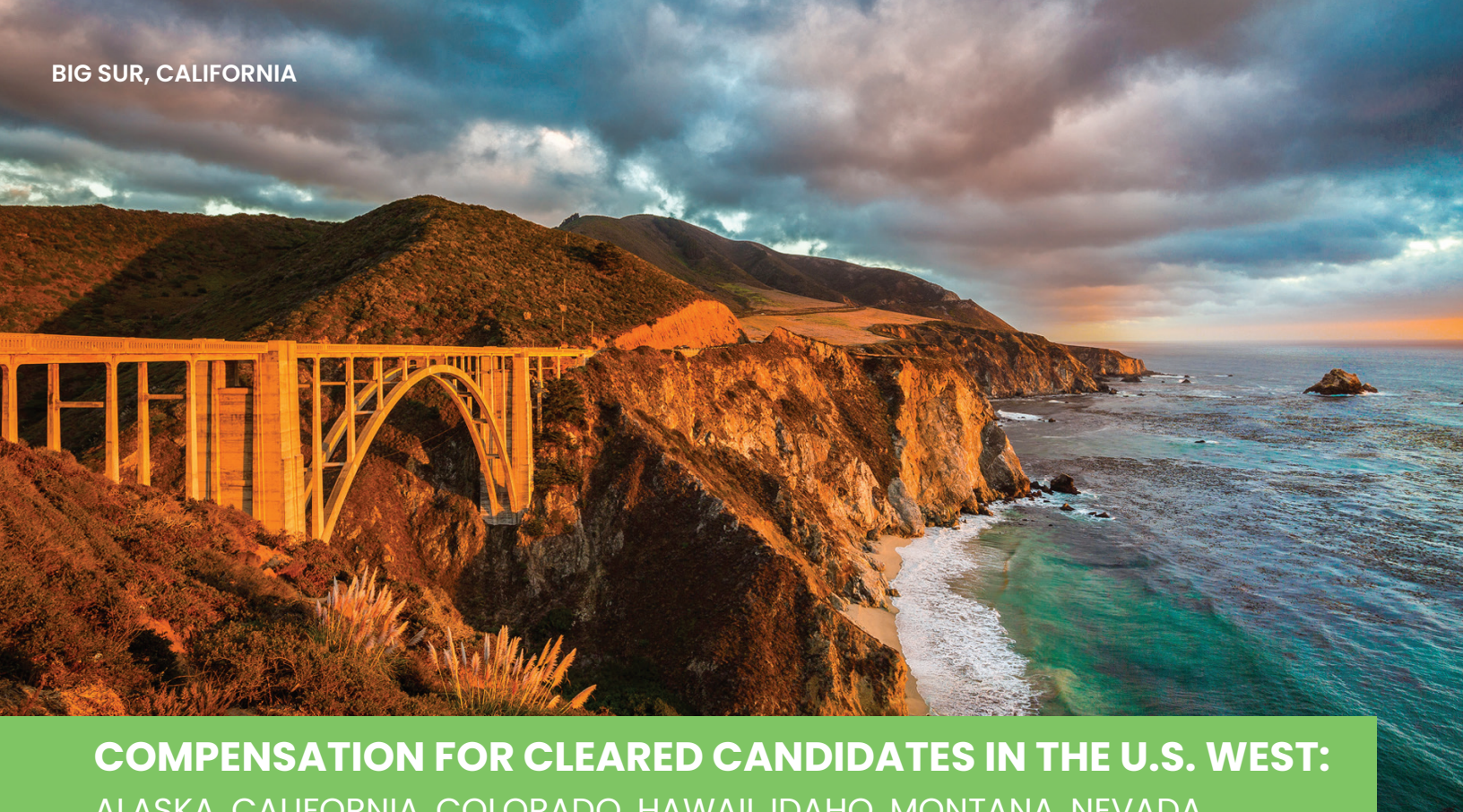


COMPENSATION FOR CLEARED CANDIDATES IN THE U.S. WEST





COMPENSATION FOR CLEARED CANDIDATES IN THE U.S. WEST:
ALASKA, CALIFORNIA, COLORADO, HAWAII, IDAHO, MONTANA, NEVADA,
OREGON, UTAH, WASHINGTON, WYOMING

