

Salary Plan

April 2023 – March 2026



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1. Introduction

The Salary Plan provides Principal Investigators, Project Directors and Managers with essential information pertaining to employee salary which can be used for budgeting sponsoring programs as well as administering personnel transactions.

The Salary Plan contains the current Salary Schedule in effect at the time this document was updated. Current Salary Schedules are available on our website at [http://corporate.rfmh.org/human resources/forms/RFMHSalaryPlanDocument.pdf](http://corporate.rfmh.org/human%20resources/forms/RFMHSalaryPlanDocument.pdf).

Any questions regarding the contents of this document should be directed to the Central Human Resource Office at payroll-hrprocesing@rfmh.org

2. Factors Affecting Salaries

Funding for projects may be limited due to salary caps, sponsor restrictions and/or availability of funds. Therefore, salaries paid on specific projects and any salary increases are contingent upon the availability of funds as well as the specific grant or contract terms and conditions.

3. Salary Administration

Salaries paid to Research Foundation employees must conform to the most recent Salary Schedule as approved by the Board of Directors. All positions must have a written job description and be assigned a specific Salary Grade that will be used as a basis for salary, position evaluation and reclassifications. The Salary Grade for positions shall be commensurate with experience, qualifications, and job duties.

Each salary grade has a Hiring Rate, Mid- Rate, Job Rate, and a Maximum Performance Advancement Award. Job posting will include a range for the position that at a minimum includes the Hiring Rate to the Mid-Rate.

The Hiring Rate is the starting salary for the Salary Grade assigned to the posted position. Newly hired applicants whose relevant qualifications and/or experience substantially exceed the minimum required for a position may be appointed up to the Mid-Rate of the grade at the time Human Resources approves the appointment. Appointments shall never exceed the Job Rate for the grade.

Requests to hire above Mid-Rate, must be approved by Human Resources and require both of the following:

- A. A current resume or work history detailing the candidate's training and experience; and
- B. A summary justifying the appointment above the Mid-Rate highlighting the candidate's exceptional qualifications in relation to the duties of the posted position. The approval of the Principal Investigator(s) is required before submission to Human Resources.

The above information is to be provided to Human Resources for review and approval prior to an official offer of employment is made to the candidate.

At the time this document was updated there were no approved future Cost of Living Adjustments. In developing budgets for all grant applications and contracts please continue to use a Fringe Benefit Rate of 32% for the fiscal year beginning April 1, 2023, and all years thereafter and a 3% Cost of Living Adjustment effective April 1, 2023, and each April 1 thereafter on all salaries and wages.

The Salary Schedule included with this Plan details the specific Hiring Rate, Mid- Rate, Job Rate and Maximum Performance Advance Award for each grade. Additional Salary Schedules will be updated and published on our website as they are approved by the Board of Directors.

4. Salary Adjustments

The Research Foundation's Board of Directors must approve both discretionary and non-discretionary adjustments to employee salaries. Non-discretionary adjustments (Cost of Living Adjustments, Overtime Pay and Differential Pay) must be given to all employees who meet the eligibility requirements. Discretionary adjustments (Performance Advancements, Longevity Awards and Promotions) are given at the discretion of the Principal Investigator or Project Director and are based on satisfactory job performance. Discretionary requests should be accompanied by a completed Employee Performance Development & Evaluation Form and Employee Self-Analysis. Promotions require both forms as well as a Promotion Request Worksheet which can be found on our website at:

http://corporate.rfmh.org/human_resources/index.asp?page=forms.

Below you will find a brief definition of each of the salary adjustment types along with eligibility requirements.

Overtime Pay

The US Fair Labor Standard Act (FLSA) requires that we pay all employees classified as non-exempt overtime pay at a rate of one and one-half times their regular pay rate for all hours worked over 40 in any RFMH workweek which runs from Thursday 12:01 am through 12:00 pm Wednesday. Titles classified as non-exempt are generally those Grade 14 and lower and are identified in Section 7 of this Plan.

Geographic Differential Pay

Due to the difficulty recruiting and retaining Nurses in the downstate area, the Board of Directors has approved Geographic Differential Pay similar to that allowed by Section 130.7 of the New York State Civil Service Law.

