TITLE 42 PAY MODEL – NIH

The Federal Government has a critical need for individuals with outstanding scientific, technical and clinical skills. Title 42 (the Public Health Service Act) provides the flexibility needed to allow NIH to attract and retain such expertise. The NIH has developed a compensation model to ensure the fair and appropriate use of these special employment authorities. The intent of this model is to provide a flexible and consistent framework to establish policy and procedures for determining initial pay and performance-based pay adjustments for employees appointed under Title 42. The goals are (1) to provide a flexible salary system to support scientific research and research management by scientists, (2) to allow salary comparability with the private sector, and (3) to establish consistency in payment of similarly qualified scientists performing similar work.

This model does not replace, change, or in any way modify governing NIH Intramural or Extramural programmatic policies, requirements and procedures for candidate selection and/or employment of scientists. For example, requirements for national search, IC Promotion and Tenure Committee review, and approval of the Deputy Director for Intramural Research continue to apply to tenure-track or tenured Senior Investigator selections.

This pay model applies to all scientists employed at the NIH under 42 USC 209(f) and (g) [hereinafter referred to as "Title 42"]. Title 42 appointments are appropriately used when services are required "that cannot be obtained when needed through regular Civil Service appointment or under the compensation provisions of the Classification Act of 1949" (42 CFR 22.3 (regulations for 209(f)), or "where the nature of the work or the character of the individual's services render customary employing methods impracticable or less effective" (42 CFR 61.32 (regulations for 209(g)). In general, Title 42 will be a complementary system to achieve the goals listed above, and will not replace Title 5 employment mechanisms when those can be appropriately used to satisfy programmatic needs. For example, in the Extramural Programs, scientists will generally be employed in classified positions at the GS-13, 14, or 15 levels. However, when more junior scientists are needed to fulfill a temporary need (e.g., to address new and emerging scientific initiatives), and/or to attract or retain senior scientists above the GS-15 level, then Title 42 may appropriately be used.

This model addresses base pay only and proposes the four separate Categories as listed below. Employment of scientists under Title 42 who do not fall into the defining criteria of one of these Categories must be reviewed by the NIH Compensation Committee (NCC) and approved by the Director, NIH, or designee:

- Intramural (Basic)
- Intramural (Clinical)
- Extramural
- Senior Scientific Leaders

Each Category, except Senior Scientific Leaders, has 3 or 4 pay bands that are further divided into "terciles." The Senior Scientific Leaders Category has a pay range but no bands or terciles; all salaries and pay adjustments within this Category must be approved by the Director, NIH, or designee.

There will be three potential levels of review and approval:

- Approval by IC Director or by delegation to the next level

- Approval by IC Director after review by an IC Standing Committee
- Approval by the Director, NIH, or designee, based on a recommendation by the NIH Compensation Committee (NCC), and following review by the IC Standing Committee and approval by the IC Director

The IC Standing Committee will be appointed by the IC Director after review and approval by the DDIR and the DDER. It will consist of both intramural and extramural representatives, including at least 5 members, with at least one woman and one minority member, and an *ex officio* representative of OHR.

The NIH Compensation Committee (NCC) shall consist of the Deputy Director for Management, the DDIR, the DDER, and 6 additional members drawn from the IC senior leadership. The NCC will review all actions requiring central approval as defined below. It will have policy and operational responsibility for administration of this model at the NIH, for periodically assessing the effectiveness of policies and procedures, and for recommending revisions as needed to the Director, NIH. It will also exercise oversight responsibility for the activities of the IC Standing Committees, monitoring of the salary-setting actions of those Committees, and periodic review of IC application of the pay model.

PAY SETTING CRITERIA:

Pay under this model should be set at rates necessary to recognize the individual's scientific contributions as well as the duties, responsibilities and complexity of the position. Salaries should be set not on the basis of the scientist's professional credentials alone, or what he/she might command at other academic or private sector institutions, but rather at a rate that recognizes the nature of the scientist's NIH responsibilities and contributions. The following criteria should be considered where applicable in establishing the initial pay level and subsequent pay adjustments.

- Complexity of program or projects, problems solved, difficulty and originality in work performed
- Productivity and impact on the scientific community (Research and Clinical Productivity and Impact)
- Recognition within the scientific community
- Specific clinical or other highly technical skills of benefit to the NIH in their designated NIH function (Market Value for comparable functions)
- Breadth and depth of required knowledge (Experience)
- Mentoring
- Decision-making authority, independence, or freedom to act
- Resource management, including responsibility for human, financial, space, facilities information, and material resources (Managerial Responsibility)
- The scope or impact that an individual exercises at varying levels within and across the organization. Impact relates to how influential the position is within the IC or NIH based on the importance of decisions or final recommendations rendered
- The importance and frequency of interactions with various individuals or groups within or outside NIH, service to the NIH, and the effect of these interactions on accomplishing the NIH mission. (Service to NIH)

The factors that may be considered in assessing these criteria include: appropriate market data; recruitment difficulties; applicant's salary history; BSC reviews; outside letters of reference; salary equity among internal employees; publications and presentations; awards; reviewer functions; editorial board participation; and participation in professional organizations.

