



Pearl Meyer

HR Alliance Compensation Survey and
Trend Report

Sample Document

Participating Companies

2023 Participating Companies

| | | |
|----------------------------------|--|---|
| Accenture LLP | Edgewood Management Vantage Management | PenFed Credit Union |
| American Institutes for Research | ExoAnalytic Solutions Inc | Peraton |
| American Systems Corporation | Experian Americas | Professional Solutions Delivered, LLC (ProSoDel) |
| American University | GBL Systems Corporation | Ridgeline International |
| ANSER | GDIT | SAIC, Inc. |
| Arcfield Construction Ltd | General Dynamics Corp. | Sedna Digital Solutions, LLC |
| AT&T Inc. | General Dynamics Mission Systems | Serco |
| BCT LLC | Hexagon US Federal | Signal Systems Corporation |
| Booz Allen Hamilton Inc. | Institute for Defense Analyses | Stillwater Human Capital |
| CACI International, Inc. | Intelsat US LLC | TCOM, L.P. |
| ClearEdge IT Solutions LLC | Johns Hopkins University | The Aerospace Corporation |
| CNA | Leidos | The MITRE Corporation |
| Constellis | LPL Financial | Unison Software, Inc. |
| DCS Corporation | Lufburrow & Company | Westat |
| Definitive Logic | Magellan Federal | Zeta Associates |
| Deloitte Global | ManTech International Corporation | |
| Deloitte LLP | Neosystems Corp | |
| Department of Defense | Noblis, Inc. | |
| Easy Dynamics Corp | Parsons Corporation | |

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Job Family Summary

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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 | 28 | 867 | \$130,152 | \$114,609 | \$127,500 | \$142,904 | 65.3% | 30.6% | 6.5% | \$7,397 | \$132,413 | \$116,002 | \$130,000 | \$146,156 | 99.5% | 0.4% | 71.2% |
| Industry | | | | | | | | | | | | | | | | | |
| Govt Chartered / Defense | 3 | 130 | | | | | | | | | | | | | | | |
| Info Tech / Telecomm | 20 | 702 | \$132,373 | \$116,583 | \$129,113 | \$146,156 | 64.4% | 32.8% | 6.6% | \$7,655 | \$134,885 | \$118,565 | \$131,641 | \$150,000 | 99.5% | 0.6% | 65.6% |
| Rsrch / Cons / Prof Svcs | 0 | 0 | | | | | | | | | | | | | | | |
| All Other | 5 | 35 | \$134,035 | \$126,985 | \$131,015 | \$141,934 | 50.3% | 50.3% | 6.0% | \$4,516 | \$136,306 | \$127,557 | \$137,144 | \$144,914 | 98.4% | 0.0% | 15.2% |
| Security Clearance | | | | | | | | | | | | | | | | | |
| Yes | 15 | 403 | \$134,752 | \$113,000 | \$130,571 | \$154,000 | 63.9% | 21.1% | 6.1% | \$6,897 | \$136,208 | \$113,039 | \$134,550 | \$155,949 | 99.7% | 0.8% | 100.0% |
| No | 22 | 464 | \$126,200 | \$115,566 | \$126,885 | \$136,300 | 66.7% | 38.3% | 6.9% | \$7,612 | \$129,112 | \$117,875 | \$128,380 | \$140,000 | 99.3% | 0.0% | 0.0% |
| Type of Security Clearance | | | | | | | | | | | | | | | | | |
| TS/SCI with FS/L Poly | 6 | 48 | \$153,682 | \$139,797 | \$150,010 | \$170,000 | 39.1% | 22.7% | 5.6% | \$5,664 | \$154,970 | \$139,874 | \$150,010 | \$171,000 | 100.0% | 5.7% | 100.0% |
| TS/SCI with CI Poly | 4 | 66 | | | | | | | | | | | | | | | |
| TS/SCI | 7 | 61 | \$150,321 | \$131,400 | \$154,000 | \$166,400 | 77.1% | 33.8% | 5.6% | \$6,963 | \$152,674 | \$135,109 | \$155,500 | \$170,000 | 100.0% | 0.0% | 100.0% |
| Top Secret | 8 | 57 | \$136,559 | \$126,140 | \$136,175 | \$146,459 | 51.9% | 23.1% | 6.3% | \$5,850 | \$137,912 | \$126,140 | \$139,974 | \$146,459 | 96.1% | 0.0% | 100.0% |
| Secret | 10 | 85 | \$122,087 | \$108,690 | \$121,295 | \$132,800 | 47.5% | 29.0% | 6.4% | \$6,680 | \$124,025 | \$109,180 | \$123,960 | \$136,308 | 100.0% | 1.3% | 100.0% |
| Other / Not Provided | 13 | 407 | \$124,901 | \$112,000 | \$125,000 | \$136,300 | 69.7% | 32.7% | 7.3% | \$8,991 | \$127,843 | \$113,039 | \$127,608 | \$139,418 | 99.5% | 0.0% | 100.0% |