The purpose of Geographic Pay Differentials is to assist Research Institutes with the recruitment and retention of competent Nursing staff needed to carry out their operations.

The currently approved Geographic Differential Pay is \$30,000 for full-time employees working in Downstate facilities and \$20,000 for employees working in Upstate Facilities. This amount is pro-rated based on percentage of full-time effort.

Cost of Living adjustments are applied to the employee's base annual salary, not including the Differential Pay.

Cost of Living Adjustments (COLA'S)

A COLA is a percentage increase to an employee's base annual salary and to the Hiring and Job Rate for each Salary Grade. COLAS are given at discretion of the Board of Directors and once approved must be given to all active salaried employees on the payroll as of the effective date. The rates for employees serving in hourly positions are not subject to COLA'S. Any adjustment to hourly rates must be requested in writing by the Principal Investigator or Project Director.

Performance Advance Award

Employees whose salary has not yet reached the Job Rate for their Salary Grade are eligible for an annual Performance Advancement Award. Performance Advance Awards are intended to reward those employees demonstrating a minimum of satisfactory job performance.

Performance Advancements:

- Are permitted once per fiscal year providing the employee has been at their current Salary and Grade level for at least six months,
- May be given in any amount up to the Maximum Performance Advance Award noted on the current Salary Schedule as long as the amount will not raise the employee's salary above the job rate for their grade.

Since these salary adjustments are based on the employee's performance, a written Employee Performance

Development & Evaluation Form and Employee Self-Analysis documenting performance that justifies the advancement should accompany any request.

Longevity Awards

A Longevity Award is a lump sum payment that may be given to an employee who has demonstrated a minimum of satisfactory job performance and has been at the Job Rate for their grade for a period of five full years as of March 31st of the previous fiscal year.

Longevity Awards are allowed once per fiscal year in the amount of \$1,250 and may be given at any time during the fiscal year.

Since this salary adjustment is based on the employee performance, a written Employee Performance Development & Evaluation Form and Employee Self Analysis documenting performance that justifies the advancement should accompany any request.

Promotion

A promotion is an increase to an employee's Salary Grade based on the reclassification of the position or accepting a new position. An employee approved for promotion will receive the Hiring Rate for the new Salary Grade or a percentage increase based on their current base annual salary. The percentage increase is 1.5 percent for the promotion plus an additional 1.5 percent for each Salary Grade advanced.

All promotion requests **must** be accompanied by Employee Performance Development & Evaluation Form, Employee Self-Analysis, Employee Self-Analysis, and Promotion Request Worksheet.

5. Series Title vs. Business Card Titles

When an individual is appointed to the Foundation's payroll, they will be assigned a Series Title and a Business Card Title. A Series Title is a generic title that is used for classifying an individual within a Series as well as within the Exempt or Non-Exempt categories. A Business Card Title is a specific title within a series that more specifically describes an individual's position and job duties. For example, Payroll Clerk would be an individual's Business Card Title within our Administrative Support Assistant Series Titles.

The broad Series Titles are used to appoint an individual to our payroll while the Business Card Title is placed in the employee's Personnel File along with a job description to indicate the employee's specific duties.

Both Series and Business Card Titles are used for employment verification and/or governmental reporting. For example, each year our Central Office compiles data for the U.S. Equal Employment Opportunity Commission (EEOC) documenting how many employees we have within certain classes, their nationality and job category. Series Titles are utilized when providing information to our Workers' Compensation Insurance carrier. This information determines the cost to the Research Foundation of providing insurance for our employees.

Correctly classifying an individual, not only in the appropriate Series Title but also with an accurate Business Card Title, is extremely important. If you need assistance in determining an employee's Series or Business Card Title, you should consult your Human Resource Office.

Section 7 of this document contains a listing of our Titles by non-exempt (*generally employees employed at a grade level less than 14*), and exempt (*generally those employed at or above a grade 15*) categories. This listing should be utilized when appointing an individual to our payroll or when processing any Personnel changes affecting an employee's title. Each Series Title is listed with its valid grade levels and appropriate Business Card Titles.