Life in the West is for the trailblazers and pioneers. While housing prices in some states makes mining for gold a tempting pastime, cleared compensation keeps pace with other high-priced regions. From Nevada’s Nellis Air Force Base to the Utah Test and Training Range to Cusick Survival Training Site in Washington, the West is full of military facilities. And defense contractors have set up shop in many states - not just California and Colorado. Defense contractors like The Boeing Company have a presence in multiple states across the West, including lesser-known cleared hubs like Idaho and Montana. Between the beaches and the slopes, cleared candidates can pursue a variety of employers and jobs - all while getting competitive compensation.

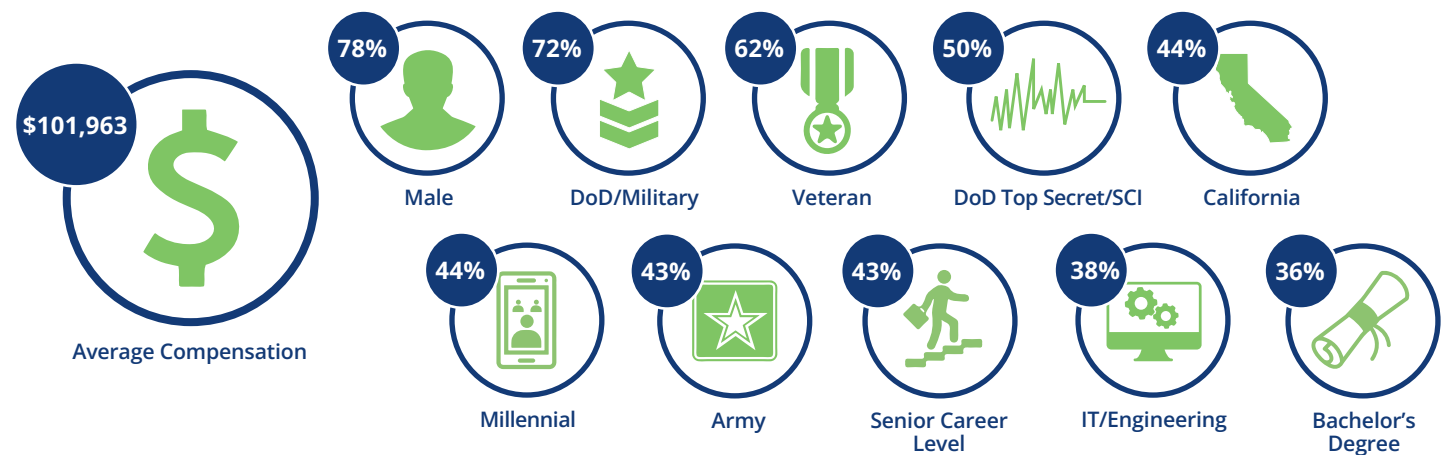
Average total compensation in the West is \$101,963, according to the results of the 2022 Security Clearance Compensation Report. That’s a 1% decrease from the prior year - similar to the slight dip that the other regions experienced. While many cleared candidates find their home in the Northeast or Southeast, 18% prefer the Pacific over the Atlantic. And the preference for the West extends to employers, with both Seattle and Los Angeles making the list of largest defense contracting clusters.

Total Compensation

	2020	2021	% Change
Average Total Compensation	\$103,714	\$101,963	-1%

THE WEST AT A GLANCE

KEY DEMOGRAPHICS OF CLEARED EMPLOYEES



Clearance and Compensation Levels

When it comes to compensation by clearance level, each uptick in security clearance level garnered just shy of a \$20,000 increase in pay, which demonstrates the demand for professionals with the right skills and a Top Secret clearance to go with them. Similar to both the national averages

and other regions, an intel clearance garners the highest compensation. The West has a variety of intel career opportunities, including NGA facilities and the NSA-managed Utah Data Center, as well as the Defense Intelligence Agency and significant intel positions in Colorado.

