Palo Alto Institute for Research and Education

Salary Schedule

2011

Effective 01/01/11

2011 PAIRE Salary Schedule
Effective January 1, 2011

The 2011 Salary Schedule establishes the range of salaries for PAIRE employees. The salary ranges are based on a combination of factors: local salary surveys for similar positions in like industry, current Bureau of Labor & Statistics average area salary data, and comparable positions within the VA.

Note: Shared VAPAHCS and PAIRE employees' salaries are set by the employee's supervisor and the ACOS for Research in accordance with the VA salary schedules and regulations. See Health Care System Memorandum 151-04-06, *Compensation Management of VA-Paid Employees Conducting Research or Sponsored Education Activities*, for additional information.

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2011
PAIRE Salary Schedule
Clinical Research

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
	Technical Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
NonExempt	Research Assistant I	$ 17.23	$ 35,838.40	$ 20.54	$ 42,723.20	$ 23.84	$ 49,587.20
NonExempt	Research Assistant II	$ 20.04	$ 41,683.20	$ 23.89	$ 49,691.20	$ 27.74	$ 57,699.20
NonExempt	Project Coordinator	$ 20.04	$ 41,683.20	$ 23.89	$ 49,691.20	$ 27.74	$ 57,699.20
	Professional Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
Exempt	Research Associate I	$ 22.07	$ 45,905.60	$ 27.64	$ 57,491.20	$ 33.20	$ 69,056.00
Exempt	Research Associate II	$ 26.10	$ 54,288.00	$ 34.63	$ 72,030.40	$ 43.16	$ 89,772.80
Exempt	Research Associate III	$ 29.36	$ 61,068.80	$ 38.96	$ 81,036.80	$ 48.56	$ 101,004.80
Exempt	Study Nurse I	$ 34.77	$ 72,321.60	$ 46.05	$ 95,784.00	$ 57.33	$ 119,246.40
Exempt	Study Nurse II	$ 35.81	$ 74,484.80	$ 47.43	$ 98,654.40	$ 59.04	$ 122,803.20
Exempt	Physical/Occ Therapist	$ 31.39	$ 65,291.20	$ 39.29	$ 81,723.20	$ 47.19	$ 98,155.20
Exempt	Clinical Coordinator I	$ 29.39	$ 61,131.20	$ 39.01	$ 81,140.80	$ 48.62	$ 101,129.60
Exempt	Clinical Coordinator II	$ 30.28	$ 62,982.40	$ 40.18	$ 83,574.40	$ 50.08	$ 104,166.40
Exempt	Audio/Speech Therapist	$ 33.27	$ 69,201.60	$ 41.65	$ 86,632.00	$ 50.02	$ 104,041.60
Exempt	Psychologist I	$ 31.84	$ 66,227.20	$ 42.26	$ 87,900.80	$ 52.68	$ 109,574.40
Exempt	Psychologist II	$ 43.08	$ 89,606.40	$ 52.56	$ 109,324.80	$ 62.05	$ 129,064.00
Exempt	Program Manager	$ 35.23	$ 73,278.40	$ 44.56	$ 92,684.80	$ 53.89	$ 112,091.20

2011
PAIRE Salary Schedule
Life Sciences

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
	Technical Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
NonExempt	Lab Assistant I	$ 12.75	$ 26,520.00	$ 15.19	$ 31,595.20	$ 17.64	$ 36,691.20
NonExempt	Lab Assistant II	$ 14.52	$ 30,201.60	$ 18.32	$ 38,105.60	$ 22.11	$ 45,988.80
NonExempt	Research Assistant I	$ 17.23	$ 35,838.40	$ 20.54	$ 42,723.20	$ 23.84	$ 49,587.20
NonExempt	Research Assistant II	$ 20.04	$ 41,683.20	$ 23.89	$ 49,691.20	$ 27.74	$ 57,699.20
	Professional Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
Exempt	Research Associate I	$ 22.07	$ 45,905.60	$ 27.64	$ 57,491.20	$ 33.20	$ 69,056.00
Exempt	Research Associate II	$ 26.10	$ 54,288.00	$ 34.63	$ 72,030.40	$ 43.16	$ 89,772.80
Exempt	Research Associate III	$ 29.36	$ 61,068.80	$ 38.96	$ 81,036.80	$ 48.56	$ 101,004.80
Exempt	Research Scientist	$ 32.46	$ 67,516.80	$ 40.64	$ 84,531.20	$ 48.81	$ 101,524.80
Exempt	Sr. Research Scientist	$ 46.38	$ 96,470.40	$ 55.95	$ 116,376.00	$ 65.52	$ 136,281.60

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2011
PAIRE Salary Schedule
Social Sciences

