

# SECURITY CLEARANCE COMPENSATION REPORT MARYLAND



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



Maryland is number one in concentration of computer scientists, according to [Open.Maryland.gov](http://Open.Maryland.gov). It isn't surprising considering the state is home to more than 60 federal agencies and 20 military installations, including the National Security Agency. Aerospace employment also soars in Maryland, with 15 of the country's top 20

aerospace companies located in the state. With a variety of commercial and government employers in industries from research and development to unmanned systems, Maryland is a state of career opportunity. In addition to a variety of vocations, the state is diverse—in geography, opportunity, and population.

# Maryland Total Compensation

Average total compensation is \$104,836, a 3% increase from 2018, the last time ClearanceJobs administered a comprehensive compensation survey. While compensation is higher than the national average, the cost of living is, as well, at 17% above the national average.

## TOTAL COMPENSATION

	2018	2020	% CHANGE FROM 2018
Average Total Compensation	\$101,338	\$ 104,836	3%

The Maryland job market is one of the largest markets for cybersecurity professionals, particularly with polygraph, fueled by the ongoing needs of the National Security Agency.



## Compensation by Clearance Level

It's not clear why Top Secret security clearance holders reported a slight (2%) dip in salaries, but TS/SCI clearance holders made up for it with an 8% jump. The move signifies the continued emphasis on TS/SCI, particularly for the technology, engineering, and research opportunities prevalent in Maryland.

## TOTAL COMPENSATION BY CLEARANCE

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Confidential			
Secret	\$84,313	\$87,388	4%
Top Secret	\$108,929	\$107,192	-2%
Top Secret/SCI	\$103,112	\$111,371	8%
DoE (Q or L)			
Intel	\$119,653	\$122,463	2%
DHS			
Public Trust	\$83,462	\$85,346	2%
Other Government Agency	\$98,672	\$97,054	-2%

Gray box indicates <20 responses.

## Compensation by Polygraph Level

Maryland respondents are the most likely to have polygraphs, with a whopping 44% of respondents noting a [Counterintelligence](#), [Lifestyle](#) or [Full Scope polygraph](#). They also have the highest percentage of Lifestyle or Full Scope polygraphs, with 23% versus 6% for the rest of the U.S. Counterintelligence polygraph respondents cited the highest increase, 12%.

### TOTAL COMPENSATION BY POLYGRAPH

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Counterintelligence Poly	\$100,964	\$113,568	12%
Lifestyle or Full Scope Poly	\$113,862	\$116,476	2%
Don't have current polygraph	\$95,538	\$96,722	1%

The polygraph is more about getting scared people to admit what they would have otherwise omitted on their SF-86 than it is about actually digging up deception independently. Bearing that in mind, here is the reality: the scare tactic works subconsciously on many people.



## Salaries by Year with Current Employer

Maryland employers appear to reward tenure, with professionals who have been with their companies for 11 to 20 years reporting the highest salary increases, 14-16%. Professionals with 1 to 2 years of experience with their current employer also saw a significant bump, 7%.

### COMPENSATION BY YEAR WITH CURRENT EMPLOYER

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Less than 1 year	\$95,622	\$100,301	5%
1 to 2 years	\$96,427	\$103,305	7%
3 to 5 years	\$101,654	\$104,258	3%
6 to 10 years	\$108,707	\$107,019	-2%
11 to 15 years	\$109,878	\$125,350	14%
16 to 20 years	\$96,667	\$112,113	16%
>20 years	\$130,773	\$125,646	-4%

# Compensation by Career Level

Career level was a significant driver for compensation increases. Senior executives saw the biggest bump (17%), but senior level career, early career, and entry-level professionals also saw 8-9% compensation increases. Maryland is a great state for professionals at every stage of their career. Compensation is competitive for entry-level professionals, driven by high-demand for talented cleared professionals to work for the NSA and the many contracting companies supporting government missions Maryland offers. The high-demand for cyber talent in Maryland means there will always be major push and hot competition for all career levels. The federal government is also increasingly taking steps to ensure they can onboard professionals regardless of experience or degree.

