



Security Clearance Jobs Salary Survey Results

March 2007

A comprehensive salary survey of over 2,050 security-cleared job seekers registered on ClearanceJobs.com between October 1st, 2006 and March 1st, 2007.

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Top 10 Highest Salaries by Location

Key Points:

- Security-cleared candidates in DC, MD, and VA represent a large portion of the highest paid locations
- Dangerous work securing and rebuilding Iraq continues to pay premium wages
- Largest increase in Top 10: Security clearance jobs in NJ increased 7.7% since last survey
- Largest decrease in Top 10: Statewide salaries in MD dropped almost 5.6% since last survey

Analysis:

Among the top ten highest paid locations, salaries have increased by 2.6%, or \$1,927 since last surveyed.

While DC and the states of MD and VA continue to occupy spots in the top ten, disclosed salary levels have changed. Cleared workers in DC reported a 6.8% increase in salaries as their MD counterparts indicated a 5.6% decrease. (See page two for full metro DC area statistics)

As the largest top ten gainer, security-cleared candidates in NJ disclosed higher salaries by 7.7% since last polled. Systems Engineering work in areas like Moorestown and Parsippany are well-funded by large, multimillion dollar defense contracts.

Salaries in defense industry hotbeds CO, PA, NY, and NM remained high but showed little movement since last surveyed. Conversely, cleared workers in AZ reported salaries with a modest 3.4% boost with candidates in Phoenix and Tucson as the highest paid in the state.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Additionally, locations represented by less than 1% of the total number of survey participants are excluded from the calculation. Top ten locations are calculated state-wide.

Location	This Survey	Last Survey	% Change
Iraq	\$ 97,934	\$ 98,387	-0.46%
DC	\$ 78,813	\$ 73,428	6.83%
PA	\$ 76,778	\$ 76,452	0.43%
VA	\$ 76,090	\$ 76,500	-0.54%
NJ	\$ 74,756	\$ 69,032	7.66%
MD	\$ 74,292	\$ 78,422	-5.56%
NM	\$ 71,800	\$ 71,600	0.28%
CO	\$ 69,834	\$ 69,800	0.05%
NY	\$ 69,600	\$ 69,444	0.22%
AZ	\$ 66,688	\$ 64,423	3.40%



Top 12 Highest Salaries – DC Metro

Key Points:

- Security-cleared candidates in VA are the highest paid in the metro DC area
- The highest concentration of security clearance jobs is in Arlington County

Analysis:

Security-cleared candidates in northern VA make up eight of the top twelve highest paid locations in the metro DC area. While Fairfax and Arlington Counties share an equal number of spots in the list below, reported salaries in Fairfax are about \$5,400 higher per year than Arlington.

With the inclusion of the Pentagon, Arlington County has the highest concentration of security clearance jobs nationwide, and thus in metro DC. However, due to the 2005 BRAC decisions, thousands of defense industry jobs are leaving DC and Arlington for the outer suburban counties over the next few years. The impact this will have on salaries is unforeseen at this time.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Additionally, locations represented by less than 1% of the total number of survey participants are excluded from the calculation.

Location	Average
VA-Reston	\$ 87,660
VA-Chantilly	\$ 85,690
VA-Herndon	\$ 85,476
MD-Montgomery County	\$ 81,923
VA-Arlington	\$ 81,042
DC-Washington	\$ 78,987
VA-Pentagon	\$ 76,667
VA-Alexandria	\$ 75,270
VA-Crystal City	\$ 73,710
MD-Ft. Meade	\$ 73,557
VA-Ft. Belvoir	\$ 73,500
MD-Baltimore	\$ 64,565



National Salaries by Clearance Level

Key Points:

- Earning potential increases as clearance level gets higher
- The higher the clearance level, the lower the supply of candidates
- Salaries for candidates with the lowest Confidential clearance level increased for the second straight survey
- Largest increase: Confidential level increased 8% since last survey
- Largest decrease: Secret level dropped almost 1% since last survey

Analysis:

Due to a lower supply of candidates at the higher clearance levels, national averages follow an expected trend with salaries increasing as clearance levels increase. Average national salaries by clearance level remained relatively flat, with the exception of the lowest Confidential clearance level. For the second straight survey, the Confidential clearance level gained sharply in reported salaries. At an 8% increase, candidates with Confidential clearances have reported increased salaries over time. As employers begin to find it easier to “upgrade” Confidential cleared candidates to higher clearance levels, more of these job seekers become valid potential hires. Interestingly though, jobs that require higher clearance levels are being created at a higher rate than positions requiring the minimal Confidential clearance.

Three factors allow candidates with Department of Energy (DOE) issued clearances to command the highest salaries. First, these candidates tend to have specialized and unique skill sets, often coming from valuable scientific and/or research backgrounds. Second, fewer DOE clearance holders are available in the labor market. They tend to not change jobs as often as other candidates do. Third, many DOE clearance holders are directly employed by the Federal government rather than contractors. For energy workers, the government-sponsored labs often pay better than contractors and offer added job security.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Additionally, locations represented by less than 1% of the total number of survey participants are excluded from the calculation.

Clearance	This Survey	Last Survey	% Change
Department of Energy (O or L)	\$ 100,550	\$ 101,000	-0.45%
NSA or CIA issued	\$ 89,151	\$ 88,359	0.89%
Top Secret (any TS level)	\$ 70,443	\$ 70,224	0.31%
Secret	\$ 61,779	\$ 62,161	-0.62%
Confidential	\$ 56,522	\$ 52,000	8.00%



National Salaries by Polygraph Level

Key Points:

- Earning potential increases as polygraph level gets higher
- Candidates with any polygraph earn approximately \$10,300 more per year than cleared candidates without one

Analysis:

Approximately 20% of all security-cleared candidates nationwide have passed a Counter Intelligence or Lifestyle Polygraph. The Full Scope Polygraph is a combination of both the Counter Intelligence and Lifestyle Polygraphs. Candidates with the more common Counter Intelligence Polygraph outnumber those with Lifestyle Polygraphs by approximately 3 to 1.

