

US Mercer SIRS® Benchmark Premium High Technology - STEM

Effectively manage your talent strategy with the High Technology - STEM portion of the US Mercer SIRS® Benchmark Premium survey. Benchmark your data across 23 industry-specific and cross-industry job families. Analyze critical aspects of your compensation strategy — from base pay, salary range, and grade, to job titles and total cash compensation — with data collected for 2,663 STEM positions, including Executives, from across the country. The compensation data included ranges from entry-level to lower executive level positions within the high tech - STEM fields.



2,663 positions published

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

Top 20 matched positions

1. Software Development Engineering (High Tech) – Specialist Professional (P4)
2. Manufacturing Assembly – Experienced Para-Professional (S2)
3. General Project Management – Specialist Professional (P4)
4. Software Development Engineering (High Tech) – Senior Professional (P3)
5. General Project Management – Senior Professional (P3)
6. Systems Software Engineering (High Tech) – Specialist Professional (P4)
7. Systems Software Engineering (High Tech) – Senior Professional (P3)
8. Software Development Engineering (High Tech) – Expert Professional (P5)
9. Systems Software Engineering (High Tech) – Experienced Professional (P2)
10. General Engineering – Specialist Professional (P4)
11. Contact Center Customer Service: Non-Technical – Experienced Para-Professional (S2)
12. Field Service Technician – Senior Para-Professional (S3)
13. Systems Software Engineering (High Tech) – Expert Professional (P5)
14. Mechanical Engineering – Senior Professional (P3)
15. Integrated Solutions (Hardware & Software) Engineering (High Tech) – Specialist Professional (P4)
16. General Project Management – Expert Professional (P5)
17. Integrated Solutions (Hardware & Software) Engineering (High Tech) – Senior Professional (P3)
18. Field Service Engineering – Senior Professional (P3)
19. Software Development Engineering (High Tech) – Experienced Professional (P2)
20. Aircraft Structural Assembly (High Tech) – Senior Para-Professional (S3)



Position families analyzed

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



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



281 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

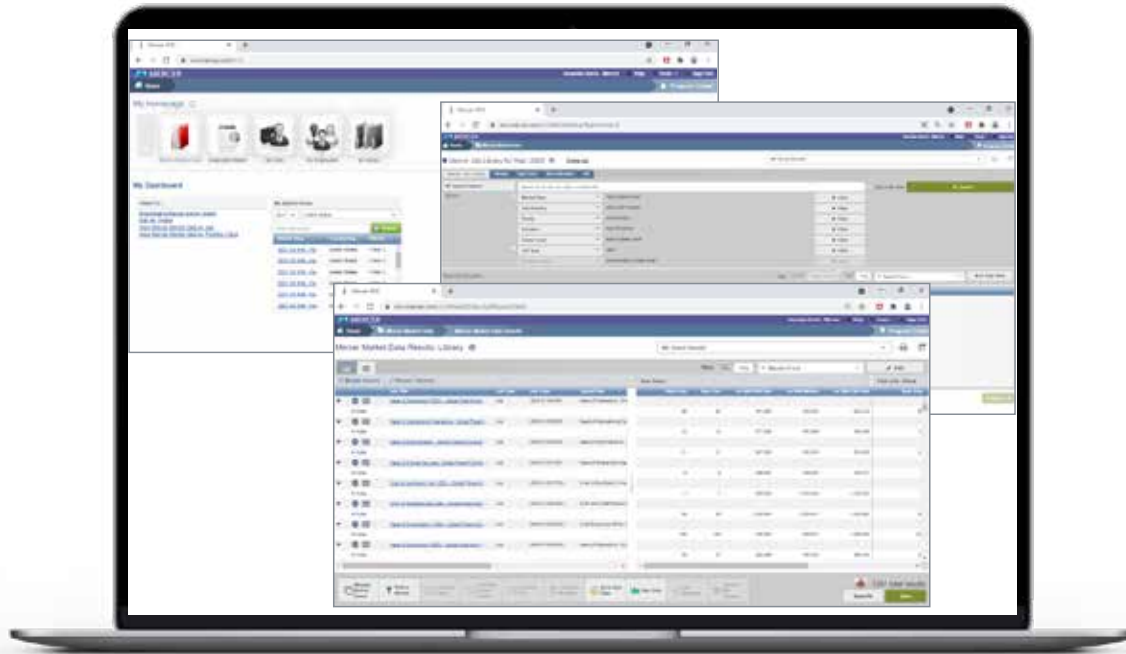
US Mercer SIRS® – Benchmark Premium - High Technology:

Participants
12,000 USD

Non-participants
36,000 USD

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 Standard Survey - High Technology - STEM Industry	Refinement:	All Data
Job Family:	Administration, Facilities & Secretarial	Scale:	In Whole Numbers
Job Sub-family:	Administration & Secretarial	Currency:	US Dollar
Job Code:	AFS.01.R02.S30	Number of Organizations:	154
Job Title:	Secretarial Support - Senior Para-Professional (S3)	Number of Observations:	5056
Job Type:	Mercer Combined Job	Position Class:	44-47
Job Description:	Associated Specializations: Executive Secretary/Executive Assistant - S30; Secretary/Administrative Assistant - S30		

* 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**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	154	5,056		49,418	56,035	63,395	62,390	70,614	77,688
Salary Min	106	4,137		39,291	41,900	47,630	47,600	53,120	55,000
Salary Mid	106	4,137		51,645	56,000	62,832	62,000	69,000	72,300
Salary Max	106	4,137		61,855	69,200	77,313	76,300	86,000	90,200
Total Guaranteed Cash Comp	154	5,056		49,418	56,035	63,395	62,390	70,614	77,688
STI Threshold % Base	5	10	**	---	---	4.4	4.8	---	---
STI Target	43	900		1,282	2,299	3,325	3,152	3,761	4,870
STI Target % of Base	43	900		1.8	4.0	4.6	5.0	5.0	6.5
STI Maximum % Base	19	412	**	---	---	10.2	10.0	---	---
STI Actual	54	938		1,667	2,716	4,492	3,672	4,797	6,000
STI Actual % Base	54	938		2.6	4.4	6.5	5.1	6.7	8.1
Sales Incentive (Target)	0	0		---	---	---	---	---	---
Sales Incentive Target % Base	0	0		---	---	---	---	---	---
Sales Incentive Actual	1	4	**	---	---	---	---	---	---
Sales Incentive Actual % Base	1	4	**	---	---	---	---	---	---
Profit Sharing Actual	7	240	**	---	---	1,788	1,576	---	---
Profit Sharing Actual % Base	7	240	**	---	---	2.8	2.4	---	---
Total Cash - Target	132	4,449		48,797	55,886	63,915	62,421	71,647	79,976
Total Cash Target - Receivers	43	900		59,531	64,866	73,925	73,364	81,224	88,603
Total Cash - Actual	154	5,056		49,461	56,224	64,320	63,111	71,814	80,000
Total Cash Actual - Receivers	60	1,170		58,691	63,685	72,593	71,350	79,907	86,317
LTI (B-S)	2	5	**	---	---	---	---	---	---
LTI % of Base (B-S)	2	5	**	---	---	---	---	---	---
TDC Target (B-S)	132	4,449		48,797	55,886	63,928	62,421	71,647	79,976
TDC Target (B-S) Rcvs	2	5	**	---	---	---	---	---	---
TDC Actual (B-S)	154	5,056		49,461	56,224	64,331	63,111	71,814	80,000
TDC Actual (B-S) Rcvs	2	5	**	---	---	---	---	---	---

Contact us to order or for more information

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