If a Business Card Title is needed and not listed, please contact your Human Resource Office

6. Title Code Listing

NON-EXEMPT TITLES

Administrative Staff (Facilities and Administrative Staff)

<p><i>Administrative Support Assistant, Level I</i> Non-Exempt Grade Range 1-6</p>	<p><i>Business Card Title</i> Clerical Aide</p>
<p><i>Administrative Support Assistant, Level II</i> Non-Exempt Grade Range 7-10</p>	<p><i>Business Card Title</i> Accounts Payable Assistant Administrative Assistant Administrative Support Staff</p>
<p><i>Administrative Support Assistant, Level III</i> Non-Exempt Grade Range 11-14</p>	<p><i>Business Card Title</i> Accounts Payable Assistant Administrative Assistant Administrative Support Assistant Animal Procurement Administrative Support Assistant to the Director Assistant to the Director Benefits Specialist Contract/Grants Assistant Facilities Operations Clerk Grants Assistant Human Resources/Payroll Specialist Human Resource Specialist Operations Assistant Personnel Administrator Secretary I Sub-Award Administrator</p>

Facilities Staff (Facilities and Administrative Staff)

<p><i>Facilities Support Assistant, Level I</i> Non-Exempt Grade Range 1-6</p>	<p><i>Business Card Title</i> Cleaner Lab Animal Caretaker Stores Clerk I</p>
<p><i>Facilities Support Assistant, Level II</i> Non-Exempt Grade Range 7-14</p>	<p><i>Business Card Title</i> Animal Caretaker Cleaner Cook Facilities Support Assistant General Mechanic Housekeeping Supervisor Lab Animal Caretaker Senior Lab Animal Caretaker Locksmith Maintenance Assistant General Mechanic</p>

<p>Facilities Support Assistant, Level II (continued)</p>	<p>Maintenance Assistant Plumber/Steamfitter Motor Vehicle Operator Senior Grounds Worker Stores Clerk Safety and Security Officer Safety Net Support Assistant</p>
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Research Non-Lab Staff (Direct)

<p>Research Support Assistant, Level I Non-Exempt Grade Range 1-6</p>	<p>Business Card Title Research Assistant Research Support Assistant</p>
<p>Research Support Assistant, Level II Non-Exempt Grade Range 7-10</p>	<p>Business Card Title Research Assistant I-IV Research Support Assistant</p>
<p>Research Support Assistant, Level III Non-Exempt Grade Range 11-14</p>	<p>Business Card Title Field Research Coordinator Lab Animal Caretaker Research Assistant II-VII Research Coordinator</p>

Research Laboratory Staff (Direct)

<p>Research Support Assistant, Level I Non-Exempt Grade Range 1-6</p>	<p>Business Card Title Research Assistant Research Support Assistant</p>
<p>Research Support Assistant, Level II Non-Exempt Grade Range 7-10</p>	<p>Business Card Title Research Assistant II-IV Research Support Assistant</p>
<p>Research Support Assistant, Level III Non-Exempt Grade Range 11-14</p>	<p>Business Card Title CTI Care Manager Field Research Coordinator Lab Animal Caretaker Research Assistant V-VII</p>

Project Staff (Direct)

<p>Project Support, Level I Non-Exempt Grade Range 1-6</p>	<p>Business Card Title Project Support Assistant</p>
<p>Project Support, Level II Non-Exempt Grade Range 7-10</p>	<p>Business Card Title Keyboard Specialist Project Coordinator Research Support Assistant I-III</p>

<p><i>Project Support, Level III</i> Non-Exempt Grade Range 11-14</p>	<p><i>Business Card Title</i> Administrative Assistant Coordinator of Volunteer Services Counselor CTI Care Manager Data Quality Review Clerk Peer Specialist Project Administrator Project Coordinator Registration Coordinator Youth Coordinator</p>
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Technical Staff (Facilities and Administrative or Direct)

<p><i>Technical Support Assistant, Level I</i> Non-Exempt Grade Range 1-6</p>	<p><i>Business Card Title</i> Laboratory Animal Caretaker Laboratory Assistant</p>
<p><i>Technical Support Assistant, Level II</i> Non-Exempt Grade Range 7-10</p>	<p><i>Business Card Title</i> Data Entry Clerk Data Entry Specialist Laboratory Technician</p>
<p><i>Technical Support Assistant, Level III</i> Non-Exempt Grade Range 11-14</p>	<p><i>Business Card Title</i> Assistant Data Analyst Computer Technician Data Assistant Project Assistant Research Technician Technical Customer Support Specialist Technical Support Assistant</p>