“You know at this point, particularly in cyber, I’m not sure it matters if you’re 45 or 17, which speaks to the ways that we need to evolve our hiring practices,” said Chris Krebs, director of the Cybersecurity and Infrastructure Agency.

## COMPENSATION BY CAREER LEVEL

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Entry Level (less than 2 years experience)	\$54,923	\$59,463	8%
Early Career (2+ yrs experience)	\$66,317	\$72,252	9%
Mid Level Career (5+ yrs experience)	\$82,961	\$86,048	4%
Senior Level Career (10+ yrs experience)	\$112,096	\$120,622	8%
Management (Manager/Director of Staff)	\$129,092	\$134,091	4%
Executive (SVP, EVP, VP)	\$167,500	\$195,665	17%
Senior Executive (President, CEO)			

Gray box indicates <20 responses.



### DOUBLE YOUR MONEY

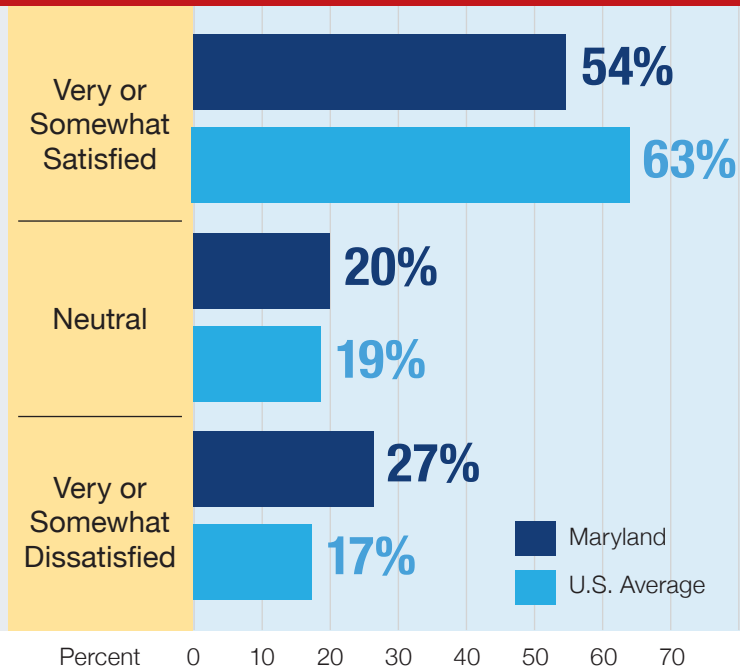
While all professionals saw notable salary bumps between 2018 and 2020, experience was a critical driver in the level of compensation, with salaries doubling between entry level (less than two years) and senior level professionals. Entry level professionals in Maryland started their careers with an average compensation of \$59,463. By the time they hit 10 years of experience, that average salary was \$120,622. Hitting the executive level in Maryland led to salaries near the 200k mark.



