

The background of the entire page is a photograph of a man in a white shirt and tie, wearing glasses, standing in a server room. He is holding a laptop and looking at the screen. The room is filled with server racks, and the lighting is a cool blue. The top of the image shows a close-up of network cables and connectors. A blue rectangular box is overlaid on the top left, containing the title text. A yellow vertical bar is on the far left edge.

Pearl Meyer

2025
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, 2025

Submissions Deadline:

Feb 14, 2025

Publication Date:

April 11, 2024



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 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/	Machining/Fabrication Technology	HVAC Mechanic
Design Technology	Materials/Science Technology	Plumber
Chemical Laboratory Technology	Mechanical Technology	(WAN/LAN) Administration
Chemical Processing Technology	Quality Assurance Technician	Draft/Design Technology
Computer Operations	Test-Measurement/Metrology	Electronics Technology
Computer Programming	Technology	Electronics/Mechanical Technology
Computer Technology: Network	Carpenter	Facility Operations Technology
Laser/Optical Technology	Electrician	Health/Environment Technology

2024 Sample Reports & Data

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By Field of Degree

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Field of Degree: Applied Physics Page 7

Field of Degree: Astronomy

Field of Degree: Astrophysics

Field of Degree: Atmospheric Science

Field of Degree: Biochemistry

Field of Degree: Biological Engineering

Field of Degree: Biology

Field of Degree: Biomedical Engineering

Field of Degree: Chemical Engineering

Field of Degree: Chemistry

Field of Degree: Civil Engineering

Field of Degree: Comp Sci

Field of Degree: Computer Engineering

Field of Degree: Computing

Field of Degree: Ecology

Field of Degree: Electrical Engineering

Field of Degree: Energy Engineering

Field of Degree: Engineering

Field of Degree: Environment

Field of Degree: Environmental Engineering

Field of Degree: Geology

Field of Degree: LIBERAL ARTS

Field of Degree: Materials Engineering

Organization Information Continued			All Firms
Are incumbents who have held prior Post Doc positions eligible for new Post Doc assignments?			
Yes			50.0%
Yes, but only if the prior Post Doc was at another institution			35.7%
No			14.3%
What are the purposes for, or expectations of, Post Doc employees at your organization?			
Research			100.0%
Publication(s)			100.0%
Presentation(s)			
Proposal writing			
Career development			
Fulfill responsibilities established by funding agency			
Other			
Percent of organizations assigning an A employee			
Percent of organizations offering a tenure assignment			
Percent of organizations hiring mid-tenure (assignment) Post Doc employees			
What is your organization's practice with mid-tenure Post Doc employees?			
Start in same manner as other new Post Doc employees			
Provide credit for prior Post Doc experience			
Other			
What type of supervision is typically provided?			
Day to day supervision			
Regular weekly oversight			
Occasional oversight			
Limited supervision			
Other			

