

# Scientist/Researcher Salary Structure

## High School Internship Program

Annual

Hourly

High School/PostHigh School	High School Senior	\$29,111	\$14.00
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## Undergraduate Program: Students pursuing Associate's and/or Bachelor's Degrees

Annual

Hourly

HS+0	HS Grad & Acceptance to College	\$33,280	\$16.00
HS+1	Completion of first academic year and a minimum of 24semester hours	\$35,360	\$17.00
HS+2	Completion of second academic year and a minimumof 48 semester hours (salary cap for students pursuing an Associates Degree)	\$39,811	\$19.14
<b>Post Associates 1</b>	Post Associates 1 Completion of an Associate's Degree, not continuingonto a Bachelors program (Limited to a 2-year appointment)	\$42,682	\$20.52
<b>Post Associates 2</b>	Post Associates 2 Completion of an Associate's Degree, and one year as a LANL Post Associates Intern (Limited to a 2-year appointment)	\$45,552	\$21.90
HS+3	Completion of third academic year and a minimum of 72 semester hours (15 hours must be upper-division coursework)	\$51,771	\$24.89
HS+4	Completion of fourth academic year and a minimum of 96 semester hours	\$57,990	\$27.88
<b>Post Baccalaureate 1</b>	Bachelor's Degree Awarded (Limited to a 2-year appointment)	\$60,278	\$28.98
<b>Post Baccalaureate 2</b>	Bachelor's Degree Awarded and completion of one year as a LANL Post Baccalaureate Intern (Limited to a 2-year appointment)	\$62,566	\$30.08

## Graduate Program: Students pursuing Masters and/or PhD Degrees

Annual

Hourly

BS+0	Bachelors Degree Awarded Accepted/Enrolled in a Graduate Program	\$64,854	\$31.18
BS+1	Completion of first academic year and a minimum of 12hours of Graduate coursework	\$67,142	\$32.28
BS+2	Completion of second academic year and a minimum of 24 hours of Graduate coursework (salary cap for students pursuing a Masters Degree)	\$69,389	\$33.36
<b>Post Masters 1 BS+3 or MS+0</b>	Master's Degree Awarded or completion of third year in aPhD program (Post Masters, limited to a 2-year appointment)	\$72,800	\$35.00
<b>Post Masters 2</b>	Master's Degree Awarded and completion of one year as a LANL Post Master's Intern (Post Masters limited to a 2-year appointment)	\$76,960	\$37.00
BS+4 or MS+1	Satisfactory progress towards doctoral degree (e.g.dissertation/thesis work - 1hr. minimum credit per semester)	\$79,123	\$38.04
BS+5 or MS+2	Satisfactory progress towards doctoral degree (e.g.dissertation/thesis work- 1hr. minimum credit per semester) (Salary cap for PhD students)	\$80,475	\$38.69

# Professional Salary Structure

## High School Internship Program

Annual

Hourly

High School/PostHigh School	High School Senior	\$29,111	\$14.00
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## Undergraduate Program: Students pursuing Associate's and/or Bachelor's Degree

Annual

Hourly

HS+0	HS Grad & Acceptance to College	\$31,000	\$14.90
HS+1	Completion of first academic year and a minimum of 24 semester hours	\$33,000	\$15.87
HS+2	Completion of second academic year and a minimum of 48 semester hours (salary cap for students pursuing an Associate's Degree)	\$35,990	\$17.30
<b>Post Associates 1</b>	Post Associates 1 Completion of an Associate's Degree, not continuing onto a Bachelors program (Limited to a 2-year appointment)	\$37,440	\$18.00
<b>Post Associates 2</b>	Post Associates 2 Completion of an Associate's Degree, and one year as a LANL Post Associates Intern (Limited to a 2-year appointment)	\$39,520	\$19.00
HS+3	Completion of third academic year and a minimum of 72 semester hours (15 hours must be upper-division coursework)	\$45,760	\$22.00
HS+4	Completion of fourth academic year and a minimum of 96 semester hours	\$49,920	\$24.00
<b>Post Baccalaureate 1</b>	Bachelor's Degree Awarded, (Limited to a 2-year appointment)	\$52,000	\$25.00
<b>Post Baccalaureate 2</b>	Bachelor's Degree Awarded and completion of one year as a LANL Post Baccalaureate Intern (Limited to a 2-year appointment)	\$54,080	\$26.00

## Graduate Program: Students pursuing Masters and/or PhD Degrees

Annual

Hourly

BS+0	Bachelor's Degree Awarded Accepted/Enrolled in a Graduate Program	\$56,160	\$27.00
BS+1	Completion of one academic year a minimum of 12 hours of Graduate coursework	\$58,240	\$28.00
BS+2	Completion of two academic years and a minimum of 24 hours of Graduate coursework (salary cap for students pursuing a Master's Degree)	\$60,320	\$29.00
<b>Post Masters 1</b> <b>BS+3 or MS+0</b>	Master's Degree Awarded or completion of third year in PhD Program (Post Masters limited to a 2-year appointment)	\$61,360	\$29.50
<b>Post Masters 2</b>	Master's Degree Awarded and completion of one year as a LANL Post Master's Intern (Post Masters limited to a 2-year appointment)	\$62,400	\$30.00
BS+4 or MS+1	Satisfactory progress towards doctoral degree (e.g. dissertation/thesis work --1hr. minimum credit per semester)	\$63,440	\$30.50
BS+5 or MS+2	Satisfactory progress towards doctoral degree (e.g. dissertation/thesis work --1hr. minimum credit per semester) (Salary cap for PhD students)	\$64,480	\$31.00