

US Mercer SIRS®

Benchmark Premium

Covering two major industries (High Technology – STEM, and Life Sciences), the Benchmark Premium survey is the foundation of the SIRS Survey Suite. Evaluate and create competitive compensation plans with market data collected from 800+ organizations, ranging from entry-level to first-level executive.



Use the data to analyze cross-industry and industry-specific jobs present in most organizations as well as unparalleled coverage for highly specialized scientific and technical jobs. With this benchmark survey you can compare your talent strategy against 4,423 positions.

**High Technology – STEM****2,663 positions published****Life Sciences – STEM****3,098 positions published**[<<View full list>>](#)

Industries Covered

- SIRS – Aerospace & Defense
- SIRS – Agricultural
- SIRS – Animal Health
- SIRS – Biotechnology
- SIRS – Contract Healthcare Services
- SIRS – Electronics
- SIRS – Energy
- SIRS – High Technology
- SIRS – Life Sciences
- SIRS – Manufacturing
- SIRS – Medical Devices
- SIRS – Pharmaceutical Systems
- SIRS – Research and Development
- SIRS – Technical Services



Position families analyzed

- Administration, facilities & secretarial
- Communications & corporate affairs
- Creative & design
- Customer service & contact center operations
- Data analytics/warehousing & business intelligence
- Energy generation & supply
- Engineering & science
- Finance
- General management
- Healthcare/pharmacy services
- Hospitality (food service & lodging)
- Human resources
- IT, telecom & intranet
- Legal, compliance & audit
- Media
- Production & skilled trades
- Project/program management
- Quality management
- Real estate management, property development & investment
- Retail
- Sales, marketing & product management
- Supply chain
- Trading & dealing
- Transportation services



Career Streams Analyzed

- Executive
- Management
- Para-Professional
- Professional



Data collected

- Base salary
- FLSA status
- Job titles
- Long-term incentive eligibility and grants
- Organization data
- Salary range and grade
- Sales incentive eligibility and grants
- Short-term incentive eligibility and amounts
- Total cash compensation



887 companies submitting data

[<<View full list>>](#)

Mercer surveys are built using employee data collected from companies. The act of submitting data to a survey is known as survey participation and your company is then viewed as a participant that is entitled to receive these great benefits:

- A discount on the survey results.
- Exclusive invitations to events that provide expert insight into the survey results.
- The ability to compare your data to peer companies or competitors that you select.



Survey schedule

Participation runs from March through May with results published in September.