PROCESS:

Determining Initial Salary (for outside hires, conversions, and reassignments)

- Outside hires, conversions, and reassignments will normally be placed in the first tercile of the appropriate categorical pay band.
- When a salary is proposed above the first tercile of the appropriate pay band, then the request must be reviewed by the IC Standing Committee and a recommendation made to the IC Director. The IC Standing Committee must have appropriate NIH representation (OHR *ex officio* representative).
- When a proposed salary exceeds the applicable pay band or EX-I (currently $166,700), then the request must be reviewed by the NIH Compensation Committee and a recommendation made to the Director, NIH, or designee. The NCC will meet on a regularly scheduled basis (e.g., biweekly, monthly) to consider requests. The expectation is that the number of these requests will be limited.

Base Pay Adjustments

- At the discretion of the Director, NIH, scientists may be granted across-the-board annual comparability increases. Also at the Director's discretion, concomitant adjustments may be made in the applicable pay ranges and terciles. A comparability increase may be granted even if it results in movement into the next higher tercile. IC Standing Committee review will not be required. However, such increase may not be granted above the maximum range for the applicable pay band, even if this results in a scientist's receiving less than the full comparability percentage authorized.
- Performance-Based Adjustments:
  1. Annual adjustments will be linked to performance ratings - scientists with an Acceptable annual performance rating may be granted an adjustment to base pay.
  2. Annual adjustments will be effected at the same time NIH-wide. (Ideally in the Spring -- after the impact of any comparability increase on individual salaries has been determined.)
  3. Annual Adjustments:
     a. For scientists in Band I of any category, the IC Director may grant individual scientists up to a 2 percent standard adjustment without further review. The IC Director may grant individual scientists a standard annual adjustment of between 2 and 5 percent following review and recommendation by the IC Standing Committee. A standard adjustment may be granted even if it results in movement into the next higher tercile. However, a proposed adjustment that results in movement into a higher pay band requires review by the NCC.
     b. For scientists in Bands II, III and IV, and within the overall limitation described in c. below, ICs may grant individual scientists up to a 2 percent standard adjustment without review by the IC Standing Committee. The adjustment may be granted even if it results in movement into the next higher tercile. However, any such adjustment that results in movement into a higher pay band requires review by the NCC.
     c. Within each IC, and excluding Band I, the standard adjustment for all scientists covered under this model may average no more than 1 percent. For example, if an IC has 20 scientists under this model, then all 20 may be granted a 1 percent standard adjustment, or 10 may be granted a 2 percent adjustment and 10 no adjustment, or any combination that would preserve a 1 percent average IC-wide.

4. Quadrennial Adjustments for Intramural Scientists: For scientists in Bands II through IV, ICs may consider a greater than 2 percent adjustment every four years, based on a quadrennial review by the IC Standing Committee, which will include: For Senior Investigators and Investigators, the Board of Scientific Counselors' review (BSC) and for Staff Clinicians/Staff Scientists, the quadrennial review process defined in the IR Sourcebook <http://www1.od.nih.gov/oir/sourcebook/prof-desig/periodic-review-stsci.htm>. The adjustment may be granted even if it results in movement into the next higher tercile. However, an adjustment that results in movement into a higher pay band requires review by the NCC.
5. Quadrennial Adjustments for Extramural Scientists: To be developed by OER.

Annual Performance Bonuses & Cash Awards

- ICs may grant scientists with an Acceptable annual performance rating any combination of performance bonuses and/or cash awards provided the combined total, within the last 52 weeks, does not exceed 10% of the scientist's base pay. Such bonuses and/or cash awards will not increase base pay and will have no effect on scientists' tercile or pay band. (Awards and Performance bonuses must be granted in accordance with the provisions of the "NIH Policy on Performance Management, Disciplinary Actions and Administrative Removals for Title 42 Employees.")

Recruitment and Retention Incentives

- Recruitment Incentives: In accordance with the provisions of NIH Manual Chapter 2300-572-2, Title 42 Recruitment and Retention Incentives, a recruitment incentive may be offered to an outside (non-federal) recruit, based on factors, such as current salary, other offers, Runzheimer analysis, moving expenses, internal and external benchmarks, and permanent loss of other incomes and/or benefits (e.g., tuition assistance, consulting fees), when necessary to successfully attract outstanding scientists to join the NIH.
- Retention Incentives: In accordance with the provisions of NIH Manual Chapter 2300-572-2, Title 42 Recruitment and Retention Incentives, a retention incentive rather than an immediate increase to base pay will normally be considered when a scientist is likely to leave the NIH for any reason (e.g., outside job offer) and his/her departure will have adverse impact on the IC or NIH's mission. In such circumstances, ICs may consider the appropriateness of a performance-based increase to base pay at the next Quadrennial review.
- Recruitment and retention incentives that cause total compensation to exceed EX-I (currently $166,700) must be reviewed by the NCC and approved by the Director, NIH, or designee. Incentives where total compensation is at or below the EX-I level may be approved by the IC Director.

