

SECURITY CLEARANCE COMPENSATION REPORT FLORIDA



ClearanceJobs takes a deep dive into compensation, job and salary satisfaction, and the likelihood of changing jobs for cleared professionals in Florida.



Florida lands just out of the top five for overall security clearance compensation. Average total compensation is \$89,179, making it the sixth highest paying state for cleared professionals. But most individuals probably don't move to Florida for the compensation alone—it's the missions and the sunshine. Florida is a defense industry epicenter with more than 20 military installations and three unified combatant commands. Florida is also home to the Space Coast, Kennedy Space Center, and 663 miles of beaches. As Florida residents love to remind friends in other states, the average temperature is pretty near perfect—70.8 degrees.

Florida is one of the top states for space and defense systems manufacturing and aerospace products and parts manufacturing. And the state isn't a one city wonder when it comes to defense job opportunities—from Tallahassee to Miami and Orlando in between, defense professionals have a diversity of opportunities to choose from in Florida, and competitive salaries to earn. With renewed emphasis on space, Florida's Space Coast is primed to take advantage of new contracting opportunities and new dollars moving into Florida's defense contractors.

Florida Total Compensation

Florida's average total compensation is \$89,179, slightly lower than the national average cleared compensation of \$96,515. While compensation might not be as high as major security clearance markets like the Washington, D.C. metro or California, the cost of living is significantly lower than those states. And with more than 50,000 service members in the state and more than 5,000 projected to transition out of the military in 2020, it's a talent-rich market for defense industry employers. The lack of a state income tax makes the state attractive for many transitioning service members. Florida has the third largest population of veterans.

TOTAL COMPENSATION

	2018	2020	% CHANGE FROM 2018
Average Total Compensation	\$86,347	\$89,179	3%



Contract work in Florida has a strong emphasis in IT. Lockheed Martin, Northrop Grumman, Boeing, and L3Harris all have campuses in Central Florida. The Central Florida Research Park is located near the University of Central Florida. Dozens of modeling and simulation companies are in the Research Park in support of the simulation missions of the U.S. Army, Navy, Air Force, and Marines.

Compensation by Clearance Level

Mirroring responses in the rest of the country, Intel clearances pay top total compensation in Florida (\$106,318). Top Secret security clearances saw the highest pay increases, however, with a 6% increase between 2008 and 2010, with average total compensation of \$97,598. It's unclear why Department of Homeland Security clearance salaries took a 20% dip, but with only 3% of the state's respondents holding DHS clearance, fluctuations in compensation could be due to changes in experience or industry.

TOTAL COMPENSATION BY CLEARANCE

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Confidential			
Secret	\$77,409	\$78,212	1%
Top Secret	\$91,816	\$97,598	6%
Top Secret/SCI	\$93,060	\$96,946	4%
DoE (Q or L)			
Intel	\$109,405	\$106,318	-3%
DHS	\$93,293	\$73,452	-21%
Public Trust	\$58,943	\$69,494	18%
Other Government Agency	\$88,158	\$94,618	7%

Gray box indicates <20 responses.

Compensation by Polygraph Level

Lifestyle and Full Scope polygraphs garnered the highest pay increases, 7%. A counterintelligence polygraph actually offered the highest overall compensation, however. The number of respondents in Florida with a polygraph is right on par with the rest of the country. Just 4% have a Lifestyle or Full Scope polygraph, and 13% have a Counterintelligence polygraph. Florida respondents are representative of the rest of the country when it comes to the split of contractors, government employees, and service members—55% are government contractors, 21% are currently in the military, and 12% are government employees.

TOTAL COMPENSATION BY POLYGRAPH

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Counterintelligence Poly	\$95,103	\$97,922	3%
Lifestyle or Full Scope Poly	\$88,570	\$94,657	7%
Don't have current polygraph	\$85,042	\$87,591	3%



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Salaries by Year with Current Employer

Florida respondents had the rare combination of top pay increases and top compensation for those with more than 20 years of experience with their current employer. In an era where job hopping is seen as the career normal, some Florida professionals are bucking the trend, and it's paying. Similar to other states, professionals at the three to five-year mark also saw increases, with a 9% pay increase the average for Florida respondents. With the average length of time with an employer 4.6 years, it's worthwhile for employers to show professionals the money at that critical 'make a move' point in their career.