## Satisfaction with Job

### Grass Looks Greener in a Hot Job Market

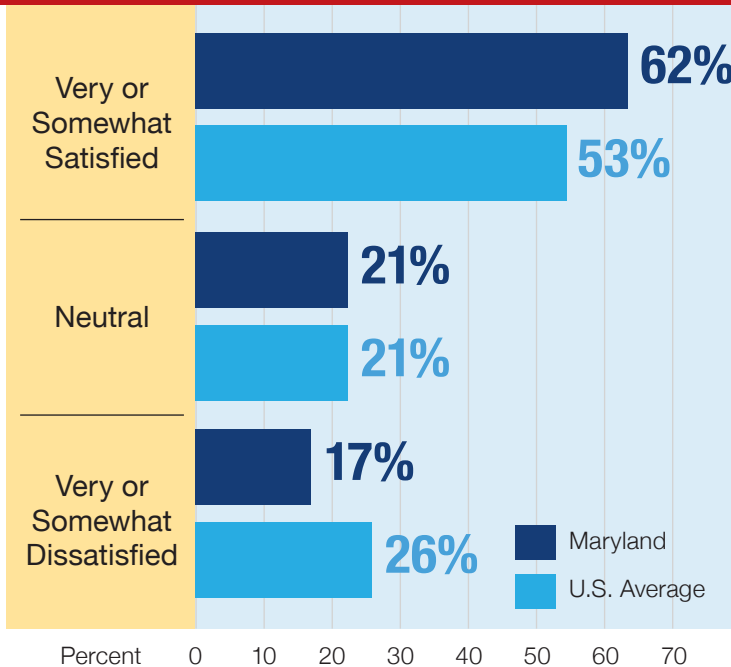
Maryland workers are less satisfied with their jobs than the national average. That could point to burn out in a tech heavy market, but also highlight the hot competition Maryland's cyber professionals face. When you're constantly contacted by recruiters, it's easier to think there may be a better opportunity out there, and reconsider your satisfaction with your current job.



## Satisfaction with Salary

### Name Your Price Skills on Display

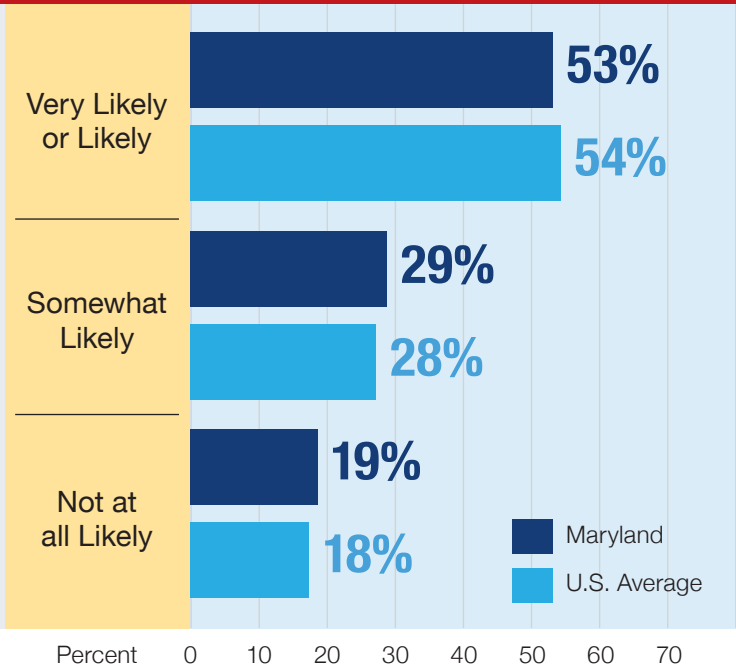
Maryland respondents were slightly more satisfied with their salaries than with their jobs. They were 9% more likely to be satisfied with their salaries and 9% less likely to be dissatisfied than the U.S. average. Satisfaction with salary also points to the name-your-price market for cyber professionals in Maryland, with the country's highest percentage of polygraph candidates and cybersecurity and data science skills.