IC Maximum Pay Levels

- For scientists in the Intramural (Basic) category, the highest pay band (Band IV) is reserved for Senior Investigators. Within this band, the highest salary that may be approved within an IC is $166,700 (top of Tercile 2). Movement into Tercile 3 ($166,701 - $200,000) is reserved for pre-eminent leaders (superstars) in their respective research fields, and must be reviewed by the NCC and approved by the Director, NIH, or designee.
- For scientists in the Intramural (Clinical) category, ICs will have the authority to approve salaries up to $166,700 (Bands II, III, and IV). Proposed salaries in excess of $166,700 must be reviewed by the NCC and approved by the Director, NIH, or designee.

- For scientists in Extramural Band III, the highest salary that may be approved within an IC is $166,700 (top of Tercile 2). Movement into Tercile 3 ($166,701 - $200,000) is reserved for the most senior scientific administrators, and must be reviewed by the NCC and approved by the Director, NIH, or designee.
- Any pay or combination of pays, e.g., annual performance bonuses, cash awards, and recruitment and retention incentives which cause total compensation to exceed $200,000 must be reviewed by the NCC and approved by the Director, NIH, or designee.

INTRAMURAL (BASIC)

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Research Fellows	**Band I**	$38,000 – $75,000 T1: 38,000 - 55,000 T2: 55,001 - 65,000 T3: 65,001 - 75,000	T1: This entry level for service fellows is appropriate for individuals typically with three to five years of relevant research experience beyond the doctoral degree. They work in support of an NIH Investigator or Senior Investigator on projects appropriate to the PI's research program and goals. T1 is appropriate for 2-3 years, subject to the 5-year/8-year rule. Note that if the overall time of the individual at NIH exceeds 5 years, justification for continuation is required. T2: Exceptional fellows may be advanced to T2 upon recommendation of the supervisor and IC Scientific Director. This reflects increasing levels of responsibility and skills, along with a publication record that demonstrates laboratory accomplishments. At this level, the fellow is expected to make presentations at meetings and to have been recognized by peers. T2 is appropriate for 2-3 years, subject to the 5-year/8-year rule. This level is equivalent to that of Instructor in a university setting. T3: Outstanding fellows may be advanced to T3 upon recommendation of the supervisor and IC Scientific Director, subject to the 5-year/8-year rule. Work reflects increasing levels of responsibility and skills, along with a growing bibliography that demonstrates significant laboratory accomplishments. The fellow has a demonstrated track record of presenting at scientific meetings and to have been recognized by peers through citations in the literature. It is expected that effective mentoring skills have been developed by this time. T3 is appropriate for 2-3 years.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Staff Scientists (Facility Head); Staff Scientists; Staff Scientists (Clinical); Senior Research Fellows	**Band II**	$66,000 - $140,000 T1: 66,000 - 90,000 T2: 90,001 - 115,000 T3: 115,001 - 140,000	T1: T1 is based on the expectation that the individual will function as a Staff Scientist with minimal supervision and, in addition, will work effectively with others, including trainees, technicians, colleagues, and supervisors. Such individuals will promote their supervisor's research program by independently informing themselves of new approaches, technological or otherwise, and by being knowledgeable about scientific resources (both human and material) at the NIH and elsewhere. Two letters of reference and review by the IC Promotion Committee are required for all Staff Scientist appointments. Following initial appointment as a Staff Scientist, T1 level is appropriate for at least 5-10 years. These positions are equivalent to non-tenure track, research positions in a university setting, e.g., Research Associate, Research Assistant Professor. T2: In general, advancement to T2 level indicates that the individual has developed a substantial record of achievement at the T1 level or its equivalent, and has played a major support role within a quality research program. The individual will have made major contributions as evidenced by co-authorship on a reasonable number of peer-reviewed publications in journals generally acknowledged to be of high quality. Other evidence that the individual is held in high regard by peers includes being consulted by others at the NIH or elsewhere for advice and/or assistance, as documented by at least three letters of reference. Outstanding grasp of subject material should be evidenced in a seminar presented to the IC Promotion Committee. Given these criteria, advancement of Staff Scientists to T2 will be infrequent. Following elevation to T2, this level is generally appropriate for at least 5-10 years. T3: Advancement to the T3 level shall reflect exceptional achievement or other contributions that significantly promote the mission of the individual's own IC and/or other ICs. Such individuals will have exceeded considerably the criteria for T2, including evidence of an extraordinary grasp of subject material in the presentation of a seminar to the IC Promotion Committee. As distinguished from the T2 level, the individual at T3 may be required to supervise doctoral-level or senior staff if the laboratory or the facility in which they work is large. Individuals at T3 will make presentations at scientific meetings and participate in the work of IC and/or NIH committees. Further, the individual must have developed a record of high achievement for a substantial number of years, documented by at least five letters from referees who are not recent collaborators, including at least three letters from outside the IC; and/or the individual must have made significant methodological or other contributions to the scientific literature. Given these criteria, advancement of Staff Scientists to T3 will be rare.