

About our Survey:

The [HR Alliance Compensation Survey & Trend Report](#), entering into its 34th year, can help employers attract and retain the DC-metro area's top talent, while helping the organization to continuously improve its compensation practices and talent management strategies. It is one of the most comprehensive sources of information on salaries, incentive pay, and compensation practices in the DC Metro region. Features:

- Low-cost survey with an easy participation process that provides data specific to the DC metro area
- Strong participation from the technology sector
- Captures security clearance premiums
- Includes the HR Trend Report, capturing policies and practices unique to the DC metro area
- Great addition to any survey library; valuable resource to companies looking for DC specific information; low-cost option for companies focused on the DC market
- Jobs focused on the DC metro region, includes corporate roles
- Includes an Executive Summary which highlights important trends and findings
- Good price relative to national surveys, especially for Participants who are HR Alliance Organizational Members and receive a significant discount from the base price plus, receive all member benefits to include free admittance to professional development programs and networking events and free use of the HR Job Board.
- Useful as a check on national surveys to ensure that your pricing aligns with the local market
- Survey Time-line:
  - Participation opens in early April, inputs are due in mid-June, survey report is released in late August.

Compensation components included:

- Average Base Salary
- Base Salary Percentiles
- Average Total Cash
- Total Cash Percentiles
- Security Clearance Premiums



Policies and Practices Results include:

Organization Data	Turnover
Salary Budgets and Increases	Retirement Savings Plan
Pay Increases	Tuition Assistance
Salary Structure and Pay Ranges	Pay for Time not Worked
Geographical Differentials	Security Clearance Practices – Pay/Incentive Policies
Below Minimum/Over Maximum Treatment	Security Clearance Practices
Exempt Overtime Practices	Sales Practices
Variable Pay Practices	Severance Programs
Signing Bonus	Workplace Flexibility
Hot Skills	Diversity and Inclusion

Contact [staff@hralliancedc.org](mailto:staff@hralliancedc.org) for more information or if you have questions.