COMPENSATION BY YEAR WITH CURRENT EMPLOYER

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Less than 1 year	\$79,543	\$81,047	2%
1 to 2 years	\$85,053	\$87,263	3%
3 to 5 years	\$80,558	\$87,585	9%
6 to 10 years	\$88,704	\$85,132	-4%
11 to 15 years	\$89,749	\$102,084	14%
16 to 20 years	\$88,668	\$96,656	9%
>20 years	\$98,195	\$120,649	23%

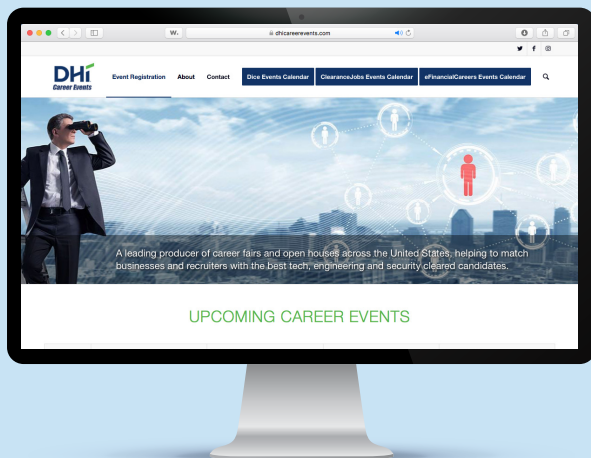
Compensation by Career Level

Florida respondents at every career level received increases of 5% or more. Mid-career professionals (those with five or more years of experience) had the biggest compensation increases, 12%. Managers had the highest overall compensation, \$116,286. Compensation steps up with years of experience, with entry-level professionals garnering salaries of just \$50,300, and management professionals reaching six-figure salaries.

COMPENSATION BY CAREER LEVEL

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Entry Level (less than 2 years experience)	\$46,910	\$50,300	7%
Early Career (2+ yrs experience)	\$55,194	\$60,851	10%
Mid Level Career (5+ yrs experience)	\$64,660	\$72,455	12%
Senior Level Career (10+ yrs experience)	\$89,642	\$94,579	6%
Management (Manager/Director of Staff)	\$110,471	\$116,286	5%
Executive (SVP, EVP, VP)			
Senior Executive (President, CEO)			

Gray box indicates <20 responses.



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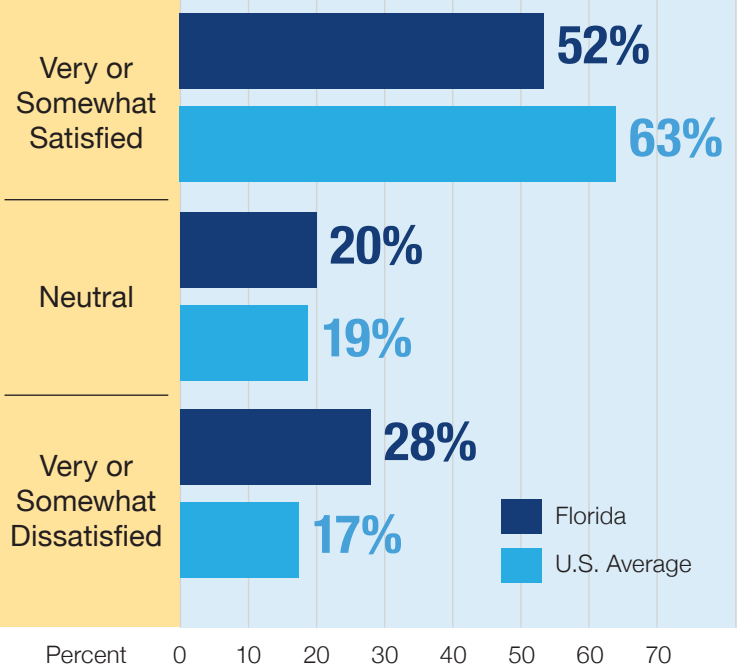
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Satisfaction with Job

