



Pearl Meyer

HR Alliance Compensation Survey and
Trend Report

Sample Document

Participating Companies

2019 Participating Companies

Accenture Ltd.	DCS Corporation	Perspecta
American Institutes for Research	Department of Defense	Ramboll Environ
American Pharmacists Association	DynCorp International Inc.	Raytheon Company
American Systems Corporation	Echostar / Hughes Network Systems	SAIC, Inc.
American University	Edgewood Management Vantage Management	Sedna Digital Solutions, LLC
ANSER	General Dynamics Mission Systems	Serco
AT&T Inc.	IBM Corporation	Stillwater Human Capital
BAE Systems North America, Inc.	IMPAQ International, LLC	TCOM, L.P.
Booz Allen Hamilton Inc.	Institute for Defense Analyses	Technology Management Associates
CACI International, Inc.	Johns Hopkins University	The Aerospace Corporation
CenturyLink, Inc.	Johns Hopkins University Applied Physics Laboratory	The KEYW Holding Corporation
CGI Technologies and Solutions, Inc.	Neosystems Corp	The MITRE Corporation
ClearEdge IT Solutions LLC	Noblis, Inc.	UIC Government Services
CNA	Northrop Grumman Corporation	Unisys Corporation
CNSI	PAE	WBB Consulting Inc
Concurrent Technologies Corporation	Parsons Corporation	
CVP	Patricio Enterprises	

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Results By Position

Family: Software Engineering (ENSW)
Level: Advanced Professional (P4)

Family Description:

Perform analysis, design and development of computer software required to support hardware or technical service products. Reviews system architecture, and selects and implements appropriate development and support tools to ensure product performance. Test and debug related software.

Level Description:

Has advanced subject matter expertise in job family. Contributes to and may lead the planning and implementation of large programs in the function, and regularly interfaces with senior management and executive leadership. Plays a role in overall functional strategic planning. Typical education and experience or equivalent combination: Bachelor's (advanced degree preferred); 8-10 years of related professional experience.

	# Firms	# Empl	Avg Base	25th %tile Base	50th %tile Base	75th %tile Base	% Elig STI	% Rcvg STI	Target Award	Avg Awd (x0)	Avg Total Cash	25th %tile Cash	50th %tile Cash	75th %tile Cash	% FLSA Exempt	% Elig LTI	% Sec Clr
All Firms	28	1030	\$135,667	\$122,830	\$134,062	\$149,200	52.8%	22.2%	4.2%	\$4,461	\$136,659	\$123,136	\$135,013	\$150,010	100.0%	8.5%	83.1%
Industry																	
Govt Chartered / Defense	7	633	\$137,779	\$125,987	\$138,128	\$151,762	39.1%	16.2%	5.0%	\$3,027	\$138,270	\$126,062	\$138,390	\$151,800	100.0%	13.9%	87.1%
Info Tech / Telecomm	15	320	\$133,574	\$122,310	\$131,811	\$144,888	74.7%	35.0%	3.3%	\$6,150	\$135,726	\$122,412	\$134,111	\$148,983	100.0%	1.3%	54.3%
Rsrch / Cons / Prof Svcs	2	8															
All Other	4	69															
Security Clearance																	
Yes	16	587	\$137,284	\$122,830	\$136,300	\$152,239	40.2%	16.6%	4.7%	\$3,175	\$137,811	\$122,928	\$136,552	\$153,000	100.0%	6.2%	100.0%
No	22	443	\$135,787	\$125,000	\$135,000	\$147,708	65.0%	25.7%	4.1%	\$5,966	\$137,322	\$125,466	\$137,681	\$149,527	100.0%	12.4%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	6	40	\$149,802	\$135,236	\$149,200	\$159,363	7.6%	7.6%		\$3,117	\$150,038	\$135,236	\$149,200	\$159,363	100.0%	0.0%	100.0%
TS/SCI with CI Poly	5	35	\$152,249	\$141,502	\$153,150	\$162,400	16.7%	16.7%		\$3,500	\$152,835	\$142,277	\$153,150	\$162,400	100.0%	0.0%	100.0%
TS/SCI	5	54	\$141,001	\$124,580	\$138,757	\$161,720	5.1%	0.0%	5.0%		\$141,001	\$124,580	\$138,757	\$161,720	100.0%	0.0%	100.0%
Top Secret	9	336	\$136,284	\$121,000	\$134,822	\$151,000	46.6%	13.5%	5.0%	\$2,319	\$136,597	\$121,281	\$134,822	\$151,000	100.0%	0.5%	100.0%
Secret	7	94	\$137,710	\$124,853	\$139,180	\$150,600	7.0%	5.6%	2.9%	\$10,750	\$138,311	\$124,853	\$139,180	\$151,500	100.0%	5.6%	100.0%
Other / Not Provided	12	352	\$134,395	\$123,230	\$133,432	\$145,572	69.9%	31.5%	3.8%	\$6,117	\$136,324	\$123,586	\$135,013	\$149,063	100.0%	8.0%	100.0%

