



Palo Alto Institute for Research and Education

Salary Schedule

2010



2009 PAIRE Salary Schedule Effective January 1, 2010

The 2010 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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**2010
PAIRE Salary Schedule
Clinical Research**

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
Technical Support							
NonExempt	Research Assistant I	\$ 16.73	\$ 34,798.40	\$ 19.94	\$ 41,475.20	\$ 23.15	\$ 48,152.00
NonExempt	Research Assistant II	\$ 19.46	\$ 40,476.80	\$ 23.20	\$ 48,256.00	\$ 26.94	\$ 56,035.20
NonExempt	Project Coordinator	\$ 19.46	\$ 40,476.80	\$ 23.20	\$ 48,256.00	\$ 26.94	\$ 56,035.20
Professional Support							
Exempt	Research Associate I	\$ 21.43	\$ 44,574.40	\$ 26.83	\$ 55,806.40	\$ 32.23	\$ 67,038.40
Exempt	Research Associate II	\$ 25.34	\$ 52,707.20	\$ 33.62	\$ 69,929.60	\$ 41.90	\$ 87,152.00
Exempt	Research Associate III	\$ 28.51	\$ 59,300.80	\$ 37.83	\$ 78,686.40	\$ 47.14	\$ 98,051.20
Exempt	Study Nurse I	\$ 33.76	\$ 70,220.80	\$ 44.71	\$ 92,996.80	\$ 55.66	\$ 115,772.80
Exempt	Study Nurse II	\$ 34.77	\$ 72,321.60	\$ 46.05	\$ 95,784.00	\$ 57.32	\$ 119,225.60
Exempt	Physical/Occ Therapist	\$ 30.48	\$ 63,398.40	\$ 38.15	\$ 79,352.00	\$ 45.81	\$ 95,284.80
Exempt	Clinical Coordinator I	\$ 28.54	\$ 59,363.20	\$ 37.88	\$ 78,790.40	\$ 47.21	\$ 98,196.80
Exempt	Clinical Coordinator II	\$ 29.40	\$ 61,152.00	\$ 39.01	\$ 81,140.80	\$ 48.62	\$ 101,129.60
Exempt	Audio/Speech Therapist	\$ 32.30	\$ 67,184.00	\$ 40.44	\$ 84,115.20	\$ 48.57	\$ 101,025.60
Exempt	Psychologist I	\$ 30.91	\$ 64,292.80	\$ 41.03	\$ 85,342.40	\$ 51.15	\$ 106,392.00
Exempt	Psychologist II	\$ 41.82	\$ 86,985.60	\$ 51.04	\$ 106,163.20	\$ 60.25	\$ 125,320.00
Exempt	Program Manager	\$ 34.21	\$ 71,156.80	\$ 43.26	\$ 89,980.80	\$ 52.31	\$ 108,804.80



**2010
PAIRE Salary Schedule
Life Sciences**

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
Technical Support							
NonExempt	Lab Assistant I	\$ 12.38	\$ 25,750.40	\$ 14.75	\$ 30,680.00	\$ 17.12	\$ 35,609.60
NonExempt	Lab Assistant II	\$ 14.10	\$ 29,328.00	\$ 17.79	\$ 37,003.20	\$ 21.47	\$ 44,657.60
NonExempt	Research Assistant I	\$ 16.73	\$ 34,798.40	\$ 19.94	\$ 41,475.20	\$ 23.15	\$ 48,152.00
NonExempt	Research Assistant II	\$ 19.46	\$ 40,476.80	\$ 23.20	\$ 48,256.00	\$ 26.94	\$ 56,035.20
Professional Support							
Exempt	Research Associate I	\$ 21.43	\$ 44,574.40	\$ 26.83	\$ 55,806.40	\$ 32.23	\$ 67,038.40
Exempt	Research Associate II	\$ 25.34	\$ 52,707.20	\$ 33.62	\$ 69,929.60	\$ 41.90	\$ 87,152.00
Exempt	Research Associate III	\$ 28.51	\$ 59,300.80	\$ 37.83	\$ 78,686.40	\$ 47.14	\$ 98,051.20
Exempt	Research Scientist	\$ 31.52	\$ 65,561.60	\$ 39.45	\$ 82,056.00	\$ 47.38	\$ 98,550.40
Exempt	Sr. Research Scientist	\$ 45.02	\$ 93,641.60	\$ 54.32	\$ 112,985.60	\$ 63.61	\$ 132,308.80