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Investigators (TT)	**Band III**	$66,000 - $120,000 T1: 66,000 - 84,000 T2: 84,001 - 102,000 T3: 102,001 - 120,000	T1: Entry to this pay band for tenure-track Investigators is based on the results of a competitive national search to identify fully trained researchers with outstanding credentials and who show great promise for careers in laboratory research. The scientific abilities of candidate Investigators are assessed through an application package that includes reference letters obtained from diverse individuals. The T1 level is generally appropriate at least until Investigators are reviewed by a Board of Scientific Counselors at the mid point of the tenure-track period. Investigators may remain in T1 until tenure is granted. This position is equivalent to that of Assistant Professor in a university setting. T2: T2 salaries are the exception for entry-level tenured-track Investigators. Advancement to T2 may be justified by an outstanding mid-point review by a BSC and regular, annual endorsements by the Scientific Director. This review would be based on the researcher's publication record, invitations to give scientific presentations, and a clear track record of outstanding scientific accomplishments. Investigators may remain in T2 until tenure is granted. T3: Advancement to T3 would occur with documentation of outstanding scientific accomplishment with or without further outstanding BSC reviews, based on assessment and evaluation by the IC Scientific Director. Advancement to T3 could occur in order to retain the researcher at NIH in view of significant achievements, publications, awards, or honors. Those in T3 would likely be nearing the point of receiving tenure at the NIH within a year or so based on more than one commendable BSC review. Overall duration in T3 would generally not exceed 3 years. This position is equivalent to that of Associate Professor (without tenure) in a university setting.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Senior Investigators	**Band IV**	$92,000 - $200,000 T1: 92,000 - 129,000 T2: 129,001 - 166,700 T3: 166,701 - 200,000 Salaries and pay adjustments above $166,700 (EX-I) must be reviewed by the NCC and approved by the Director, NIH, or designee.	T1: Senior Investigators manage independent resources effectively in operating their laboratories, mentor fellows and support staff with skill, and guide persons under their supervision in their career development. They produce a body of published original peer-reviewed scientific research that is recognized and cited by colleagues; also, they are invited to write reviews and to present original research results regularly at national meetings. Senior Investigators are assigned organizational responsibilities in the IC and willingly participate in one or more IC and/or NIH-wide committee activities, such as scientific review committees. Senior Investigators at all levels participate on editorial boards, participate in manuscript and grant reviews, and are active members of one or more NIH Special Interest Groups. Evidence of excellence is reflected in superlative Boards of Scientific Counselor reviews with recommendations for continued or increased operating resources. Exceptional Senior Investigators may be recognized by conferring of awards for scientific excellence and specific accomplishments in their research. Following initial appointment as a Senior Investigator, T1 level is generally appropriate for at least 5 years. Senior Investigators are equivalent to Associate or full Professors with tenure in a university setting. T2: Advancement to T2 is based on endorsement by the Scientific Director and a Standing IC Review Committee upon the advice of at least 3 outside letters of references from referees who are not collaborators of the Senior Investigator. The SD attests that senior investigator manages stable or increasing independent resources effectively in the operation of the laboratory. Senior Investigators at T2 mentor fellows and support staff with skill and guide persons under their supervision in their career development, as evidenced by departing fellows obtaining high-quality scientific positions. There is a growing body of original peer-reviewed scientific publications and invited reviews that is recognized and cited by colleagues, and Senior Investigators are invited annually to present original research results at national and international meetings. Senior Investigators are assigned organizational responsibilities in the IC, e.g., Section/Laboratory Chief, and willingly participate in one or more IC and/or NIH-wide committee activities, such as scientific review committees. Evidence of excellence is reflected in outstanding Boards of Scientific Counselor reviews and recommendations for continued or increased operating resources. Exceptional Senior Investigators may be recognized by conferring of national and international awards for scientific excellence and specific accomplishments in their research. Following advancement to the T2 level, Senior Investigators generally remain at that level for at least 5-10 years. This tercile is equivalent to tenured Full Professors in a university setting.

