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# **2011 GOVERNMENT CONTRACTOR HIGHLIGHTS**

# Overview

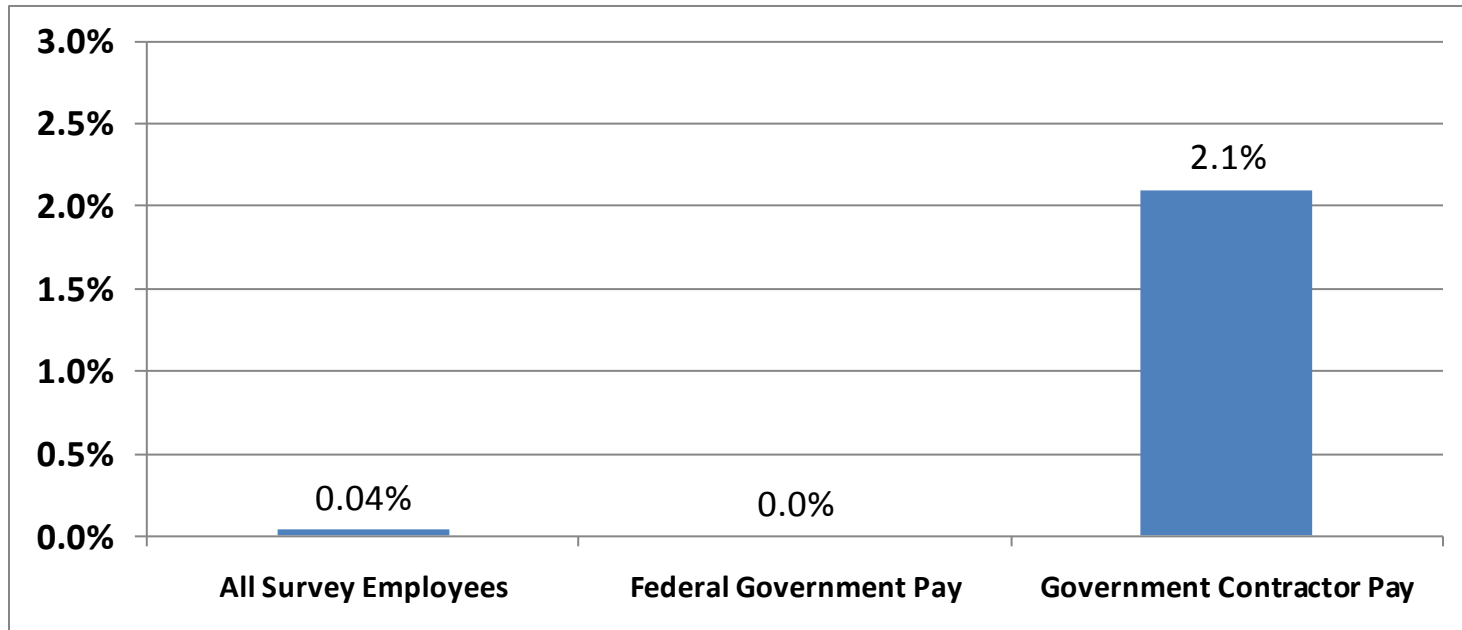
- Definition: 50% or more of firm's revenue derived from government contracts
- 100 organizations reported
- 448 jobs reported
- 33,934 employee salaries reported
- Voluntary responses, but best that exists
- Aggregated trends; year-over-year comparison

# Survey Trends – Detail

- 105 jobs declined in pay, 137 went up (+/- more than 0.5%)
- 7.3% overall pay differential for government contractor employees ABOVE federal employees (vs. 2.3% in prior survey)
- 6.8% if we exclude “Executive” pay (vs. 1.0% in prior survey)
- Government Contractor “Executive” pay levels on average 69% higher than federal employee counterparts (vs. 48% in prior survey)

# Survey Trends - Chart

2010-2011 Year-over-year changes in **median pay**



# Sample Jobs – Median Comparison

Clearance Level	Fed Govt. Median	HRA 2011	HRA 2011 GC
Chief Technology Officer	\$129.7	\$180.4	\$230.8
Software Developer III	\$68.7	\$97.9	\$90.0
HR Generalist III	\$109.7	\$84.5	\$83.4
Social Worker (MSW/LCSW) II	\$79.8	\$57.6	\$64.5
Accountant II	\$51.6	\$62.6	\$61.9

# Security Clearance Policies

- Surveyed at the organizational level
- 48% provide additional compensation to cleared personnel (vs. 53%)
- 5% - 15% average differential in base pay reported through all clearance levels (Secret through TS/Poly), in Policies and Practices section. (vs. 1% - 12%)

# Survey Trends – Security Clearance

Clearance Level	Jobs Compared	Median & Average Premiums	Incumbent Weighted Premium
Secret	65	0.5%	-1.4%
Top Secret	40	3-4%	11%
Top Secret SAP	14	9-10%	9%

# Top Jobs – Top Secret Clearance

Job	Premium
Business Development Manager	45.9%
IT/Helpdesk Support Specialist III	30.0%
HR Generalist III	19.2%
Contracts Director	16.7%
Contracts Administrator III	15.9%
Software Developer V	15.4%
Executive Assistant III	13.2%
Software Developer IV	12.5%



# Top Jobs – Top Secret/SAP Clearance

Job	Premium
Contracts Director	24.2%
Systems/Electronic Engineer V	17.9%
Software Developer V	15.9%
Systems/Electronic Engineer VI	13.9%
Contracts Manager	11.7%
Systems/Electronic Engineer IV	10.9%
Systems/Electronic Engineer III	9.9%
Systems/Electronic Engineering Manager	5.1%