

## US Mercer SIRS® Survey Suite

The US Mercer Strategic Industry Rewards Solutions (SIRS®) Survey Suite provides the tools necessary to analyze your positions across 23 industry-specific and cross-industry job families. Apply the data in these surveys — from base pay and total cash compensation, to FLSA status and job titles — to learn exactly how to shape your rewards strategy.



4,423 positions published

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



### Modules available:

- **Benchmark:**
  - High Technology - STEM
  - Life Sciences
- Medical Device Sales
- Executive
- Sales Policies and Practices



### Cross industry job families

- Administrative services
- Communications
- Contracts
- Environmental, health & safety
- Facilities
- Finance
- Human resources
- Information technology
- Legal & regulatory
- Library sciences
- Marketing
- Sales
- Security
- Strategy & Planning
- Supply Chain
- Technical Product Support



### Industry specific job families

- Engineering & sciences
- Engineering & sciences support
- Manufacturing
- Quality



## 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.



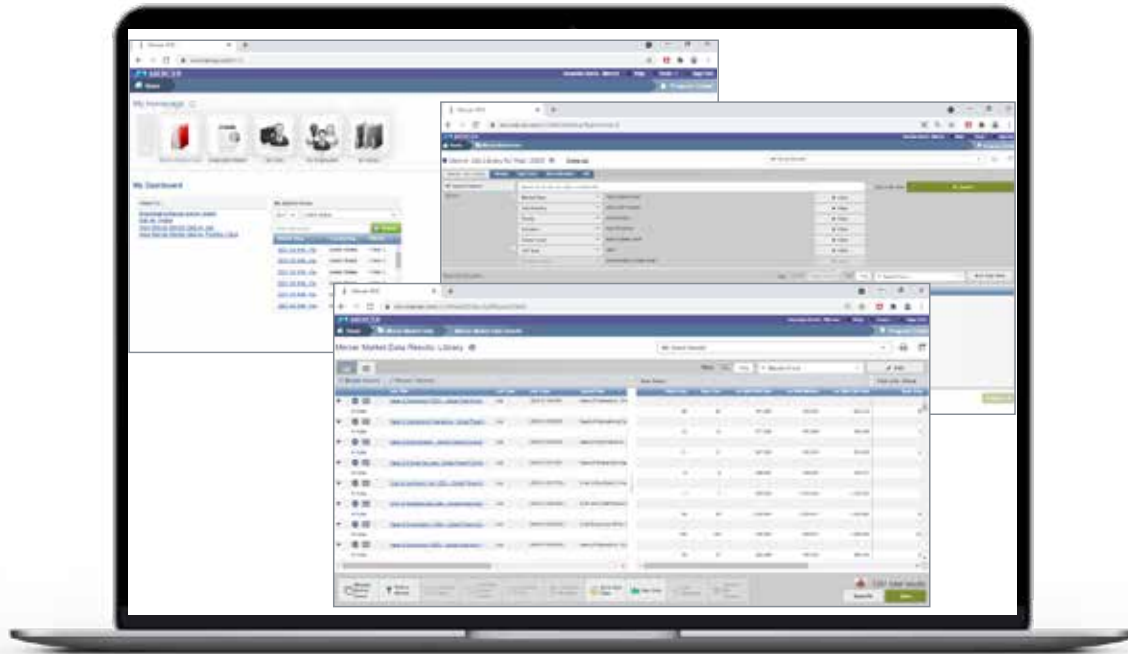
## Pricing

Survey Name	Participants	Non-participants
<b>US Mercer SIRS® – Benchmark Premium</b>	14,000 USD	42,000 USD
<b>US Mercer SIRS® – Executive Survey</b>	5,500 USD	16,500 USD
<b>US Mercer SIRS® – Sales Policies and Practices Survey</b>	1,700 USD	5,100 USD
<b>US Mercer SIRS® – Medical Device Salesy</b>	2,000 USD	6,000 USD

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

<b>Survey Name:</b>	2022 United States SIRS Benchmark Premium Survey	<b>Refinement:</b>	All Data
<b>Job Family:</b>	IT, Telecom & Internet	<b>Scale:</b>	In Whole Numbers
<b>Job Sub-family:</b>	IT Applications Development	<b>Currency:</b>	US Dollar
<b>Job Code:</b>	ITC.06.R01.P40	<b>Number of Organizations:</b>	174
<b>Job Title:</b>	IT Applications Development - Specialist Professional (P4)	<b>Number of Observations:</b>	3299
<b>Job Type:</b>	Mercer Combined Job	<b>Position Class:</b>	50-57
<b>Job Description:</b>	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**	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	14.8	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	3.8	...	...
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	*	6.614	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

[imercer.com/SIRS](https://imercer.com/SIRS)

888 942 4111

[surveys@mercercorp.com](mailto:surveys@mercercorp.com)