	Band IV (Cont.)		T3: Advancement to T3 is based on endorsement by the Scientific Director and an IC Standing Review Committee upon the advice of at least 6 outside letters of references from referees who are not collaborators of the Senior Investigator. The SD attests that the Senior Investigator manages stable or increasing independent resources effectively in the operation of the laboratory. Senior Investigators at T3 mentor fellows and support staff with skill and guide persons under their supervision in their career development, as evidenced by departing fellows obtaining high-quality scientific positions. There is a large, growing body of original peer-reviewed scientific publications that is recognized and extensively cited by colleagues, with substantial impact on the individual's scientific field. Senior Investigators are invited annually to present original research results at multiple national and international meetings. Senior Investigators are routinely assigned organizational responsibilities in the IC, e.g., Section/Laboratory Chief, and participate in both IC and NIH-wide committee activities, that provide expert advice to IC and NIH leadership. Evidence of excellence is reflected in outstanding Boards of Scientific Counselor reviews and recommendations for continued or increased operating resources. Senior Investigators at this level are recognized by major presentations at national and international meetings, specific accomplishments in their research with high impact on their scientific fields, and the receipt of prestigious awards and prizes. Senior Investigators at T3 are equivalent to Chaired Professors in a university setting.

INTRAMURAL (CLINICAL)

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Clinical Fellows	**Band I**	$38,000 - $80,000 T1: 38,000 - 55,000 T2: 55,001 - 65,000 T3: 65,001 - 80,000	T1: This entry level for credentialed clinical fellows is appropriate for individuals with up to three years of clinical training (PGY1-3) and a documented interest in pursuing a research career. They generally work in support of an NIH Investigator or Senior Investigator on projects appropriate to the PI's research program and goals. In addition, they participate in the clinical evaluation and care of research patients. T1 is appropriate for 2-3 years. T2: Exceptional clinical fellows may be advanced to T2 upon recommendation of the supervisor and IC Scientific Director. This reflects increasing levels of responsibility and skills, and generally includes becoming Board certified. Clinical Fellows at T2 will have begun to establish a publication record that demonstrates participation in the research enterprise. At this level, the fellow is expected to present talks and/or posters at meetings and to have been recognized by peers through citations in the literature. It is expected that effective mentoring skills have been developed by this time. T2 is appropriate for 2-3 years. T3: Outstanding Clinical Fellows may be advanced to T3 upon recommendation of the supervisor and IC Scientific Director; if the overall time at NIH exceeds 5 years, justification is required, and if total time exceeds 8 years, extension requires approval by the DDIR. Work reflects increasing levels of clinical responsibility and skills, along with a growing bibliography that demonstrates significant research accomplishments. The fellow has a demonstrated track record of presenting at scientific meetings and to have been recognized by peers through citations in the literature. T2 is appropriate for 2-3 years.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Staff Clinicians	**Band II**	$75,000 - $200,000 T1: 75,000 - 117,000 T2:117,001- 158,000 T3:158,001- 200,000 Salaries and pay adjustments above $166,700 (EX-I) must be reviewed by the NCC and approved by the Director, NIH, or designee	T1: T1 is based on the expectation that the individual will be able to function as a fully credentialed, fully trained Staff Clinician; patient care responsibilities will constitute the majority of the Staff Clinician's time. They work with minimal supervision and, in addition, have the ability to work effectively with others, including Clinical Fellows, nurses, technicians, colleagues, and supervisors. It is also expected that such individuals will promote their supervisor's research program by independently informing themselves of new approaches, technological or otherwise, and by being knowledgeable about scientific resources (both human and material) at the NIH and elsewhere. They may serve as principal investigators on clinical protocols or as the medically responsible individual where the PI does not have clinical credentials. Following initial appointment as a Staff Clinician, T1 level is appropriate for 5-10 years. T2: In general, advancement to T2 level indicates that the individual is expected to have developed a substantial record of achievement at the T1 level or its equivalent, and to have played a major support role within a quality research program. The individual will have made major contributions to peer-reviewed publications as evidenced by co-authorship on a reasonable number of publications in journals generally acknowledged to be of high quality, and exhibited other evidence of being held in high regard by peers, such as being consulted by others at the NIH or elsewhere for advice and/or assistance. The expertise of the Staff Clinician and evidence of high regard by peers should be documented by at least three letters of reference. Outstanding grasp of subject material should be evidenced in a seminar presented to the IC Promotion Committee. Given these criteria, advancement of Staff Clinicians to T2 will be based on the level of clinical skills, credentials, and scarcity of the specialty or subspecialty. This level is generally appropriate for at least 5-10 years. T3: Advancement to the T3 level shall reflect exceptional achievement or other contributions that significantly promote the mission of the individual's own IC and/or other ICs. Such individuals will be expected to have exceeded considerably the criteria for T2, including evidence of an extraordinary grasp of subject material in the presentation of a seminar to the IC Promotion Committee. Clinical services will be provided by Staff Clinicians at the same level as before (over 50%). Further, the requirements for services of Staff Clinicians will be documented by the supervisor and endorsed by IC leadership. As distinguished from the T2 level, the individual at T3 may be required to supervise clinical staff. Further, the individual must have developed a record of high achievement for a substantial number of years, documented by at least five letters from referees who are not recent collaborators, including