I Can't Get No...Job Satisfaction

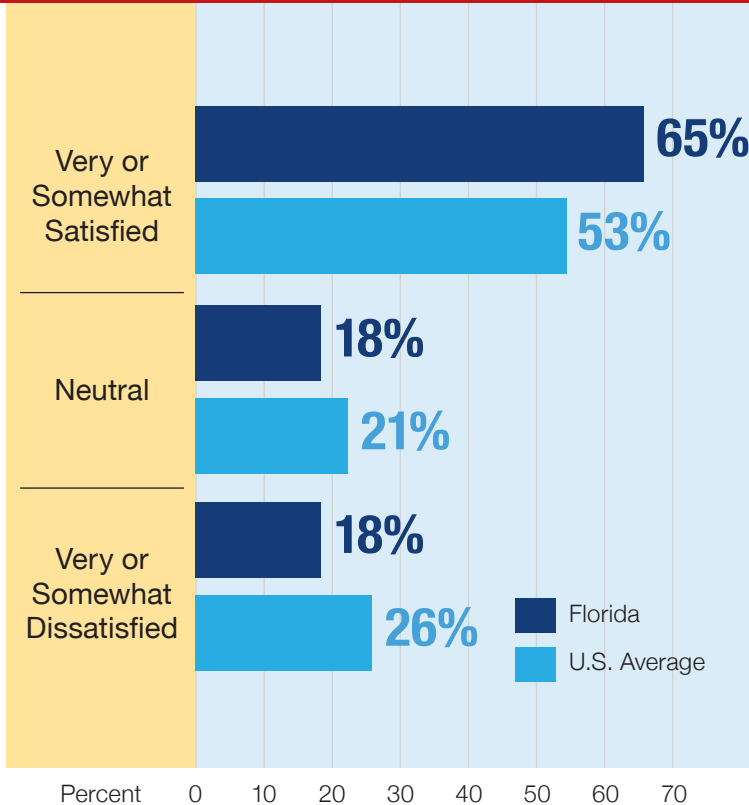
Florida respondents are 11% more likely to be very or somewhat dissatisfied with their jobs. It may be the job-hopping effect—with so many cleared job opportunities out there, the job grass may look greener on the other side. Florida's high veteran population may also contribute to cleared respondents being more likely to report dissatisfaction. Numerous reports show veterans often leave their first civilian job within the first two years. When you've spent a career in the military, it takes some testing time to determine what you're looking for in a civilian employer. A veteran's first post-military job is often not their last.



Satisfaction with Salary

High Salary Satisfaction

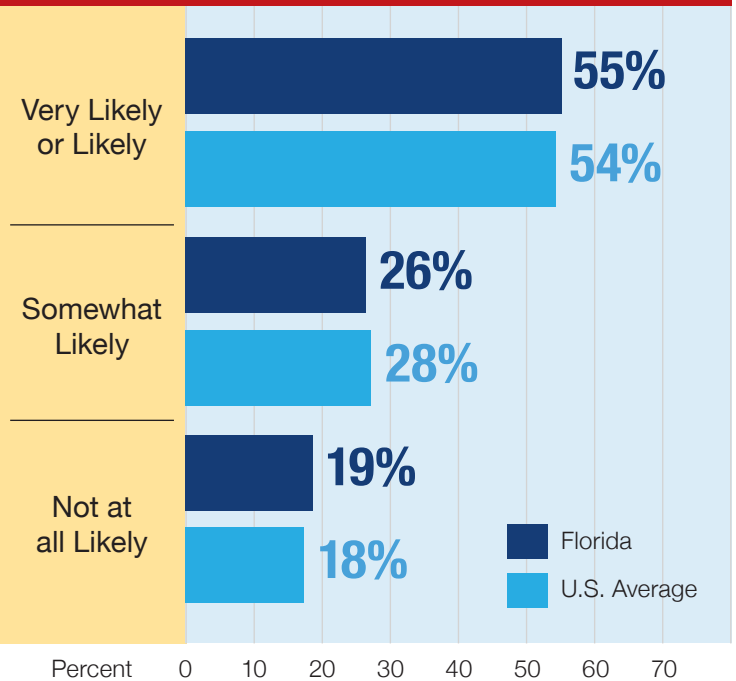
Florida respondents were 12% more likely to be happy with their salary than the national average. While housing in Florida trends slightly higher than the national average, aerospace and defense workers also earn higher salaries than non-cleared professionals. With average salaries in Florida \$40,750, and the average cleared compensation more than double that, it's no surprise that professionals in the defense sector experience the value and appreciate the benefits of working in the cleared industry.



