



INSTITUTE OF HAZARDOUS MATERIALS MANAGEMENT

# 2026 SALARY SURVEY REPORT

## CPPS

Compensation Data for Public Health and Safety Professionals



# Institute of Hazardous Materials Management (IHMM)

## 2026 Salary Data Presentation

### Certified Pandemic Preparedness Specialist (CPPS)

Government and Private-Sector Salary Evidence for CPPS-Aligned Work

*Prepared May 2026*

Scope note: CPPS is a microcredential layered on CHMM or CSHM and is aligned to pandemic preparedness, pathogen risk assessment, biosafety, response planning, supply-chain/logistics, public health, project management, and ISO 45001/45006 implementation. There is not yet a single U.S. labor-market code or title for "CPPS" itself, so this report uses the best available government occupational data and private salary benchmarks for the work CPPS professionals perform.

CPPS blueprint domain	% of exam	Salary-market interpretation
Microbiology	15%	Laboratory, pathogen, and organism knowledge; maps to microbiologist and biosafety roles.
Virology	15%	Virus transmission and testing knowledge; maps to epidemiology, infection prevention, and biosafety work.
Biosafety Level (BSL)	10%	PPE, controls, laboratory/community exposure protection; maps to biosafety officer, infection prevention, and safety roles.
Risk Assessment	30%	Primary market value driver: threat assessment, consequence management, response planning, supply chain/logistics, public health, waste/decontamination.
Project Management	15%	Planning, budgets, procurement, critical path, constraints; maps to program manager and preparedness manager roles.
International Standards	15%	ISO 45001 and ISO 45006 implementation; maps to senior EHS, safety management, and enterprise risk roles.

**Sources:** IHMM, *Certified Pandemic Preparedness Specialist (CPPS) Exam Specifications/Blueprint*, effective August 31, 2023.

## Executive Summary

This report presents 2026 salary evidence for professionals performing CPPS-aligned work. Because the credential is specialized and emerging, the most defensible salary presentation is not a single credential-only number. Instead, it is a labor-market triangulation across public-sector occupational data, federal pay schedules, and private salary sources for emergency preparedness, biosafety, infection prevention, epidemiology, occupational health and safety, EHS, and health-system management roles.

Across the best available sources, CPPS-aligned specialist work generally clusters around \$90,000 to \$105,000 at the mid-career level. Senior technical, program-management, federal GS-13/14, EHS leadership, biosafety, and healthcare preparedness roles commonly move into the \$120,000 to \$160,000 range, while advanced public-sector or private leadership can reach approximately \$190,000 to \$230,000 or more depending on industry, locality, responsibility, and reporting level.

Career stage	Practical 2026 CPPS-aligned salary band	Basis for band
Entry-level / early	\$55,000 - \$75,000 for junior public-health, emergency-management, lab, safety, or preparedness coordinator roles; \$75,000 - \$95,000 for CPPS-qualified specialists.	BLS 10th/25th percentiles; Salary.com and Glassdoor coordinator/specialist p25 values. Because CPPS requires a CHMM/CSHM or relevant experience, CPPS-aligned professionals are generally not true entry-level employees.
Mid-career	\$88,000 - \$105,000	BLS medians for emergency management, OHS, epidemiology, microbiology, and private preparedness/biosafety averages cluster near this band.
Late-career / senior specialist	\$110,000 - \$140,000	BLS 75th percentiles for emergency management directors, OHS specialists, health/safety engineers, and private Glassdoor/Salary.com p75 levels support this band.
Advanced / director / senior federal	\$140,000 - \$197,200+; private leadership may exceed \$200,000	OPM GS-14/15 locality tables, BLS 90th percentiles, Salary.com EHS Director/VP data, and Glassdoor EHS Manager upper-percentile data support this range.

## Methodology and Data Limits

- The CPPS blueprint was used to define work scope: pathogen risk assessment, preparedness planning, BSL/PPE controls, emergency/public-health response, supply-chain/logistics, project management, and ISO 45001/45006-informed management systems.
- Government data were drawn from BLS Occupational Outlook Handbook, BLS/OEWS, O\*NET wage tables using BLS 2024 wage data, and OPM 2026 General Schedule salary tables. These are generally the most reliable occupational baselines, but they do not isolate CPPS credential holders.
- Private-sector data were drawn from Salary.com, ZipRecruiter, Glassdoor, and PayScale. These sources are useful for current market signals and job-title-specific estimates, but sample sizes, methodology, and bonus/total-pay treatment vary by platform.
- Where a source did not provide experience-specific compensation, this report uses percentile positions as a career-stage proxy: 10th percentile for entry/early, 25th percentile for established/early, median or average for mid-career, 75th percentile for late-career, and 90th percentile for advanced/expert compensation.
- All amounts are annual U.S. dollars unless otherwise stated. Locality, industry, employer size, union status, hazard exposure, travel, security clearance, direct reports, and laboratory/healthcare setting can materially change compensation.

