



Pearl Meyer

HR Alliance Compensation Survey and
Trend Report

Report Descriptions & Definitions

Participating Companies

2020 Participating Companies

1Source	Department of Defense	NCI Information Systems, Inc.
Accenture Ltd.	Dovel Technologies	Neosystems Corp
American Institutes for Research	DRS Technologies, Inc	Noblis, Inc.
American Registry of Internet Numbers	Echostar / Hughes Network Systems	Northrop Grumman Corporation
American Systems Corporation	Edgewood Management Vantage Management	PAE
American University	Equinix	Parsons Corporation
ANSER	ExoAnalytic Solutions Inc	Ridgeline International
Aretec Inc.	GBL Systems Corporation	SAIC, Inc.
BAE Systems North America, Inc.	General Dynamics Mission Systems	Sedna Digital Solutions, LLC
Booz Allen Hamilton Inc.	IBM Corporation	Serco
CACI International, Inc.	IMPAQ International, LLC	Stillwater Human Capital
Centauri Corporation	Institute for Defense Analyses	TCOM, L.P.
CenturyLink, Inc.	Intelsat US LLC	The Aerospace Corporation
CGI Technologies and Solutions, Inc.	Johns Hopkins University	The MITRE Corporation
ClearEdge IT Solutions LLC	Johns Hopkins University Applied Physics Laboratory	UIC Government Services
CNA	Leidos	WBB Consulting Inc
CVP	Lockheed Martin Corporation	Westat
DCS Corporation	Mythics, Inc.	

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Results By Position

Family: Systems Engineering (ENSY)
Level: Advanced Professional (P4)

Family Description:

Conduct a variety of engineering tasks related to the development, operation, and maintenance of complex technology systems. Ensure integration of processes of methodologies to ensure performance of total system. Typically trained in a variety of technical disciplines such as electronics, software, mathematical and scientific specialties.

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	21	1141	\$147,039	\$133,465	\$146,016	\$159,650	64.9%	22.8%	5.1%	\$3,594	\$147,860	\$133,965	\$147,000	\$160,151	100.0%	0.1%	90.2%
Industry																	
Govt Chartered / Defense	7	620	\$144,124	\$132,024	\$141,858	\$156,200	50.4%	26.3%	5.1%	\$3,159	\$144,954	\$132,596	\$142,800	\$157,061	100.0%	0.0%	89.5%
Info Tech / Telecomm	8	449	\$146,582	\$132,742	\$147,727	\$161,494	76.8%	34.2%	5.0%	\$4,399	\$148,086	\$133,424	\$148,512	\$164,800	100.0%	0.0%	80.9%
Rsrch / Cons / Prof Svcs	4	17															
All Other	2	55															
Security Clearance																	
Yes	14	943	\$147,368	\$133,465	\$146,520	\$159,300	65.1%	22.4%	5.0%	\$3,590	\$148,172	\$133,900	\$147,403	\$160,050	100.0%	0.0%	100.0%
No	14	198	\$145,272	\$132,260	\$145,000	\$159,673	61.2%	26.0%	5.2%	\$3,664	\$146,223	\$133,677	\$145,000	\$160,269	100.0%	0.5%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	3	17															
TS/SCI with CI Poly	4	148															
TS/SCI	5	389	\$155,091	\$142,000	\$152,734	\$167,276	49.7%	11.5%		\$5,620	\$155,739	\$143,958	\$152,734	\$168,000	100.0%	0.0%	100.0%
Top Secret	8	121	\$154,491	\$144,895	\$154,204	\$163,681	57.4%	28.9%	5.2%	\$4,278	\$155,727	\$146,000	\$154,500	\$164,696	100.0%	0.0%	100.0%
Secret	6	83	\$144,012	\$132,664	\$145,000	\$157,600	46.2%	9.7%	6.0%	\$2,743	\$144,279	\$132,664	\$145,000	\$157,600	100.0%	0.0%	100.0%
Other / Not Provided	6	282	\$145,746	\$135,000	\$144,307	\$156,800	52.0%	14.6%	5.1%	\$4,155	\$146,351	\$135,141	\$145,500	\$157,290	100.0%	0.5%	100.0%

Results By Position

Family: Administrative Assistant (ADAS)
Level: Lead Administrative (A3)

Family Description:

Provide a variety of administrative support functions to departments, managers, professionals and/or projects. NOTE: This job family may only be matched to career levels A1, A2, A3, and MS.

