



2023

# National IT & Engineering Survey

Association Name

Website

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# 2023 National IT & Engineering Compensation Survey

An Employer Associations of America (EAA) sponsored survey, coordinated by MRA – The Management Association in cooperation with employer associations nationwide.

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## CONFIDENTIAL SURVEY REPORT

This survey is provided with the understanding that the information will:

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- Protect, completely, organizational identity



*The National Network for Local Workplace Solutions*

## NATIONAL SURVEYS PRODUCED BY THE EAA INCLUDE:

- National Business Trends Survey
- National Executive Compensation Survey
- National IT & Engineering Compensation Survey
- National Policies & Practices
- National Benefits
- National Sales Compensation Survey
- National Wage & Salary Survey

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# **Section One: Survey Information**

# 2023 National IT & Engineering Compensation Survey

## SURVEY INFORMATION



**May 1, 2023**  
Data Effective



**September 2023**  
Data Published



**202**  
Jobs Surveyed



**1,055**  
Participating  
Companies



**14,148**  
Employee Rates  
Reported

## SURVEY DESIGN AND METHODOLOGY

The 2023 National IT & Engineering Compensation Survey report contains salary information reported by 1,055 organizations from across the United States, representing over 14,000 employees. Participants supplied base pay and incentive pay effective May 1, 2023 for each full-time employee matched to a survey job.

All data received was thoroughly reviewed by survey and compensation professionals, using statistical data analysis to ensure quality. Participants were contacted to confirm data or resolve issues when necessary. All participant data was combined and is reported so that no data is identifiable by company. If any single organization's data represented a predetermined percentage of the responses or greater, a dominance diffusion algorithm was applied to reduce the impact of that organization's data compared to others. This is noted in italics on each page where it has been applied.

To ensure confidentiality, data is reported only if there is a minimum of five participating organizations. All data is maintained and reported in accordance with the U.S. Department of Justice and Federal Trade Commission antitrust safety guidelines.

## SURVEY PARAMETERS

- Participants submitted data via an online questionnaire. To facilitate job matching, the questionnaire included position descriptions of each job surveyed. The descriptions are included at the top of the corresponding compensation data page.
- Some data was collected in other local surveys and submitted in its raw form to be included in this report. In all cases, data represents individual employee rates and has been aged to the survey effective date.
- Participants were able to report on multiple locations (subsidiaries/locations/divisions) throughout the U.S. and asked to provide the ZIP code of the location of the job for each employee reported. Any employee working remotely was to be reported in the organization's main location.
- Salary quartiles reflect the distribution of individual salaries reported for each job. Total compensation quartiles include all individual salaries and any reported incentives (e.g., bonuses, variable pay, etc.).
- Bonus data is reported as of the most recent completed fiscal/calendar year. Bonus was annualized for employees with less than one year of service.
- This survey was conducted by MRA - The Management Association in cooperation with Employer Associations nationwide (listed in the co-sponsoring association section).
- Questions should be directed to the coordinating association, MRA - The Management Association (surveys@mranet.org or 800.488.4845 ext. 3508), or your co-sponsoring association.

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## USING SURVEY DATA

Deciding which number to use from a survey is often influenced by an organization's compensation philosophy. A middle-market payer is likely to look at the market 50th percentile rates, while the market 75th percentile would be more useful for an organization with an aggressive pay strategy. Within a company, which statistic to use may vary by job as certain jobs may be more difficult to fill. A company may be willing to pay higher in the market for someone with a hard-to-find skill set. What about the average? The average may be helpful but can be influenced by unusually high or low rates in a data set, especially if the sample size is relatively small. If the average is significantly different from the market 50th percentile, that is an indication of extreme high or low values in the data set and generally a good reason to use the market 50th percentile in your evaluation for that job.

When reviewing market data and comparing from one year to the next, you may find a notable difference on a particular position. There are many reasons for this such as a change in the number of companies reporting data on that job, a change in the employees being reported as a match, or a change by some companies in the way merit increases or bonuses are awarded. It is good practice to double-check your matches and view another survey source, if possible, to confirm your data.

The effective date of pay rates reported in this survey is May 1, 2023. You may want to age your data to reflect rates as of the date you use for compensation planning. If you are using more than one survey and they all have different effective dates, you will need to apply a formula to the data points that you use and calculate a survey aging factor, for each survey, to bring all your data to the same point in time.