EXEMPT TITLES

Administrative Staff (Facilities and Administrative)

<p><i>Administrator, Level I</i> Exempt Grade Range 15-18</p>	<p><i>Business Card Title</i> Administrative Assistant Administrative Coordinator Grants Specialist HR/Payroll Generalist/Specialist IACUC Coordinator Operations Assistant Operations Coordinator Project Administrator Senior Payroll Administrator Sub-Award Administrator</p>
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<p>Administrator, Level II Exempt Grade Range 18-21</p>	<p>Business Card Title Accounts Payable Supervisor Administrative Assistant Administrative Coordinator Billing Coordinator Division Administrator Executive Assistant Grants Administrator Grant and Contracts Administrator Grants Manager HR/PR Specialist Office Operations Manager Protocol Analyst Senior Accountant Senior Grants Administrator</p>
<p>Administrator, Level III Exempt Grade Range 22-25</p>	<p>Business Card Title Administrative Assistant I Administrative Coordinator Assistant Director of Human Resources & Payroll Budget and Fiscal Analyst Center Administrator Cluster Administrator Division Administrator Executive Assistant Executive Assistant/Project Manager Grant Administrator/Specialist Grant and Operations Administrator Grant Specialist IRB Administrator</p> <p>Manager of Sponsored Programs Mental Health Program Specialist III Program Manager Program Manager Certified Behavioral Health Clinics Protocol Analyst Research Project Manager Senior Administrative Assistant Senior Project Manager</p>
<p>Administrator, Level IV Exempt Grade Range 26-37</p>	<p>Business Card Title Administrative Director Administrative Manager Associate Administrator Controller Corporate Controller Deputy Administrative Director Deputy Director of Administration Director of Administration Director of Business Systems Director of Facility Operations Director of Fiscal Operations Director of Grants Operations Director of Payroll Director of Grants and Contracts Director of Human Resources/Payroll</p>

<p>Administrator, Level IV (continued)</p>	<p>Director of Information Services Director of Information Technology Director of Stakeholder Engagement Division Administrator Emergency Management Project Manager & Coordinator Ethics Advisory Board Grants Administrator Manager of Sponsored Programs Project Manager Training and Special Projects Administrator</p>
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Executive Staff (Facilities and Administrative)

<p><i>Executive</i> Exempt Grade Range 31-37</p>	<p><i>Business Card Title</i> Deputy Managing Director Managing Director</p>
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Facilities Staff (Facilities and Administrative)

<p>Facilities Support Assistant, Level III Exempt Grade Range 15-17</p>	<p>Business Card Title Locksmith Maintenance Supervisor Security Officer Service Desk Technician</p>
<p>Facilities Support Administrator Exempt Grade Range 18-21</p>	<p>Business Card Title Chief Safety/Security Officer Electrician Maintenance Supervisor Safety Net Support Assistant Technician Supervisor</p>
<p>Facilities Support Administrator Exempt Grade Range 22-25</p>	<p>Business Card Title Chief Housekeeper</p>
<p>Research Technician, Level I Exempt Grade Range 15-17</p>	<p>Business Card Title MRI Research Technician Pharmacy Technician II Postdoctoral Researcher Psychiatric Evaluator Research Technician I Senior Research Assistant</p>
<p>Research Technician, Level II Exempt Grade Range 18-21</p>	<p>Business Card Title Clinical Database Manager Data Analyst MRI Research Technician Research Technician</p>
<p>Research Technician, Level III Exempt Grade Range 22-27</p>	<p>Business Card Title Confocal Microscopy Facility Head Fidelity and Outcomes Specialist Research Technician</p>

Project Staff (Direct)