Results By Position

Family: Executive Assistant (ADES)
 Level: Executive Assistant to Sr. Executive (E2)

Family Description:

Provide advanced administrative, and clerical support. Duties are often of a confidential nature requiring in-depth knowledge of the organization's policies and procedures. NOTE: Use the Executive Assistant Career Levels.

Level Description:

Provide advanced administrative and clerical support to top executives other than the CEO. Requires a high level of expertise with related systems and processes. Arranges schedules and meetings and may act on behalf of senior manager in routine matters. May supervise lower level administrative staff. Typically requires over 5 years of experience.

	# Firms	# Empl	Avg Base	25th %tile Base	50th %tile Base	75th %tile Base	% Elig STI	% Rcvg STI	Target Award	Avg Awd (x0)	Avg Total Cash	25th %tile Cash	50th %tile Cash	75th %tile Cash	% FLSA Exempt	% Elig LTI	% Sec Clr
All Firms	25	198	\$90,117	\$75,005	\$90,557	\$101,448	24.4%	19.4%	5.2%	\$5,531	\$91,191	\$75,462	\$91,998	\$103,438	24.8%	0.0%	33.1%
Geographic Location																	
State: DC	10	30	\$93,151	\$83,850	\$91,100	\$97,180	48.2%	35.6%	7.2%	\$6,794	\$95,570	\$85,000	\$94,998	\$102,493	43.5%	0.0%	29.8%
State: MD	9	70	\$88,487	\$68,703	\$81,934	\$103,438	16.3%	16.3%		\$4,392	\$89,204	\$68,703	\$81,934	\$103,438	22.9%	0.0%	26.4%
State: VA	15	98	\$91,700	\$80,500	\$93,900	\$103,442	24.0%	16.8%	2.9%	\$4,917	\$92,525	\$80,912	\$93,900	\$104,307	24.0%	0.0%	44.5%
Industry																	
Govt Chartered / Defense	10	59	\$92,318	\$75,837	\$90,314	\$110,000	15.3%	15.3%		\$4,449	\$92,997	\$75,837	\$90,314	\$110,000	40.7%	0.0%	71.4%
Info Tech / Telecomm	8	102	\$87,012	\$75,005	\$86,482	\$98,442	53.2%	39.5%	5.2%	\$6,504	\$89,579	\$75,553	\$91,766	\$102,483	15.4%	0.0%	7.0%
Rsrch / Cons / Prof Svcs	2	2															
All Other	5	35	\$89,472	\$69,300	\$76,909	\$96,353	32.9%	24.7%		\$2,363	\$90,056	\$69,300	\$77,590	\$101,353	75.3%	0.0%	12.7%
Security Clearance																	
Yes	10	43	\$94,145	\$75,462	\$91,998	\$110,250	24.4%	21.9%	5.0%	\$4,449	\$95,120	\$75,462	\$91,998	\$112,200	51.1%	0.0%	100.0%
No	22	155	\$87,756	\$74,285	\$88,001	\$99,565	27.5%	21.0%	5.2%	\$5,892	\$88,994	\$74,756	\$90,314	\$101,353	19.5%	0.0%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	1	4															
TS/SCI with CI Poly	1	1															
TS/SCI	2	4															
Top Secret	2	13															
Secret	5	15	\$78,071	\$66,000	\$78,790	\$94,769	12.8%	0.0%	5.0%		\$78,071	\$66,000	\$78,790	\$94,769	50.3%	0.0%	100.0%
Other / Not Provided	9	65	\$89,162	\$80,080	\$90,036	\$102,212	43.1%	33.8%	5.3%	\$6,617	\$91,401	\$80,080	\$92,498	\$104,679	9.2%	0.0%	100.0%

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