



ClearanceJobs®

**THE 2024**

**SECURITY CLEARANCE**

**COMPENSATION REPORT**

**THE YEAR OF THE  
BREAKTHROUGH**



# TABLE OF CONTENTS

About Us & Letter from the President		03
Overview: (Key Changes This Past Year)		04
Compensation by Clearance Level		05
Compensation by Polygraph Level		05
Compensation by Occupation		06
Compensation by Location		06
Going OCONUS in National Security		07
Remote Work		07
Top Company Benefits		08
Compensation by Career Level		08
Education, Certifications, and Compensation		09
Veterans in National Security		10
Compensation by Role in National Security		12
Compensation by Government Agency		12
Satisfaction: Jobs, Salaries, and Cleared Industry		13
Job and Salary Satisfaction		14
Likelihood of Changing Jobs or Leaving the Cleared Industry		15
Compensation and Demographics		16
Heading into 2024		17
Appendix A		18
Appendix B		19

# ABOUT US

For more than 20 years, ClearanceJobs has connected professionals with federal government security clearance and employers to fill the jobs that safeguard our nation. Our career community allows members to connect, engage, and explore opportunities to find a “best fit” match.



**1,660,104**

Registered Candidates



**117,579**

Monthly Connections



**54,243**

Monthly Job Listings



**2,091**

Hiring Companies



**396,004**

Searchable Profiles



**17,059**

New Monthly Candidates



**9,465**

Active Recruiters



**95**

Networking Groups

## A LETTER FROM OUR PRESIDENT AND FOUNDER, EVAN LESSER

Cleared compensation is rising. In the aftermath of a global pandemic and a shifting U.S. economy, the results of the 2024 Security Clearance Compensation Report show a cleared workforce not just on the rebound but breaking through. The surge in salaries reflects a breakthrough year across a variety of issues, from remote work to workforce demographics.

While the cleared tech professional continues to command a top salary, 2024 was also the year the rising tide lifted all boats, with a significant number of cleared careers offering six-figure salaries. The storms of navigating life as a government worker or national security contractor have not necessarily stopped. But increased salaries, benefits, and bonuses show an increasing number of employers are starting to pay attention to the critical mission of not just onboarding talent but using the right compensation package to retain them. Amid layoffs in other industries, the national security sector remains resilient and offers lucrative opportunities for talented individuals.

While the demand for cleared talent continues to outpace supply, the survey highlights the increasing attraction to government work by Gen Z, as the number of respondents increases and the graying workforce transitions out.

The national security workforce is breaking out of its compensation rut and ready for a breakthrough of new talent to help fill openings. National security needs its cleared community to rise to the challenge of the current threat landscape. Fortunately, the results of the 2024 Security Clearance Compensation Report show compensation is ready to rise with it.

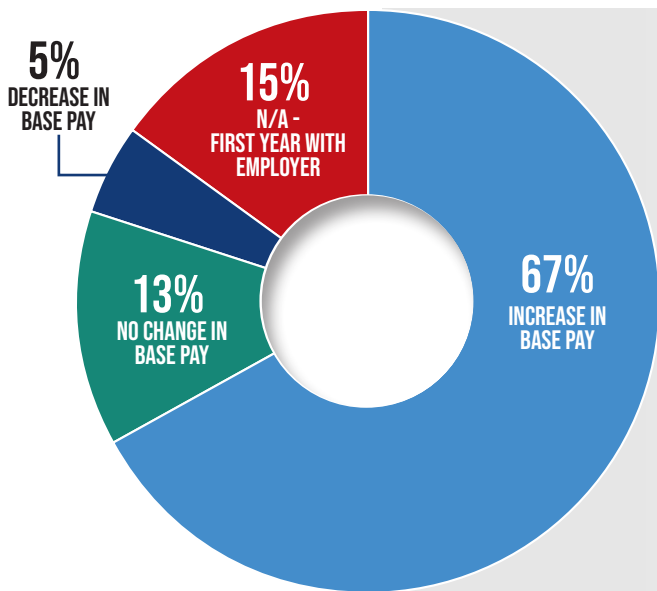
President and Founder of ClearanceJobs

## OVERVIEW: KEY CHANGES THIS PAST YEAR

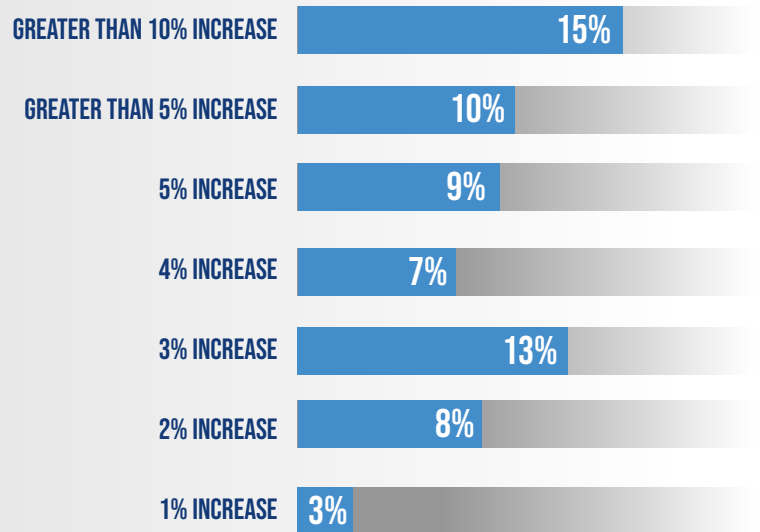
A medley of factors took center stage in the 2023 compensation landscape. Employers continue to recalibrate health and benefits strategies, navigating the changing terrain. The remote work dynamic also continues to shift in the U.S. workforce - a trend that we see in national security, as well. As more workers are required to return to the office in all industries, the divide between remote work in national security and the private sector grows slightly less seismic.

In the face of relentless inflationary challenges impacting employees' financial stability, companies are taking bold action by implementing significant salary hikes this year. Cleared candidates witnessed a noteworthy 6% boost in compensation in 2023, reaching a new high at \$114,946. Remarkably, for the second consecutive year, 67% of individuals reported an uptick in their base pay.