<p>Project Administrator, Level I Exempt Grade Range 15-18</p>	<p>Business Card Title Administrative Assistant Bed Availability Survey Coordinator Budget Analyst Contract Analyst Contract Claims/Payment Analyst Contract Management Specialist Contract Manager Contract Specialist Education and Employment Specialist Executive Administrative Assistant</p>
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<p><i>Project Administrator, Level I (continued)</i></p>	<p>Financial Analyst Individual Placement Support Specialist Office Scheduler for Executive Deputy Commissioner Office Support Specialist Outreach Coordinator Primary Clinician Project Administrator Project Coordinator I Secretary Supported Education and Employment Specialist</p>
<p><i>Project Administrator, Level II</i> Exempt Grade Range 18-21</p>	<p><i>Business Card Title</i> Administrative Assistant to Associate Commissioner Communications Coordinator Compliance Coordinator Contract Finance Analyst Contract Manager Data Analyst I/II Employment & Education Specialist Evaluation Specialist Executive Assistant Fiscal Analyst Grants Coordinator Jr. Finance Analyst LMS Administrator Technician Manager of Contracts and Budget Opioid Overdose Outreach Training Specialist Personnel Coordinator Program Analyst Program Coordinator I/II Program Manager Project Administrator Project Coordinator/Training Specialist Project Director Project Evaluator Public Health Implementation Specialist Recovery Specialist and Trainer Senior Program Consultant Training Coordinator Training Specialist</p>
<p><i>Project Administrator, Level III</i> Exempt Grade Range 22-25</p>	<p><i>Business Card Title</i> ACT Coordinator Administrative Analyst Assistant Director Assistant Project Director Automated QA Tester Behavioral Health Parity Analyst Budget & Fiscal Analyst Business Intelligence Analyst Clinic Quality Improvement Manager Clinical Project Manager Contract Administration Coordinator Contract Management Specialist II Deputy Director of Finance Deputy Division Administrator Director Health Homes / Care Coordinator</p>

<p><i>Project Administrator, Level III (continued)</i></p>	<p>Director of Compliance Director of Policy Research Policy & Program Development Electronic Medical Record Implementation Manager Executive Administrative Assistant Fiscal Analyst Mental Health Program Specialist I/II/III Operations Manager Program Manager I/II/III Program Specialist Project Administrator I/II/III Project and Office Coordinator Project Clinician Project Coordinator Project Development Specialist Research Administrator Research Manager Research Recruitment Specialist III Senior Budget Analyst Senior Program Data Analyst Special Assistant Division of Finance Suicide Prevention/Community Organizer Suicide Prevention Implementation Specialist Technical Assistance & Communications Manager Training Specialist</p>
<p><i>Project Administrator, Level IV</i> Exempt Grade Range 26-37</p>	<p><i>Business Card Title</i> Associate Director Business Intelligence Analyst Children’s Medicaid Managed Care Transition Lead Clinical Research Coordinator Clinical Trainer Clinical Trainer and Outreach Campaign Specialist Clinical Training Director Community Development Specialist Crisis Director Database Administrator Director of Adult Services Director of Behavioral Health Integration Director of Children’s Managed Care Director of Contract Management Director of Data Collection, Infrastructure and Communication Director of Mental Health Planning and Policy Director of Strategic Planning & Curriculum Development Divisional Administrator Evaluation Coordinator Implementation Director Managed Care Specialist Pre-Vocational Employment Consultant Project Administrator Project Coordinator Project Development Specialist Project Manager /I/ II / III / IV Project/Program Director Senior Administrative Director Senior Executive Assistant Senior Finance Analyst</p>

Project Administrator, Level IV (continued)	Senior Mental health Finance Analyst Suicide Prevention Specialist
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Research Staff Non-Lab (Direct)

Research Technician, Level I (Non-Lab) Exempt Grade Range 15-18	Business Card Title MRI Research Technician Research Technician
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Research Technician, Level II (Non-Lab) Exempt Grade Range 19-22	Business Card Title Clinical Database Manager Data Analyst Project Coordinator Research Recruitment Specialist Research Technician II
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Research Technician, Level III (Non-Lab) Exempt Grade Range 23-27	Business Card Title Fidelity and Outcomes Specialist Project Manager Research Recruitment Specialist Research Technician III
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Research Staff Lab (Direct)

Research Technician, Level I Exempt Grade Range 15-18	Business Card Title MRI Research Technician Pharmacy Technician Postdoctoral Researcher Research Assistant IV Research Technician
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Research Technician, Level II Exempt Grade Range 19-22	Business Card Title Lab Coordinator Research Technician II
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Research Technician, Level III Exempt Grade Range 23-27	Business Card Title Research Technician III
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Technical Staff (Facilities and Administrative and Direct)

