

Title 42 Pay Model - 2003 ¹

	Intramural (Basic)	Intramural (Clinical)	Extramural	Sr Scientific Leaders ²
	Research Fellows	Clinical Fellows	HSAs	
Band I	\$38,000 - \$88,300		\$38,000 - \$83,500	\$130,400 ² \$200,000 ^{2,3}
Tercile 1:	\$38,000	\$67,400	see right side of page	\$38,000 \$57,400
Tercile 2:	\$67,401	\$77,800		\$57,401 \$67,800
Tercile 3:	\$77,801	\$88,300		\$67,801 \$83,500

	Staff Scientists & Sr. Research Fellows	Staff Clinicians	HSAs / SRAs
Band II	\$66,000 - \$144,300	\$75,000 - \$200,000 ³	\$55,000 - \$140,800
Tercile 1:	\$66,000 \$93,900	\$75,000 \$122,000	\$55,000 \$85,600
Tercile 2:	\$93,901 \$120,000	\$122,001 \$162,900	\$85,601 \$113,700
Tercile 3:	\$120,001 \$144,300	\$162,901 \$200,000 ^{3,4}	\$113,701 \$140,800

	Investigators	Investigators	Supv. SRAs, etc.
Band III	\$66,000 - \$125,200	\$75,000 - \$200,000 ³	\$120,000 - \$200,000 ³
Tercile 1:	\$66,000 \$87,600	\$75,000 \$122,000	\$120,000 \$144,300
Tercile 2:	\$87,601 \$106,400	\$122,001 \$162,900	\$144,301 \$171,900
Tercile 3:	\$106,401 \$125,200	\$162,901 \$200,000 ^{3,4}	\$171,901 ⁴ \$200,000 ^{3,4}

	Senior Investigators	Senior Investigators
Band IV	\$92,000 - \$200,000 ³	\$120,000 - \$200,000 ³
Tercile 1:	\$92,000 \$134,600	\$120,000 \$151,600
Tercile 2:	\$134,601 \$171,900	\$151,601 \$179,400 ⁴
Tercile 3:	\$171,901 ⁴ \$200,000 ^{3,4}	\$179,401 ⁴ \$200,000 ^{3,4}

Clinical Fellow/Resident Salary Ranges			
PGY Year	FROM	MIDDLE RANGE	TO
			\$25,000 increase
1	\$44,168		
2	\$45,393		
3	\$46,620		
4	\$47,846	\$52,754	\$77,754
5	\$52,754	\$63,332	\$88,332
6	\$58,277	\$66,665	\$91,665
7	\$63,797	\$69,999	\$94,999
8	\$67,476	\$73,397	\$98,297
9	\$68,704	\$77,291	\$102,291
10	\$69,930	\$79,272	\$104,272

See Intramural (Clinical), Clinical Fellows, Band I, in the body of the Pay Model for instructions on usage.

¹ New 2003 salaries are bolded and shaded

² All salaries and pay adjustments within this category must be approved by the Dir., NIH or designee

³ All salaries are capped at \$200,000 per HHS/NIH policy

⁴ Salaries & pay adjustments above EX-I (\$171,900) must be reviewed by the NCC and approved by the Dir., NIH or designee