

SECURITY CLEARANCE COMPENSATION REPORT TEXAS



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



Texas is perhaps the one state in the nation that could get by with holding up a giant sign that says ‘We’re #2’ and still feel pretty proud about it. Texas

is the second largest state in the country in size, boasts the second largest population, and is the second largest economy. Its gross state product is one of the largest in the world, putting it ahead of South Korea and Canada, and comparable to Russia. Texas has 18 active military installations and a number of defense sector hubs, including Austin’s Silicon Hills, Dallas-Fort Worth, and Houston. Cleared work includes jobs supporting military installations, but also securing critical infrastructure

and supporting missions with diverse agencies including the Department of Energy and Customs and Border Protection.

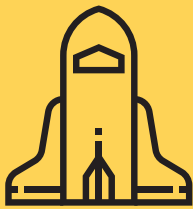
Cleared compensation in Texas remains competitive, particularly considering the lower cost of living. Cleared professionals make an average of \$86,614, a 3% increase from 2018, the last time ClearanceJobs conducted a comprehensive salary survey. New companies continue to move to Texas or expand their operations, including plans by BAE Systems to double the size of their Austin workforce and build a new \$150 million campus. When Texas says they’re #2, you might think—‘not for long.’

Texas Total Compensation

Average total compensation in Texas is \$86,614, a 3% increase from 2018. Compensation in Texas is competitive, particularly when you consider the significantly lower cost of living it can boast compared to other defense industry competitors like California and Washington, D.C. Housing prices in Texas are more than 2x lower in Texas compared to both California and the District of Columbia.

TOTAL COMPENSATION

	2018	2020	% CHANGE FROM 2018
Average Total Compensation	\$84,077	\$86,614	3%



Texas has long been a defense aerospace leader, but they're getting a new boost with the addition of SpaceX's new South Texas private rocket production facility. Texas has a long history of military and aerospace leadership. It's getting a new boost with the addition of SpaceX's new South Texas private rocket production facility, test site and spaceport. That's contributing to new take-off for Texas aerospace professionals.



Compensation by Clearance Level

Department of Energy security clearance holders received the highest pay increases, 17%, and also had the highest total compensation, \$121,540. Intel security clearance holders earned the second highest compensation, but actually saw a slight dip in compensation between 2018 and 2020.

TOTAL COMPENSATION BY CLEARANCE

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Confidential			
Secret	\$76,303	\$75,659	-1%
Top Secret	\$100,945	\$99,601	-1%
Top Secret/SCI	\$86,390	\$92,859	7%
DoE (Q or L)	\$104,300	\$121,540	17%
Intel	\$111,988	\$104,982	-6%
DHS	\$90,763	\$90,950	0%
Public Trust	\$77,500	\$83,726	8%
Other Government Agency	\$96,500	\$84,067	-13%

Gray box indicates <20 responses.

Compensation by Polygraph Level

81% of respondents don't currently have a polygraph. In Texas, compensation isn't heavily correlated with possessing a polygraph. Counterintelligence polygraphs had the highest compensation, \$96,089, and received a 3% pay increase. Lifestyle and Full Scope polygraphs saw a 6% decrease in compensation and boasted total compensation just \$5,000 higher than those without a polygraph.

TOTAL COMPENSATION BY POLYGRAPH

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Counterintelligence Poly	\$92,913	\$96,089	3%
Lifestyle or Full Scope Poly	\$94,990	\$89,051	-6%
Don't have current polygraph	\$82,165	\$84,931	3%



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Salaries by Year with Current Employer

Professionals with 20 years or more at their current job received both the highest pay increases, 12%, and the highest compensation, \$117,215. Professionals with 20 years at a single employer certainly buck the trend. The U.S. Bureau of Labor Statistics reported in 2018 that just 33% of respondents had been with their employer for 10 years or more. The average tenure with an employer was just 4.2 years. Cleared professionals reported a compensation slump at the 6-10 year mark, where compensation was largely unchanged. But compensation increases jump back up again for professionals at years 11-15, with individuals reporting a 9% compensation increase.