Technical Specialist, Level I Exempt Grade Range 15-17	Business Card Title Data Manager Database Programmer/Analyst Information Technology Associate
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<p>Technical Specialist, Level II Exempt Grade Range 18-22</p>	<p>Business Card Title Biostatistician Business Analyst Database Programmer/Analyst I/II Senior Technical/Functional Analyst Social Media Manager Technical/Functional Analyst Technical Specialist II Windows System Administrator</p>
<p>Technical Specialist, Level III Exempt Grade Range 23-37</p> <p>Technical Specialist, Level III (continued)</p>	<p>Business Card Title Biostatistician Data Analyst</p> <p>Data Architect Manager Data Collection Coordinator Director of Information Technology Director of Research Data Operations Director of Space Planning & Management Health IT Policy/Technical Assist Analyst Information Manager Performance Analyst Programmer Programmer/Analyst III Project Coordinator Scientific Coordinator Senior Architect Senior Computer System Analyst I Senior IT Systems Coordinator Senior Medicaid Data Analyst Senior Programming Analyst/Programmer Technical Specialist III Technical/Functional Analyst Web Content Officer</p>

Research Non-Lab Staff (Direct)

<p>Research Project Manager, Level I (Non-Lab) Exempt Grade Range 15-18</p>	<p>Business Card Title Project Administrator I/II Research Project Manager</p>
<p>Research Project Manager, Level II (Non-Lab) Exempt Grade Range 19-23</p>	<p>Business Card Title Director of Social Work Consultation Services Program Coordinator I/II Program Manager Research Coordinator Research Project Manager</p>

<p>Research Project Manager, Level III (Non-Lab) Exempt Range 24-29</p>	<p>Business Card Title Implementation Specialist Program Coordinator I/II Project Administrator Project Director Project Manager I/II/III Project Manager/Analyst Research Associate Research Center Coordinator Research Project Manager</p>
<p>Clinical Researcher, Level I (Non-Lab) Exempt Grade Range 16-21</p>	<p>Business Card Title Clinical Researcher Licensed Clinical Social Worker</p>
<p>Clinical Researcher, Level II (Non-Lab) Exempt Grade Range 22-26</p>	<p>Business Card Title Primary Clinician</p>
<p>Clinical Researcher, Level III (Non-Lab) Exempt Grade Range 27-31</p>	<p>Business Card Title Clinical Researcher Senior Behavioral Analyst</p>
<p>Research Project Director, Level I (Non-Lab) Exempt Grade Range 29-35</p>	<p>Business Card Title Associate Director Project Clinician Project Manager VI Research Project Director</p>

Medical Series (Direct)

<p>Physician Exempt Grade Range 11-37</p>	<p>Business Card Title Assistant Clinical Physician III Assistant Psychiatrist Clinical Physician I / II Medical Specialist I / II Pathologist III</p>
<p>Nurse Exempt Grade Range 11-37</p>	<p>Business Card Title CTI Nurse Nurse I / II / III Nurse Practitioner Psychiatric Nurse Practitioner</p>

Assistant Research Scientist Series Lab or Non-Lab (Direct)

<p><i>Research Laboratory Staff</i> Exempt Grade Range 11-38</p>	<p><i>Business Card Title</i> Assistant Research Scientist / I / II Research Associate Visiting Research Scientist</p>
<p><i>Research Non-Laboratory Staff</i> Exempt Grade Range 11-38</p>	<p><i>Business Card Title</i> Assistant Research Scientist I / II Lab Manager Research Associate</p>

Research Scientist and Psychiatrist Series (Lab or Non-Lab)

<p><i>Research Scientist</i> Exempt Grade Range 18-38</p>	<p><i>Business Card Title</i> Postdoctoral Research Scientist Research Scientist I – VIII</p>
<p><i>Psychiatrist</i> Exempt Grade Range 35-38</p>	<p><i>Business Card Title</i> Psychiatrist I / II / III Psychiatrist I / II/ III – Hospital Research Psychiatrist III</p>

**Attachment A
Salary Schedules**

On the following pages are the Salary Schedules in effect at the time this document was revised. As the Salary Schedules are revised, the Central Office will provide the Institute Human Resource Offices with updated Salary Schedules to amend this document and to distribute to appropriate Personnel and Principal Investigators.