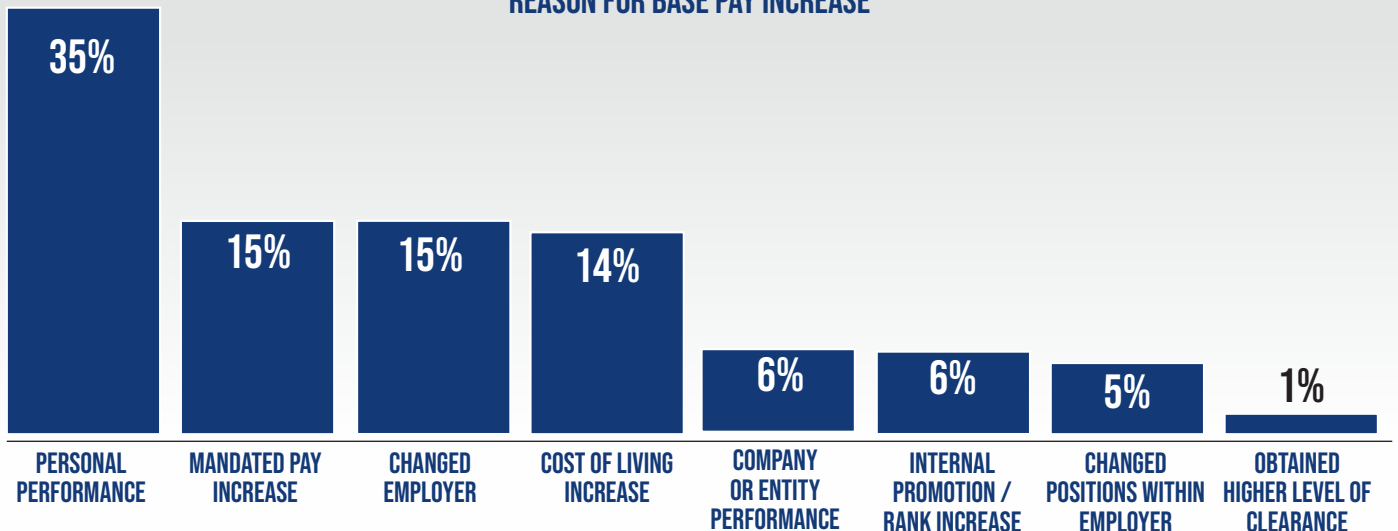
### CHANGE IN BASE PAY



### BASE PAY INCREASE



### REASON FOR BASE PAY INCREASE



## COMPENSATION BY CLEARANCE LEVEL

While employers hire for experience, retaining employees with a Top Secret clearance or getting them to take the deeper background investigation plunge often means putting up a little more compensation. Switch from a Secret clearance to a Top Secret/SCI clearance, and average total compensation jumps by \$30,000. And just making the change from a Top Secret/SCI to a security clearance with the Intelligence Community (IC) bumps average total compensation up even higher by over \$26,000. It takes a lot to find candidates who are clearable AND have the right expertise to boot. It's important to compensate the hard-to-find secret squirrels.

CLEARANCE	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
Dept of Defense Confidential	\$84,044	N/A*	1%
Dept of Defense Secret	\$97,070	5%	34%
Dept of Defense Top Secret	\$121,290	5%	12%
Dept of Defense Top Secret/SCI	\$127,050	7%	34%
Dept of Energy (Q or L)	\$119,808	6%	2%
Intelligence Agency (CIA, FBI, NSA)	\$154,161	10%	6%
Dept of Homeland Security	\$114,159	5%	2%
Public Trust	\$93,307	2%	4%
Other Government Agency	\$109,951	4%	5%

\*N/A due to low sample size.

## COMPENSATION BY POLYGRAPH LEVEL

A polygraph isn't required for every security clearance. Those who are willing and able to go through the process for a Lifestyle or Full Scope polygraph report an average total compensation almost \$30,000 higher than respondents without a current polygraph.



## COMPENSATION BY OCCUPATION

It's no surprise that some occupations compensate more than others. Education, certifications, and high demand skillsets mean engineering and IT offer a higher average total compensation than all other job categories..

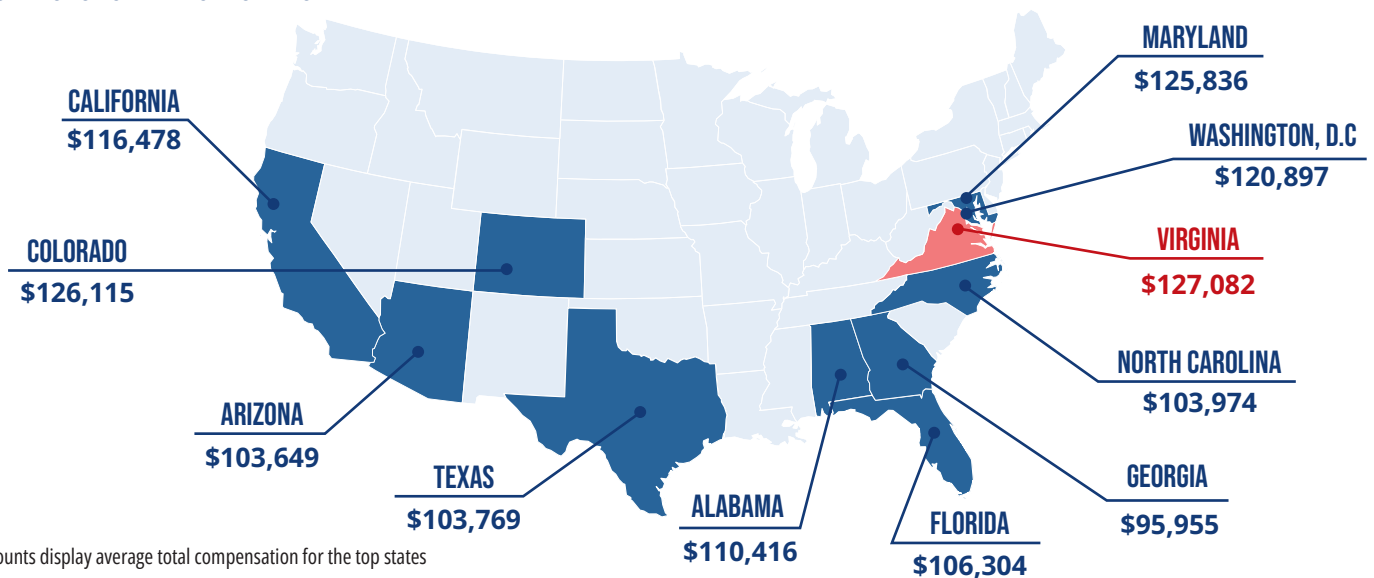
OCCUPATION	ENTRY LEVEL (less than 2 yrs experience)	EARLY CAREER (2+ yrs experience)	MID LEVEL CAREER (5+ yrs experience)	SENIOR LEVEL CAREER (10+ yrs experience)	MANAGEMENT (Manager/Director of Staff)
Business / Finance / Management	\$59,590	\$74,721	\$92,620	\$121,548	\$148,737
Engineering	\$78,104	\$95,852	\$110,005	\$140,821	\$173,949
Emergency / Healthcare and Science	\$60,050	\$64,813	\$83,783	\$104,824	\$115,000
Intelligence / Linguist	\$75,915	\$85,606	\$101,861	\$126,569	\$145,029
Information Technology	\$73,795	\$89,919	\$110,016	\$138,765	\$161,555
Government Contractor/ Military and Law Enforcement / Security	\$59,759	\$70,235	\$87,377	\$109,262	\$137,226
All Other Positions	\$62,544	\$75,268	\$86,124	\$108,401	\$131,327