	Band II (Cont.)		at least three letters from outside the IC; and/or the individual must have made significant methodological or other contributions to the scientific literature. Given these criteria, advancement of Staff Clinicians to T3 will be rare.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Investigators (TT)	**Band III**	$75,000 - $200,000 T1: 75,000 -117,000 T2: 117,001 -158,000 T3: 158,001 -200,000 Salaries and pay adjustments above $166,700 (EX-I) must be reviewed by the NCC and approved by the Director, NIH, or designee	T1: T1 applies to tenure-track Investigators who are engaged in research and are fully trained, fully credentialed patient care providers. They are assigned independent research resources and are involved at least 20% of their time in direct patient-related activities or full-time population-based epidemiological research. Entry to this pay band for tenure-track Investigators is based on the results of a competitive national search to identify fully trained researchers with outstanding credentials and who show great promise for careers in clinical and laboratory research. The scientific abilities of candidate Investigators are assessed through an application that includes reference letters obtained from diverse individuals. The T1 level is generally appropriate at least until the Investigator is reviewed by a Board of Scientific Counselors at the mid point of the tenure-track period. Investigators may remain in T1 until tenure is granted. T2: T2 salaries are the exception for entry-level tenure-track Investigators. Advancement to T2 of tenure-track Investigators who interact with patients and conduct research independently as well or who perform full-time epidemiological research may be justified by an outstanding mid-point review by a BSC and regular, annual endorsements by the Scientific Director. This review would be based on the researcher's publication record, invitations to give scientific presentations, and a clear track record of outstanding scientific accomplishments. Investigators may remain in T2 for until tenure is granted. T3: Tenure-track Investigators may be advanced to T3 based on a recommendation by an IC promotion committee with or without further outstanding BSC reviews, based on assessment and evaluation by the IC Scientific Director. Advancement to T3 could occur in order to retain the researcher at NIH in view of significant achievements, publications, awards, or honors. Those in T3 would likely be nearing the point of receiving tenure at the NIH within a year or so based on more than one commendable BSC review. Overall duration in T3 would generally not exceed 3 years.

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Senior Investigators	**Band IV**	$120,000 - $200,000 T1: 120,000-147,000 T2: 147,000-174,000 T3: 174,001-200,000 Salaries and pay adjustments above $166,700 (EX-I) must be reviewed by the NCC and approved by the Director, NIH, or designee	T1: T1 is based on the expectation that newly tenured senior investigators manage independent resources effectively and spend 20% of their time in patient-related activities or full-time population-based epidemiological research. They mentor fellows and support staff with skill and guide persons under their supervision in their career development. There is a body of published original peer-reviewed scientific research that is recognized and cited by colleagues, and Senior Investigators are invited annually to present original research results at national meetings. Senior Investigators are assigned organizational responsibilities in the IC and willingly participate in one or more IC and/or NIH-wide committee activities, such as scientific review committees. Evidence of excellence is reflected in superlative Boards of Scientific Counselor reviews and recommendations for continued or increased operating resources. Exceptional Senior Investigators may be recognized by conferring of awards for scientific excellence and specific accomplishments in their research. Following initial appointment as a Senior Investigator, T1 level is generally appropriate for at least 5 years. T2: Advancement to T2 is based on endorsement by the Scientific Director and a Standing IC Review Committee upon the advice of at least 3 outside letters of references from referees who are not collaborators of the Senior Investigator. The SD attests that Senior Investigators (1) manage stable or increasing independent resources effectively in the operation of the research program and (2) spend at least 20% of their time in patient-related activities or full-time population-based epidemiological research. Senior Investigators at T2 mentor fellows and support staff with skill and guide persons under their supervision in their career development, as evidenced by departing fellows obtaining high-quality scientific positions. There is a growing body of published original peer-reviewed scientific research that is recognized and cited by colleagues, and Senior Investigators are invited annually to present original research results at national and international meetings. Senior Investigators are assigned organizational responsibilities in the IC, e.g., Section/Branch Chief, and willingly participate in one or more IC and/or NIH-wide committee activities, such as scientific review committees. Evidence of excellence is reflected in outstanding Boards of Scientific Counselor reviews and recommendations for continued or increased operating resources. Exceptional Senior Investigators may be recognized by conferring of national and international awards for scientific excellence and specific accomplishments in their research. Following advancement to the T2 level, Senior Investigators generally remain at that level for at least 5-10 years. T3: Advancement to T3 is based on endorsement by the Scientific Director and an IC Standing Review Committee upon the advice of at least 6 outside letters of references from referees who

