Attract and retain qualified technical talent

The demand for tech workers never seems to slow down. Staying up to date on the latest IT landscape is key to attracting and retaining the people your business needs for continued success. With the US MBD: Mercer/Gartner Information Technology Survey learn exactly how much to pay tech employees of all skill levels and career streams.

Top 20 matched positions

1. Software Development Engineering (High Tech) – Senior Professional
2. General IT Applications Development – Senior Professional
3. Software Development Engineering (High Tech) – Experienced Professional
4. IT Business Systems Analysis – Senior Professional
5. General IT Applications Development – Specialist Professional
6. General IT Applications Development – Experienced Professional
7. Software Development Engineering (High Tech) – Specialist Professional
8. IT Business Systems Analysis – Experienced Professional
9. IT Business Systems Analysis – Specialist Professional
10. IT Systems Analysis – Senior Professional
11. General IT Infrastructure Systems Administration – Senior Professional
12. Technical Project Management – Senior Professional
13. General IT Applications Development – Manager
14. General IT Infrastructure Systems Administration – Experienced Professional
15. IT Systems Analysis – Experienced Professional
16. General Information Technology – Manager
17. Technical Project Management – Specialist Professional
19. Software Development Engineering (High Tech) – Entry Professional
20. General IT User Support – Experienced Professional

# of positions published 1,040

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Mercer/Gartner Information Technology Survey

Position families analyzed
- Communications & corporate affairs
- Creative & design
- Data analytics/warehousing, & business intelligence
- Engineering & science
- Finance
- General management
- IT, telecom & internet
- Legal, compliance & audit
- Project/program management
- Quality management
- Sales, marketing & product management
- Supply chain

Career streams analyzed
- Executive
- Management
- Professional
- Para-professional

Data collected
- Base pay
- FLSA status
- Organization data
- Long-term incentive eligibility and grants
- Years in organization
- Short-term incentive eligibility and amounts
- Years in position

# of companies submitting data 2,350
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 key benefits.
- A discount on 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 February through April with result available in August

Pricing
$2,300 – Participants
$4,600 – Non-participants

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Sample report

<table>
<thead>
<tr>
<th>Compensation Element</th>
<th>No. of Orgs</th>
<th>No. of Obs</th>
<th>Inc Wtd 10th %ile</th>
<th>Inc Wtd 25th %ile</th>
<th>Inc Wtd Mean</th>
<th>Inc Wtd Median</th>
<th>Inc Wtd 75th %ile</th>
<th>Inc Wtd 90th %ile</th>
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<td>Base Salary</td>
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<td>503</td>
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<tr>
<td>Salary Max</td>
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<td>72,825</td>
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<td>81,100</td>
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<tr>
<td>STI Maximum % Base</td>
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<td>62</td>
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<td>**</td>
<td>11.7</td>
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<td>7.2</td>
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<td>Sales Incentive (Target)</td>
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<td>53</td>
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<tr>
<td>Profit Sharing Actual % Base</td>
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<td>*</td>
<td>**</td>
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<tr>
<td>Total Cash - Target</td>
<td>61</td>
<td>262</td>
<td>49,864</td>
<td>58,334</td>
<td>79,249</td>
<td>74,380</td>
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<td>TDC Target (B-S)</td>
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<td>**</td>
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<td>7</td>
<td>3</td>
<td>19</td>
</tr>
</tbody>
</table>

* 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