	6%	24%	36%	14%
Flexible work schedule	76%	69%	79%	84%	82%	35%	48%	32%
Long-term disability	76%	74%	17%	16%	10%	32%	36%	18%
Insurance coverage for dependents	76%	61%	10%	5%	4%	56%	42%	9%
Company match for retirement plan	75%	38%	33%	14%	20%	18%	12%	5%
Professional organization dues	72%	67%	63%	55%	62%	29%	33%	14%
Flexible Spending Accounts (FSA)	69%	0%	0%	0%	0%	0%	0%	0%
Hybrid remote/office work	61%	72%	74%	57%	58%	15%	36%	32%
Health Savings Account	67%	1%	0%	0%	0%	0%	0%	0%
Tuition reimbursement	58%	40%	34%	30%	24%	12%	21%	0%
Mobile phone allowance	55%	59%	48%	57%	68%	32%	58%	41%
Paid CEU/PD hours	54%	40%	35%	32%	38%	15%	30%	14%
Wellness plans or work/life balance programs	41%	26%	40%	20%	32%	15%	21%	18%
Company Contribution to an FSA	35%	0%	0%	0%	0%	0%	0%	0%
Health Reimbursement Account	34%	0%	0%	0%	0%	0%	0%	0%
Fully remote/telecommuting	33%	16%	19%	5%	4%	12%	18%	0%
Pension Plan	21%	36%	83%	11%	4%	24%	3%	23%
Company vehicle or car allowance	21%	17%	29%	11%	30%	38%	27%	18%
Compressed workweek	16%	18%	14%	7%	6%	6%	9%	0%
Summer work hours	9%	16%	3%	2%	2%	9%	9%	0%
Student loan repayment	9%	2%	2%	2%	0%	3%	3%	5%
Dependent child/day care	6%	0%	5%	2%	0%	12%	18%	5%

# Paid Leave/Holidays

Tables 43 and 44 show the mean days off by continent and country.

**U.S. professionals report a median of 10 days off for holidays and 25 days of paid leave.** Paid leave included 19.8 days of vacation time, 9 days of sick leave, 17 days of paid time off, and 4 days of paid personal time, when awarded to them (i.e., the tabulation excludes zero responses).

Canadian professionals report a median of 15 days off for holidays and 26.5 days of paid leave. **Professionals in the rest of the world report a median of 15 days off for holidays and 30.0 days of paid leave.**

**Table 31: Base Salary by Supervisory Responsibility**

	North America	Europe	Latin America	Asia	Africa	Middle East
Holidays	10.2	10.9	12.1	15.0	15.0	12.1
Vacation time	18.6	26.8	20.6	18.1	17.3	27.2
Sick time	9.2	8.8	10.6	9.9	10.3	7.8
Paid time off	16.2	11.7	9.8	9.6	16.7	15.1
Paid personal time	6.5	7.9	8.2	4.6	6.0	4.0
Other leave	6.6	7.2	5.0	5.3	-	7.0
Total leave	26.5	33.5	32.8	26.1	23.2	33.8

**Table 44: Mean Days of Time Off by Country**

	US	Canada	UK	Australia	New Zealand	Saudi Arabia	UAE	Sweden
n	1,268	65	56	28	43	25	29	17
Holidays	9.9	14.9	8.0	17.4	17.2	11.4	11.7	7.3
Vacation time	18.4	20.1	27.3	19.9	22.1	29.4	27.1	28.4
Sick time	9.3	7.8	8.5	9.2	9.7	8.0	7.4	13.1
Paid time off	16.4	10.2	15.4	12.8	13.6	17.6	11.2	19.5
Paid personal time	6.6	5.7	11.9	5.6	2.5	4.0	4.0	1.0
Other leave	6.6	5.6	8.8	7.5	7.0	-	8.3	10.0
Total leave	26.3	29.9	34.0	31.2	32.6	35.1	33.7	37.1

# Flexible & Remote Work Arrangements

**U.S. professionals generally have a flexible work schedule (76%)** and/or a hybrid remote/office work schedule (60%), while 33% today work fully remote or telecommute. Fewer report a compressed workweek (16%) or summer work hours (9%).

**Canadian professionals are more likely to have hybrid remote/office work (70%)** but are less likely to have a flexible work schedule (69%), or to be working fully remote (17%).

**Professionals in the rest of the world often have a flexible work schedule (60%)** but are less likely to have hybrid work (43%) or to be working fully remote (12%).

Professionals who work remotely to some degree report a mean of 10.5 days and median of 9 days a month. Average days worked remotely is higher among U.S. professionals, reporting a mean of 11.0 and a median of 10 days.

## HIGHLIGHTS OF FLEXIBILITY OF WORK SCHEDULE

76%

of U.S. professionals have a flexible work schedule

70%

of Canadian professionals have hybrid remote/office work

60%

of professionals outside of the U.S. have a flexible work schedule