

Survey Name: 2021 United States FSS - Financial Operations
Job Family: Project/Program Management
Job Sub-family: Technical Project/Program Management
Job Code: PPM.02.002.P40

Refinement: All Data
Scale: In Whole Numbers
Currency: US Dollar
Number of Organizations: 86

Job Title: Technical Project Management - Specialist Professional (P4)

Number of Observations: 912

Job Type: Job

Position Class: 51-56

Job Description: Technical Project Management requires specific technical knowledge to plan, organize, and control resources, procedures, and timing for a technical process or project including:
 •Developing detailed work plans, schedules, project estimates, resource plans, and status reports, conducting risk analysis and monitoring the progress of plans against project milestones and budgets
 •Providing technical and analytical guidance to the project team
 •Ensuring adherence to quality standards and review of project deliverables
 •Analyzing and documenting requirements by liaising with a range of users in the organization
 •On some projects, where applicable, manages the integration of vendor tasks and tracks and reviews vendor deliverables
 A Specialist Professional (P4) is a recognized subject matter expert in job area typically obtained through advanced education and work experience. Responsibilities typically include:
 • Managing large projects or processes with limited oversight from manager.
 • Coaching, reviewing and delegating work to lower level professionals.
 • Problems faced are difficult and often complex.

Compensation Element	No. of Orgs	No. of Obs	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	86	912	101,203	117,621	129,852	130,000	143,236	158,584
STI Threshold % Base	10	63	--	--	5.5	7.5	--	--
STI Target	56	629	10,435	13,049	18,089	17,868	21,079	27,826
STI Target % of Base	56	629	10.0	10.0	13.9	14.0	15.0	20.0
STI Maximum % Base	30	303	20.0	22.5	27.4	30.0	30.0	40.0
STI Actual	68	664	7,002	10,744	16,847	15,985	21,596	27,985
STI Actual % Base	68	664	5.1	8.3	12.6	12.3	15.9	20.4
Sales Incentive (Target)	0	0	--	--	--	--	--	--
Sales Incentive Target % Base	0	0	--	--	--	--	--	--
Sales Incentive Actual	1	1	--	--	--	--	--	--
Profit Sharing Actual	4	39	--	--	--	--	--	--
Profit Sharing Actual % Base	4	39	--	--	--	--	--	--
Total Cash - Target	71	714	109,360	129,016	145,133	145,751	162,013	179,212
Total Cash Target - Receivers	56	629	110,400	132,894	147,353	148,500	163,808	182,649
Total Cash - Actual	86	912	107,664	127,499	142,581	142,348	159,582	178,810
Total Cash Actual - Receivers	69	670	124,013	135,000	150,905	148,932	164,461	183,293
LTI (B-S)	11	66	5,004	9,019	13,888	10,034	12,716	30,013
LTI % of Base (B-S)	11	66	3.8	6.7	10.8	8.0	8.1	28.6
TDC Target (B-S)	71	714	109,671	129,538	145,977	146,489	163,639	182,371
TDC Target (B-S), Rcvrs	9	35	149,046	164,811	181,961	178,693	192,507	222,209
TDC Actual (B-S)	86	912	107,943	128,001	143,586	143,285	161,039	180,447
TDC Actual (B-S) Rcvrs	11	66	135,932	145,364	164,083	161,528	180,007	195,251
Tenure - Organization	84	895	1	3	10	7	13	23