Total Compensation by Clearance

	2020	2021	% Change
Dept of Defense Confidential	\$70,990	\$87,741	24%
Dept of Defense Secret	\$88,526	\$87,143	-2%
Dept of Defense Top Secret	\$107,797	\$108,853	1%
Dept of Defense Top Secret/SCI	\$116,021	\$112,897	-3%
Dept of Energy (Q or L)	\$113,922	\$114,597	1%
Intelligence Agency (CIA, FBI, NSA)	\$134,742	\$135,696	1%
Dept of Homeland Security	\$100,678	\$105,494	5%
Public Trust	\$81,991	\$83,587	2%
Other Government Agency	\$112,894	\$95,150	-16%

When service members make the military transition, many find their home in the West. In fact, 62% of the cleared population in the West are veterans, choosing to continue on in national security outside of the military. With defense making up a significant portion of cleared positions and facilities, it's no surprise 89% of respondents

have a DoD clearance. While clearance holders largely support the DoD, the Intelligence Community is still represented in the West, and brings in higher compensation. Cleared candidates in the West will find salaries at each clearance level to be higher than the national average.

Experience and Education Compensation Levels

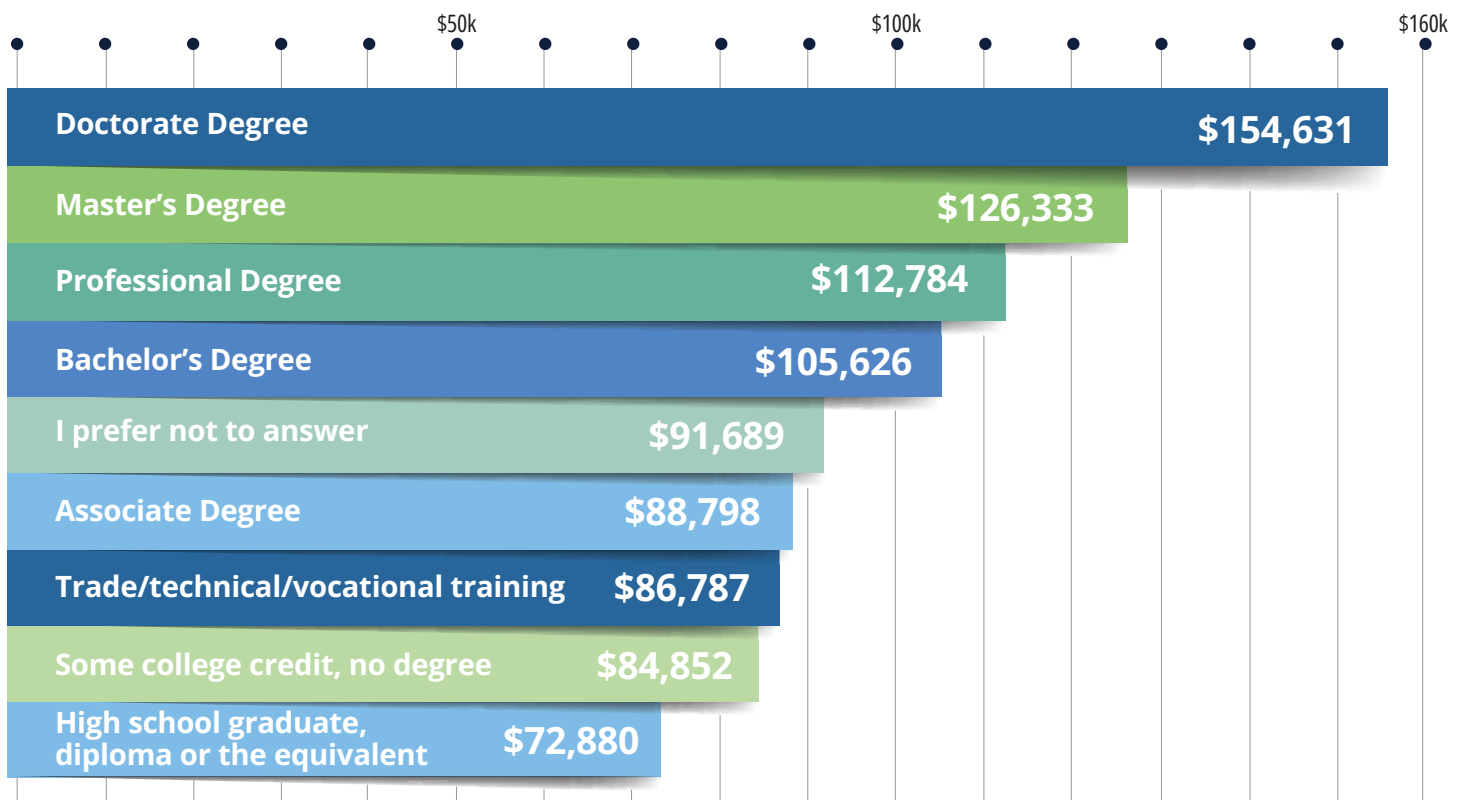
The biggest compensation for cleared candidates in the West comes at the senior-level mark, with \$27,209 more in compensation than those with less than 10 years of experience. In 2021, this group saw a 4% increase in compensation. In contrast, managers took a small hit with a 1% dip in compensation year over year.