Data found in surveys should be just one of several considerations for decisions on compensation. Individual pay rates are influenced by many other factors including performance, scope of responsibilities, type of experience, and organizational philosophy. Even for broader decisions, such as merit or benefit budgets, consideration must be given to an organization's specific labor market and local competition.

Surveys may be used, in advance of actual bargaining, to determine your organization's positions and alternatives and as a reference during bargaining but should be removed from any actual bargaining sessions.

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## DEFINITIONS OF TERMS

Term	Definition
# of Orgs.	Number of organizations matching the job
# of Emp.	Number of employee rates matching the job
Base Pay	Actual base compensation paid to an individual, not including any additional pay such as overtime, shift differentials, or premiums
Geographic Area	Summary by U.S. region & state
Industry	Summary of rates by industry
Metropolitan Statistical Area	Summary by metropolitan statistical area
Median	The middle point in the distribution of individual employee rates
N Value	Total number of companies providing a response
P25	(First Quartile) Value below which fall 25% of the values. Seventy-five percent of the values in the data set are greater than the 25th percentile value.
P75	(Third Quartile) Value below which fall 75% of the values. Twenty-five percent of the values in the data set are greater than the 75th percentile value.
Profit Status	Summary by profit status
Size of Organization	Summary by total employee count
Total Annual Gross Revenue	Total revenue (or gross receipts) is top-line revenue from all sources including the sale of goods or services, rents, interest, and other sources
Total Compensation	Sum of base pay and variable pay
Total Compensation, Un-wtd. Avg.	Simple average of each organization's average total compensation (base + bonus)
Total Compensation, Wtd. Avg.	Simple average of each employee's annual cash compensation (base + bonus)
Un-wtd. Avg.	Simple average based on number of companies reporting
Variable Pay	Pay, in addition to base pay, which is awarded upon the achievement of predetermined performance goals as defined in an organization's variable pay program
Variable Pay, Actual, # of Emp.	Number of employees receiving a bonus in the last annual cycle
Variable Pay, Actual, # of Orgs.	Number of organizations paying a bonus in the last annual cycle
Variable Pay, Actual, Wtd. Annual Avg.	Simple average of all employee bonuses paid (only if paid)
Variable Pay, Eligible # of Emp.	Number of employees eligible for a bonus
Variable Pay, Eligible # of Orgs.	Number of organizations indicating a job is eligible for a bonus

# 2023 National IT & Engineering Compensation Survey

## DEFINITIONS OF TERMS

Term	Definition
Variable Pay, Target	Amount of variable pay employee is eligible to receive at 100% of goal, expressed as a percent of base pay
Variable Pay, Target # of Orgs., # of Emp.	Organization and employee count for those with a bonus target
Variable Pay, Target Wtd. Avg. %	Weighted average target bonus at 100% of goal as a percent of base
Vendor Application	ERP (Enterprise Resource Planning) product used by company
Wtd. Avg.	Simple average based on number of employees reported
Size of Organization	This is the local organization size where each employee resides, i.e., a branch size. (For remote employees, this is the size of the organization that they report to.) If there are more than 5 reporting organizations in a size category, the salary values are re-reported for each qualifying category.
Total Annual Gross Revenue	Total Annual Gross Revenue (or gross receipts) is the top-line revenue from all sources including the sale of goods or services, rents, interest, and other sources. If there are more than 5 reporting organizations in a revenue category, the salary values are re-reported for each qualifying category.

## CO-SPONSORING ASSOCIATIONS



**AAIM Employers' Association**  
St. Louis, MO  
(314) 754-0174  
[www.aamea.org](http://www.aamea.org)

**Liz Redohl**  
[Liz.Redohl@aamea.org](mailto:Liz.Redohl@aamea.org)



**Cascade Employers Association**  
Salem, OR  
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# 2023 National IT & Engineering Compensation Survey

## CO-SPONSORING ASSOCIATIONS



**Employers Association  
Forum, Inc.**  
Longwood, FL  
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**Hawaii Employers Council**  
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## **Section Two: Executive Summary**

# 2023 National IT & Engineering Compensation Survey

## EXECUTIVE SUMMARY

Technological advancements continue to reshape various industries and can contribute to the demand for skilled IT and engineering professionals. Attracting and retaining top talent in these fields is not just a priority; it can be essential for the success and longevity of an organization. While recruiting and retaining employees has eased in some employee groups, it remains challenging for many organizations.

