

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	\$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

	Investigators³		Investigators		Supv. SRAs, etc.	
Band III	\$69,762 - \$130,734		\$78,315 - \$200,000 ^{2,4}		\$125,304 - \$200,000 ^{2,4}	
Tercile 1:	\$69,762	\$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 and Investigators is the locality equivalent for GS-13/1

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