## COMPENSATION BY STATE

While the cleared population continues to spread out across the country, some states continue to have a bigger presence than the rest. Many of these states also consistently offer higher compensation as well, as employers try to compete against one another. Most states with high housing costs have leveled off in the decreasing cleared talent trend - except for D.C. Our nation's capital has dropped a percentage in its cleared population every year since 2020.

With the exception of Georgia, where there are more clearance holders in the mix, the average total compensation is in the six-figure range. Virginia stays on top with the highest average total compensation - a position it's held for the past four years.

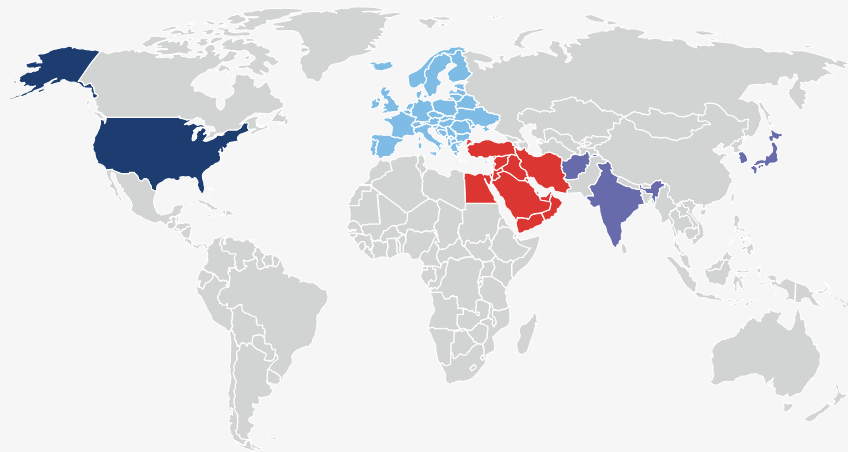
### TOP STATES FOR CLEARANCE HOLDERS



\*\*Amounts display average total compensation for the top states

## GOING OCONUS IN NATIONAL SECURITY

With changing defense strategies, OCONUS opportunities may not be as plentiful, but where there are military bases, there are cleared positions. As the Pentagon ramps up and down in different locations, the cleared presence shifts. This past year, both Germany and Japan increased population by 2%, with Australia, Qatar, and Bahrain bumping up by 1%.



### UNITED STATES

**TOTAL AVERAGE COMPENSATION: \$114,467**

95.5% of Respondents

### MIDDLE EAST

**TOTAL AVERAGE COMPENSATION: \$131,134**

1% of Respondents

### EUROPE

**TOTAL AVERAGE COMPENSATION: \$121,925**

1% of Respondents

### ASIA

**TOTAL AVERAGE COMPENSATION: \$112,253**

1% of Respondents

### OTHER

**TOTAL AVERAGE COMPENSATION: \$129,802**

1.5% of Respondents

## COMPENSATION BY CAREER LEVEL

Talent retention isn't easy in national security - especially for mid-career level employees. It's easy to contemplate job hopping in and out of cleared work in the pre-management phase of a career. In 2023, mid-career level respondents reported an 8% compensation increase, almost making it to the \$100,000 mark. But add another five years to the career, and senior-level career respondents report earning about \$25,000 more in average total compensation. Compensation may take time to climb in the early years, but employers should be ready to either increase salary for junior-level employees or recruit to backfill the position.

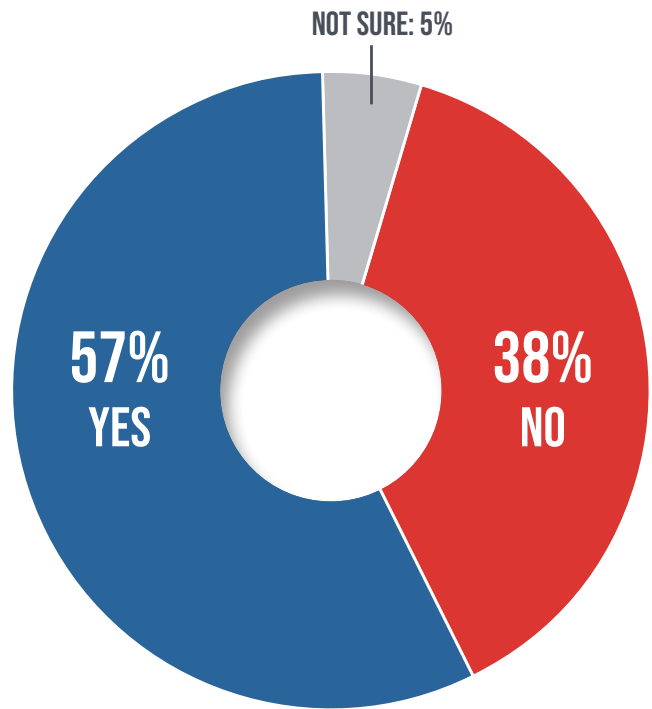
TOTAL COMPENSATION BY CAREER LEVEL	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
Entry Level (less than 2 years experience)	\$67,609	2%	5%
Early Career (2+ years experience)	\$82,643	7%	10%
Mid Level Career (5+ years experience)	\$82,643	8%	26%
Senior Level Career (10+ years experience)	\$124,760	6%	45%
Management (Manager/Director of Staff)	\$146,714	3%	12%
Executive (SVP, EVP, VP)	\$190,145	2%	1%
Senior Executive (President, CEO)	\$185,371	3%	1%

## REMOTE WORK

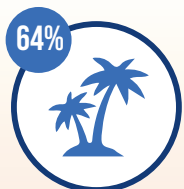
In 2021, only 46% respondents said their employer offered remote or hybrid options. In 2022, the number of respondents with remote or hybrid options jumped by 7%. In 2023, this group grew by another 4% with 57% now reporting that their employer offers a remote or hybrid option when sickness or pandemic conditions are not in effect. Respondents with this option available tend to earn a higher compensation, routinely earning \$15,000 to \$20,000 more over the past three years.