To help understand the market, several questions were asked surrounding pay, recruitment, and turnover. Use this data to help find out if you are paying your employees enough in this ever-changing market.

Participants’ verbatim responses are also included to help provide a range of ideas that organizations are taking to stand out, a needed action for successfully hiring and retaining IT and engineering professionals.

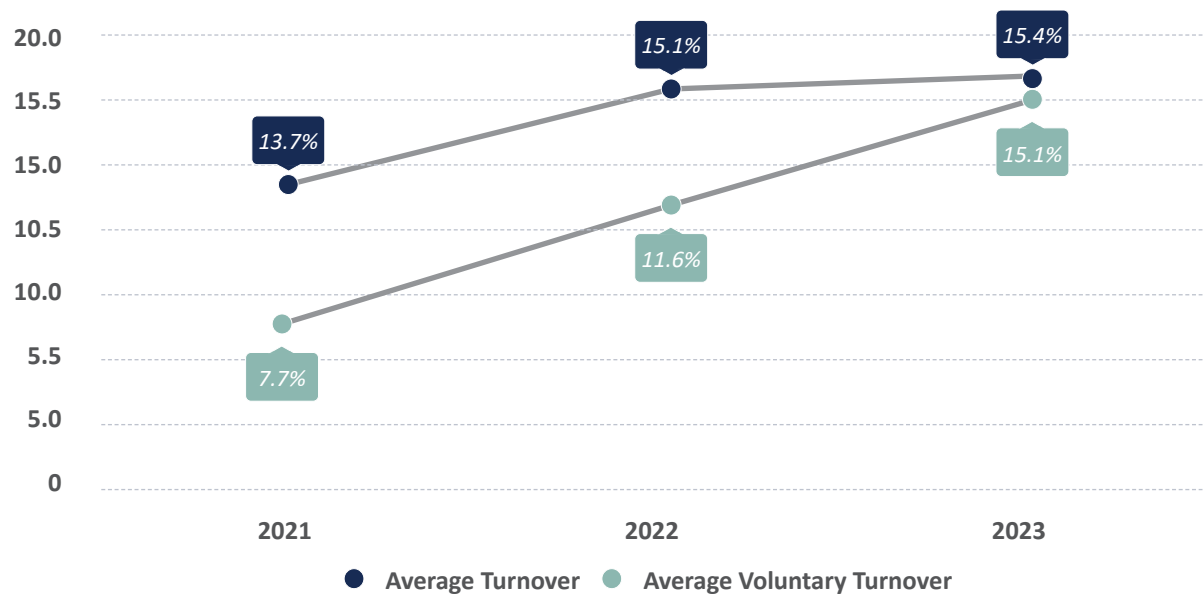
### Average Turnover Rates

For IT and engineering jobs, employee turnover can be costly in more ways than one. Beyond the direct expenses associated with recruitment, onboarding, and training of new personnel, there are hidden costs in the form of knowledge loss, disrupted project timelines, and decreased team morale. Moreover, the need for more specialized technical skills in today’s job market means that losing a valuable IT or engineering professional can be particularly painful. Replacing them may take longer than anticipated, causing project delays and possibly affecting the quality of your deliverables.

This year, the average percentage of voluntary turnover has increased to 15.1 percent compared 11.6 percent last year. The top three reasons for voluntary separation of technical employees were:

- Higher compensation (62 percent)
- Career advancement/better career opportunities (40 percent)
- Personal reasons (family, relocation, health, etc.) (40 percent)