Pricing

2023 US Mercer SIRS® – Benchmark Premium:

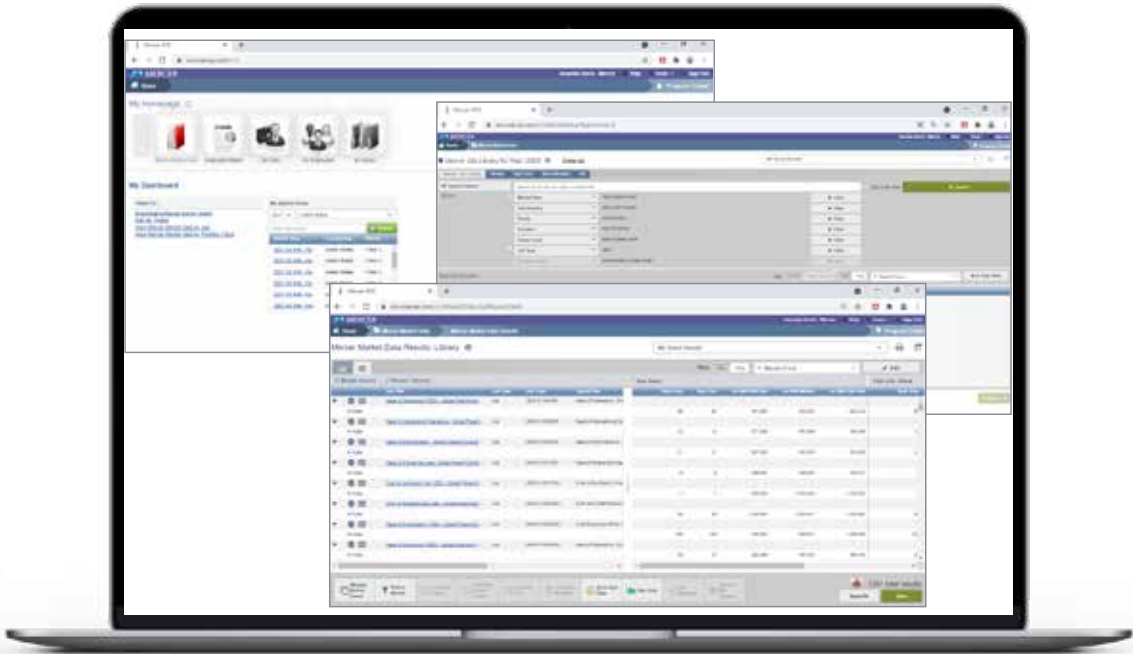
Participants
USD 14,000

Non-participants
USD 42,500

Base price includes three users; additional users may be added at additional rates - USD 1,250 per user. Pricing may vary for multi-entity organizations. Individuals or companies using Mercer data for consulting services or commercial purposes are subject to different rates. Please call for more information.

Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



Sample report

Survey Name:	2022 United States SIRS Benchmark Premium Survey	Refinement:	All Data						
Job Family:	IT, Telecom & Internet	Scale:	In Whole Numbers						
Job Sub-family:	IT Applications Development	Currency:	US Dollar						
Job Code:	ITC.06.R01.P40	Number of Organizations:	174						
Job Title:	IT Applications Development - Specialist Professional (P4)	Number of Observations:	3299						
Job Type:	Mercer Combined Job	Position Class:	50-57						
Job Description:	Associated Specializations: Blockchain Development (Financial Services & High Tech) - P40; General IT Applications Development - P40; General IT Mobile Applications Development - P40; Legal Technology Development (Professional Services) - P40								
* More than 25% of the rates within the sample are supplied by one organization									
** Note only the Mean and Median will be displayed if more than 50% of the incumbents are supplied by one organization									
Compensation Element	No. of Orgs	No. of Obs	T/M	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	174	3,299		109,725	120,661	133,253	131,808	142,341	154,540
Salary Min	99	2,037		77,798	92,356	103,813	101,000	117,500	131,200
Salary Mid	99	2,037		115,350	126,300	136,845	135,000	146,700	154,300
Salary Max	99	2,037		149,098	159,994	174,077	169,300	188,400	198,400
Total Guaranteed Cash Comp	174	3,299		109,725	120,661	133,253	131,808	142,341	154,540
STI Threshold % Base	16	560	**	—	—	4.9	5.5	—	—
STI Target	90	1,850		3,441	7,200	11,944	12,402	15,058	19,500
STI Target % of Base	90	1,850		2.5	5.0	8.9	10.0	11.0	14.0
STI Maximum % Base	42	1,123	*	7.5	10.0	15.5	14.6	21.5	24.0
STI Actual	104	1,764		3,500	8,050	14,178	13,956	19,041	23,576
STI Actual % Base	104	1,764		2.7	5.9	10.4	10.5	14.5	16.6
Sales Incentive (Target)	1	3	**	—	—	—	—	—	—
Sales Incentive Target % Base	1	3	**	—	—	—	—	—	—
Sales Incentive Actual	2	5	**	—	—	—	—	—	—
Sales Incentive Actual % Base	2	5	**	—	—	—	—	—	—
Profit Sharing Actual	6	31	**	—	—	7,242	5,337	—	—
Profit Sharing Actual % Base	6	31	**	—	—	4.9	3.6	—	—
Total Cash - Target	138	2,569		113,360	127,593	142,560	141,764	153,867	169,500
Total Cash Target - Receivers	90	1,853		122,371	134,236	145,071	144,735	155,081	167,315
Total Cash - Actual	174	3,299		112,212	124,514	140,925	138,776	153,303	170,563
Total Cash Actual - Receivers	106	1,781		124,956	136,557	149,210	147,701	159,779	174,121
LTI (B-S)	17	85	*	8,614	11,053	19,947	13,437	20,000	37,890
LTI % of Base (B-S)	17	85	*	6.0	8.8	14.5	10.0	14.7	22.7
TDC Target (B-S)	138	2,569		113,372	127,719	143,112	141,932	154,157	170,201
TDC Target (B-S) Rcvs	13	68	*	140,734	155,830	176,735	166,731	186,345	234,172
TDC Actual (B-S)	174	3,299		112,294	124,692	141,439	139,050	153,849	171,173

Contact us to order or for more information

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