



Pearl Meyer

HR Alliance Compensation Survey and
Trend Report

Sample Document

Participating Companies

2024 Participating Companies

Accenture LLP

American Institutes for Research

American Registry of Internet Numbers

American Systems Corporation

American University

ANSER

Arcfield Construction Ltd

AT&T Inc.

BAE Systems North America, Inc.

Booz Allen Hamilton Inc.

ClearEdge IT Solutions LLC

CNA

Constellis

DCS Corporation

Deloitte LLP

Department of Defense

DRS Technologies, Inc.

Easy Dynamics Corp

ExoAnalytic Solutions Inc

GBL Systems Corporation

GDIT

General Dynamics Mission Systems

Institute for Defense Analyses

Intelsat US LLC

Intezra

Johns Hopkins University

Johns Hopkins University Applied Physics Laboratory

LeadingAge

Leidos

Lockheed Martin Corporation

Lufburrow & Company

Magellan Federal

Metron, Inc.

Neosystems Corp

Noblis, Inc.

Parsons Corporation

PenFed Credit Union

Peraton

Pratum Companies

Professional Solutions Delivered, LLC

(ProSoDel)

RACTSOL

Ridgeline International

SAIC, Inc.

Sedna Digital Solutions, LLC

Serco

Signal Systems Corporation

TCOM, L.P.

The Aerospace Corporation

The MITRE Corporation

Toffler Associates

Unison Software, Inc.

Westat

Wingbrace

Zeta Associates

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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	1154	\$133,977	\$123,600	\$132,000	\$142,303	45.6%	16.2%	5.9%	\$6,088	\$134,961	\$124,176	\$133,094	\$144,200	99.8%	0.2%	45.4%
Industry																	
Govt Chartered / Defense	7	370	\$134,012	\$127,182	\$133,811	\$139,431	47.7%	32.0%	5.2%	\$5,644	\$135,821	\$128,661	\$135,588	\$142,506	100.0%	0.0%	56.6%
Info Tech / Telecomm	15	720	\$131,574	\$120,510	\$128,500	\$141,440	35.3%	6.3%	6.6%	\$9,200	\$132,154	\$120,800	\$129,154	\$143,400	99.6%	0.4%	44.5%
Rsrch / Cons / Prof Svcs	0	0															
All Other	5	64	\$131,555	\$122,100	\$131,384	\$144,186	31.2%	31.2%	5.6%	\$4,559	\$132,980	\$122,100	\$136,248	\$144,375	100.0%	0.0%	26.6%
Security Clearance																	
Yes	14	391	\$138,211	\$124,500	\$133,094	\$150,063	39.5%	5.1%	6.4%	\$3,729	\$138,399	\$124,521	\$133,563	\$150,063	100.0%	0.6%	100.0%
No	21	763	\$132,005	\$122,710	\$131,040	\$140,750	50.3%	24.4%	5.6%	\$6,325	\$133,551	\$123,464	\$132,900	\$143,400	99.7%	0.0%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	8	43	\$151,951	\$136,013	\$150,000	\$168,300	48.7%	16.1%	5.3%	\$3,346	\$152,488	\$136,013	\$150,000	\$168,300	100.0%	2.7%	100.0%
TS/SCI with CI Poly	4	36															
TS/SCI	6	71	\$142,399	\$130,000	\$135,000	\$154,470	46.9%	14.6%	5.5%	\$2,900	\$142,822	\$130,000	\$135,000	\$154,470	100.0%	0.0%	100.0%
Top Secret	7	117	\$140,952	\$126,530	\$134,640	\$145,000	37.6%	3.2%	6.1%	\$2,000	\$141,015	\$126,530	\$134,640	\$146,186	100.0%	0.0%	100.0%
Secret	8	115	\$123,881	\$113,309	\$125,330	\$133,094	28.9%	4.7%	7.3%	\$4,942	\$124,115	\$113,309	\$125,330	\$133,563	100.0%	1.1%	100.0%
Other / Not Provided	13	260	\$130,860	\$123,355	\$130,000	\$137,498	15.0%	11.4%	10.0%	\$11,900	\$132,214	\$123,616	\$131,115	\$140,750	99.6%	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	344	\$62,895	\$51,500	\$61,360	\$73,445	7.8%	3.0%	3.3%	\$2,028	\$62,957	\$51,500	\$61,360	\$73,445	0.7%	0.0%	39.2%
Geographic Location																	
State: DC	5	34	\$58,435	\$51,870	\$57,470	\$65,943	16.8%	8.4%		\$2,500	\$58,646	\$51,870	\$57,470	\$68,443	0.0%	0.0%	0.0%
State: MD	19	243	\$61,121	\$50,294	\$60,060	\$71,000	6.3%	1.6%		\$1,880	\$61,150	\$50,294	\$60,060	\$71,227	0.8%	0.0%	40.9%
State: VA	17	67	\$70,797	\$60,632	\$72,035	\$83,637	19.4%	9.0%	3.3%	\$1,999	\$70,976	\$60,632	\$72,035	\$83,720	1.5%	0.0%	16.7%
Industry																	
Govt Chartered / Defense	8	130	\$73,436	\$65,657	\$73,611	\$83,637	4.6%	3.3%	4.0%	\$2,437	\$73,516	\$65,657	\$73,611	\$83,720	2.6%	0.0%	30.2%
Info Tech / Telecomm	8	39	\$54,002	\$45,252	\$50,414	\$62,282	29.3%	8.4%		\$1,777	\$54,151	\$45,252	\$50,414	\$62,282	0.0%	0.0%	41.8%
Rsrch / Cons / Prof Svcs	0	0															
All Other	10	175	\$56,867	\$50,213	\$54,746	\$62,300	7.6%	4.6%	3.0%	\$2,140	\$56,965	\$50,213	\$54,746	\$62,300	0.0%	0.0%	2.4%
Security Clearance																	
Yes	7	65	\$62,109	\$47,923	\$63,024	\$72,568	31.2%	0.0%			\$62,109	\$47,923	\$63,024	\$72,568	6.3%	0.0%	100.0%
No	25	279	\$61,685	\$50,750	\$59,428	\$71,000	7.6%	4.3%	3.3%	\$2,028	\$61,772	\$50,750	\$59,428	\$71,227	0.5%	0.0%	0.0%
Type of Security Clearance																	
TS/SCI with FS/L Poly	2	3															
TS/SCI with CI Poly	0	0															
TS/SCI	2	6															
Top Secret	2	11															
Secret	4	41															
Other / Not Provided	12	182	\$59,889	\$50,294	\$58,890	\$68,100	9.9%	3.7%		\$1,767	\$59,955	\$50,294	\$58,890	\$68,443	0.0%	0.0%	100.0%

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