

Title 42 Pay Model - 2004

	Intramural (Basic)		Intramural (Clinical)		Extramural		Sr Scientific Leaders¹	
	Research Fellows		Clinical Fellows		HSAs			
Band I	\$39,680 - \$92,203				\$39,680 - \$87,191		\$136,164 \$200,000 ^{2,4}	
Tercile 1:	\$39,680	\$70,379	see right side of page		\$39,680	\$59,937		
Tercile 2:	\$70,380	\$81,239			\$59,938	\$70,797		
Tercile 3:	\$81,240	\$92,203			\$70,798	\$87,191		

	Staff Scientists & Sr. Research Fellows³		Staff Clinicians		HSAs / SRAs	
Band II	\$68,917 - \$147,475		\$78,315 - \$200,000 ^{2,4}		\$57,431 - \$147,023	
Tercile 1:	\$68,917	\$98,050	\$78,315	\$127,392	\$57,431	\$89,384
Tercile 2:	\$98,051	\$125,304	\$127,393	\$166,484	\$89,385	\$118,726
Tercile 3:	\$125,305	\$147,475	\$166,485 ⁴	\$200,000 ^{2,4}	\$118,727	\$147,023

	Investigators		Investigators		Supv. SRAs, etc.	
Band III	\$68,917 - \$130,734		\$78,315 - \$200,000 ^{2,4}		\$125,304 - \$200,000 ^{2,4}	
Tercile 1:	\$68,917	\$91,472	\$78,315	\$127,392	\$125,304	\$147,475
Tercile 2:	\$91,473	\$111,103	\$127,393	\$166,484	\$147,476	\$175,700
Tercile 3:	\$111,104	\$130,734	\$166,485 ⁴	\$200,000 ^{2,4}	\$175,701 ⁴	\$200,000 ^{2,4}

	Senior Investigators & Senior Scientists		Senior Investigators & Senior Clinicians	
Band IV	\$96,066 - \$200,000 ²		\$125,304 - \$200,000 ²	
Tercile 1:	\$96,066	\$140,549	\$125,304	\$154,935
Tercile 2:	\$140,550	\$175,700	\$154,936 ⁴	\$183,347 ⁴
Tercile 3:	\$175,701 ⁴	\$200,000 ^{2,4}	\$183,348 ⁴	\$200,000 ^{2,4}

The shaded cells in Band III & IV, Tercile 2 & 3, have been changed to reflect the salaries in the Pay Model. Clinical Fellow/Resident Salary Ranges remain the same.

Clinical Fellow/Resident Salary Ranges			
PGY Year	FROM	MIDDLE RANGE	TO
			\$25,000 increase
1	\$46,120		
2	\$47,399		
3	\$48,681		
4	\$49,961	\$55,086	\$80,086
5	\$55,086	\$66,131	\$91,131
6	\$60,853	\$69,612	\$94,612
7	\$66,617	\$73,093	\$98,093
8	\$70,458	\$76,641	\$101,641
9	\$71,741	\$80,707	\$105,707
10	\$73,021	\$82,776	\$107,776

See Intramural (Clinical), Clinical Fellows, Band I, in the body of the Pay Model for instructions on usage. Pay increases should be made effective on the anniversary date, not "spring"

¹ All salaries and pay adjustments within this category must be approved by the Dir., NIH or designee

² All salaries are capped at \$200,000 per HHS/NIH policy

³ Minimum salary for Staff Scientists is GS-13/1

⁴ Salaries & pay adjustments above EX-1 (\$175,700) must be reviewed by the NCC and approved by the Dir., NIH or designee