### Average Turnover and Average Voluntary Turnover



# 2023 National IT & Engineering Compensation Survey

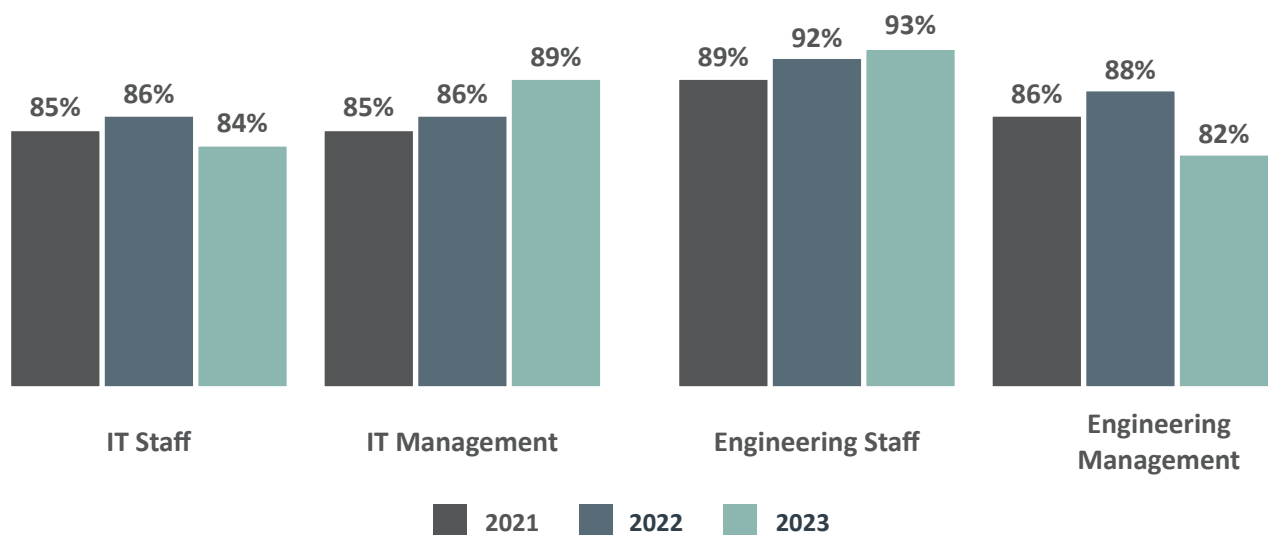
## EXECUTIVE SUMMARY

### Recruiting Employees

Recruiting for IT and engineering positions can present a series of distinctive challenges. Between the scarcity of skilled candidates, the evolving skills needed in these fields, and the diverse knowledge required, ensuring that the necessary talent can be recruited can be a significant feat. There are many ways to recruit and no right or wrong way to attract talent. It is up to an organization to use tactics that fit the culture they have created, while remembering that finding and hiring top talent takes effort, time, and commitment.

Across all employee groups, 87 percent report having recruitment challenges. The engineering staff remains the most challenging to recruit, with 93 percent of organizations reporting that filling positions is difficult. This is followed by IT management (89 percent). While some employee groups see a challenge, it has eased up slightly for engineering management and IT staff over the last couple of years.

### Employee Groups With Greatest Challenge to Recruit



### Retaining Employees

When an employee leaves, it can leave an organization wondering how to improve employee retention. Even though over half (62 percent) of organizations cited higher compensation as the top reason their technical employees voluntarily left, other retention tactics, besides increasing compensation, are being used. Across all employee groups, providing competitive benefits (77 percent) was the top tactic used to help retain employees. Top tactics that organizations are using to retain employees are:

- Providing competitive benefits (77 percent)
- Increased compensation (74 percent)
- Supportive leadership (72 percent)

Many organizations have begun looking beyond base pay adjustments and are offering benefits, incentives, and more. Creating a competitive and robust total rewards package can help with employee satisfaction, engagement, and level of commitment to an organization.

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## EXECUTIVE SUMMARY

### Merit Increases

As organizations continue to experience challenges with competitive talent, elevating the employee experience and assisting with retention has become a top priority. While it is recognized that base pay can attract talent, a comprehensive total rewards package can help elevate the employee experience and assist with retention.

This year, organizations that provide increases across all employee groups reported an average increase of 4.3 percent. The increases are similar to last year’s but are still higher than in the past. The highest increase is among the engineering management positions, with a 4.5 percent increase.

Keeping up with the market or finding ways to bolster employees beyond pay has been challenging for some employers. One of the most common solutions is variable or incentive pay. When looking at variable pay options organizations offer, the top three are:

- Annual incentive plan
- Discretionary bonus
- Profit sharing or gainsharing

### Trending Average Annual Merit/General Base Salary Increases – Excluding Zeros