Likelihood of Changing Jobs or Employer in the Next Year

Ready to Move for the Right Opportunity

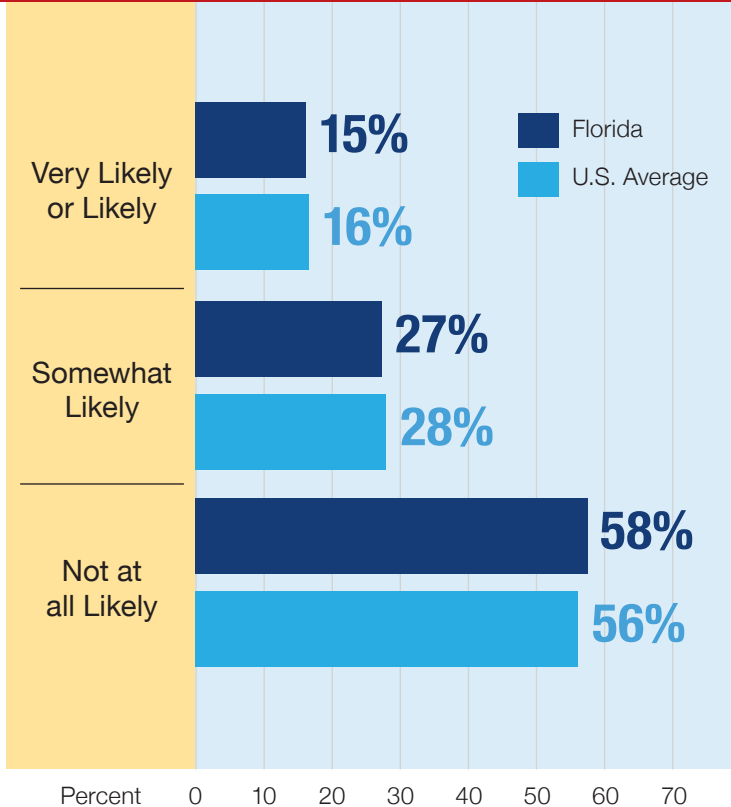
Like the rest of the country, Florida cleared respondents say they're likely to move for the right opportunity, with 81% of respondents very or somewhat likely to change employers in the coming year. The responses show that despite the significant pay increases earned by professionals who stuck with their employer for eleven years or more, dissatisfaction with a job beats satisfaction with a salary—cleared professionals in Florida are willing and open to making a move.



Leaving Cleared Industry in the Next Five Years

Cleared Pros in it for the Mission

Cleared professionals across the country, including Florida's respondents, are unlikely to leave the cleared industry. 58% said they were not at all likely to leave the cleared industry. Only 15% were likely or very likely to leave the cleared industry. Respondents who were somewhat likely to move include respondents who noted they were unhappy with their current work. With high salary satisfaction and lower job satisfaction, it seems Florida cleared professionals may be likely to leave for a better job or more interesting work. Compensation may be less motivating.



Top 5 Highest Paid Jobs:



\$117,746

ENGINEERING - SYSTEMS

Aerospace, Avionics, Geospatial, Modeling, Simulations, Management



\$111,098

MANAGEMENT

Team Lead, Project Manager, Program Manager, Supervisor



\$109,354

IT - SOFTWARE

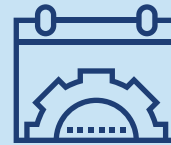
Development, Web, Engineering, Management



\$106,725

IT - TECH WRITING

Writing, Editing



\$99,430

IT - SECURITY

Cybersecurity, Defense, Attack, Policy, Emergency Response, Management

Engineering, Management, and IT positions garner top salaries in Florida. Florida's Space Coast consists of miles of beaches and is the home of the U.S. space program, including the Kennedy Space Center. While the focus today may be on the Department of Defense's U.S. Space Force, new space investment is good news for NASA and the Kennedy Space Center, as well. With emphasis on aerospace and the needs for engineers to keep America's space program running, it's no surprise Systems Engineers earn top salaries in Florida, with average total compensation of \$117,746. Management professionals are the next highest paid, including project managers and team leads. With three combatant commands and more than 20 military installations, there are a number of leading defense contractors and military programs operating in Florida—and those programs need managers to keep them on time and within budget. IT positions round out the top five highest paying jobs in Florida, with IT-Software, IT-Technical Writing, and IT-Security all garnering top pay.

With the government's continued shift to automation, simulation, and artificial intelligence, both demand and top salaries for IT professionals in Florida is expected to continue.

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