But in national security, remote or hybrid work is a luxury that many employers cannot afford, due to the nature of the work. Respondents shared what employers can do to win them over to the SCIF side. Bonuses and extra vacation days routinely rank the highest from respondents. While snacks, onsite meals, or takeout has ranked the lowest over the past three years, interest in this option grew last year over the past four years. However, if you have the funding for a bonus or a vacation day, you may find that gives you more bang for your buck.

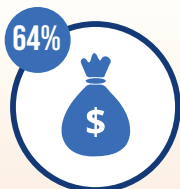
DOES YOUR EMPLOYER ALLOW FOR REMOTE OR HYBRID OPTIONS?



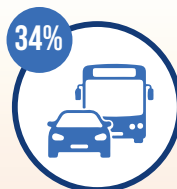
## TOP COMPANY BENEFITS



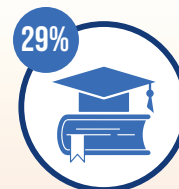
64%  
EXTRA VACATION DAYS



64%  
BONUSES



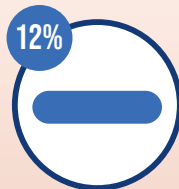
34%  
COMMUTING COST REIMBURSEMENT



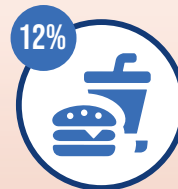
29%  
EDUCATION REIMBURSEMENT



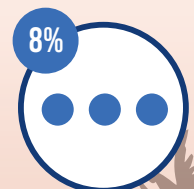
22%  
WELLNESS SUPPORT



12%  
NOTHING



12%  
SNACKS, TAKEOUT  
ONSITE MEALS



8%  
OTHER



## EDUCATION, CERTIFICATIONS, AND COMPENSATION

While it's true that certifications and degrees can drive up compensation, opportunities abound for clearance holders of all education levels. White collar workers aren't the only ones seeing salary increases.

### Education Level

The cleared industry is one place where high school graduates can still find opportunities that compensate well. Vocational training is another avenue that cleared respondents report an average total compensation just shy of six figures. However, those holding a bachelor's degree boasted an average total compensation of almost \$115,000. Add a master's degree to the mix, and compensation can jump by over \$20,000. As the federal government makes the necessary shift to skills over degrees in hiring, certifications will continue to grow in popularity and necessity. Clearance holders have a lot of certification options that drive up earning potential. Just adding a certification can add around \$16,000 more to average total compensation. But no matter the education level, the cleared industry offers stable, well-paying jobs.

### TOTAL COMPENSATION BY EDUCATION LEVEL

EDUCATION LEVEL	% OF RESPONDENTS	AVERAGE TOTAL COMPENSATION
High school graduate, diploma or the equivalent (for example: GED)	4%	\$87,287
Some college credit, no degree	15%	\$97,183
Trade/technical/vocational training	5%	\$99,927
Associate degree	10%	\$96,664
Bachelor's degree	37%	\$114,706
Master's degree	25%	\$136,983
Professional degree	1%	\$147,583
Doctorate degree	2%	\$154,868
I prefer not to answer	2%	\$119,915

### TOTAL COMPENSATION BY CERTIFICATION

I CURRENTLY HAVE AT LEAST ONE CAREER CERTIFICATIONS

**54%**

Average Total Compensation: \$122,420

I DO NOT CURRENTLY HAVE CAREER CERTIFICATIONS

**46%**

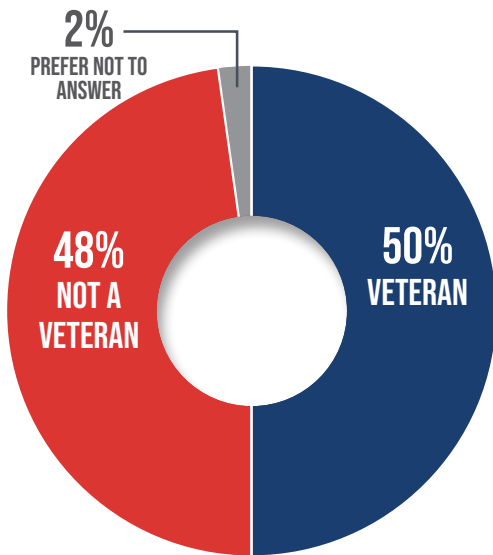
Average Total Compensation: \$106,669

## VETERANS IN NATIONAL SECURITY

In 2023, just 50% reported being a veteran, a 5% decrease from 2021 and 2022. Although veterans have many tools and resources available, the hurdles to gaining a seat on a contract persist. Over the past few years, the difference in pay between veteran and nonveteran respondents has grown from \$2,000 back in 2020 to \$8,000 in 2023.

Factors like degrees, certifications, location, and government agency can be a game changer in increasing compensation for veterans. The right combination of those factors can level the playing field.



### ARE YOU A MILITARY VETERAN?



### AVERAGE TOTAL COMPENSATION



### IN WHICH BRANCH DID YOU SERVE?

MILITARY BRANCH	AVERAGE TOTAL COMPENSATION	% OF RESPONDENTS
 Air Force	\$116,670	24%
 Army	\$108,397	36%
 Coast Guard	\$100,039	1%
 Marine Corps	\$113,478	11%
 Navy	\$110,793	20%
 National Guard	\$102,262	5%
 Space Force	**	<1%

\*\* Pay not shown due to small sample size

New to the 2023 survey, we asked veterans about the military transition. A lot rides on that first job outside the military, and 43% reported that the compensation did not meet their expectations. Not surprisingly, the 50% who said it met expectations earned about \$20,000 more in average total compensation. Many reasons were given, but 29% said it was because the employer offered them a salary that was too low. When it comes to job hopping, 66% reported only staying at their first job out of the military for two years or less, with 28% leaving in less than a year. The recruiting, hiring, and onboarding process isn't cheap. It's important to ensure the retention game matches up with recruitment strategies.

