

**Title 42 Pay Model - 2004**

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

	<b>Staff Scientists &amp; Sr. Research Fellows<sup>3</sup></b>		<b>Staff Clinicians</b>		<b>HSAs / SRAs</b>	
<b>Band II</b>	\$68,917 - \$147,475		\$78,315 - \$200,000 <sup>2,4</sup>		\$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 <sup>4</sup>	\$200,000 <sup>2,4</sup>	\$118,727	\$147,023

	<b>Investigators</b>		<b>Investigators</b>		<b>Supv. SRAs, etc.</b>	
<b>Band III</b>	\$68,917 - \$130,734		\$78,315 - \$200,000 <sup>2,4</sup>		\$125,304 - \$200,000 <sup>2,4</sup>	
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 <sup>4</sup>	\$200,000 <sup>2,4</sup>	\$175,701 <sup>4</sup>	\$200,000 <sup>2,4</sup>

	<b>Senior Investigators &amp; Senior Scientists</b>		<b>Senior Investigators &amp; Senior Clinicians</b>	
<b>Band IV</b>	\$96,066 - \$200,000 <sup>2</sup>		\$125,304 - \$200,000 <sup>2</sup>	
Tercile 1:	\$96,066	\$140,549	\$125,304	\$154,935
Tercile 2:	\$140,550	\$175,700	\$154,936 <sup>4</sup>	\$183,347 <sup>4</sup>
Tercile 3:	\$175,701 <sup>4</sup>	\$200,000 <sup>2,4</sup>	\$183,348 <sup>4</sup>	\$200,000 <sup>2,4</sup>

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.

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

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"

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

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

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

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