

## US Mercer SIRS® Premium: High Technology - STEM

Effectively manage your talent strategy with the High Technology - STEM portion of the US Mercer SIRS® Premium survey. Benchmark your data across 23 industry-specific and cross-industry job families. Analyze critical aspects of your compensation strategy — from base pay, salary range, and grade, to job titles and total cash compensation — with data collected for 3,012 STEM positions, including Executives, from across the country. The compensation data included ranges from entry-level to lower executive level positions within the high tech - STEM fields.



**3,012 positions published**

[<<View full list>>](#)

### Top 20 matched positions

1. Accounting – Senior Professional (P3)
2. Accounting – Experienced Professional (P2)
3. General Project Management – Senior Professional (P3)
4. Financial Planning & Analysis – Senior Professional (P3)
5. General Project Management – Specialist Professional (P4)
6. Accounting – Manager (M3)
7. General Project Management – Experienced Professional (P2)
8. Procurement – Senior Professional (P3)
9. Accounting – Specialist Professional (P4)
10. IT Business Systems Analysis – Senior Professional (P3)
11. Information Systems Security – Senior Professional (P3)
12. Accounting – Senior Manager (M4)
13. Procurement – Experienced Professional (P2)
14. General Human Resources – Senior Professional (P3)
15. Financial Planning & Analysis – Experienced Professional (P2)
16. IT Business Systems Analysis – Specialist Professional (P4)
17. Financial Planning & Analysis – Specialist Professional (P4)
18. Legal Counsel: General Business – Specialist Professional (P4)
19. General Information Technology – Senior Manager (M4)
20. Information Systems Security – Specialist Professional (P4)



### Position families analyzed

- Administration, facilities & secretarial
- Communications & corporate affairs
- Creative & design
- Data analytics/warehousing, & business intelligence
- Energy generation & supply
- Engineering & science
- Finance
- General management
- Healthcare/pharmacy services
- Hospitality (food service & lodging)
- Human resources
- IT, telecom & internet
- Legal, compliance & audit
- Production & skilled trades
- Project/program management
- Quality management
- Real estate management, property development & investment
- Sales, marketing & product management
- Supply chain
- Transportation services



### Data collected

- Base salary
- FLSA status
- Job titles
- Long-term incentive eligibility and grants
- Organization data
- Salary range and grade
- Sales incentive eligibility and grants
- Short-term incentive eligibility and amounts
- Total cash compensation



### 353 companies submitting data

[<<View full list>>](#)

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 these great benefits:

- A discount on the 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 March through May with results published in September.



### Pricing

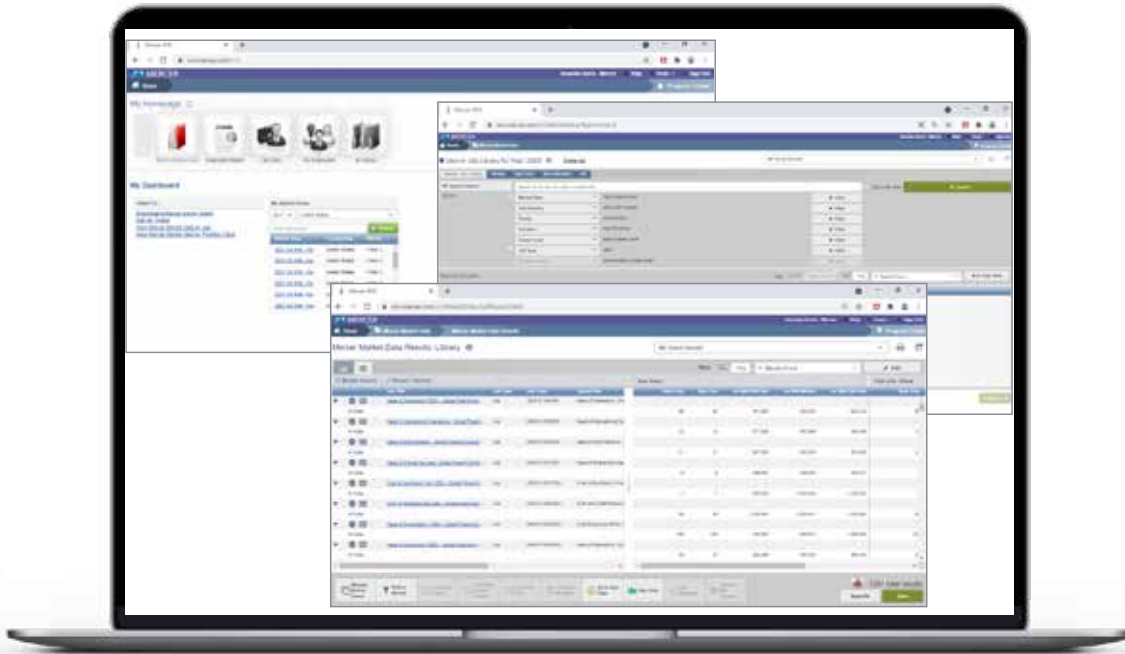
**US Mercer SIRS® Premium: High Technology - STEM**

**Participants**  
12,500 USD

**Non-participants**  
37,500 USD

# Mercer WIN®

Survey results are published in Mercer WIN offering you simplified, single-point access to a broad range of data and analytics. Customize your analysis with ease.