## NUMBER ONE FACTOR THAT DROVE YOUR SUCCESS IN ACHIEVING YOUR COMPENSATION EXPECTATIONS UPON TRANSITIONING OUT OF THE MILITARY?

Personal skill sets/ qualifications in demand



Years or Experience



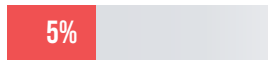
Networking



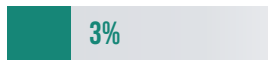
Education/ Degree



Military transition programs



Research into job opportunities/ companies



Large number of jobs available in my geographic area



Other



## NUMBER ONE FACTOR THAT LED TO YOUR COMPENSATION NOT MEETING YOUR EXPECTATIONS UPON TRANSITIONING OUT OF THE MILITARY?

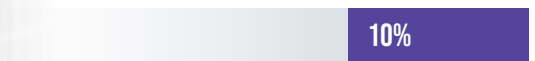
Compensation offered by employer was too low



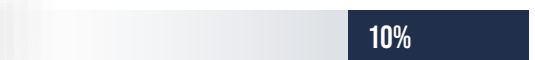
Couldn't find a job that matched my skill set



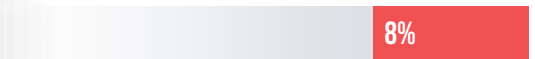
Military transition programs didn't adequately prepare me



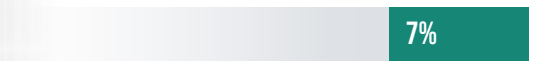
Low number of available jobs in my geographic area



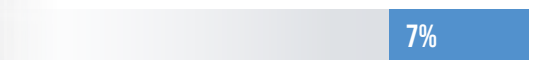
Missing skill sets/ qualifications that are in demand from employers



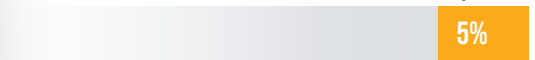
Not enough of years of experience



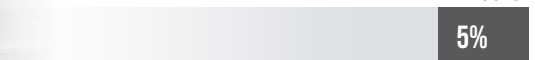
Lack of necessary education/ degree



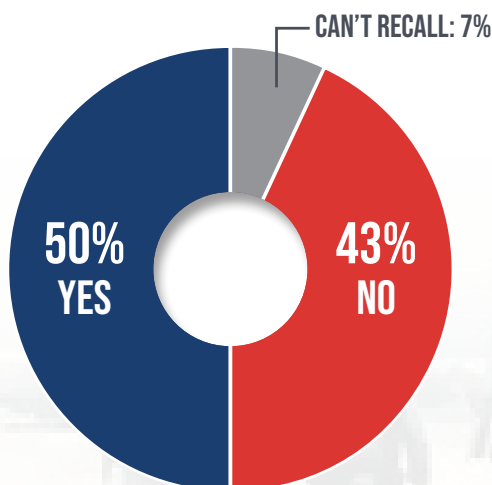
Growth opportunities in the company didn't match my needs



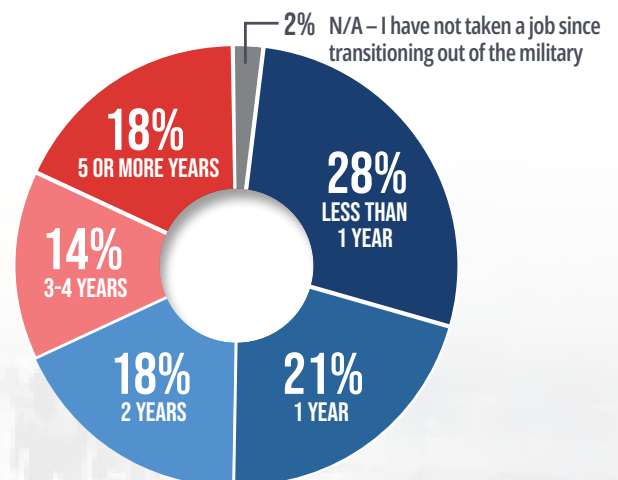
Other



## DID YOUR COMPENSATION AT YOUR FIRST JOB AFTER TRANSITIONING OUT OF THE MILITARY MEET YOUR EXPECTATIONS?



## AFTER TRANSITIONING OUT OF THE MILITARY, HOW MANY YEARS DID YOU STAY AT YOUR FIRST JOB?



## COMPENSATION BY ROLE IN NATIONAL SECURITY










While the pay gap between government employees and contractors remained, it lessened to less than \$8,000. Thanks to a mandated pay increase that went into effect in early 2023, government employees saw the benefit of an 8% increase. In contrast, government contractor compensation increased by 6%. Respondents who opted to leave the cleared community reported a 1% decrease in compensation in 2023. With inflation woes and layoff trends, those working in national security have been able to rise above the fluctuations with consistent employment.

EMPLOYER	AVERAGE TOTAL COMPENSATION	COMP CHANGE SINCE 2022	% OF RESPONDENTS
Government Employee	\$110,071	8%	16%
Government Contractor	\$118,729	6%	71%
Independent Consultant	\$140,447	5%	3%
Private Business Owner (not a consultant)	\$108,442	-1%	1%
I am employed, but no longer work in a cleared position	\$87,734	-1%	9%

## COMPENSATION BY GOVERNMENT AGENCY

Compensation increases happened in every corner, but the 2023 respondents reported bigger increases at NSA and CIA, with both agencies showing compensation changes in double digits. Both agencies have pushed through efforts to streamline their recruiting process, while better supporting their current workforce. In 2023, CIA opened up a new hiring portal in order to streamline their hiring process to make it easier for candidates to connect with the Agency. Not too long before that, the CIA hired their first Chief Wellbeing Officer. CIA Director William J. Burns shared with the public, "From my first day as Director, taking care of our people has been my top priority."

However, the biggest employer, the DoD not only boasts of over half the cleared respondents, but it also showed up with a 7% compensation increase and \$115,528 average total compensation in 2023. Average total compensation was up for the federal government in 2023, with average total compensation in the six-figure status, regardless of government agency.