**Sources:** BLS OEWS tables; BLS Occupational Outlook Handbook; O\*NET wage tables; OPM 2026 General Schedule salary tables; Salary.com; ZipRecruiter; Glassdoor; PayScale.

## 1. Government Occupational Data for CPPS-Aligned Work

The following table uses government occupational wage data as the most stable baseline. It maps CPPS blueprint functions to federal occupational proxies. These figures are not CPPS-only salaries; they are occupational wage distributions for roles that perform significant parts of the CPPS body of work.

Role / occupational proxy	CPPS-aligned work	Source	Entry / 10th	Established / 25th	Mid-career / median	Late-career / 75th	Advanced / 90th
Emergency Management Directors	Emergency planning, consequence management, response planning, business continuity	BLS/O*NET 2024	\$51,260	\$64,470	\$86,130	\$119,690	\$160,420
Occupational Health and Safety Specialists	Workplace infectious-disease controls, ISO 45001-related safety systems, training	BLS/O*NET 2024	\$50,610	\$64,410	\$83,910	\$105,390	\$130,460
Epidemiologists	Public health, outbreak assessment, vulnerable populations, vector modeling	BLS/O*NET 2024	\$56,950	\$68,040	\$83,980	\$106,040	\$134,860
Microbiologists	Microbiology, virology-adjacent laboratory science, pathogen testing	BLS/O*NET 2024	\$51,220	\$63,920	\$87,330	\$120,750	\$150,650
Health and Safety Engineers	Risk-reduction engineering, biosafety controls, PPE/control design	BLS/O*NET 2024	\$62,050	\$85,400	\$109,660	\$136,150	\$166,670
Medical and Health Services Managers	Hospital/health-system preparedness leadership and program management	BLS/O*NET 2024	\$69,680	\$88,560	\$117,960	\$162,420	\$219,080

**Sources:** BLS Occupational Outlook Handbook and O\*NET wage tables using BLS 2024 wage data. BLS OEWS is the source for national occupational estimates; May 2025 OEWS tables were also reviewed as the current OEWS release framework.

### Key government-data observations:

- Emergency Management Directors provide the closest management-level proxy for preparedness, continuity, response planning, and consequence management. The BLS median is \$86,130, with the 90th percentile at \$160,420.
- Occupational Health and Safety Specialists provide a strong workplace implementation proxy for infectious disease controls, training, ISO 45001/45006 implementation, and employee protection; the BLS/O\*NET median is \$83,910.
- Health and Safety Engineers and Medical and Health Services Managers raise the upper bound for CPPS-aligned pay where the work includes engineering controls, health-system operations, or leadership of complex programs.
- Epidemiologists and microbiologists provide important public-health and scientific comparators for the microbiology, virology, testing, transmission, and vulnerable-population components of the blueprint.

## 2. Federal 2026 Salary Evidence

Federal CPPS-aligned work may appear under emergency management, occupational safety and health, biological science, public health, program management, security/continuity, or preparedness and response titles. The General Schedule tables provide a defensible salary range for federal positions with CPPS-related duties.

Career stage	Typical federal grade proxy	2026 base GS pay	2026 Rest of U.S. locality	2026 Washington-Baltimore locality	Interpretive note
Entry / early professional	GS-9 to GS-11	\$52,727 - \$82,938	\$61,722 - \$97,087	\$70,623 - \$111,087	Analyst/specialist roles under supervision; often emergency management, safety, public health, or biological science series.
Mid-career specialist	GS-12	\$76,463 - \$99,404	\$89,508 - \$116,362	\$102,415 - \$133,142	Independent specialist; frequently the grade range for operational preparedness and response roles.
Late-career lead / senior	GS-13	\$90,925 - \$118,204	\$106,437 - \$138,370	\$121,785 - \$158,322	Lead specialist, senior program analyst, or senior emergency management roles.