## Sample report

[<<View full sample report>>](#)

<b>Survey Name:</b>	2022 United States SIRS Benchmark Standard Survey - High Technology - STEM Industry	<b>Refinement:</b>	All Data
<b>Job Family:</b>	Administration, Facilities & Secretarial	<b>Scale:</b>	In Whole Numbers
<b>Job Sub-family:</b>	Administration & Secretarial	<b>Currency:</b>	US Dollar
<b>Job Code:</b>	AFS.01.R02.S30	<b>Number of Organizations:</b>	154
<b>Job Title:</b>	Secretarial Support - Senior Para-Professional (S3)	<b>Number of Observations:</b>	5056
<b>Job Type:</b>	Mercer Combined Job	<b>Position Class:</b>	44-47
<b>Job Description:</b>	Associated Specializations: Executive Secretary/Executive Assistant - S30; Secretary/Administrative Assistant - S30		

\* 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

Compensation Element	No. of Orgs	No. of Obs	**	Inc Wtd 10th %ile	Inc Wtd 25th %ile	Inc Wtd Mean	Inc Wtd Median	Inc Wtd 75th %ile	Inc Wtd 90th %ile
Base Salary	154	5,056		49,418	56,035	63,395	62,390	70,614	77,688
Salary Min	106	4,137		39,291	41,900	47,630	47,600	53,120	55,000
Salary Mid	106	4,137		51,645	56,000	62,832	62,000	69,000	72,300
Salary Max	106	4,137		61,856	69,200	77,313	76,300	86,000	90,200
<b>Total Guaranteed Cash Comp</b>	<b>154</b>	<b>5,056</b>		<b>49,418</b>	<b>56,035</b>	<b>63,395</b>	<b>62,390</b>	<b>70,614</b>	<b>77,688</b>
STI Threshold % Base	5	10	**	--	--	4.4	4.8	--	--
STI Target	43	900		1,282	2,299	3,325	3,152	3,761	4,870
STI Target % of Base	43	900		1.8	4.0	4.6	5.0	5.0	6.5
STI Maximum % Base	19	412	**	--	--	10.2	10.0	--	--
STI Actual	54	938		1,667	2,716	4,492	3,672	4,797	6,000
STI Actual % Base	54	938		2.6	4.4	6.5	5.1	6.7	8.1
Sales Incentive (Target)	0	0		--	--	--	--	--	--
Sales Incentive Target % Base	0	0		--	--	--	--	--	--
Sales Incentive Actual	1	4	**	--	--	--	--	--	--
Sales Incentive Actual % Base	1	4	**	--	--	--	--	--	--
Profit Sharing Actual	7	240	**	--	--	1,788	1,576	--	--
Profit Sharing Actual % Base	7	240	**	--	--	2.8	2.4	--	--
<b>Total Cash - Target</b>	<b>132</b>	<b>4,449</b>		<b>48,797</b>	<b>55,886</b>	<b>63,915</b>	<b>62,421</b>	<b>71,647</b>	<b>79,978</b>
Total Cash Target - Receivers	43	900		59,531	64,866	73,925	73,364	81,224	88,603
<b>Total Cash - Actual</b>	<b>154</b>	<b>5,056</b>		<b>49,461</b>	<b>56,224</b>	<b>64,320</b>	<b>63,111</b>	<b>71,814</b>	<b>80,000</b>
Total Cash Actual - Receivers	60	1,170		58,691	63,685	72,593	71,350	79,907	88,317
LTI (B-S)	2	5	**	--	--	--	--	--	--
LTI % of Base (B-S)	2	5	**	--	--	--	--	--	--
<b>TDC Target (B-S)</b>	<b>132</b>	<b>4,449</b>		<b>48,797</b>	<b>55,886</b>	<b>63,928</b>	<b>62,421</b>	<b>71,647</b>	<b>79,978</b>
TDC Target (B-S) Rcvs	2	5	**	--	--	--	--	--	--
<b>TDC Actual (B-S)</b>	<b>154</b>	<b>5,056</b>		<b>49,461</b>	<b>56,224</b>	<b>64,331</b>	<b>63,111</b>	<b>71,814</b>	<b>80,000</b>
TDC Actual (B-S) Rcvs	2	5	**	--	--	--	--	--	--

Contact us to order or for more information

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