

# Government Contractors Compensation Survey



20XX Edition: Detail Report

## 5053 Contract/Subcontract Administrator 3

**PRIMARY DUTIES AND RESPONSIBILITIES:** Conducts proposal preparation, contract negotiation and administration of major contracts or subcontracts. Analyzes estimates of service, material, equipment and production costs. Monitors company performance for conformance to original proposal and maintains continual reviews to ensure that all terms and conditions are met and that the contract is in accordance with legal requirements, customer specifications and government regulations. Prepares and disseminates information throughout the company regarding contract status, compliance, modification, deviation, negotiation and termination. Initiates documentation to authorize and direct work in accordance with contractual specifications. Prepares special reports and analyses as required. May provide work leadership for lower level employees. **NOTE:** Use this job family for Contract Administrators and Subcontract Administrators. Excludes those with full supervisory responsibilities. **EXPERIENCE & TRAINING:** Bachelors Degree in Business Administration, a related field or equivalent experience with additional training in contract law. Five years government contract administration experience.

PAY TYPE DISPLAYED: Annual Rate

	Established Ranges			Annual Current Paid Rates					LTI Value
	Range Minimum	Control / MidPoint	Range Maximum	Annual Base Pay 01 Jan	Actual Individual Variable Cash	Actual Other Variable Cash	Actual Total Cash	Target Bonus %	
<b>Employee Weighted Average</b>	\$58,760	\$79,704	\$100,047	\$76,685	\$2,615	\$3,117	\$77,845	2.75%	
<b>Simple/Unweighted Average</b>	\$59,407	\$79,558	\$99,542	\$78,585	\$3,604	\$2,310	\$80,049	2.78%	
<b>10th Percentile</b>	\$53,100	\$71,400	\$89,404	\$63,075	\$250	\$1,212	\$64,434	0.0%	
<b>25th Percentile</b>	\$55,000	\$76,400	\$95,349	\$68,834	\$750	\$1,750	\$70,000	0.0%	
<b>50th Percentile</b>	\$58,301	\$79,000	\$100,632	\$75,600	\$1,750	\$3,878	\$76,754	3.0%	
<b>75th Percentile</b>	\$61,960	\$82,613	\$103,267	\$83,037	\$3,314	\$4,428	\$83,878	4.0%	
<b>90th Percentile</b>	\$65,600	\$85,508	\$106,886	\$90,570	\$6,200	\$4,772	\$92,000	5.5%	
<b>Number Of Companies</b>	94	95	94	116	57	13	116	40	3
<b>Number Of Employees</b>	1,411	1,424	1,411	1,580	319	305	1,580	272	21
<b>Earning Mix (Only For Those Receiving Other Cash)</b>				95.82%	1.89%	2.27%	100%		
<b>Percentage of Total Employees Eligible</b>					46.14%	34.75%			
<b>Percentage of Companies With Eligible Employees</b>					68.97%	18.97%			
<b>Percentage of Eligible Employees Who Receive Payment</b>					43.76%	55.56%			
<b>Percentage of Total Employees Receiving Additional Cash</b>					20.19%	19.3%			
<b>Other Cash/Base Pay - All Employees</b>					0.68%	0.82%			
<b>Other Cash/Base Pay - Only Employees Receiving</b>					3.37%	4.63%			
<b>Percentage of Employees with TS/SCI with Full Scope Polygraph</b>					0.89%				
<b>Percentage of Employees with TS/SCI with Counter-Intelligence Polygraph</b>					0.51%				
<b>Percentage of Employees with TS/SCI</b>					0.76%				
<b>Percentage of Employees with Top Secret</b>					3.35%				
<b>Percentage of Employees with Secret Clearance</b>					10.89%				
<b>Percentage of Employees with Unknown Security Clearance</b>					2.47%				
<b>Salary Range Spread</b>		Weighted Average	71.06%			Simple Average	68.88%		
<b>FLSA Treatment</b>		Exempt	99.81%			Nonexempt	0.19%		
<b>LTI Program</b>	Appreciation Based	1.08%	Full Value	11.52%	Cash Incentive	1.2%	Combination	0.25%	

Empty Cell = No data or insufficient data for analysis.