

A man in a white shirt and tie is working on a laptop in a server room. The room is dimly lit with blue light, and rows of server racks are visible in the background. The man is wearing glasses and a lanyard. The overall atmosphere is professional and technical.

Pearl Meyer

2026

Technician and Technical
Support Salary Survey



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:

Jan 1, 2026

Submissions Deadline:

Feb 13, 2026

Publication Date:

April 10, 2026



Report Fee

+ US \$2,150

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 Nana Adu,
Survey Account Manager at
nana.adu@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	Machining/Fabrication Technology	HVAC Mechanic
Chemical Laboratory Technology	Materials/Science Technology	Plumber
Chemical Processing Technology	Mechanical Technology	(WAN/LAN) Administration
Computer Operations	Quality Assurance Technician	Draft/Design Technology
Computer Programming	Test-Measurement/Metrology Technology	Electronics Technology
Computer Technology: Network	Carpenter	Electronics/Mechanical Technology
Laser/Optical Technology	Electrician	Facility Operations Technology
		Health/Environment Technology

2025 Sample Reports & Data

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	15	6	6.8%	\$1.70	7.5%	\$1.60
3 rd Shift	15	5	9.1%	\$1.80	10.0%	\$1.75

Work Schedules*	5 8-hour days/week
% of Organizations that offer:	81.5% (n=22)

* Note: Some firms offer multiple work schedules

Call-in Pay	
% of Organizations that offer:	

Premium Pay	Time and one-half
6 th Day Pay for Technicians	56.0% (n=14)
7 th Day Pay for Technicians	32.0% (n=8)

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All Participant Report

Data Effective 01/01/2025	Health/Environment Technology						
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Number of Companies Matching	5	6	10	10	14	7	7
Number of Incumbents Reported	30	123	204	210	240	228	113
Characteristics							
Percent Non-Exempt	75.0%	81.6%	91.1%	91.8%	95.0%	98.7%	52.6%
Percent Bargaining Unit	12.5%	44.9%	15.9%	22.6%	19.2%	0.0%	6.6%
Base Salary							
Average	\$61,760	\$71,598	\$85,653	\$92,698	\$105,187	\$109,060	\$129,868
10th Percentile	\$46,904	\$60,278	\$67,649	\$73,000	\$83,097	\$92,300	\$105,200
25th Percentile	\$48,100	\$63,000	\$71,000	\$78,300	\$88,317	\$101,550	\$122,616
50th Percentile	\$59,100	\$70,005	\$83,600	\$90,000	\$103,335	\$109,429	\$134,326
75th Percentile	\$70,560	\$82,000	\$104,328	\$109,158	\$118,529	\$118,210	\$139,969
90th Percentile	\$75,500	\$88,583	\$108,348	\$109,398	\$126,301	\$123,040	\$143,460
Salary Ranges							
Minimum (Average)	\$50,330	\$57,817	\$67,541	\$72,432	\$81,859	\$85,806	\$101,211
Minimum (50th Percentile)	\$53,640	\$57,800	\$69,500	\$76,336	\$87,140	\$85,100	\$103,100
Midpoint (Average)	\$66,098	\$76,754	\$88,325	\$93,526	\$104,105	\$110,444	\$130,304
Midpoint (50th Percentile)	\$70,500	\$73,700	\$89,900	\$96,500	\$97,760	\$110,000	\$132,100
Maximum (Average)	\$81,887	\$95,660	\$109,350	\$114,699	\$126,446	\$135,106	\$159,415
Maximum (50th Percentile)	\$85,400	\$89,500	\$110,300	\$117,000	\$120,400	\$132,000	\$164,100
Cash Incentives							
Percent Eligible	0.0%	0.0%	0.0%	6.2%	15.4%	32.6%	39.3%
Percent Receiving	0.0%	0.0%	0.0%	5.6%	10.4%	23.7%	28.1%
Number of Companies Offering STI	0	0	0	1	2	2	3
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.

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2026 Survey Participants List

Applied Research Laboratories, The University of Texas at Austin
 Argonne National Laboratory
 Brookhaven National Laboratory
 Consolidated Nuclear Security, LLC
 Fermi National Accelerator Laboratory
 Fluor Marine Propulsion
 Fluor-B&W Portsmouth LLC
 Idaho National Laboratory
 Jefferson Laboratory
 Jet Propulsion Laboratory
 Johns Hopkins University Applied Physics Laboratory
 Lawrence Livermore National Laboratory
 Los Alamos National Laboratory
 Mission Support and Test Services, LLC
 MIT Lincoln Laboratory
 National Laboratory of the Rockies (NLR)
 National Radio Astronomy Observatory
 Oak Ridge National Laboratory UT-Battelle, LLC
 Pacific Northwest National Laboratory
 Pantex

Princeton Plasma Physics Laboratory
 Sandia National Laboratories
 Savannah River National Laboratory
 Southwest Research Institute
 The Aerospace Corporation
 The Applied Research Laboratory at PSU
 UL Research Institutes
 University Corporation for Atmospheric Research (UCAR)
 University of Dayton Research Institute

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.