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
	Technical Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
NonExempt	Research Assistant I	$ 17.23	$ 35,838.40	$ 20.54	$ 42,723.20	$ 23.84	$ 49,587.20
NonExempt	Research Assistant II	$ 20.04	$ 41,683.20	$ 23.89	$ 49,691.20	$ 27.74	$ 57,699.20
NonExempt	Project Coordinator	$ 20.04	$ 41,683.20	$ 23.89	$ 49,691.20	$ 27.74	$ 57,699.20
	Professional Support	**Hourly**	**Annually**	**Hourly**	**Annually**	**Hourly**	**Annually**
Exempt	Statistical Programmer	$ 30.36	$ 63,148.80	$ 39.07	$ 81,265.60	$ 47.79	$ 99,403.20
Exempt	Sr. Statistical Programmer	$ 40.26	$ 83,740.80	$ 48.94	$ 101,795.20	$ 57.63	$ 119,870.40
Exempt	Research Associate I	$ 22.07	$ 45,905.60	$ 27.64	$ 57,491.20	$ 33.20	$ 69,056.00
Exempt	Research Associate II	$ 26.10	$ 54,288.00	$ 34.63	$ 72,030.40	$ 43.16	$ 89,772.80
Exempt	Research Associate III	$ 29.36	$ 61,068.80	$ 38.96	$ 81,036.80	$ 48.56	$ 101,004.80
Exempt	Program Manager	$ 35.23	$ 73,278.40	$ 44.56	$ 92,684.80	$ 53.89	$ 112,091.20
Exempt	Research Scientist	$ 32.46	$ 67,516.80	$ 40.64	$ 84,531.20	$ 48.81	$ 101,524.80
Exempt	Senior Research Scientist	$ 46.38	$ 96,470.40	$ 55.95	$ 116,376.00	$ 65.52	$ 136,281.60

2011
PAIRE Salary
Schedule
Information Technology

Classification	Position Title	Salary Rates: Minimum Hourly	Minimum Annually	Midpoint Hourly	Midpoint Annually	Maximum Hourly	Maximum Annually
	Professional Support						
Exempt	IT Specialist	$ 26.21	$ 54,516.80	$ 32.81	$ 68,244.80	$ 39.40	$ 81,952.00
Exempt	Database Manager/Statistician	$ 28.35	$ 58,968.00	$ 36.50	$ 75,920.00	$ 44.64	$ 92,851.20
Exempt	Computer Programmer I	$ 25.50	$ 53,040.00	$ 33.35	$ 69,368.00	$ 41.20	$ 85,696.00
Exempt	Computer Programmer II	$ 27.65	$ 57,512.00	$ 40.86	$ 84,988.80	$ 54.07	$ 112,465.60
Exempt	Computer Network Admin I	$ 31.79	$ 66,123.20	$ 39.79	$ 82,763.20	$ 47.79	$ 99,403.20
Exempt	Computer Network Admin II	$ 38.00	$ 79,040.00	$ 47.57	$ 98,945.60	$ 57.14	$ 118,851.20
Exempt	Instructional Technologist	$ 26.75	$ 55,640.00	$ 38.39	$ 79,851.20	$ 50.03	$ 104,062.40
Exempt	IT Manager	$ 43.97	$ 91,457.60	$ 55.68	$ 115,814.40	$ 67.39	$ 140,171.20

2011
PAIRE Salary Schedule
Biomedical Engineers

Classification	Position Title	Salary Rates: Minimum Hourly	Minimum Annually	Midpoint Hourly	Midpoint Annually	Maximum Hourly	Maximum Annually
	Professional Support						
Exempt	Biomedical Engineer I	$ 28.57	$ 59,425.60	$ 34.75	$ 72,280.00	$ 40.92	$ 85,113.60
Exempt	Biomedical Engineer II	$ 34.85	$ 72,488.00	$ 42.37	$ 88,129.60	$ 49.90	$ 103,792.00
Exempt	Biomedical Engineer III	$ 40.94	$ 85,155.20	$ 51.26	$ 106,620.80	$ 61.57	$ 128,065.60
Exempt	Biomedical Engineer IV	$ 51.63	$ 107,390.40	$ 64.62	$ 134,409.60	$ 77.62	$ 161,449.60

2011
PAIRE Salary Schedule
General Administration

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
NonExempt	Office Assistant I	$ 12.81	$ 26,644.80	$ 16.16	$ 33,612.80	$ 19.51	$ 40,580.80
NonExempt	Office Assistant II	$ 15.95	$ 33,176.00	$ 19.54	$ 40,643.20	$ 23.13	$ 48,110.40
NonExempt	Administrative Assistant I	$ 18.05	$ 37,544.00	$ 22.76	$ 47,340.80	$ 27.47	$ 57,137.60
NonExempt	Administrative Assistant II	$ 25.65	$ 53,352.00	$ 31.43	$ 65,374.40	$ 37.21	$ 77,396.80