COMPENSATION BY YEAR WITH CURRENT EMPLOYER

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Less than 1 year	\$76,809	\$83,887	9%
1 to 2 years	\$78,270	\$85,921	10%
3 to 5 years	\$76,072	\$80,304	6%
6 to 10 years	\$83,190	\$82,971	0%
11 to 15 years	\$85,300	\$93,252	9%
16 to 20 years	\$90,150	\$94,971	5%
>20 years	\$104,901	\$117,215	12%

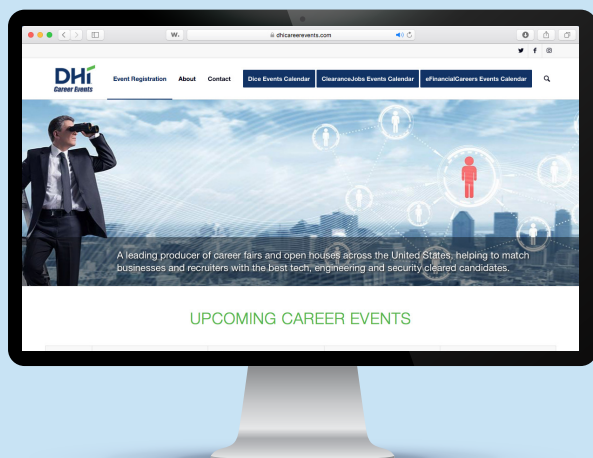
Compensation by Career Level

Compensation saw a predictable uptick with career level, with professionals at the Executive Level reporting compensation 3x higher than Entry-Level cleared professionals. Executives also reported the highest compensation increases, a 31% increase, for average total compensation of \$165,196. Entry-Level through Mid-Level career professionals also saw significant compensation increases, between 8-12% between 2018 and 2020. When it comes to which career bumps offer the biggest payout, professionals who jumped from the Mid-Level Career (5+ years of experience) to Senior-Level career (10+ years of experience) earn a \$20,000 pay premium. A similar bump occurs for professionals who go from Management to Executive level—with a \$50,000 premium to show for that new VP or higher title.

COMPENSATION BY CAREER LEVEL

	2018 COMPENSATION	2020 COMPENSATION	% CHANGE FROM 2018
Entry Level (less than 2 years experience)	\$49,170	\$52,867	8%
Early Career (2+ yrs experience)	\$52,105	\$58,351	12%
Mid Level Career (5+ yrs experience)	\$67,662	\$73,180	8%
Senior Level Career (10+ yrs experience)	\$89,941	\$94,112	5%
Management (Manager/Director of Staff)	\$110,171	\$112,019	2%
Executive (SVP, EVP, VP)	\$125,857	\$165,196	31%
Senior Executive (President, CEO)			

Gray box indicates <20 responses.



FIND YOUR NEXT HIRE OR TAKE YOUR CAREER TO THE NEXT LEVEL

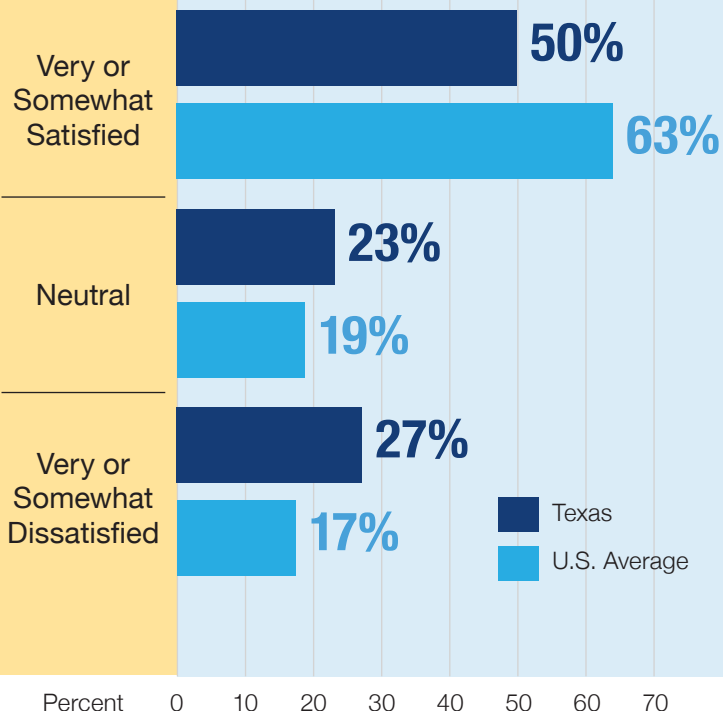
Virtual Career Fairs connect top technology, engineering and security cleared professionals in a virtual, online environment, without the cost, time, and effort of travel.