In the West, 58% have a bachelor's degree or higher, and those making the leap to the graduate level had a \$20,000 or more bump in compensation. With data science, engineering, and software development ranking high on the in-demand list for cleared careers in the West, degrees are expected and a key component of the six-figure salary status.

Compensation by Career Level

	2020	2021	% Change
Entry Level (less than 2 yrs experience)	\$60,237	\$60,896	1%
Early Career (2+ yrs experience)	\$73,079	\$73,712	1%
Mid Level Career (5+ yrs experience)	\$84,294	\$86,267	2%
Senior Level Career (10+ yrs experience)	\$109,188	\$113,477	4%
Management (Manager/Director of Staff)	\$135,297	\$133,466	-1%
Executive (SVP, EVP, VP)	\$158,908	\$184,238	16%
Senior Executive (President, CEO)	\$151,905	\$125,706	-17%

Compensation by Education Level



Average Compensation by State



Alaska: \$90,788
1.7% Respondents



California: \$103,322
44.1% Respondents



Colorado: \$105,174
23.2% Respondents



Hawaii: \$102,772
6.6% Respondents



Idaho: \$87,917
1.6% Respondents



Montana: \$79,500
0.5% Respondents



Nevada: \$99,481
6.6% Respondents



Oregon: \$96,408
1.1% Respondents



Utah: \$97,494
5.7% Respondents



Washington: \$98,495
8.4% Respondents



Wyoming: \$80,500
0.5% Respondents

While California has more candidates, Colorado boasts a higher compensation at \$105,174. While other regions had candidates shifting into lower cost-of-living areas, the West remained stable, with just California increasing. Cleared candidates looking for different hubs in the West can find ones in every state to keep up with the West's median home sales price of \$548,300 - which is higher than the national median home price but still less than the Northeast. When it comes to landscape, the West has a lot to choose from personally AND professionally.

