



MAY 16 2005

National Institutes of Health
Bethesda, Maryland 20892

TO: Deputy Director, NIH
IC Directors

FROM: Director, NIH

SUBJECT: Delegation of Personnel Authority – Performance-Based Pay
Adjustments for Scientists Appointed under Title 42 (f)

HHS Instruction 42-1, "Appointment of 42 USC 209(f) Scientists," dated August 5, 2004, grants authority to OPDIV heads to approve a one-time annual performance-based pay adjustment not to exceed 6 percent to scientists appointed under Title 42 209(f) and to approve higher increases where performance clearly warrants. Pursuant to the authorities granted to me, I hereby delegate the following Title 42 (f) pay authorities to you:

1. Authority to approve performance-based increases for individual Title 42 (f) scientists of up to six percent, provided the IC average of all increases for Title 42 (f) scientists does not exceed four percent and individual base pay does not exceed \$212,000. This is not a 4 percent pool of money, but rather an average of the percentage increase awarded to each eligible Title 42 (f) scientist.
2. Authority to grant "quadrennial increases" of greater than 6 percent to Senior Investigators in the intramural programs.

All pay increases must be fully documented and justified.

These authorities must be exercised in full compliance with all requirements and limitations of the NIH Title 42 Pay Model and governing NIH intramural and extramural programmatic policies, requirements and procedures.

Exercise of these authorities will begin effective in the spring of 2005, at a date to be announced.

No further delegation is authorized.

Elias A. Zerhouni, M.D.

cc:
IC Executive Officers
IC Scientific Directors
Division Directors, OHR
Branch Chiefs, CSD, OHR