

HR Alliance Compensation Survey & Trend Report

About the Survey

The **HR Alliance Compensation Survey** represents one of the DC Metro area's most extensive sources of information for government contractors and commercial companies, providing compensation data on nearly 1,000 jobs representing over 66,000 incumbents, and comprehensive information on policies and practices.

Data Reported

- Base Salary reported by Revenue and Industry
- Short-Term Incentives
- Long-Term Incentive Eligibility
- Security Clearance Data
- Detailed Policies and Practices Report

Data is reported in aggregated form only ensuring the confidentiality of each firm's submitted information

Key Dates

Data Effective Date

- April 1, 2019

Survey Launch Date

- April 1, 2019

Participation Webinar

- April 23, 2019

Submissions Due

- June 7, 2019

Report Publication

- August 26, 2019

Compensation Results Program

- October 2019

The survey covers jobs in a broad list of disciplines such as: Executive, Professional, Engineering, Information Technology, Telecommunications, Scientific, Sales, Administrative and Support.

The HR Alliance Compensation Survey is the most comprehensive source for DC Metro Compensation data. We have no doubt that you will find the survey to be a valuable tool for your compensation needs.

Participants in the survey and HR Alliance members receive a significant discount on the survey report.

**For more information
contact:**

HR Alliance
Compensation Survey
703-433-9576
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Sample Job Data from 2018 Survey

Family: Program/Project Management (OPPM)
Level: Program Manager I (M1)

Family Description:

Manages and ensures the timely completion of programs or projects. Uses specific knowledge about one or more related areas to plan, communicate and achieve objectives through the program/project team. Oversees the team as they plan, track and execute project plans from start to completion. Recommends changes to improve processes and alleviate process inaccuracy and duplication.

Use the Program/Project Management Career Levels.

Level Description:

Plan, staff, budget, and direct one or more program(s) to ensure the timely delivery of contractual commitments to clients/customers. Typically have budget or profit/loss responsibility, ensuring adherence to schedules, budgets, and other contract terms. Typical program(s) under management generally range from \$1 million to \$5 million in annual revenues and involve 10-25 employees or contractors.

	# 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	22	441	\$139,908	\$116,365	\$139,300	\$159,010	83.2%	30.2%	8.0%	\$8,674	\$142,527	\$118,455	\$140,000	\$164,830	98.3%	5.5%	59.0%	
Industry																		
Govt Chartered / Defense	7	92	\$128,124	\$107,921	\$121,435	\$144,973	76.5%	25.2%	4.3%	\$3,485	\$129,002	\$109,777	\$121,600	\$145,000	98.5%	20.7%	71.9%	
Info Tech / Telecomm	11	327	\$144,157	\$124,600	\$143,000	\$162,110	80.3%	41.9%	10.1%	\$10,281	\$148,463	\$126,003	\$147,900	\$171,145	98.9%	2.6%	42.9%	
Rsrch / Cons / Prof Svcs	2	19																
All Other	2	3																
Security Clearance																		
Yes	12	251	\$137,870												53	98.1%	9.6%	100.0%
No	16	190	\$140,076												84	98.9%	3.2%	0.0%
Type of Security Clearance																		
TS/SCI with FS/L Poly	2	8																
TS/SCI with CI Poly	3	36																
TS/SCI	5	74	\$155,317															
Top Secret	6	67	\$140,782															
Secret	6	56	\$136,806															
Other / Not Provided	9	64	\$123,076															
Revenue Group																		
Under \$50M	0	0																
\$50M to < \$300M	6	55	\$139,908															
\$300M to < \$1B	3	33																
\$1B to < \$5B	4	199																
\$5B and Above	8	123	\$139,908															

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