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 | 26 | 473 | \$62,162 | \$48,888 | \$57,991 | \$72,821 | 32.8% | 6.2% | 3.6% | \$2,756 | \$62,333 | \$48,888 | \$57,991 | \$73,177 | 17.6% | 0.0% | 33.7% |
| Geographic Location | | | | | | | | | | | | | | | | | |
| State: DC | 6 | 57 | \$59,267 | \$48,672 | \$56,057 | \$68,088 | 50.5% | 7.8% | | \$1,375 | \$59,373 | \$48,672 | \$56,057 | \$68,088 | 27.2% | 0.0% | 36.8% |
| State: MD | 17 | 304 | \$59,001 | \$46,910 | \$55,162 | \$66,165 | 28.6% | 5.2% | 1.0% | \$581 | \$59,032 | \$46,910 | \$55,162 | \$66,500 | 14.3% | 0.0% | 24.5% |
| State: VA | 18 | 112 | \$73,568 | \$61,350 | \$72,873 | \$83,621 | 53.6% | 10.7% | 4.6% | \$3,712 | \$73,966 | \$61,393 | \$73,329 | \$83,621 | 29.5% | 0.0% | 52.7% |
| Industry | | | | | | | | | | | | | | | | | |
| Govt Chartered / Defense | 5 | 35 | \$68,140 | \$62,550 | \$68,750 | \$75,000 | 0.0% | 0.0% | | | \$68,140 | \$62,550 | \$68,750 | \$75,000 | 0.0% | 0.0% | 0.0% |
| Info Tech / Telecomm | 11 | 124 | \$69,373 | \$55,547 | \$66,500 | \$85,000 | 69.1% | 10.3% | 4.0% | \$3,814 | \$69,766 | \$55,547 | \$66,500 | \$85,000 | 36.5% | 0.0% | 55.0% |
| Rsrch / Cons / Prof Svcs | 0 | 0 | | | | | | | | | | | | | | | |
| All Other | 10 | 314 | \$55,525 | \$48,402 | \$52,360 | \$62,600 | 14.8% | 12.7% | 3.0% | \$642 | \$55,606 | \$48,402 | \$52,360 | \$62,600 | 2.1% | 0.0% | 3.2% |
| Security Clearance | | | | | | | | | | | | | | | | | |
| Yes | 6 | 57 | \$73,726 | \$60,320 | \$72,116 | \$88,608 | 52.7% | 3.2% | 4.5% | \$1,586 | \$73,777 | \$60,320 | \$72,116 | \$88,608 | 39.3% | 0.0% | 100.0% |
| No | 25 | 416 | \$59,171 | \$48,013 | \$55,492 | \$67,496 | 24.7% | 7.9% | 3.4% | \$2,825 | \$59,395 | \$48,013 | \$55,492 | \$67,496 | 7.5% | 0.0% | 0.0% |
| Type of Security Clearance | | | | | | | | | | | | | | | | | |
| TS/SCI with FS/L Poly | 2 | 4 | | | | | | | | | | | | | | | |
| TS/SCI with CI Poly | 2 | 5 | | | | | | | | | | | | | | | |
| TS/SCI | 3 | 9 | | | | | | | | | | | | | | | |
| Top Secret | 4 | 8 | | | | | | | | | | | | | | | |
| Secret | 5 | 30 | \$66,771 | \$52,874 | \$66,839 | \$80,000 | 58.1% | 8.6% | 4.5% | \$1,586 | \$66,907 | \$52,874 | \$66,839 | \$80,000 | 35.9% | 0.0% | 100.0% |
| Other / Not Provided | 11 | 305 | \$63,204 | \$51,917 | \$62,000 | \$70,935 | 40.0% | 5.9% | 3.8% | \$1,557 | \$63,296 | \$51,917 | \$62,000 | \$70,935 | 11.8% | 0.0% | 100.0% |

Policies & Practices

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