GOVERNMENT AGENCY	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
 Dept of Defense and all Military Branches	\$115,538	7%	59%
 Dept of Homeland Security	\$113,473	5%	4%
 Dept of Energy	\$117,853	2%	2%
 Dept of State	\$113,841	3%	4%
 Dept of Justice (FBI, ATF, DEA, BOP)	\$114,667	2%	3%
 NSA	\$140,371	11%	2%
 CIA	\$154,730	10%	2%
 Other Government/Intelligence Agency	\$118,661	5%	10%
 N/A - Not Applicable	\$100,503	3%	13%



## SATISFACTION: JOBS, SALARIES, AND CLEARED INDUSTRY

### COMPENSATION BY YEAR WITH CURRENT EMPLOYER

In defense contracting, it's normal for candidates to jungle gym into other opportunities and contracts that become available. Sometimes that pays and sometimes it doesn't. However, the faithful employees, staying past the 15 year mark didn't feel a bump in compensation like everyone else. In fact, the compensation increases were much bigger for respondents who had less time with their current employer.

Good companies make sure they are compensating employees well. Nobody wants to find themselves back in recruitment mode for a position that could have been retained through the offer of a bonus or promotion.

### TOTAL COMPENSATION BY YEARS WITH CURRENT EMPLOYER

YEARS WITH CURRENT COMPANY	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
Less than 1 year	\$106,575	7%	25%
1 to 2 years	\$111,401	5%	35%
3 to 5 years	\$118,730	8%	21%
6 to 10 years	\$124,822	7%	10%
11 to 15 years	\$126,864	3%	4%
16 to 20 years	\$131,531	-1%	3%
>20 years	\$145,992	4%	3%

### BONUS POWER

Respondents who were only at their job for under a year were asked if they received a sign-on bonus. Only 12% said yes they received one, and those respondents averaged \$30,000 more in annual compensation than those who didn't receive one. One way to stand out is by offering some extra cash on the way in the door.

## JOB AND SALARY SATISFACTION

Job satisfaction remained stable in 2023 - not budging an inch in either direction. On the whole, respondents remain neutral or somewhat satisfied with their work. But salary satisfaction inched up on the satisfaction scale a little higher in 2023, with 2% more respondents being either somewhat or very satisfied with their salaries. Not surprisingly, those who are unsatisfied earn an average total compensation that doesn't quite hit the six-figure mark. In today's economy, earning enough to keep up with inflation and housing costs is a major factor in satisfaction levels.

JOB SATISFACTION		SATISFACTION LEVEL	SALARY SATISFACTION	
% OF RESPONDENTS	AVERAGE TOTAL COMPENSATION		AVERAGE TOTAL COMPENSATION	% OF RESPONDENTS
22%	\$121,573	Very Satisfied	\$140,777	20%
35%	\$117,204	Somewhat Satisfied	\$120,944	36%
22%	\$108,888	Neutral	\$105,598	18%
15%	\$112,480	Somewhat Dissatisfied	\$97,671	18%
6%	\$111,121	Very Dissatisfied	\$87,941	8%

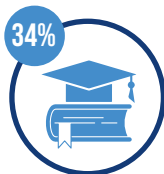
## WHAT DO YOU WANT YOUR EMPLOYER TO CHANGE TO INCREASE YOUR HAPPINESS?

Respondents were asked to pick up to three options that would contribute to increased happiness at work. Not surprisingly, for the third year in a row, higher compensation is picked by over two-thirds of the respondents. Next in line are training options, certifications, and remote work options. Personal growth and flexibility are key factors in employee happiness. A happy employee translates to a happy customer and smooth-running programs.



67%

HIGHER  
COMPENSATION



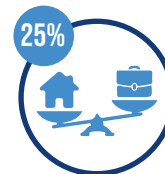
34%

MORE TRAINING OR  
CERTIFICATIONS



31%

REMOTE WORK  
OPTIONS



25%

BETTER WORK/LIFE  
BALANCE



25%

A PROMOTION



24%

MORE MEANINGFUL  
WORK



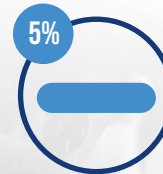
19%

FLEXIBLE SCHEDULE/  
WORKING HOURS



8%

OTHER



5%

NONE OF THE  
ABOVE

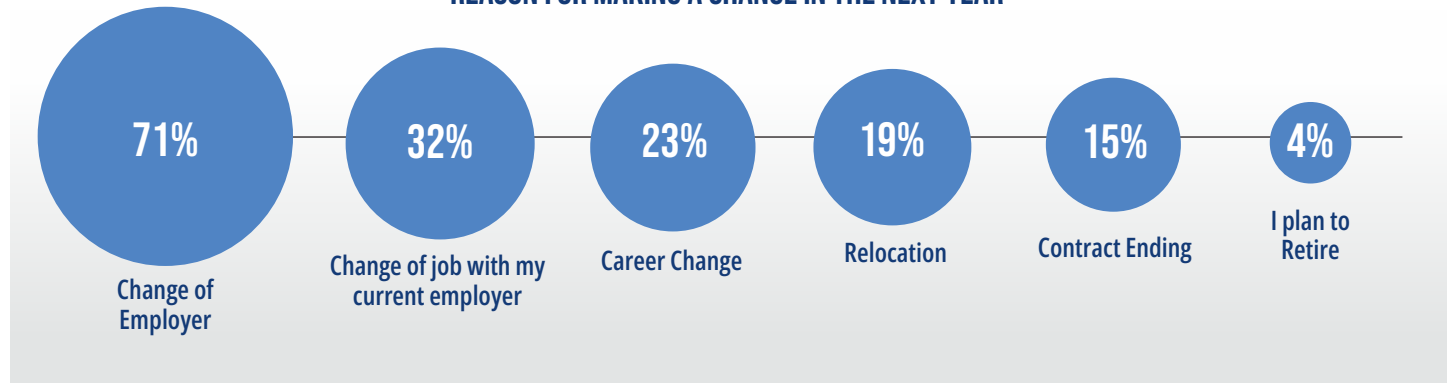
## LIKELIHOOD OF CHANGING JOBS OR LEAVING THE CLEARED INDUSTRY

With the state of the economy, respondents remain a little less motivated to change jobs, with 21% saying they're not at all likely to jump ship in 2023 - a 4% bump from last year. With 79% likely to make a move in the next year, employers have plenty of cleared candidates ready to talk.

