



Pearl Meyer

HR Alliance Compensation Survey and
Trend Report

Sample Document

Participating Companies

2022 Participating Companies

Accenture Inc	DRS Technologies, Inc.	Ridgeline International
American Institutes for Research	Echostar - Hughes Network Systems	SAIC, Inc.
American Registry of Internet Numbers	Edgewood Management Vantage Management	Sedna Digital Solutions, LLC
American Systems Corporation	ExoAnalytic Solutions Inc	Serco
ANSER	GBL Systems Corporation	Signal Systems Corporation
Arcfield Construction Ltd	General Dynamics Mission Systems	SOS International, Ltd.
AT&T Inc.	Guidehouse	Stillwater Human Capital
BAE Systems North America, Inc.	Hexagon US Federal	TCOM, L.P.
Battelle Memorial Institute	Institute for Defense Analyses	The Aerospace Corporation
BigBear.ai	Johns Hopkins University	The MITRE Corporation
Builders FirstSource, Inc.	Johns Hopkins University Applied Physics Laboratory	Unison Software, Inc.
CACI International, Inc.	Leidos	W.R. Grace & Co.
ClearEdge IT Solutions LLC	Lockheed Martin Corporation	Westat
CNA	Lumen	Zeta Associates
Constellis	Neosystems Corp	
CVP	Noblis, Inc.	
DCS Corporation	Parsons Corporation	
Department of Defense	Peraton	

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Results By Position

Family: Software Engineering (ENSW)
Level: Career Level Professional (P3)

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:

Seasoned professional in the job family. This is the level of full competence that all professionals are expected to achieve in the function. Manages program and project implementation and makes significant contributions to department goals and planning efforts. Typical education and experience or equivalent combination: Bachelor's; 5-8 years of related professional experience. Note: Newly hired PhD graduates are typically matched here.

	# 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	27	1480	\$128,208	\$116,685	\$126,389	\$138,868	65.8%	40.0%	5.8%	\$5,375	\$130,358	\$118,373	\$128,825	\$140,599	88.2%	7.4%	57.7%
Industry																	
Govt Chartered / Defense	8	601	\$129,747	\$121,065	\$128,081	\$138,741	69.9%	46.3%	4.0%	\$4,087	\$131,638	\$123,000	\$129,935	\$138,868	75.5%	18.8%	90.7%
Info Tech / Telecomm	16	818	\$125,354	\$111,099	\$122,590	\$138,500	58.7%	31.2%	6.4%	\$5,917	\$127,200	\$113,000	\$125,000	\$140,729	99.5%	0.8%	49.8%
Rsrch / Cons / Prof Svcs	0	0															
All Other	3	61															
Security Clearance																	
Yes	11	473	\$135,583	\$119,700	\$135,251	\$150,010	55.7%	16.0%	6.3%	\$5,302	\$136,433	\$120,000	\$136,614	\$151,938	74.8%	0.0%	100.0%
No	24	1007	\$124,462	\$115,100	\$124,000	\$133,570	68.0%	50.2%	5.7%	\$5,463	\$127,208	\$117,123	\$126,246	\$136,753	98.9%	10.8%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	4	39															
TS/SCI with CI Poly	6	40	\$136,241	\$114,712	\$135,824	\$161,298	64.0%	17.2%	5.8%	\$5,633	\$137,212	\$114,712	\$135,824	\$163,255	82.0%	0.0%	100.0%
TS/SCI	8	152	\$141,039	\$124,301	\$139,153	\$156,166	57.5%	11.7%	6.4%	\$4,620	\$141,578	\$124,301	\$140,000	\$157,685	75.3%	0.0%	100.0%
Top Secret	8	128	\$129,868	\$113,421	\$132,100	\$143,170	55.4%	20.7%	6.4%	\$5,286	\$130,962	\$113,859	\$135,341	\$145,852	74.0%	0.0%	100.0%
Secret	8	114	\$120,234	\$106,596	\$118,058	\$132,000	38.1%	9.1%	4.1%	\$3,755	\$120,576	\$106,596	\$118,058	\$132,000	74.3%	0.0%	100.0%
Other / Not Provided	14	660	\$122,804	\$115,000	\$123,263	\$130,929	59.2%	42.0%	4.0%	\$4,128	\$124,537	\$116,172	\$125,033	\$132,877	99.7%	16.5%	

Results By Position

Family: Administrative Assistant (ADAS)
Level: Skilled Administrative (A2)

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:

Fully competent at performing administrative or support tasks and responsibilities in functional area. May provide direction to lower level support employees. Typically requires: HS diploma or GED; at least 2 years of related experience; knowledge of company and department procedures; tact in communications; proficiency with related systems. Receives general 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	27	509	\$58,388	\$49,333	\$56,385	\$65,177	25.4%	14.5%	4.7%	\$6,945	\$59,396	\$50,000	\$58,250	\$66,012	9.6%	8.2%	17.3%
Geographic Location																	
State: DC	7	19	\$63,818	\$50,000	\$55,410	\$79,869	27.0%	5.4%	5.0%	\$1,966	\$63,924	\$50,000	\$55,410	\$79,869	24.5%	5.4%	44.7%
State: MD	17	390	\$56,714	\$49,000	\$54,200	\$62,100	31.1%	17.9%		\$6,197	\$57,822	\$50,000	\$55,000	\$64,593	14.6%	9.3%	17.4%
State: VA	18	100	\$62,984	\$55,052	\$63,000	\$70,124	27.8%	17.8%	4.7%	\$8,520	\$64,498	\$58,000	\$65,000	\$72,333	2.2%	11.1%	12.2%
Industry																	
Govt Chartered / Defense	10	122	\$65,678	\$60,362	\$65,177	\$72,290	27.7%	14.3%	4.0%	\$1,883	\$65,946	\$60,362	\$65,416	\$72,795	17.6%	20.1%	29.4%
Info Tech / Telecomm	10	35	\$57,317	\$50,003	\$55,052	\$64,701	72.8%	27.2%	4.8%	\$2,139	\$57,899	\$50,003	\$55,052	\$65,141	3.0%	3.0%	28.9%
Rsrch / Cons / Prof Svcs	0	0															
All Other	7	352	\$56,352	\$47,500	\$51,917	\$58,300	18.7%	18.7%		\$14,130	\$58,994	\$49,005	\$54,080	\$62,836	11.8%	0.0%	9.8%
Security Clearance																	
Yes	6	22	\$66,362	\$54,891	\$60,549	\$68,536	49.7%	5.5%		\$1,550	\$66,447	\$54,891	\$60,549	\$70,308	24.8%	0.0%	100.0%
No	27	487	\$58,354	\$49,486	\$57,250	\$65,400	22.2%	15.3%	4.7%	\$7,202	\$59,458	\$50,042	\$58,391	\$66,077	9.5%	9.1%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	0	0															
TS/SCI with CI Poly	0	0															
TS/SCI	1	1															
Top Secret	2	4															
Secret	5	17	\$55,838	\$53,300	\$55,037	\$64,501	49.2%	3.1%		\$600	\$55,856	\$53,300	\$55,037	\$64,501	0.0%	0.0%	100.0%
Other / Not Provided	12	382	\$59,426	\$50,042	\$60,700	\$65,950	20.7%	10.4%		\$1,779	\$59,611	\$50,042	\$60,700	\$66,012	16.3%	18.5%	

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