Advanced / supervisory	GS-14 to GS-15	\$107,446 - \$164,301	\$125,776 - \$192,331	\$143,913 - \$197,200*	Senior adviser, supervisory program manager, or agency-level preparedness leadership. D.C. GS-15 is capped at Executive Schedule Level IV.
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**Sources:** OPM 2026 General Schedule Base Table; OPM 2026 Rest of U.S. locality table; OPM 2026 Washington-Baltimore-Arlington locality table; USAJOBS 2026 Emergency Management Specialist postings reviewed as current market validation.

### 3. Private-Sector Preparedness and Emergency/Public-Health Roles

Private salary sources show the most direct current-market evidence for emergency preparedness and public-health emergency preparedness titles. These roles overlap strongly with the CPPS blueprint, especially risk assessment, response planning, supply-chain/logistics, PPE, emergency response, public health, and project management.

Role	Source	Entry / 10th or low	25th / early	Average / median	75th / late	90th / advanced	Notes
Emergency Preparedness Specialist	Salary.com	\$81,160	\$89,900	\$99,500	\$107,100	\$114,019	As of May 1, 2026; source also reports experience-stage averages from \$95,201 entry to \$103,470 expert.
Emergency Preparedness Specialist	ZipRecruiter	\$37,000 low; \$73,000 p25	\$73,000	\$93,676	\$112,000	\$132,500	As of May 2026; job-posting and third-party salary-derived estimate.
Emergency Preparedness Specialist	Glassdoor	Not reported; p25 shown	\$70,916	\$90,721	\$117,410	\$147,023	May 2026; 33 reported salaries.
Public Health Emergency Preparedness Specialist	Glassdoor	Not reported; p25 shown	\$74,059	\$96,995	\$128,569	\$164,312	May 2026; small sample but closely aligned with CPPS public-health preparedness work.
Emergency Preparedness Coordinator	Salary.com / Glassdoor	Approx. \$63,442 p25 (Glassdoor)	\$63,442 - \$78,300	\$78,300 - \$79,823 average	\$101,525 p75	\$125,310 p90	Useful as an early-career/coordinator proxy; Salary.com related-role average \$78,300.

**Sources:** Salary.com Emergency Preparedness Specialist salary page, May 1, 2026; Salary.com related emergency preparedness titles; ZipRecruiter Emergency Preparedness Specialist Salary, May 2026; Glassdoor Emergency Preparedness Specialist and Public Health Emergency Preparedness Specialist pages, May 2026.

## 4. Biosafety, Infection Prevention, and BSL-Aligned Roles

The CPPS blueprint includes microbiology, virology, biosafety levels, PPE and controls, medical/infectious waste disposal, decontamination/treatment, and public health. Biosafety and infection-prevention compensation data are therefore important comparators, particularly for healthcare, research, biotechnology, higher education, and laboratory settings.

Role	Source	Entry / low	25th / early	Average / median	75th / late	90th / advanced	Notes
Biosafety Officer	PayScale	\$53,000	Not reported	\$90,568 average; \$91,000 median	Not reported	\$136,000	Based on 24 salary profiles, updated March 4, 2026.
Biosafety Officer	Glassdoor	Not reported; p25 shown	\$63,996	\$83,885	\$111,214	\$142,214	May 2026; 28 submitted salaries.
Infection Preventionist	Glassdoor	Not reported; p25 shown	\$69,789	\$89,731	\$116,101	\$145,795	May 2026; 757 salaries; useful healthcare infectious disease proxy.
Registered Biosafety Professional roles	PayScale	\$53,000 range low for Biosafety Officer roles	Not reported	\$94,396 average for Biosafety Officer under RBP data	\$173,000 average for Safety Director under RBP data	\$213,000 range high for Biosafety Officer roles	Credential-adjacent biosafety market benchmark; small sample.

**Sources:** PayScale Biosafety Officer salary page, 2026; Glassdoor Biosafety Officer, Infection Preventionist, and related biosafety salary pages, May 2026; PayScale Registered Biosafety Professional salary page for credential-adjacent biosafety market context.

## 5. EHS, Safety, and Risk-Management Leadership Roles

CPPS is explicitly built on CHMM or CSHM and includes ISO 45001/45006, training needs assessment, risk reduction, PPE, response planning, budgets/procurement, and stakeholder leadership. In many employers, these functions sit inside EHS, safety, risk, emergency management, operations, or health-system leadership.