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Satisfaction with Job

The Prairie Grass Looks Greener in the Other Job

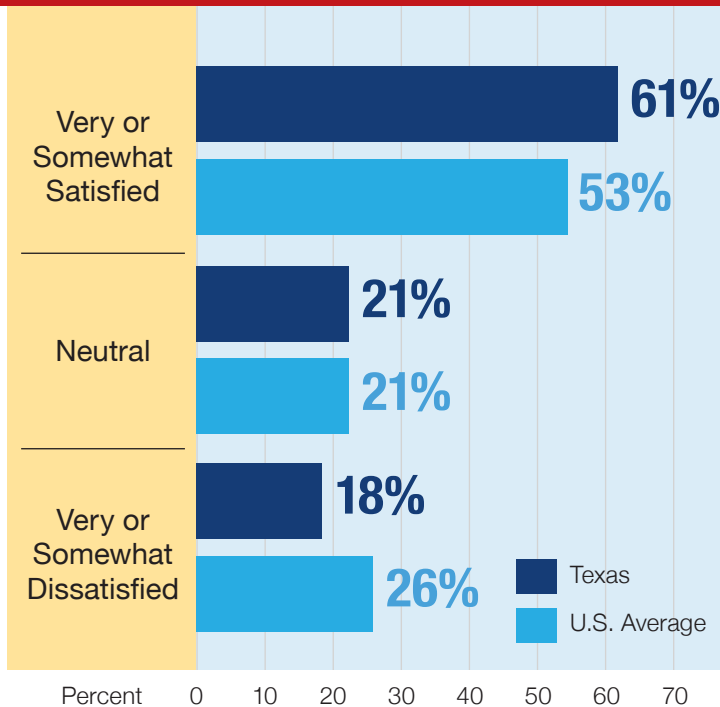
Texas respondents were 10% more likely to be very or somewhat dissatisfied with their jobs. Engineering professionals also dominate in the Texas talent pool, which can be a high pressure and high burn-out field. In a survey by tech networking site Blind, 57% of engineers reported being burnt out. And a separate poll by Kronos Incorporated and Future Workplace showed 46% of HR professionals said burn-out is responsible for up to half of employee turnover. It may be a domino effect in action—burn out, dissatisfaction, and then increased likelihood of changing jobs.



Satisfaction with Salary

High Salary Satisfaction

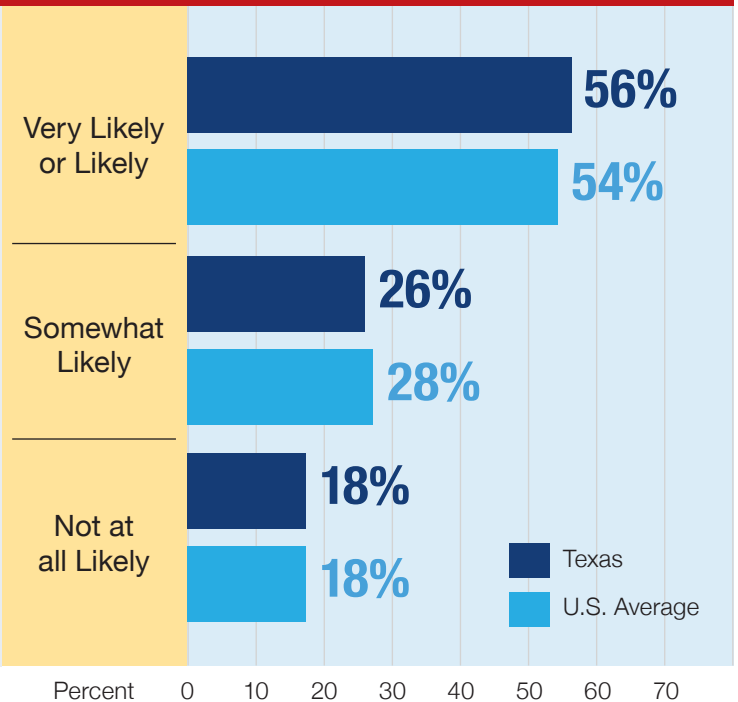
While they're dissatisfied with their jobs, Texans are satisfied with their salaries. Texans are 8% more likely to be very or somewhat satisfied with their salaries. While one might assume salary and job satisfaction are correlated, the figures demonstrate that money is only a small part of what motivates professionals to move positions.