By email:

survey@pearlmeyer.com

By phone:

ask for the survey group from our general number
508-460-9600

Dedicated Team of Account Managers



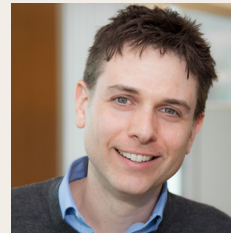
Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



Dan Besser
Survey Account Manager



Jason Dionne
Associate Account
Manager



Matt Donahue
Senior Survey Account
Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Senior Survey Account
Manager



Rhonda Snyder
Survey Project Manager

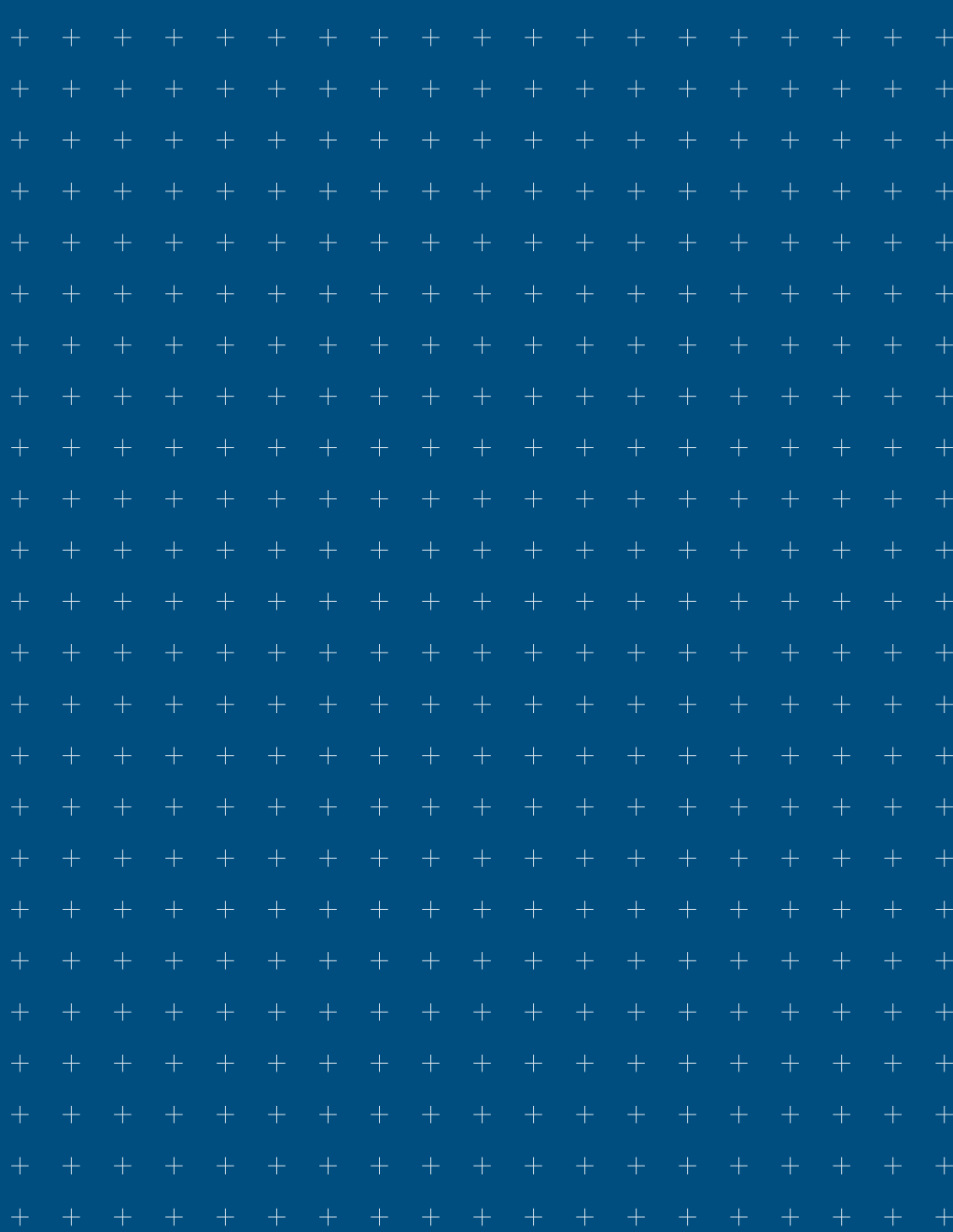


Veronika Valcheva
Senior Survey Account
Manager

About Pearl Meyer

pearlmeyer.com

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.



For more information on Pearl Meyer,
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