Role	Source	Entry / low	25th / early	Average / median	75th / late	90th / advanced	Notes
EHS Manager	Salary.com	\$101,821	\$111,290	\$121,690	\$131,390	\$140,221	As of May 1, 2026; workplace risk-management and infectious-disease controls proxy.
EHS Manager	Glassdoor	Not reported; p25 shown	\$103,647	\$135,864	\$180,573	\$231,039	May 2026; 568 submitted salaries.
Environmental Health and Safety Manager	Glassdoor	Not reported; p25 shown	\$84,880	\$109,246	\$142,491	\$179,450	May 2026; broader EHS manager title proxy.
EHS Director / VP of EHS	Salary.com	Supervisor proxy \$94,669	\$121,696 manager	\$139,369 senior manager	\$154,711 director	\$216,842 VP	As of May 1, 2026; advanced career-stage progression.

**Sources:** Salary.com EHS Manager, Environmental Health & Safety Manager, and EHS Director pages, May 1, 2026; Glassdoor EHS Manager and Environmental Health and Safety Manager pages, May 2026.

## 6. Recommended 2026 CPPS-Aligned Salary Presentation

The following presentation is suitable for use in an IHMM salary narrative. It is grounded in public data, federal pay tables, and current private compensation benchmarks while acknowledging that CPPS credential-specific salary samples are not yet large enough to support a stand-alone credential-only survey.

Use case / market segment	Entry / early	Mid-career / independent	Late-career / advanced	How to read the range
Public-sector emergency preparedness specialist	\$75,000 - \$100,000	\$100,000 - \$133,000	\$121,000 - \$187,000	Typical federal GS-11/12 through GS-13/14 patterns; locality varies.
Corporate/business continuity pandemic preparedness specialist	\$81,000 - \$100,000	\$100,000 - \$114,000	\$115,000 - \$165,000	Private emergency preparedness specialist averages and upper percentiles; higher where healthcare, pharma, biotech, or critical infrastructure duties are present.
Biosafety/infection prevention specialist	\$64,000 - \$91,000	\$90,000 - \$116,000	\$136,000 - \$146,000+	Biosafety Officer and Infection Preventionist private salary sources; advanced institutional biosafety can exceed this depending on research scope.
EHS/risk-management leader with pandemic preparedness duties	\$101,000 - \$122,000	\$122,000 - \$181,000	\$180,000 - \$231,000+	EHS Manager and EHS Director sources; CPPS skills complement infectious-disease risk management, ISO 45001/45006, PPE, supply-chain, and response planning.
Health system preparedness manager/director	\$89,000 - \$118,000	\$118,000 - \$162,000	\$162,000 - \$219,000+	BLS/O*NET Medical and Health Services Managers; pandemic preparedness is usually embedded in emergency management, infection prevention, quality, and operations roles.

**Suggested narrative conclusion:**

Based on the 2026 labor market data reviewed, professionals performing CPPS-aligned pandemic preparedness work are generally positioned above entry-level public health or safety roles because the CPPS body of work combines scientific understanding, risk assessment, response planning, biosafety, supply-chain/logistics, project management, and management-system implementation. A defensible market presentation places mid-career CPPS-aligned work near \$90,000 to \$105,000, senior technical/program roles near \$110,000 to \$140,000, and advanced director-level or senior federal roles near \$140,000 to \$197,200 or more, with private EHS and health-system leadership capable of exceeding \$200,000 in upper-percentile markets.

## 7. CPPS-Aligned Job Titles to Monitor in Future Surveys

- Emergency Preparedness Specialist / Manager / Coordinator
- Public Health Emergency Preparedness Specialist
- Emergency Management Specialist / Director
- Continuity of Operations (COOP) or Business Continuity Manager
- Biosafety Officer / Institutional Biosafety Officer
- Infection Preventionist / Infection Control Preventionist
- Occupational Health and Safety Specialist / Manager
- EHS Manager / EHS Director / Global EHS Manager
- Health and Safety Engineer
- Medical and Health Services Manager with preparedness or emergency response responsibility
- Pandemic Preparedness Program Manager / Infectious Disease Preparedness Lead

## Appendix A - Sources Reviewed

**IHMM CPPS Blueprint:** Institute of Hazardous Materials Management, Certified Pandemic Preparedness Specialist (CPPS) Exam Specifications/Blueprint, effective August 31, 2023. The blueprint defines CPPS domains: Microbiology, Virology, Biosafety Level, Risk Assessment, Project Management, and International Standards.