	Band IV (Cont.)		are not collaborators of the Senior Investigator. The SD attests that Senior Investigators (1) manage stable or increasing independent resources effectively in the operation of the research program and (2) spend at least 20% of their time in patient-related activities. Senior Investigators at T3 mentor fellows and support staff with skill and guide persons under their supervision in their career development, as evidenced by departing fellows obtaining high-quality scientific positions. There is a large, growing body of published original peer-reviewed scientific research that is recognized and cited by colleagues, and Senior Investigators are invited annually to present original research results at multiple national and international meetings. Senior Investigators are routinely assigned organizational responsibilities in the IC, e.g., Section/Branch Chief, and participate in both IC and NIH-wide committee activities, that provide expert advice to IC and NIH leadership. Evidence of excellence is reflected in outstanding Boards of Scientific Counselor reviews and recommendations for continued or increased operating resources. Exceptional Senior Investigators are recognized by conferring of national and international awards for scientific excellence and specific accomplishments in their research, including prestigious awards and prizes.

CONSIDERATIONS USED IN ESTABLISHING RANGES

- Salary maximums for Ranges II and III reflect the high market value of some clinical specialties.
- Comparable Title 38 pay may be used as a benchmark in establishing Title 42 pay.

EXTRAMURAL

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Health Scientist Administrators (When Title 5 is not appropriate but Title 42 provisions are met – e.g., for temporary appointments, or appointment of non-citizens, or unusual specialty requirements commanding higher pay)	**Band I**	$38,000 – $80,000 T1: 38,000 - 55,000 T2: 55,001 - 65,000 T3: 65,001 - 80,000	T1: This level is appropriate for individuals typically with three to five years of relevant science experience beyond the doctoral degree. They work in support of an HSA or SRA on temporary and/or new projects appropriate to the HSA's or SRA's program or review scope of activities. T2: Provided Title 42 appointment continues to be appropriate**,** exceptional HSAs may be advanced to T-2 upon recommendation of their supervisor and the IC Director of Extramural Research or the equivalent. Although working in support of an HSA or SRA, work reflects increasing levels of responsibility and skills, along with a record that demonstrates accomplishments in program or review. At this level, the HSA is expected to make presentations at advisory meetings and to have been recognized by peers. T3: Provided Title 42 appointment continues to be appropriate, outstanding HSAs may be advanced to T-3 upon recommendation of the supervisor and the IC Director of Extramural Research or equivalent. Although working in support of an HSA or SRA, work reflects increasing levels of responsibility and skills, along with responsibility for an expanding scope of program/review initiatives that contribute to progress towards accomplishing the Institute's planned extramural activities. The HSA has a demonstrated track record of presenting extramural-related issues at advisory and at scientific meetings, and is recognized by peers, as reflected in NIH-wide committee assignments and roles.

EXTRAMURAL

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Health Scientist Administrators, including Scientific Review Administrators (When Title 5 is not appropriate but Title 42 provisions are met – e.g., for temporary appointments, or appointment of non-citizens, or unusual specialty requirements commanding higher pay)	**Band II**	$55,000 – $135,000 T1: 55,000 - 82,000 T2: 82,001 - 109,000 T3: 109,001- 135,000	T1: Generally serves as Scientific Review Administrator (SRA) or HSA in an IC extramural program, or in the area of Science Policy or Scientific Program Planning. At this level the Health Scientist Administrator (HSA) may manage a portfolio of research grants and/or contracts, assist applicants, apply knowledge of the state of science to evaluate applications and needed program development either confined to the portfolio area, or more broadly or plan, organize and run the peer review of grant applications. In addition, the HSA monitors the progress of research and contributes to an overall IC extramural program. The HSA is well-grounded in the science area. T2: Provided Title 42 appointment continues to be appropriate, at this level the HSA serves as an expert scientist with primary responsibility for direction and coordination of the planning, scientific management, and evaluation of an extramural research program portfolio, the recruiting of expert reviewers, assignment of applications for review and all other professional aspects of the peer review process, or helps guide the IC program planning, strategic planning and other science policy activities. The HSA may identify scientific opportunities and proposes new programs using activities such a scientific meetings, program announcements, and requests for applications. The HSA participates in trans-NIH activities in the scientific area on the NIH campus and is recognized in the extramural community as a subject matter expert T3: Provided Title 42 appointment continues to be appropriate, advancement to the T-3 HSA level generally represents significant leadership in a scientific program characterized by increased complexity, further innovative strategies needed to advance the science, and a larger scope and/or depth of the scientific program area or broader leadership in scientific peer review or in program planning, evaluation, or science policy. The HSA may lead and direct scientific programs having national and international scope and impact. Further, the HSA may independently make significant contributions in the area of program planning, development, implementation, management, and/or evaluation for the specified area of science or for a larger scientific area within an IC or across ICS.

CONSIDERATIONS USED IN ESTABLISHING RANGES

- The Base Pay Range is broad because the highest levels are generally reserved for staff with highly specialized skills, clinical credentials, certifications, and other considerations. The lower level of the Range is approximately at the GS-12/1 level.

