

Staff Scientist Town Hall

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Hiring Mechanism

What does it mean?

Title 42 Hiring Authorities Determine:

Method for
applying for
positions

Length of
appointment

IPD and
organizational
title

Types of pay
increases

Non-citizens
may be
appointed

Staff Scientist 1

- Time-limited, renewable appointment
- Supports the long-term research of a Senior Investigator.
- Does not receive independent resources, although often works independently and has sophisticated skills and knowledge essential to the work of the laboratory.
- Should be capable of independently designing experiments but does not have responsibilities for initiating new research programs.

Staff Scientist 2

- Indefinite appointment
- Recognition as a national or international expert in the field, such as: specific experience; invited manuscripts, presentations and/or consultations; receipt of honors and awards or other recognition for noteworthy performance of contributions to the field
- Original scientific or scholarly contributions of major significance in the field
- Leadership in the field
- Special knowledge and skills of benefit to the IC or NIH

Staff Scientist 1 - Title 42 (g)

Band II – Intramural (Basic)

Tier 1 - \$80,354 - \$163,783 - *(Minimum salary is the locality equivalent to GS-13/1)*

- Minimal supervision
- Promotes 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.

Tier 2 - \$163,784 - \$191,900

- Advancement to T2 level - 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.
- Major contributions as evidenced by co-authorship on a reasonable number of peer-reviewed publications in journals generally acknowledged to be of high quality.
- Outstanding grasp of subject material should be evidenced in a seminar presented to the IC Promotion Committee.

Staff Scientist 2 - Title 42 (f)

Band III – Intramural (Basic) - \$191,901 - \$216,000

- Exceptional achievement or other contributions that significantly promote the mission of the individual's own IC and/or other ICs.
- Exceeds considerably the criteria for Staff Scientist 1, Tier 2, including evidence of an extraordinary grasp of subject material in the presentation of a seminar to the IC Promotion Committee.
- As distinguished from the Staff Scientist 1 - may be required to supervise doctoral-level or senior staff.
- Makes presentations at scientific meetings and may serve on NIH committees.
- Record of high achievement for a substantial number of years; and/or the individual must have made significant methodological or other contributions to the scientific literature.

Pay Setting

The most opportune time to set comparable pay among peers performing similar duties and scope of work. Pay criteria:

- Individual's scientific contributions
- Duties, responsibilities, complexity of the position
- Pay equity with scientists performing similar duties



Opportunities for Pay Increases



Spring Increase

- Performance rating must be at or above Achieved Expected Results (AE)
- Title 42(g) scientists - up to 2.00%; Title 42(f)- up to 4.00%



Quadrennial Increase

- Successful completion of quadrennial peer review such as a BSC review
- At least four years must elapse between quadrennial increases
- Maximum of 8%



Comparability Increase - T42(g) only

Opportunities for Pay Increases – Con't



Exceptional Increase - IC may recommend if:

- Circumstances surrounding request are rare and/or exceptional;
- The amounts normally allowed during the Spring increase timeframe is exceeded;
- Outside of the normal Spring increase timeframe;
- Supported by thorough justification



Promotion

Movement from one IPD to another (e.g., Staff Scientist 1 to Staff Scientist 2)



Contact

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Learn More

using our online resources

- [Title 42 Hub](#)
- [OIR Sourcebook](#) – Staff Scientist