**2010
PAIRE Salary Schedule
Social Sciences**

Salary Rates

Classification	Position Title	Salary Rates					
		Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
Technical Support							
NonExempt	Research Assistant I	\$ 16.73	\$ 34,798.40	\$ 19.94	\$ 41,475.20	\$ 23.15	\$ 48,152.00
NonExempt	Research Assistant II	\$ 19.46	\$ 40,476.80	\$ 23.20	\$ 48,256.00	\$ 26.94	\$ 56,035.20
NonExempt	Project Coordinator	\$ 19.46	\$ 40,476.80	\$ 23.20	\$ 48,256.00	\$ 26.94	\$ 56,035.20
Professional Support							
Exempt	Statistical Programmer	\$ 29.47	\$ 61,297.60	\$ 37.94	\$ 78,915.20	\$ 46.40	\$ 96,512.00
Exempt	Sr. Statistical Programmer	\$ 39.09	\$ 81,307.20	\$ 47.52	\$ 98,841.60	\$ 55.95	\$ 116,376.00
Exempt	Research Associate I	\$ 21.43	\$ 44,574.40	\$ 26.83	\$ 55,806.40	\$ 32.23	\$ 67,038.40
Exempt	Research Associate II	\$ 25.34	\$ 52,707.20	\$ 33.62	\$ 69,929.60	\$ 41.90	\$ 87,152.00
Exempt	Research Associate III	\$ 28.51	\$ 59,300.80	\$ 37.83	\$ 78,686.40	\$ 47.14	\$ 98,051.20
Exempt	Program Manager	\$ 34.21	\$ 71,156.80	\$ 43.26	\$ 89,980.80	\$ 52.31	\$ 108,804.80
Exempt	Research Scientist	\$ 31.52	\$ 65,561.60	\$ 39.45	\$ 82,056.00	\$ 47.38	\$ 98,550.40
Exempt	Senior Research Scientist	\$ 45.02	\$ 93,641.60	\$ 54.32	\$ 112,985.60	\$ 63.61	\$ 132,308.80



**2010
PAIRE Salary
Schedule
Information Technology**

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
Professional Support							
Exempt	IT Specialist	\$ 25.45	\$ 52,936.00	\$ 31.85	\$ 66,248.00	\$ 38.25	\$ 79,560.00
Exempt	Database Manager/Statistician	\$ 27.52	\$ 57,241.60	\$ 35.43	\$ 73,694.40	\$ 43.34	\$ 90,147.20
Exempt	Computer Programmer I	\$ 24.76	\$ 51,500.80	\$ 32.38	\$ 67,350.40	\$ 40.00	\$ 83,200.00
Exempt	Computer Programmer II	\$ 26.84	\$ 55,827.20	\$ 39.67	\$ 82,513.60	\$ 52.50	\$ 109,200.00
Exempt	Computer Network Admin I	\$ 30.86	\$ 64,188.80	\$ 38.63	\$ 80,350.40	\$ 46.40	\$ 96,512.00
Exempt	Computer Network Admin II	\$ 36.89	\$ 76,731.20	\$ 46.18	\$ 96,054.40	\$ 55.47	\$ 115,377.60
Exempt	Instructional Technologist	\$ 25.97	\$ 54,017.60	\$ 37.28	\$ 77,542.40	\$ 48.58	\$ 101,046.40
Exempt	IT Manager	\$ 42.69	\$ 88,795.20	\$ 54.06	\$ 112,444.80	\$ 65.43	\$ 136,094.40



**2010
PAIRE Salary Schedule
Biomedical Engineers**

Salary Rates

Classification	Position Title	Salary Rates					
		Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
Professional Support							
Exempt	Biomedical Engineer I	\$ 27.74	\$ 57,699.20	\$ 33.74	\$ 70,179.20	\$ 39.73	\$ 82,638.40
Exempt	Biomedical Engineer II	\$ 33.84	\$ 70,387.20	\$ 41.14	\$ 85,571.20	\$ 48.44	\$ 100,755.20
Exempt	Biomedical Engineer III	\$ 39.75	\$ 82,680.00	\$ 49.77	\$ 103,521.60	\$ 59.78	\$ 124,342.40
Exempt	Biomedical Engineer IV	\$ 50.13	\$ 104,270.40	\$ 62.75	\$ 130,520.00	\$ 75.36	\$ 156,748.80



**2010
PAIRE Salary Schedule
General Administration**

Salary Rates

Classification	Position Title	Minimum		Midpoint		Maximum	
		Hourly	Annually	Hourly	Annually	Hourly	Annually
NonExempt	Office Assistant I	\$ 12.43	\$ 25,854.40	\$ 15.69	\$ 32,635.20	\$ 18.94	\$ 39,395.20
NonExempt	Office Assistant II	\$ 15.49	\$ 32,219.20	\$ 18.97	\$ 39,457.60	\$ 22.45	\$ 46,696.00
NonExempt	Administrative Assistant I	\$ 17.53	\$ 36,462.40	\$ 22.11	\$ 45,988.80	\$ 26.68	\$ 55,494.40
NonExempt	Administrative Assistant II	\$ 24.90	\$ 51,792.00	\$ 30.52	\$ 63,481.60	\$ 36.13	\$ 75,150.40

Postdoc Prorated Salary Scale with Stipend Increase

Months of research experience (Stanford or other institution) at 10/1/09 adjustment