EXTRAMURAL

Types of Positions	Base Pay Band	Base Pay Range	Criteria
Supervisory Scientific Review Administrator; Health Scientist Administrator; Senior Extramural Program Director; Senior Disciplinary Scientist; Associate, Deputy, or Division Director; Associate IC Director	**Band III**	$120,000 – $200,000 T1: 120,000 - 140,000 T2: 140,001 - 166,700 T3: 166,701 - 200,000 Salaries and pay adjustments above $166,700 (EX-I) must be reviewed by the NCC and approved by the Director, NIH, or designee.	T1: Responsible for providing scientific, management, and/or policy leadership and resource allocation for a major program in an IC. Complexity may vary depending on the breadth versus depth of mission as assigned. Represents an authoritative source of expertise in the IC's Extramural Program for relevant sphere of responsibility, determining scientific priorities and goals. Establishes policies and procedures. Develops extensive internal and external collaborative relationships. Recognized leader/expert in the field, with either highly specific and deep understanding at a leadership level in sphere of expertise; or broad integrative scientific/management/policy knowledge encompassing mission-specific goals of the IC. T2: Responsible for representing/integrating the activities of subordinates, providing scientific, management, or policy leadership and resource allocation. Complexity may vary depending on the breadth versus depth of mission as assigned. Represents an authoritative source of expertise in the IC's Extramural Program for relevant sphere of responsibility, articulating on behalf of the IC scientific priorities and goals within sphere of responsibilities. Develops extensive internal and external collaborative relationships. Recognized national leader/expert in the field, with either highly specific and deep understanding at a leadership level in sphere of expertise; or broad integrative scientific/management/policy knowledge encompassing mission- specific goals of the IC. If functioning as a researcher, recognized by professional publications, services as a reviewer, and speaker at professional associations and other forms of peer recognition. If role is in areas of management and policy, serves on trans-IC activities to help formulate, implement, and evaluate relevant extramural programs, policies and procedures. Clinical or other unique highly marketable skills and credentials applied to the position by the incumbent may influence placement within this tercile. T3: Responsible for leading and representing/integrating the activities of multiple organizational or subject matter elements, providing front rank scientific, management, and/or policy leadership. Complexity may vary depending on the breadth versus depth of mission as assigned. Represents the authoritative source of expertise in the IC's entire Extramural Program for relevant sphere of responsibility, articulating on behalf of the IC scientific priorities and goals. Synthesizes research

Types of Positions	Base Pay Band	Base Pay Range	Criteria
	Band III (Cont.)		and elements of that mission to establish and manage definitive information, policies, and/or procedures. Accountable for progress and success of IC for those endeavors. Develops and maintains extensive internal and external collaborative relationship to advance a field, be it scientific or managerial. Recognized leader/expert in the field, with either highly specific and deep understanding at a leadership level in sphere of expertise; or for broad integrative scientific/management/policy knowledge encompassing mission specific goals of both the IC and NIH. If functioning as a researcher, recognized by professional publications in the highest quality journals, awards, services as a reviewer and speaker at professional associations and other forms of recognition by peers. If role is primarily in areas of management and policy, services on trans-NIH activities to help formulate, implement, and evaluate relevant extramural programs, policies and procedures. Recognized as materially facilitating the goals/mission of the IC. Clinical or other unique highly marketable skills and credentials applied to the position by the incumbent may influence placement within this tercile.

CONSIDERATIONS USED IN ESTABLISHING RANGES

- The Base Pay Range for this band is broad because the highest levels are generally reserved for staff with highly specialized skills, clinical credentials, certifications, and other considerations.

SENIOR SCIENTIFIC LEADERS

Types of Positions	Base Pay Range	Covered Positions
IC Scientific Directors, IC Deputy Directors, OD Associate Directors, OD Office Heads reporting directly to NIH Director	$125,000 - $200,000 All salaries and pay adjustments must be approved by the Director, NIH, or designee	Senior scientific leaders manage large independent organizations of national significance, provide advice directly to the NIH and Department, testify before Congress, and supervise supervisors. The lowest level of report is through an IC Director. Managers at this level regularly participate in multiple IC and/or NIH, Department, or nation-wide committee activities. Chosen for strong clinical/scientific/technical skills as well as leadership skills, they regularly demonstrate this specialized expertise through peer-reviewed publications, or make expert presentations for national audiences, or author highly specialized and technical documents representing the state-of-the-art science/science administration. The upper levels of this Range reflect national leadership in a clinical/scientific/technical area that is routinely compensated within non-federal sectors at levels above or well-above this pay band. Also, may lead one or more activities or projects of a highly specialized nature involving multiple ICs, agencies, Departments, or nations.

CONSIDERATIONS USED IN ESTABLISHING RANGES

- Range minimums reflect the fact that some incumbents are currently in the SES.