### LIKELIHOOD OF CHANGING JOBS AND/OR EMPLOYERS

% OF RESPONDENTS	LIKELINESS	AVERAGE TOTAL COMPENSATION
28%	VERY LIKELY	\$108,405
17%	LIKELY	\$110,408
34%	SOMEWHAT LIKELY	\$116,832
21%	NOT LIKELY	\$125,912

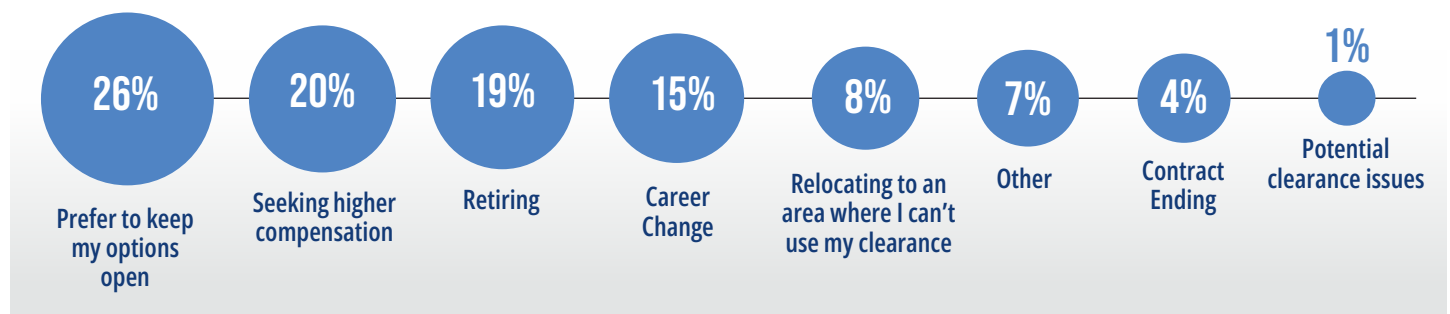
### REASON FOR MAKING A CHANGE IN THE NEXT YEAR



### LIKELIHOOD OF LEAVING THE CLEARED INDUSTRY IN THE NEXT FIVE YEARS

% OF RESPONDENTS	LIKELINESS	AVERAGE TOTAL COMPENSATION
6%	VERY LIKELY	\$120,755
7%	LIKELY	\$118,104
28%	SOMEWHAT LIKELY	\$117,539
59%	NOT LIKELY	\$113,313

### REASON FOR MAKING A CHANGE IN THE NEXT YEAR



## COMPENSATION AND DEMOGRAPHICS

While the look and feel of national security remains consistent, small adjustments each year paint the picture for future adjustments. Women remain at 23% of respondents again this year; however, Generation Z has steadily grown by 4% over the past four years.

### COMPENSATION BY AGE

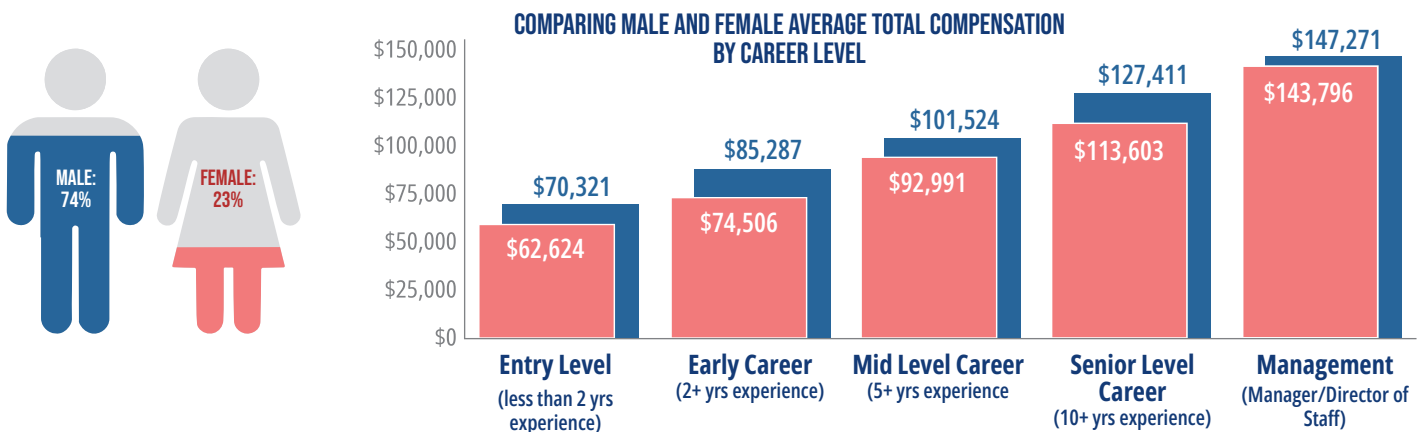
Generation Z got the biggest percentage increase for the second year in a row, with respondents reporting a 13% compensation change from 2022. Millennials moved up the pay scale by 7%, and generation X had a 5% compensation increase. The remaining boomers in the workforce had the smallest compensation change (4%). Millennials continue to hold court at 40% of respondents, with the largest number of respondents. Although the average total compensation for millennials sits at almost \$106,000, those working at the senior or management level average \$15,000-30,000 more.

AGE CATEGORY	AVERAGE TOTAL COMPENSATION	% OF RESPONDENTS
Generation Z (born 1997-2012)	\$83,165	7%
Millennials (born 1981-96)	\$105,954	40%
Generation X (born 1965-80)	\$124,632	38%
Boomers (born 1946-64)	\$130,771	15%
Silent (born 1945 or earlier)	N/A*	<1%

### COMPENSATION BY GENDER

Women reported a lower average total compensation for the past four years. While occupations and education levels can impact differences in pay for gender, companies also have tools in their arsenal to fight against any perceived or real pay gap. From supporting promotion and pay transparency to offering parental leave regardless of gender, to encouraging salary and promotion negotiations, it's not difficult to take steps to overcoming any gap that exists.

GENDER CATEGORY	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
Female	\$97,920	7%	23%
Male	\$111,933	6%	74%
Provided Own Definition	\$94,487	2%	<1%
Prefer Not to Answer	\$117,446	6%	3%





# BREAKING INTO 2024

In a world of fleeting trends and economic uncertainties, embracing messages that resonate with the cleared community is vital.

While the trends change, the impact of national security careers and importance of the mission continues to resonate for cleared professionals. Successful recruiting into 2024 and beyond should showcase the stability of supporting the federal government, and the promising trajectory for long-term compensation. National security careers offer the secret sauce of stability, salary, and mission. Beyond chasing salaries, it's the enduring significance of the work that drives the cleared community.



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## Important information about our survey

This report focuses on both the findings for the 2023 survey and the comparison of those results for a nearly identical survey conducted one year prior (2022 compensation information).