With demand high and increasing and overall supply low, candidates with polygraphs continue to have additional earning potential. Survey results show candidates with polygraphs earn an approximate average of almost \$10,300 more per year than cleared candidates without polygraphs. This salary differentiation is down from just under \$11,000 difference from last survey.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Candidates that have a polygraph but chose to not specify the level for confidentiality were not included in the calculation.

Polygraph	This Survey	Last Survey	% Change
Lifestyle or Full Scope	\$ 82,745	\$ 82,189	0.67%
Counter Intelligence	\$ 71,925	\$ 71,086	1.17%
No Polygraph	\$ 66,983	\$ 66,146	1.25%



Top 20 Highest Salaries by Industry

Key Point:

- Among the Top 20 highest paid industries, cleared candidates earn an average of 20% more than their non-cleared equivalent counterparts

Analysis:

Candidates that hold security clearances continue to report higher earnings than their equivalent uncleared counterparts. Based on survey results of the top 20 highest paid industries for security-cleared candidates, cleared candidates earn an average of \$15,596 (or 20%) more per year than non-cleared candidates in the same job. The latest U.S. Department of Labor statistics show a nationwide average nationwide yearly salary of \$51,147 for white collar, non-sales positions. The average yearly nationwide salary of all polled security-cleared workers on ClearanceJobs.com is \$68,139 a difference of \$16,992 (or 25%) over the Department of Labor-reported national average.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Uncleared salary data is from PayScale.com. It is understood that a while some of the candidates polled on PayScale.com and from the Department of Labor surveys will have security clearances, the large majority will not.

Industry	This Survey	Last Survey	Uncleared
IT Management-Executive	\$ 110,645	\$ 111,579	\$ 86,179
IT Management-Project Manager	\$ 101,744	\$ 99,322	\$ 75,000
Project/Program Management	\$ 95,327	\$ 94,420	\$ 57,549
IT Software-Java/J2EE	\$ 94,412	\$ 89,318	\$ 73,776
Engineering-Military Software	\$ 93,824	\$ 95,526	\$ 66,060
Systems Engineer	\$ 85,361	\$ 84,200	\$ 60,000
Software Development	\$ 81,591	\$ 84,209	\$ 66,232
Security-Network Management	\$ 80,104	\$ 80,769	\$ 72,500
Systems Analysis	\$ 79,595	\$ 81,667	\$ 76,108
Engineering-Military Hardware	\$ 79,286	\$ 85,000	\$ 66,240
Engineering-Aerospace and Aviation	\$ 77,105	\$ 76,852	\$ 69,700
IT Software-Prog	\$ 75,606	\$ 74,286	\$ 61,000
Engineering-Telecommunications	\$ 74,615	\$ 74,610	\$ 66,232
Engineering-Electrical	\$ 72,188	\$ 70,909	\$ 62,280
Network Administrator	\$ 66,778	\$ 66,778	\$ 60,392
Law Enforcement	\$ 66,467	\$ 66,467	\$ 46,500
System Admin-User Admin.	\$ 64,969	\$ 64,969	\$ 60,392
Engineering-Military Communications	\$ 64,661	\$ 69,286	\$ 50,000
Logistics, Supply, or Purchasing	\$ 64,598	\$ 64,598	\$ 53,279
Human Resources-General	\$ 63,364	\$ 63,364	\$ 50,904



National Salaries by Gender

Key Points:

- The salary gender gap between cleared candidates is smaller than the gap between uncleared candidates
- Cleared women closed the gender gap by another 1% since last surveyed

Analysis:

Since last surveyed, men are earning slightly less and women are earning slightly more. Based on survey results, women with security clearances earn .89 cents to every one dollar cleared men earn. In comparison, uncleared women earn .77 cents to every one dollar uncleared men earn. Indications suggest that the security clearance has a slight leveling effect on the salary gender gap.

Methodology:

Data is for average salaries. In all sets of data, the anomalies (overly extreme high or low salary data) are excluded from the calculation. This ensures salaries reported are representative of what is typically seen in the marketplace. Gender gap information obtained from WageProject.org.

Gender	This Survey	Last Survey	% Change
Male	\$ 69,811	\$ 68,887	1.11%
Female	\$ 61,864	\$ 60,833	2.09%



Salary Satisfaction

Key Points:

- The majority of polled candidates with clearances were not satisfied with their present salaries
- Salary satisfaction was equally reported between men and women

Analysis:

Surveyed security-cleared candidates were asked how satisfied they were with their current salaries. Although security-cleared workers earn an average of 20% more than non-cleared workers, almost 60% of polled cleared candidates expressed some dissatisfaction with their salaries based on reported results. By gender, men and women were almost equally split among each category, with neither gender expressing more or less salary satisfaction over the other. As expected, the higher the satisfaction, the higher the candidates' reported salary level.

Reasons reported as to salary dissatisfaction included wide earnings disparagement between similarly skilled counterparts, disproportionate levels of salaries compared to high costs of living, and the difference in salary between government employees and contractors.

Methodology:

Results based on replies from 350 polled job seekers holding security clearances between January 1st and March 1st 2007.

Satisfaction Level	%
Very satisfied	7%
Satisfied	20%
Neutral	16%
Dissatisfied	35%
Very dissatisfied	22%