



Pearl Meyer

2023 Technician and Technical Support Salary Survey

2023 Prospectus



About the Survey

The Technician and Technical Support Salary Survey provides a measure of the level and range of compensation for technical support and crafts/skilled trades personnel. Conducted annually, TATSS is a national survey of compensation data for 21 technical support, technician, and trade job families. The survey provides a measure of the level and range of compensation for technical support personnel in organizations primarily engaged in research and development. TATSS is unique in its focus and quality, offering participants an accurate and timely understanding of prevailing pay levels and practices. The survey data represents technicians with similar skills and knowledge, operating in highly complex and/or regulated environments.

Data Reported

- Base Salaries
- Pay Ranges
- Cash Incentives



Policies and Practices

- Merit Budgets
- Structure Adjustments
- Shift Differentials
- Hazard Pay
- Turnover



Key Dates

Data Effective Date:

January 1, 2023

Submissions Due:

February 10, 2023

Report Publication:

April 6, 2023



Report Fee – US \$1,950

Ease of Submission

The survey is administered using both an Excel template for the collection of job data and a secure online questionnaire for the Policies and Practices section. Each participant will have a dedicated Account Manager to assist with the submission process.



Commitment to Quality

Providing participants with the highest quality compensation information is a key objective of the survey. To ensure we meet this objective, we have a rigorous quality assurance process that includes:

- Guidelines for benchmark job matching, based on the job level guide and job family descriptions.
- Review of participant input using a series of quality assurance programs. Survey responses are analyzed to identify potential discrepancies.
- Any questions discussed with the participant to ensure reporting accuracy.

How Do I Participate?

Contact Alexander Pasternack,
Associate Account Manager at
alexander.pasternack@pearlmeyer.com.

The Survey Objective Is To:

- Offer the highest quality cash compensation data for the positions surveyed.
- Provide meaningful data and analysis to support participants' compensation decision-making processes.
- Ensure integrity and confidentiality of data.
- Support our participants' needs for custom and special reports.





Positions Covered

3-Dimensional Modeling: Draft/
Design Technology
Chemical Laboratory Technology
Chemical Processing Technology
Computer Operations
Computer Programming
Computer Technology: Network
(WAN/LAN) Administration
Draft/Design Technology
Electronics Technology
Electronics/Mechanical Technology
Facility Operations Technology
Health/Environment Technology

Laser/Optical Technology
Machining/Fabrication Technology
Materials/Science Technology
Mechanical Technology
Quality Assurance Technician
Test-Measurement/Metrology
Technology
Carpenter
Electrician
HVAC Mechanic
Plumber



2023 Sample Data: All Participant Report

All Participant Report								
Data Effective 01/01/2023	Health/Environment Technology							
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	
	61	62	63	64	65	66	67	
Number of Companies Matching	1	4	7	11	12	12	7	
Number of Incumbents Reported	20	83	85	237	215	237	81	
Characteristics								
Percent Non-Exempt			100.0%	97.0%	94.4%	93.0%	71.0%	
Percent Bargaining Unit			34.8%	28.2%	25.8%	0.9%	0.0%	
Base Salary								
Average			\$71,547	\$85,415	\$91,933	\$101,379	\$110,547	
10th Percentile			\$60,878	\$67,420	\$73,990	\$87,400	\$95,950	
25th Percentile			\$65,458	\$75,500	\$84,004	\$93,392	\$102,400	
50th Percentile			\$73,047	\$88,982	\$90,334	\$100,277	\$110,100	
75th Percentile			\$78,538	\$94,800	\$102,528	\$107,800	\$123,789	
90th Percentile			\$80,772	\$95,553	\$108,713	\$114,396	\$123,792	
Salary Ranges								
Minimum (Average)			\$60,243	\$67,413	\$70,073	\$77,884	\$84,221	
Minimum (50th Percentile)			\$62,640	\$70,680	\$65,728	\$78,710	\$78,700	
Midpoint (Average)			\$76,069	\$84,905	\$90,623	\$99,580	\$107,869	
Midpoint (50th Percentile)			\$78,830	\$87,630	\$86,112	\$98,390	\$104,360	
Maximum (Average)			\$91,923	\$102,412	\$111,164	\$121,255	\$128,007	
Maximum (50th Percentile)			\$90,774	\$106,496	\$105,700	\$118,070	\$118,100	
Cash Incentives								
Percent Eligible				0.0%	7.3%	28.7%	50.8%	29.0%
Percent Receiving				0.0%	0.0%	3.4%	8.9%	7.3%
Number of Companies Offering STI				0	2	4	4	4
Target Bonus (Excluding \$0)								
Average								
50th Percentile								
Actual Bonus (Excluding \$0)								
Average								
50th Percentile								
Actual Bonus (Including \$0)								
Average								
50th Percentile								
Total Cash Compensation (Including \$0)								
Average								
10th Percentile								
25th Percentile								
50th Percentile								
75th Percentile								
90th Percentile								
Components may not sum to total figures due to rounding. No organization represents more than 25% of the total population of a job / level combination.								
The Technicians and Technical Support Salary Survey ©2023 Pearl Meyer & Partners, LLC								
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2023 Sample Data: Policies and Practices