Research Scientist Salary Schedule

Title	Grade	Hiring Rate	Mid-Rate	Job Rate	Max Performance Award	
Research Scientist I	18	\$64,928	\$78,102	\$91,276	\$6,587	
Research Scientist II	22	\$79,116	\$95,435	\$111,754	\$8,160	
Research Scientist III	25	\$92,055	\$111,115	\$130,174	\$9,530	
Research Scientist IV	27	\$101,809	\$121,484	\$141,159	\$9,838	
Research Scientist V	31	\$124,295	\$147,801	\$221,900	\$11,753	**
Research Scientist VI/Psychiatrist I	35	\$152,196	\$179,999	\$221,900	\$13,902	**
Research Scientist VII/Psychiatrist II	38	\$156,857	\$184,479	\$221,900	\$13,902	**
Research Scientist VIII/Psychiatrist III	38	\$156,857	\$184,479	\$221,900	\$13,902	**

Exceeding the NIH Salary Cap **

This salary scale would allow Foundation employees to exceed the NIH Salary Cap in rare and exceptional cases where the employee has unrestricted non-sponsored funding that will sustain the salary and the cost sharing for the foreseeable future.

Downstate salary schedule - are for those employees working in five counties of New York City and the counties of Nassau, Suffolk, Rockland, and Westchester.

Upstate salary schedule - are for those employees working anywhere other than those covered by the Downstate salary schedule.

