



Pearl Meyer

2024 Technician and Technical Support Salary Survey

2024 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, 2024

Submissions Due:

February 16, 2024

Report Publication:

April 5, 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,
Associate Account Manager at
nana.adu@pearlmeier.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

	Health/Environment Technology						
	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7
Data Effective 01/01/2023	81	82	83	84	85	86	87
Number of Companies Matching	1	4	7	11	12	12	7
Number of Incumbents Reported	20	83	85	237	215	257	81
Characteristics							
Percent Non-Exempt			100.0%	97.0%	94.4%	93.0%	71.0%
Percent Bargaining Unit			34.8%	28.2%	26.8%	0.9%	0.0%
Base Salary							
Average			\$71,547	\$86,415	\$91,933	\$101,379	\$110,547
10th Percentile			\$60,878	\$67,420	\$73,990	\$87,400	\$95,050
25th Percentile			\$65,456	\$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	\$77,864	\$84,221
Minimum (50th Percentile)			\$62,040	\$70,680	\$85,728	\$78,710	\$78,700
Midpoint (Average)			\$76,069	\$84,905	\$90,823	\$99,580	\$107,890
Midpoint (50th Percentile)			\$78,830	\$87,830	\$88,112	\$98,390	\$104,390
Maximum (Average)			\$91,823	\$102,412	\$111,104	\$121,255	\$128,007
Maximum (50th Percentile)			\$90,774	\$108,498	\$105,700	\$118,070	\$118,100
Cash Incentives							
Percent Eligible			0.0%	7.3%	28.7%	50.8%	20.0%
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
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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)



2024 Survey Participants List

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

Argonne National Laboratory –
Argonne, Illinois

Brookhaven National Laboratory –
Upton, New York

Consolidated Nuclear Security, LLC –
Oak Ridge, Tennessee

Fermi National Accelerator Laboratory –
Batavia, Illinois

Fluor Marine Propulsion –
West Mifflin, Pennsylvania

Holt Group – *San Antonio, Texas*

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

Sandia National Laboratories –
Albuquerque, New Mexico

Savannah River Mission Completion –
Aiken, South Carolina

Savannah River National Laboratory –
Aiken, South Carolina

Southwest Research Institute –
San Antonio, Texas

The Aerospace Corporation –
El Segundo, California

The Applied Research Laboratory at PSU –
State College, Pennsylvania

University Corporation for Atmospheric
Research – *Boulder, Colorado*

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 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.





Dedicated Team of Account Managers



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Vice President,
Survey Business Unit



Nana Adu
Associate Account
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Dan Besser
Senior Survey
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