In 2023, there were 33,045 survey participants. After excluding survey respondents not having security clearance, those who were unemployed, active-duty military, students, those whose compensation was below \$18,000 or above \$350,000, and finally incomplete or duplicate questionnaires, there remained 14,251 usable responses in 2023 and 22,368 usable responses in 2022.

By definition, all respondents included in this analysis have an active or current security clearance issued by the U.S. federal government, are not active-duty military, are employed, and reported compensation figures between \$18,000 and \$350,000. Note that in reports completed prior to 2020, active-duty military were included in the analysis universe. Dollars are as reported in the survey year, and not adjusted for inflation. Also, prior to 2022, the high-end cap for compensation figures was \$300,000. That was increased to \$350,000 in 2022. This had a negligible impact on overall compensation figures for 2022 (no impact on median, increased mean total compensation by \$546 and increased mean base pay by \$131).

Where relevant, survey results are compared to the 22,368 usable responses captured in 2022 that followed the same parameters.

# APPENDIX A

## TOTAL COMPENSATION BY STATE State with 100 or more respondents shown

STATE	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS	STATE	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022	% OF RESPONDENTS
Alabama	\$110,416	7%	3%	Nevada	\$102,995	N/A*	1%
Alaska	\$97,178	N/A*	<1%	New Hampshire	\$124,173	N/A*	<1%
Arizona	\$103,649	1%	2%	New Jersey	\$121,360	N/A*	1%
Arkansas	\$85,982	N/A*	<1%	New Mexico	\$110,726	7%	2%
California	\$116,478	6%	7%	New York	\$106,984	5%	1%
Colorado	\$126,115	9%	5%	North Carolina	\$103,974	10%	2%
Connecticut	\$98,438	N/A*	<1%	North Dakota	\$90,909	N/A*	<1%
Delaware	\$106,294	N/A*	<1%	Ohio	\$111,091	6%	2%
D.C.	\$120,897	3%	6%	Oklahoma	\$94,792	N/A*	1%
Florida	\$106,304	7%	7%	Oregon	\$111,833	N/A*	<1%
Georgia	\$95,955	-1%	3%	Pennsylvania	\$105,862	3%	1%
Hawaii	\$111,473	3%	1%	Puerto Rico	\$64,567	N/A*	<1%
Idaho	\$104,875	N/A*	<1%	Rhode Island	\$102,778	N/A*	<1%
Illinois	\$109,310	6%	1%	South Carolina	\$103,742	15%	2%
Indiana	\$91,594	N/A*	1%	South Dakota	\$120,886	N/A*	<1%
Iowa	\$94,950	N/A*	<1%	Tennessee	\$91,873	N/A*	1%
Kansas	\$101,390	N/A*	1%	Texas	\$103,769	5%	7%
Kentucky	\$88,403	N/A*	1%	Utah	\$113,261	N/A*	1%
Louisiana	\$94,027	N/A*	1%	Vermont	\$86,200	N/A*	<1%
Maine	\$92,100	N/A*	<1%	Virgin Islands	N/A*	N/A*	<1%
Maryland	\$125,836	7%	9%	Virginia	\$127,082	8%	20%
Massachusetts	\$120,139	N/A*	1%	Washington	\$114,054	N/A*	2%
Michigan	\$112,320	N/A*	1%	West Virginia	\$110,684	N/A*	<1%
Minnesota	\$119,576	N/A*	<1%	Wisconsin	\$81,806	N/A*	<1%
Mississippi	\$92,308	N/A*	<1%	Wyoming	\$96,909	N/A*	<1%
Missouri	\$100,744	N/A*	1%	I don't work in the United States	\$125,116	1%	5%
Montana	\$109,741	N/A*	<1%				
Nebraska	\$99,837	N/A*	<1%				

# APPENDIX B

## TOTAL COMP BY JOB CATEGORY

OCCUPATION	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022
Aerospace and Aviation	\$115,968	6%
Business - HR	\$95,085	2%
Business - Legal	\$120,544	1%
Business - Sales	\$143,530	1%
Business - Support	\$82,282	3%
Construction/Facilities	\$101,266	3%
Emergency	\$100,811	1%
Engineering - Chemical	\$119,363	<1%
Engineering - Civil	\$118,024	1%
Engineering - Electrical	\$119,417	3%
Engineering - Mechanical	\$113,205	1%
Engineering - Systems	\$144,525	4%
Finance	\$105,890	2%
Government Contractor	\$103,272	7%
Healthcare and Science	\$95,391	1%
Intelligence	\$118,058	6%

OCCUPATION	AVERAGE TOTAL COMPENSATION	COMP. CHANGE SINCE 2022
IT - Database	\$122,946	2%
IT - Data Science	\$133,783	2%
IT - Hardware	\$122,002	4%
IT - Security	\$131,311	10%
IT - Software	\$144,147	7%
IT - Support	\$91,549	7%
IT - Tech Writing	\$96,617	1%
IT - QA and Test	\$121,225	1%
Linguist	\$105,643	1%
Logistics	\$86,600	4%
Management	\$136,428	8%
Military and Law Enforcement	\$116,730	3%
Security	\$94,030	7%
Trainer/Instructor	\$95,319	2%
Visual and Creative	\$105,269	1%



# Employer Branding Helps Hiring

Effective branding can result in a 1-2x reduction in time-to-hire.

# 95%

OF CANDIDATES IDENTIFY A COMPANY'S REPUTATION AS A KEY CONSIDERATION WHEN EXPLORING NEW CAREER OPPORTUNITIES.

# 93%

OF CANDIDATES SPEND AT LEAST 10 MINUTES RESEARCHING A PROSPECTIVE EMPLOYER'S BRAND

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### END-TO-END CLEARED **HIRING SOLUTIONS**



#### RECRUITMENT SOLUTION [↗](#)

- Search, directly engage, and easily work cleared candidates through a pipeline.
- Convert passives to active potential hires.



#### CAREER EVENTS [↗](#)

- Reduce your cost per hire with real-time conversations.
- Choose from in-person or virtual, public or private events.



#### SOURCING SERVICES [↗](#)

- Save time and free up bandwidth while we fill your pipeline.
- All that's left for you to do is interview and hire.



#### EMPLOYER BRANDING [↗](#)

- Increase brand awareness to gain cleared candidate trust.
- Amplify your hiring messages using targeted messaging, site advertising and sponsored content.

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