**BLS OEWS:** U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics (OEWS) Tables, May 2025 release framework and occupational wage data tables: <https://www.bls.gov/oes/tables.htm>

**BLS OOH - Emergency Management Directors:** U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Emergency Management Directors: <https://www.bls.gov/ooh/management/emergency-management-directors.htm>

**BLS OOH - Occupational Health and Safety Specialists and Technicians:** U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Occupational Health and Safety Specialists and Technicians: <https://www.bls.gov/ooh/healthcare/occupational-health-and-safety-specialists-and-technicians.htm>

**BLS OOH - Epidemiologists:** U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Epidemiologists: <https://www.bls.gov/ooh/life-physical-and-social-science/epidemiologists.htm>

**BLS OOH - Microbiologists:** U.S. Bureau of Labor Statistics, Occupational Outlook Handbook, Microbiologists: <https://www.bls.gov/ooh/life-physical-and-social-science/microbiologists.htm>

**O\*NET/BLS Wage Tables:** O\*NET wage tables using Bureau of Labor Statistics 2024 wage data for Emergency Management Directors, Occupational Health and Safety Specialists, Epidemiologists, Microbiologists, Health and Safety Engineers, and Medical and Health Services Managers: <https://www.onetonline.org/>

**OPM 2026 GS Pay Tables:** U.S. Office of Personnel Management, 2026 General Schedule base and locality pay tables: <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/general-schedule/>

**USAJOBS:** USAJOBS current 2026 Emergency Management Specialist postings reviewed as market validation, including GS-11/12 and GS-13/14 salary examples: <https://www.usajobs.gov/>

**Salary.com - Emergency Preparedness Specialist:** Salary.com, Emergency Preparedness Specialist Salary in the United States, May 1, 2026: <https://www.salary.com/research/salary/alternate/emergency-preparedness-specialist-salary>

**ZipRecruiter - Emergency Preparedness Specialist:** ZipRecruiter, Emergency Preparedness Specialist Salary, May 2026: <https://www.ziprecruiter.com/Salaries/Emergency-Preparedness-Specialist-Salary>

**Glassdoor - Preparedness and Public Health Preparedness Roles:** Glassdoor salary pages for Emergency Preparedness Specialist and Public Health Emergency Preparedness Specialist, May 2026: <https://www.glassdoor.com/>

**PayScale - Biosafety Officer:** PayScale, Biosafety Officer Salary in 2026: [https://www.payscale.com/research/US/Job=Biosafety\\_Officer/Salary](https://www.payscale.com/research/US/Job=Biosafety_Officer/Salary)

**Glassdoor - Biosafety and Infection Prevention:** Glassdoor salary pages for Biosafety Officer and Infection Preventionist, May 2026: <https://www.glassdoor.com/>

**Salary.com / Glassdoor - EHS Leadership:** Salary.com and Glassdoor salary pages for EHS Manager, Environmental Health and Safety Manager, EHS Director, and related leadership roles, May 2026: <https://www.salary.com/> and <https://www.glassdoor.com/>

## Employment Outlook

Prospective job opportunities for Certified Pandemic Preparedness Specialist (CPPS) holders should remain durable over the next five to ten years because the credential combines occupational safety, hazardous materials, emergency management, biosafety, public health, and business-continuity functions. The IHMM CPPS blueprint defines the credential around microbiology, virology, biosafety levels, PPE and controls, risk assessment, vulnerable populations, vector modeling, consequence management, supply-chain/logistics, emergency

medical response, public health, decontamination, infectious-waste disposal, project management, and ISO 45001/45006 infectious-disease management systems.

In the labor market, CPPS holders are positioned for roles such as pandemic preparedness specialist, emergency preparedness specialist, infection prevention or infection control professional, biosafety officer, EHS manager, public health preparedness planner, emergency management coordinator, laboratory safety professional, and business-continuity/risk manager. These jobs appear in healthcare systems, universities, laboratories, pharmaceutical and biotechnology companies, manufacturing, logistics, consulting, state and local public-health agencies, and federal contractors. Salary and posting data support that conclusion: Salary.com reports Emergency Preparedness Specialists averaging about \$99,500 nationally, Glassdoor reports Public Health Emergency Preparedness Specialists averaging about \$96,995, and Salary.com reports Infection Preventionists averaging about \$93,664.

The strongest long-term signal is healthcare and safety growth. BLS projects epidemiologists to grow 16% from 2024–2034, occupational health and safety specialists and technicians to grow 12%, and medical and health services managers to grow 23%, all of which overlap CPPS work. Emergency management director growth is slower at 3%, but O\*NET describes that occupation as planning and directing disaster response, crisis management, preparedness training, and emergency plans, which matches CPPS pandemic-readiness tasks. Over the next decade, CPPS value should rise where employers need infectious-disease preparedness embedded into safety systems, supply chains, facility operations, and enterprise risk management.