Likelihood of Changing Jobs or Employer in the Next Year

As Likely to Move as the Average

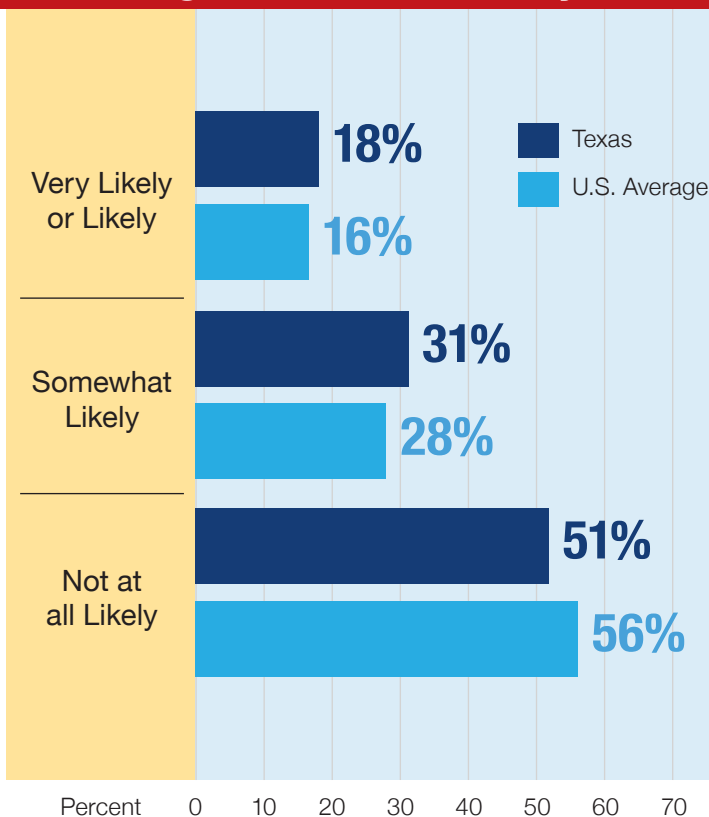
When it comes to likelihood of changing jobs in the coming year, cleared Texans have responses that mirror the national average. 82% of Texas respondents said they were at least somewhat likely to change jobs in the coming year. Respondents in Texas may be reflecting the dynamics seen by cleared professionals across the country. Despite the coronavirus pandemic, it remains a candidate's market, and cleared professional continue to get contacted by recruiters, often on a weekly basis. With a buffet of options to choose from, cleared candidates remain likely to consider and accept the right opportunity if it comes.



Leaving Cleared Industry in the Next Five Years

Texas Headed Out

Texans are more likely to report a likelihood of leaving the cleared industry, with 49% of respondents at least somewhat likely to leave the cleared industry in the coming year. While it's unclear why Texans would want to leave their clearance behind, the reason may have more to do with relocation than desire to leave the mission. Previous ClearanceJobs surveys have shown that respondents who left the cleared industry often did so because of a desire to relocate to a region where they couldn't use their clearance. With service members making up a significant percentage of Texas' cleared talent pool, service members may be headed out of the state when they leave the military or defense industry—and into a region where their clearance isn't needed.



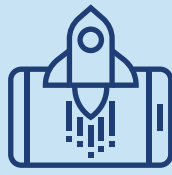
Top 5 Highest Paid Jobs:



\$134,000

ENGINEERING - CHEMICAL

Design, Manufacturing, Process,
Materials, Management



\$115,106

ENGINEERING - SYSTEMS

Aerospace, Avionics, Geospatial,
Modeling, Simulations, Management



\$113,900

ENGINEERING - MECHANICAL

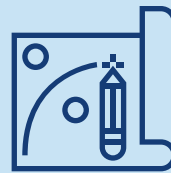
Materials, Structural, Fluid,
CAN/CAM, Thermo, Management



\$108,836

IT - SOFTWARE

Development, Web,
Engineering, Management



\$107,207

BUSINESS - LEGAL

Legal, Contracts

When it comes the highest paying jobs in Texas, the answers are engineering, engineering, and engineering. Chemical Engineers are the highest-paid cleared professionals. The figures coincide with Department of Energy security clearance holders obtaining the highest pay increases and total compensation compared to other clearance levels. Systems Engineers, including aerospace professionals are second, which is no surprise considering Texas' long history of aerospace innovation, from the first military flight to SpaceX's new Texas commercial spaceport. Mechanical Engineers, IT-Software, and Business professionals round out the top five highest-paid positions in Texas. All of the top 5 well-paying positions in Texas garner more than six figures, a solid figure when paired with a Texas cost of living that helps every dollar go farther.

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