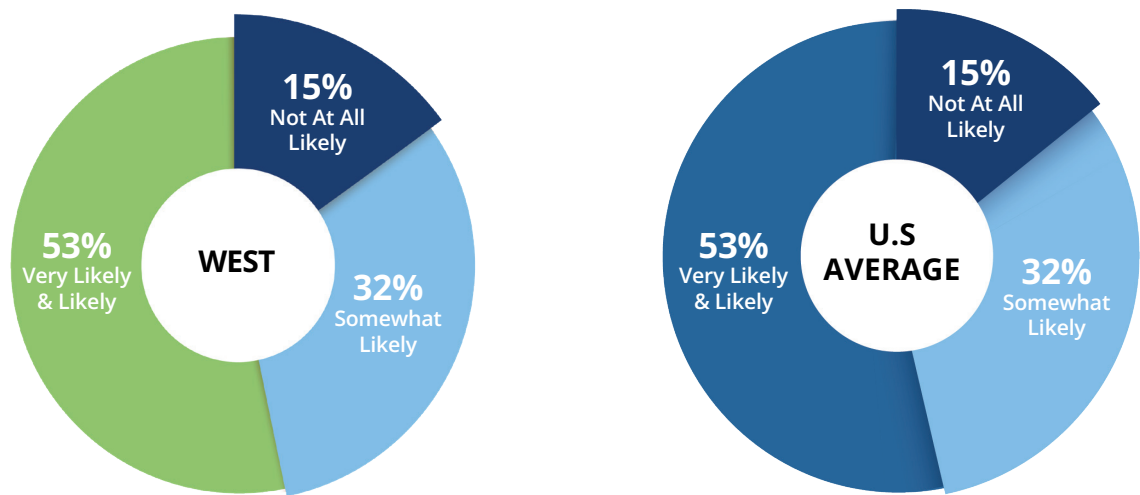
Job Hopping in the West

Just like in the rest of the cleared industry, candidates in the West are ready to make a move in the next year. And compensation is a key player in retention, with an almost \$13,000 difference between respondents unlikely to move and those searching for their next employer.

When it comes to retention, compensation plays a major role in getting employees to commit for the life of the project's period of performance. Where contract numbers are rigid, flexible work schedules can help. But the competition for talent is steep - especially in the West, so cleared recruiters need to keep compensation competitive.



Likelihood of changing jobs/employer in the next year



TOP 10 HIGHEST PAYING JOBS IN THE WEST

Tech is king in the West, with four out of the five top paying jobs going to IT and engineering fields. Despite management seeing a 1% decrease this past year, it still comes in at number four on the top 10 list. No surprise that aerospace also makes the top 10 list with the Space Force currently setting up multiple bases in the West.

JOB	AVERAGE COMPENSATION
IT Software	\$136,467
Systems Engineering	\$131,736
Data Science	\$121,304
Project and Program Management	\$117,763
Cybersecurity	\$115,369
Military and Law Enforcement	\$112,327
Mechanical Engineering	\$107,628
Business Sales	\$107,452
Intelligence	\$106,618
Aerospace and Aviation	\$106,156

The West offers six-figure salaries, as well as professional and personal opportunities. The varying climate and topography make the West a playground for those who love the outdoors. The rugged canyons of Utah, sunny beaches of California, lava flows in Idaho, and mountains of Colorado offer hiking, relaxing, or adventuring year round. Bustling hubs like Seattle, Los Angeles, Denver, Portland, and Las Vegas offer indoor entertainment including shopping, a

wealth of museums, fine dining, and Broadway shows. The region is also home to some of the most famous national parks, including Yellowstone and Glacier National Parks, and beautiful hikes through forests or canyons.

If you're looking for a place to live with plenty of options for entertainment and exploration when you're not working, the West may be just what you're looking for.



How can you find your purpose?

We have a shared calling to do great things. Working together, our engineers create innovative products that enable all of humanity to take flight. If you have a secret or top secret security clearance, join us.

[Boeing.com/Careers](https://www.boeing.com/careers)



IMPORTANT INFORMATION ABOUT OUR SURVEY

The 2022 Security Clearance Compensation Survey was administered online by ClearanceJobs from September 17, 2021 and December 31, 2021. In 2021, there were 52,028 survey participants, an increase of 14% over the 2020 survey. After excluding survey respondents without a security clearance, unemployed, active-duty military, students, those whose compensation was below \$18,000 or above \$300,000, and finally incomplete or duplicate questionnaires, there remained 24,089 usable responses in 2021. ClearanceJobs studied the following five regions across the United States: northeast, southeast, midwest, southwest, and west.

The west region had 4,155 usable responses. Survey results are compared to the 3,292 usable responses captured in 2020 that followed the same parameters.

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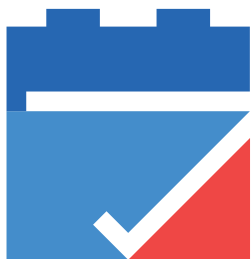
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