Effective January 11, 2024									
Upstate					Downstate				
GRADE	HIRING RATE	MID RATE	JOB RATE	MAX ADVANCE AMOUNT	GRADE	HIRING RATE	MID RATE	JOB RATE	MAX ADVANCE AMOUNT
1	\$ 25,457	\$ 29,316	\$ 33,175	\$ 1,930	1	\$ 28,574	\$ 33,362	\$ 38,151	\$ 2,394
2	\$ 26,423	\$ 30,467	\$ 34,511	\$ 2,022	2	\$ 29,539	\$ 34,614	\$ 39,688	\$ 2,537
3	\$ 27,717	\$ 31,957	\$ 36,197	\$ 2,120	3	\$ 30,833	\$ 36,230	\$ 41,626	\$ 2,698
4	\$ 28,961	\$ 33,421	\$ 37,882	\$ 2,230	4	\$ 32,078	\$ 37,821	\$ 43,564	\$ 2,872
5	\$ 30,332	\$ 35,009	\$ 39,687	\$ 2,339	5	\$ 33,448	\$ 39,544	\$ 45,640	\$ 3,048
6	\$ 31,958	\$ 36,869	\$ 41,780	\$ 2,456	6	\$ 35,075	\$ 41,561	\$ 48,047	\$ 3,243
7	\$ 33,749	\$ 38,895	\$ 44,041	\$ 2,573	7	\$ 36,865	\$ 43,756	\$ 50,647	\$ 3,446
8	\$ 35,609	\$ 40,990	\$ 46,370	\$ 2,690	8	\$ 38,725	\$ 46,026	\$ 53,326	\$ 3,650
9	\$ 37,593	\$ 43,228	\$ 48,863	\$ 2,818	9	\$ 40,710	\$ 48,451	\$ 56,192	\$ 3,871
10	\$ 39,726	\$ 45,652	\$ 51,579	\$ 2,963	10	\$ 42,843	\$ 51,079	\$ 59,316	\$ 4,118
11	\$ 42,002	\$ 48,251	\$ 54,499	\$ 3,124	11	\$ 45,119	\$ 53,897	\$ 62,674	\$ 4,389
12	\$ 44,358	\$ 50,872	\$ 57,387	\$ 3,257	12	\$ 47,475	\$ 56,735	\$ 65,995	\$ 4,630
13	\$ 46,940	\$ 53,796	\$ 60,651	\$ 3,428	13	\$ 50,057	\$ 59,903	\$ 69,749	\$ 4,923
14	\$ 49,636	\$ 56,810	\$ 63,984	\$ 3,587	14	\$ 52,753	\$ 63,167	\$ 73,582	\$ 5,207
15	\$ 52,535	\$ 60,026	\$ 67,517	\$ 3,746	15	\$ 55,652	\$ 66,648	\$ 77,644	\$ 5,498
16	\$ 56,112	\$ 63,650	\$ 71,188	\$ 3,769	16	\$ 59,228	\$ 70,547	\$ 81,866	\$ 5,660
17	\$ 58,496	\$ 66,846	\$ 75,197	\$ 4,175	17	\$ 61,613	\$ 74,045	\$ 86,476	\$ 6,216
18	\$ 61,811	\$ 70,591	\$ 79,370	\$ 4,390	18	\$ 64,928	\$ 78,102	\$ 91,276	\$ 6,587
19	\$ 65,161	\$ 74,363	\$ 83,566	\$ 4,601	19	\$ 68,278	\$ 82,189	\$ 96,101	\$ 6,956
20	\$ 68,497	\$ 78,123	\$ 87,749	\$ 4,813	20	\$ 71,613	\$ 86,262	\$ 100,911	\$ 7,325
21	\$ 72,128	\$ 82,241	\$ 92,354	\$ 5,057	21	\$ 75,245	\$ 90,726	\$ 106,207	\$ 7,741
22	\$ 75,999	\$ 86,588	\$ 97,178	\$ 5,295	22	\$ 79,116	\$ 95,435	\$ 111,754	\$ 8,160
23	\$ 80,026	\$ 91,122	\$ 102,217	\$ 5,548	23	\$ 83,143	\$ 100,346	\$ 117,550	\$ 8,602
24	\$ 84,288	\$ 95,868	\$ 107,448	\$ 5,790	24	\$ 87,405	\$ 105,485	\$ 123,566	\$ 9,040
25	\$ 88,938	\$ 101,067	\$ 113,195	\$ 6,064	25	\$ 92,055	\$ 111,115	\$ 130,174	\$ 9,530
26	\$ 93,623	\$ 105,078	\$ 116,534	\$ 5,728	26	\$ 96,740	\$ 115,377	\$ 134,014	\$ 9,319
27	\$ 98,692	\$ 110,719	\$ 122,747	\$ 6,014	27	\$ 101,809	\$ 121,484	\$ 141,159	\$ 9,838
28	\$ 103,889	\$ 116,366	\$ 128,844	\$ 6,239	28	\$ 107,005	\$ 127,588	\$ 148,171	\$ 10,292
29	\$ 109,334	\$ 122,275	\$ 135,217	\$ 6,471	29	\$ 112,451	\$ 133,975	\$ 155,499	\$ 10,762
30	\$ 115,047	\$ 128,451	\$ 141,854	\$ 6,702	30	\$ 118,164	\$ 140,648	\$ 163,133	\$ 11,242
31	\$ 121,179	\$ 135,071	\$ 148,962	\$ 6,946	31	\$ 124,295	\$ 147,801	\$ 171,307	\$ 11,753
32	\$ 127,621	\$ 141,971	\$ 156,322	\$ 7,175	32	\$ 130,738	\$ 155,254	\$ 179,770	\$ 12,258
33	\$ 134,565	\$ 149,381	\$ 164,197	\$ 7,408	33	\$ 137,681	\$ 163,254	\$ 188,826	\$ 12,786
34	\$ 141,732	\$ 157,054	\$ 172,376	\$ 7,661	34	\$ 144,849	\$ 171,541	\$ 198,232	\$ 13,346
35	\$ 149,079	\$ 164,888	\$ 180,697	\$ 7,905	35	\$ 152,196	\$ 179,999	\$ 207,802	\$ 13,902
36	\$ 156,572	\$ 172,915	\$ 189,258	\$ 8,172	36	\$ 159,689	\$ 185,895	\$ 217,646	\$ 13,902
37	\$ 164,788	\$ 181,638	\$ 198,488	\$ 8,425	37	\$ 167,905	\$ 190,003	\$ 221,900	\$ 13,902
38	\$ 153,740	\$ -	\$ -	\$ -	38	\$ 156,857	\$ -	\$ -	\$ -