Level Description:

Leads specialized area of administrative support or provides support to VP or higher. Full knowledge of procedures in area of expertise. May provide work direction to lower level support employees. Typically requires: HS diploma or GED; at least 5 years of related experience; thorough knowledge of policies and procedures; highly tactful communications; expertise with related systems. Receives broad supervision.

	# 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	31	770	\$66,524	\$57,001	\$65,042	\$74,460	14.3%	5.9%	3.1%	\$3,427	\$66,727	\$57,001	\$65,042	\$74,675	5.5%	0.1%	39.3%
Geographic Location																	
State: DC	10	30	\$76,738	\$60,376	\$75,000	\$90,000	32.3%	9.2%	3.5%	\$3,892	\$77,096	\$60,376	\$75,000	\$90,000	22.8%	0.0%	35.8%
State: MD	21	525	\$65,187	\$56,500	\$63,586	\$71,718	9.7%	4.1%	3.0%	\$699	\$65,215	\$56,700	\$63,586	\$71,718	3.1%	0.0%	45.9%
State: VA	22	215	\$72,036	\$62,304	\$72,939	\$79,665	33.0%	14.0%	3.1%	\$4,124	\$72,612	\$62,304	\$72,956	\$80,850	11.2%	0.5%	32.5%
Industry																	
Govt Chartered / Defense	9	308	\$71,263	\$63,068	\$71,416	\$77,896	6.7%	4.2%	1.0%	\$2,293	\$71,360	\$63,336	\$71,416	\$78,484	0.0%	0.0%	53.2%
Info Tech / Telecomm	13	178	\$70,125	\$58,228	\$68,016	\$78,838	46.9%	15.7%	3.6%	\$4,002	\$70,755	\$58,228	\$68,016	\$78,899	16.5%	0.6%	42.9%
Rsrch / Cons / Prof Svcs	6	13	\$71,132	\$60,010	\$70,000	\$78,200	44.6%	44.6%	3.0%	\$1,903	\$71,981	\$60,243	\$70,000	\$79,200	43.1%	0.0%	13.8%
All Other	3	271															
Security Clearance																	
Yes	13	232	\$75,483	\$66,560	\$74,460	\$82,315	40.3%	10.3%	2.5%	\$2,374	\$75,727	\$66,560	\$74,675	\$82,315	16.1%	0.0%	100.0%
No	28	538	\$65,568	\$55,846	\$63,128	\$74,776	13.2%	7.4%	3.2%	\$3,874	\$65,855	\$55,846	\$63,128	\$74,918	4.8%	0.3%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	3	7															
TS/SCI with CI Poly	2	6															
TS/SCI	3	21															
Top Secret	6	46	\$70,992	\$64,272	\$74,000	\$75,000	49.9%	16.9%	4.0%	\$3,078	\$71,513	\$64,272	\$74,000	\$75,665	8.5%	0.0%	100.0%
Secret	8	125	\$71,382	\$63,149	\$71,101	\$76,209	47.9%	11.9%		\$2,287	\$71,655	\$63,149	\$71,101	\$76,209	16.3%	0.0%	100.0%
Other / Not Provided	14	132	\$70,358	\$60,677	\$67,051	\$78,899	23.0%	7.9%	2.4%	\$7,066	\$70,919	\$60,677	\$67,051	\$78,899	5.6%	0.8%	100.0%

Policies & Practices

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