	YEAR 0 2.50%		YEAR 1 2.50%		YEAR 2 2.50%		YEAR 3 2.50%		Year 4 2.50%		Year 5 0.00%
	Postdoctoral Research Experience										
0Yr0Mo	\$41,805	1Yr0Mo	\$42,888	2Yr0Mo	\$45,148	3Yr0Mo	\$47,405	4Yr0Mo	\$49,771	5Yr0Mo	\$49,771
0Yr1Mo	\$41,895	1Yr1Mo	\$43,076	2Yr1Mo	\$45,336	3Yr1Mo	\$47,602	4Yr1Mo	\$49,771	5Yr1Mo	\$49,771
0Yr2Mo	\$41,986	1Yr2Mo	\$43,265	2Yr2Mo	\$45,524	3Yr2Mo	\$47,799	4Yr2Mo	\$49,771	5Yr2Mo	\$49,771
0Yr3Mo	\$42,076	1Yr3Mo	\$43,453	2Yr3Mo	\$45,712	3Yr3Mo	\$47,997	4Yr3Mo	\$49,771	5Yr3Mo	\$49,771
0Yr4Mo	\$42,166	1Yr4Mo	\$43,641	2Yr4Mo	\$45,900	3Yr4Mo	\$48,194	4Yr4Mo	\$49,771	5Yr4Mo	\$49,771
0Yr5Mo	\$42,256	1Yr5Mo	\$43,830	2Yr5Mo	\$46,088	3Yr5Mo	\$48,391	4Yr5Mo	\$49,771	5Yr5Mo	\$49,771
0Yr6Mo	\$42,347	1Yr6Mo	\$44,018	2Yr6Mo	\$46,277	3Yr6Mo	\$48,588	4Yr6Mo	\$49,771	5Yr6Mo	\$49,771
0Yr7Mo	\$42,437	1Yr7Mo	\$44,206	2Yr7Mo	\$46,465	3Yr7Mo	\$48,785	4Yr7Mo	\$49,771	5Yr7Mo	\$49,771
0Yr8Mo	\$42,527	1Yr8Mo	\$44,395	2Yr8Mo	\$46,653	3Yr8Mo	\$48,982	4Yr8Mo	\$49,771	5Yr8Mo	\$49,771
0Yr9Mo	\$42,617	1Yr9Mo	\$44,583	2Yr9Mo	\$46,841	3Yr9Mo	\$49,180	4Yr9Mo	\$49,771	5Yr9Mo	\$49,771
0Yr10Mo	\$42,708	1Yr10Mo	\$44,771	2Yr10Mo	\$47,029	3Yr10Mo	\$49,377	4Yr10Mo	\$49,771	5Yr10Mo	\$49,771
0Yr11Mo	\$42,798	1Yr11Mo	\$44,960	2Yr11Mo	\$47,217	3Yr11Mo	\$49,574	4Yr11Mo	\$49,771	5Yr11Mo	\$49,771
0Yr12Mo	\$42,888	1Yr12Mo	\$45,148	2Yr12Mo	\$47,405	3Yr12Mo	\$49,771	4Yr12Mo	\$49,771	5Yr12Mo	\$49,771

Example 1:

Starts July 1, 2010 with 0 years and 0 months previous research experience

Entry Salary	0Yr0Mo	\$41,805
Salary Change on 10/01/10	0Yr3Mo	\$42,076
Salary Change on 7/01/11	no change	\$42,076
Salary Change on 10/01/11	1Yr3Mo	\$43,453
Salary Change on 10/01/12	2Yr3Mo	\$45,712
Salary Change on 10/01/13	3Yr3Mo	\$47,997
Exit Salary June 30, 2014		\$49,771

Updated June 11/2009 RHS

Example 3:

Starts July 1, 2009 with 0 years and 0 months previous research experience

Entry Salary	0Yr0Mo	\$40,785	(October 1, 2008 starting salary)
Salary Change on 10/01/09	0Yr3Mo	\$42,076	
Salary Change on 7/01/10	no change	\$42,076	
Salary Change on 10/01/10	1Yr3Mo	\$43,453	
Salary Change on 10/01/11	2Yr3Mo	\$45,712	
Salary Change on 10/01/12	3Yr3Mo	\$47,997	
Exit Salary June 30, 2013		\$49,771	

Updated June 11/2009 RHS

Example 2:

Starts July 1, 2010 with 1 year and 6 months previous research experience

Entry Salary	1Yr6Mo	\$44,018
Salary Change on 10/01/10	1Yr9Mo	\$44,583
Salary Change on 07/01/11	no change	\$44,583
Salary Change on 10/01/11	2Yr9Mo	\$46,841
Salary Change on 10/01/12	3Yr9Mo	\$49,180
Salary Change on 10/01/13	4yr9Mo	\$49,771
Exit Salary June 30, 2014		\$49,771

Example 4:

Starts September 1, 2009 with 1 year and 6 months previous research experience

Entry Salary	1Yr6Mo	\$44,018
Salary Change on 10/01/09	1Yr7Mo	\$44,206
Salary Change on 09/01/10	no change	\$44,206
Salary Change on 10/01/10	2Yr7Mo	\$46,465
Salary Change on 10/01/11	3Yr7Mo	\$48,785
Salary Change on 10/01/12	4yr7Mo	\$49,771
Exit Salary August 31, 2013		\$49,771