



## BENCHMARKS

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### CHIEF SECURITY OFFICERS' ANNUAL SALARY

Data reported by respondents to IOFM's *2011 Benchmark Survey on Security Salaries and Spending* for the organization's most senior security executive (CSO, Global Security Executive, Director of Corporate Security, Global Security Director, and similar titles).

<b>Current Annual Income of Chief Security Officer</b>	
25th percentile	\$ 81,000
50th percentile (median)	\$ 108,140
Average	\$ 122, 502
75th percentile	\$ 150,000

<b>Current Annual Income of Chief Security Officer by Industry</b>		
<b>Industry</b>	<b>Average</b>	<b>Median</b>
Education & Health Care Facility	\$89,353	\$80,000
Hospitality/Public Venue	\$116,392	\$109,500
Manufacturing & Production	\$154,228	\$125,000
Security Services	\$109,286	\$82,000
Services	\$118,353	\$114,000
Utilities & Natural Resources	\$166,377	\$175,000

<b>Current Annual Income of Chief Security Officer by Size of Organization</b>		
<b>Organization Annual Revenue</b>	<b>Average</b>	<b>Median</b>
Less than \$10 million	\$102,298	\$99,140
\$10 million to \$100 million	\$89,467	\$97,000
\$100 million to \$1 billion	\$120,804	\$110,000
More than \$1 billion	\$158,864	\$148,000



Regionally Adjusted Average Current Annual Salary for Chief Security Officer							
Avg. Starting Salary \$122,502							
Composite State	Select Metropolitan Areas						
Alabama	\$113,608	Birmingham	\$110,252	Huntsville	\$111,477		
Alaska	\$162,487	Fairbanks	\$164,153				
Arizona	\$127,071	Flagstaff	\$142,102	Phoenix-Scottsdale	\$122,502	Tucson	\$118,827
Arkansas	\$110,999	Fayetteville	\$109,027				
California	\$162,389	Los Angeles-Long Beach	\$173,953	San Diego	\$161,703	San Fran-Oakland	\$167,828
Colorado	\$125,234	Colorado Springs	\$111,477	Denver	\$123,727		
Connecticut	\$159,522	Bridgeport-Stamford-Norwalk	\$158,028				
District of Columbia	\$171,405						
Delaware	\$125,442	Dover	\$118,827				
Florida	\$120,530	Miami	\$147,002	Naples	\$122,502	Tampa	\$121,277
Georgia	\$112,959	Atlanta	\$115,152				
Hawaii	\$202,814	Honolulu	\$202,128				
Idaho	\$113,976	Boise	\$113,927				
Illinois	\$117,700	Chicago	\$138,427				
Indiana	\$115,385	Evansville	\$116,377				
Iowa	\$115,127	Des Moines	\$110,252				
Kansas	\$111,857	Lawrence	\$113,927	Topeka	\$107,802		
Kentucky	\$109,284	Lexington	\$116,377	Louisville	\$109,027		
Louisiana	\$117,786	Baton Rouge	\$122,502	New Orleans	\$129,852		
Maine	\$142,617	Bangor	\$158,028	Portland	\$158,028		
Maryland	\$152,895	Baltimore-Towson	\$148,227				
Massachusetts	\$144,307	Boston-Cambridge	\$158,028				
Michigan	\$116,683	Detroit	\$122,502	Grand Rapids	\$117,602		
Minnesota	\$125,234	Minneapolis-St. Paul	\$139,652	Rochester	\$120,052		
Mississippi	\$113,020	Hattiesburg	\$112,702	Jackson	\$116,377		
Missouri	\$112,285	Columbia	\$111,477	St. Louis	\$112,702	Springfield	\$109,027
Montana	\$122,502	Billings	\$122,502	Missoula	\$123,727		
Nebraska	\$111,587	Lincoln	\$122,502	Omaha	\$109,027		
Nevada	\$124,205	Las Vegas	\$122,502	Reno-Sparks	\$132,302		
New Hampshire	\$142,935	Manchester	\$158,028				
New Jersey	\$157,378						
New Mexico	\$121,130	Albuquerque	\$118,827				
New York	\$157,158	Buffalo	\$113,927	Syracuse	\$120,052		
North Carolina	\$117,859	Asheville	\$123,727	Raleigh-Cary	\$122,502		
North Dakota	\$117,492	Bismark	\$122,502				
Ohio	\$114,968	Cincinnati	\$109,027	Cleveland	\$121,277	Toledo	\$122,502
Oklahoma	\$110,362	Oklahoma City	\$109,027				
Oregon	\$135,328	Portland	\$143,327				
Pennsylvania	\$123,323	Philadelphia	\$126,177	Pittsburgh	\$112,702		
Rhode Island	\$150,984	Providence	\$158,028				
South Carolina	\$120,922	Columbia	\$116,377				
South Dakota	\$120,701	Sioux Falls	\$122,502				
Tennessee	\$109,627	Chattanooga	\$107,802	Knoxville	\$109,027	Memphis	\$105,352
Texas	\$111,526	Dallas-Ft. Worth	\$112,702	Houston	\$109,027	San Antonio	\$113,927
Utah	\$116,561	Salt Lake City	\$120,052				
Vermont	\$147,468	Burlington	\$158,028				
Virginia	\$119,635	Roanoke	\$113,927	Richmond	\$128,627		
Washington	\$127,378	Bellingham	\$139,652	Seattle-Tacoma	\$139,652	Spokane	\$111,477
West Virginia	\$115,642	Charleston	\$112,702				
Wisconsin	\$118,153	Eau Claire	\$113,927	Green Bay	\$116,377	Madison	\$122,502
Wyoming	\$120,860	Cheyenne	\$122,502				