Policies and Practices

Compensation Practices – Shift Differentials, Work Schedules, and Premium Pay

Shift Differentials	Total number of companies reporting % Premium	Total number of companies reporting \$ Premium	Mean		Median	
			% Premium	\$ Premium	% Premium	\$ Premium
2 nd Shift	14	4	6.9%	-	7.8%	-
3 rd Shift	16	4	11.0%	-	10.0%	-

Work Schedules*	5 8-hour days/week	4 10-hour days/week	3-4 12-hour days, alternating weeks	4-5 9 hour days, alternating weeks	Other Work Schedule
% of Organizations that offer:	90.9% (n=20)	54.5% (n=12)	4.5% (n=1)	40.9% (n=9)	4.5% (n=1)

* Note: Some firms offer multiple work schedules, resulting in a total greater than 100%

Call-in Pay	Percentage of companies offering call-in pay	Most predominant policy - Minimum hours pay
% of Organizations that offer:	65.0% (n=13)	35.0% (n=7)

Premium Pay	Time and one-half	Double-Time	No Premium	Other Method of Premium
6 th Day Pay for Technicians	59.0% (n=13)	4.5% (n=1)	22.7% (n=5)	13.6% (n=3)
7 th Day Pay for Technicians	47.6% (n=10)	19.0% (n=4)	19.0% (n=4)	14.3% (n=3)



2023 Survey Participants List

Applied Research Laboratories,
The University of Texas at Austin – Austin, Texas

Argonne National Laboratory –
Argonne, Illinois

Consolidated Nuclear Security, LLC
– *Oak Ridge, Tennessee*

Draper Laboratory – *Cambridge, Massachusetts*

Fermi National Accelerator
Laboratory – *Batavia, Illinois*

Fluor Marine Propulsion – *West Mifflin, Pennsylvania*

Idaho National Laboratory – *Idaho Falls, Idaho*

Jefferson Laboratory – *Newport News, Virginia*

Jet Propulsion Laboratory –
Pasadena, California

Johns Hopkins University Applied
Physics Laboratory – *Laurel, Maryland*

Lawrence Livermore National
Laboratory – *Livermore, California*

Los Alamos National Laboratory –
Los Alamos, New Mexico

Mission Support and Test Services,
LLC – *North Las Vegas, Nevada*

MIT Lincoln Laboratory – *Lexington, Massachusetts*

National Radio Astronomy
Observatory – *Charlottesville, Virginia*

National Renewable Energy
Laboratory – *Golden, Colorado*

Oak Ridge National Laboratory UT-
Battelle, LLC – *Oak Ridge, Tennessee*

Pacific Northwest National
Laboratory – *Richland, Washington*

Princeton Plasma Physics
Laboratory – *Princeton, New Jersey*

Publix Super Markets, Inc. –
Lakeland, Florida

Sandia National Laboratories –
Albuquerque, New Mexico

Southwest Research Institute – *San Antonio, Texas*

The Aerospace Corporation – *El Segundo, California*

University of Dayton Research
Institute – *Dayton, Ohio*



Contact Us

To learn more about our Technician and Technical Support Salary (TATSS) Survey or to participate, contact the survey group at **survey@pearlmeyer.com**.

You will be assigned a dedicated account manager who will be available to walk you through the survey submission process, making it easy to integrate and match your information with our database. Our account managers have several years of survey experience, ensuring you the highest level of data quality and integrity.

Your account manager will email you a link to the submission materials, your log-in credentials, and instructions on how to complete and return your survey data.

- **To contact us by email:** survey@pearlmeyer.com
- **To contact us by phone:** ask for the survey group from our general number 508-460-9600

About Pearl Meyer (www.pearlmeyer.com | www.pearlmeyer.com/surveys)

Pearl Meyer is the leading advisor to boards and senior management on the alignment of compensation with organizational and leadership strategies, making pay programs a powerful catalyst for value creation and competitive advantage. Our survey team provides organizations with accurate, on-point information supporting effective business decisions. Pearl Meyer's global clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private companies to the Fortune 500. The firm has offices in Atlanta, Boston, Charlotte, Chicago, Houston, Los Angeles, New York, and San Jose.





Dedicated Team of Account Managers



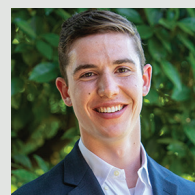
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Vice President, Survey
Business Unit



Nana Adu
Associate Account
Manager



Dan Besser
Survey Account
Manager



Matt Donahue
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Jordan Gagnon
Survey Project
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Andrew Guigno
Survey Operations
Manager



Alexander Pasternack
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