Post Doc Survey Report
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Field of Degree: Physics											
Demographics and Characteristics											
Number of Firms Matching				Average Incumbent Tenure				1.4			
Number of Incumbents Reported				Percent with Security Clearance				30.1%			
Compensation Summary											
		Base Salary					Percent Eligible				
		# Firms	# Empl	Average	25th	50th	75th	\$TI	Perqs		
All Firms		18	532	\$85,549	\$73,608	\$84,925	\$96,000	7%	0%		
Security Clearance											
No		10	299	\$76,001	\$71,800	\$74,500	\$82,180	9%	0%		
Yes		6	129	\$97,230	\$90,000	\$96,000	\$104,160	17%	0%		
Year of Degree											
2022		13	84	\$84,481	\$73,322	\$85,090	\$92,000	5%	0%		
2021		13	119	\$81,957	\$72,156	\$79,000	\$94,000	5%	0%		
2020		14	109	\$85,554	\$74,160	\$85,488	\$96,000	10%	0%		
2019		11	89	\$87,318	\$73,700	\$88,097	\$98,000	6%	0%		
2018 & Earlier		14	125	\$88,685	\$75,550	\$86,040	\$102,000	6%	0%		
Tenure											
Under 1 Year		15	217	\$85,064	\$72,612	\$84,840	\$96,000	6%	0%		
1 Year to < 2 Years		16	162	\$84,991	\$73,447	\$83,680	\$94,000	12%	0%		
2 Years to < 3 Years		10	95	\$89,691	\$75,132	\$90,000	\$99,000	3%	0%		
3 or More Years		8	58	\$65,829	\$74,550	\$79,500	\$100,000	3%	0%		
Geographic Location											
Bay Area		3	180								
All Other Locs		16	352	\$83,614	\$74,160	\$83,000	\$92,000	12%	0%		
Average Base Salary by Year of Degree											
		Under 1 Year			1 Year to < 2 Years			2 Years to < 3 Years			
		# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl		
2022		13	84	\$84,481	0	0		0	0		
2021		10	51	\$80,694	11	68	\$83,316	0	0		
2020		7	19	\$81,926	13	46	\$83,562	7	44		
2019		8	28	\$92,143	7	16	\$85,499	7	23		
2018 & Earlier		9	31	\$88,919	9	30	\$91,963	8	28		
		Firm Tenure			Bay Area			Geographic Location			
		# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl		
2022		0	0		3	32		11	52		
2021		0	0		3	34		11	85		
2020		0	0		3	37		12	72		
2019		7	22	\$83,497	3	35		9	54		
2018 & Earlier		7	36	\$87,040	3	40		12	85		
		Security Clearance			Yes			No			
		# Firms	# Empl	Base	# Firms	# Empl	Base	# Firms	# Empl		
2022		8	43	\$73,543	4	21					
2021		7	75	\$73,998	5	24	\$97,210				
2020		8	65	\$78,247	5	27	\$97,306				
2019		6	45	\$76,759	4	27					
2018 & Earlier		0	70	\$77,871	6	29	\$99,174				

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2025 Survey Participants List

Applied Research Laboratories, The University of Texas at Austin	The Aerospace Corporation
Argonne National Laboratory	The Applied Research Laboratory at PSU
Battelle Memorial Institute, Inc.	UL Research Institutes
Brookhaven National Laboratory	University Corporation for Atmospheric Research
Consolidated Nuclear Security, LLC	University of Dayton Research Institute (UCAR)
Fermi National Accelerator Laboratory	
Fluor Marine Propulsion	
Fluor-B&W Portsmouth LLC	
Holt Group	
Idaho National Laboratory	
Jefferson Laboratory	
Jet Propulsion Laboratory	
Johns Hopkins University Applied Physics Laboratory	
Lawrence Livermore National Laboratory	
Lockheed Martin Corporation	
Los Alamos National Laboratory	
Mission Support and Test Services, LLC	
MIT Lincoln Laboratory	
National Radio Astronomy Observatory	
National Renewable Energy Laboratory	
Oak Ridge National Laboratory UT-Battelle, LLC	
Pacific Northwest National Laboratory	
Pantex	
Sandia National Laboratories	
Savannah River National Laboratory	
Southwest 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@pearlmeier.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@pearlmeier.com

By phone:

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



Rebecca Toman
Vice President,
Survey Business Unit



Nana Adu
Survey Account Manager



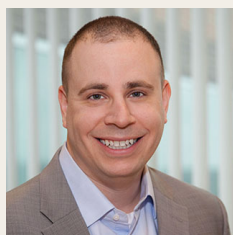
Dan Besser
Senior Survey
Account Manager



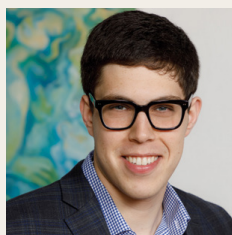
Matt Donahue
Survey Account Manager



Jordan Gagnon
Survey Project Manager



Andrew Guigno
Survey Operations
Manager



Benji Sheiffer
Survey Account Manager



Rhonda Snyder
Senior Survey Account
Manager



Veronika Valcheva
Survey Account Manager

About Pearl Meyer

[pearlmeier.com](https://www.pearlmeier.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,
visit us at www.pearlmeyer.com or
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