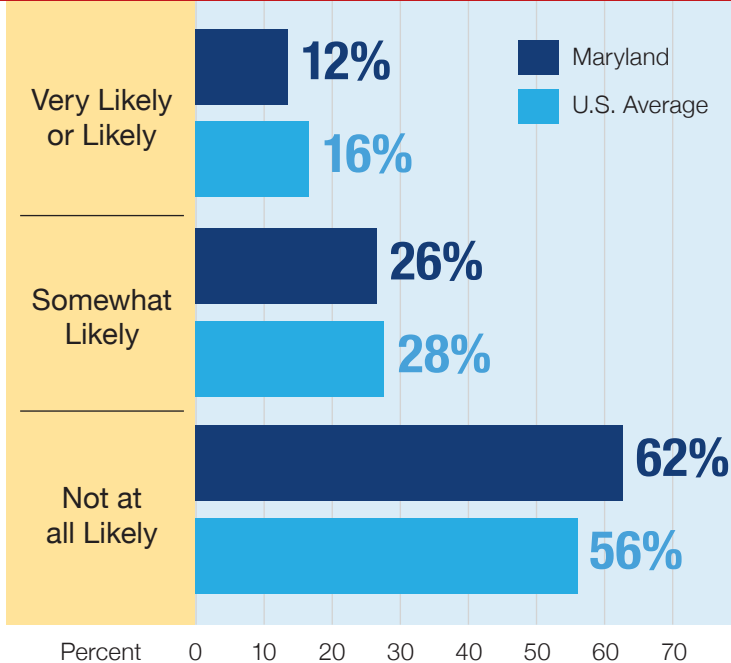
## Likelihood of Changing Jobs or Employer in the Next Year

### Maryland on the Move

Maryland respondents are 82% very to somewhat likely to change jobs in the coming year. With [thousands of job openings](#) from cyber analyst and planner to linguist, Maryland remains a candidate's market. With recruiters continually reaching out to connect with candidates and lure them into new opportunities, talent is willing to make a move for the right opportunity.



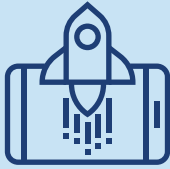
## Leaving Cleared Industry in the Next Five Years



### The Skills to Stay

Maryland respondents may be likely to change jobs, but they're not likely to leave the cleared industry. It's not due to lack of opportunities in the commercial sector, so it's a positive indication that when it comes to cleared professionals, the mission matters. The type of work that can be done for organizations like the NSA is work that can't be done anywhere else—and cleared candidates know that.

## Top 5 Highest Paid Jobs:



**\$134,429**

### ENGINEERING - SYSTEMS

Aerospace, Avionics, Geospatial,  
Modeling, Simulations, Management



**\$131,991**

### IT - SOFTWARE

Development, Web,  
Engineering, Management



**\$127,950**

### MANAGEMENT

Team Lead, Project Manager,  
Program Manager, Supervisor



**\$127,448**

### BUSINESS - SALES

Business Development,  
Account Management



**\$125,143**

### ENGINEERING - CIVIL

Architectural, Environmental, Control,  
Structural, Transportation, Water,  
Construction, Management

Tech is king when it comes to top-paying careers in Maryland. With the continual need for cybersecurity professionals, colleges including the University of Maryland, Baltimore County and the University of Maryland, College Park are working to churn out new professionals for the never-ending stream of tech job openings. In Maryland, Management professionals also garner top pay, with program managers needed to make sure those technical missions get accomplished on time and budget. Business Sales professionals make it into the top five, because you can't have federal contract awards without business development professionals making it happen. In addition to cyber, Maryland has the most federal obligations per capital for research and development—\$15.4 billion. Business Sales professionals help marry contracting ingenuity with federal opportunity. Civil Engineering finishes out the top five highest-paying jobs in Maryland. Civil Engineers are at work at military installations in Annapolis, managing projects for the Department of Energy in Germantown, and supporting government contractors with logistics, GIS, and technology missions for the federal government.

# ClearanceJobs

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in national security



ClearanceJobs is your all-in-one recruiting solution. Much like a CRM, our unique system lets you work candidate leads through a funnel, converting cool passives to active candidates ready to make a move—to your company.

## STRUGGLING TO HIRE? TRY SOURCING SERVICES



ClearanceJobs Sourcing Services matches you with a dedicated recruiting team that actively sources engaged cleared candidates, reviews their skills, and performs phone screens—all in a cost-efficient way, so you can make the best hires within your budget.

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