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Managed by Fermi Research Alliance, LLC for the U.S. Department of Energy Office of Science

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# Scientific Job Family Structure

WDRS – Compensation Team

October 2018

# Scientific Pay Structure - Background

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- **Job Analysis:**

- Research Associate, Associate Scientist, Scientist, Senior Scientist, Distinguished Scientist
- Lab salaries and positions in range
- Review of pay structure, grade range and midpoint progression
- Comparison to market (competitiveness of salaries)

- **Goals:**

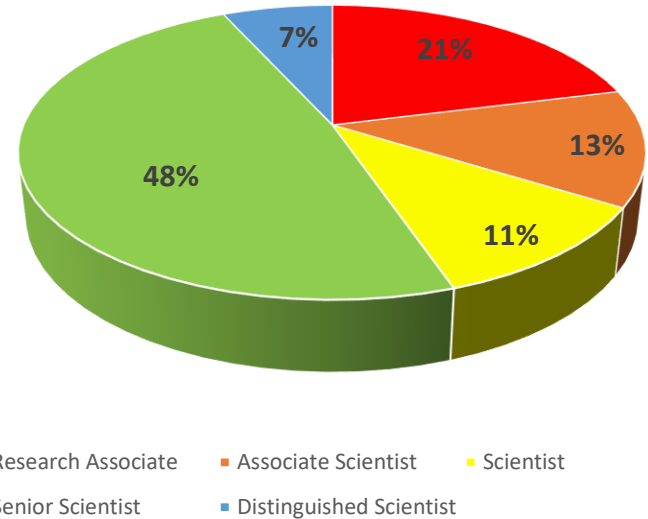
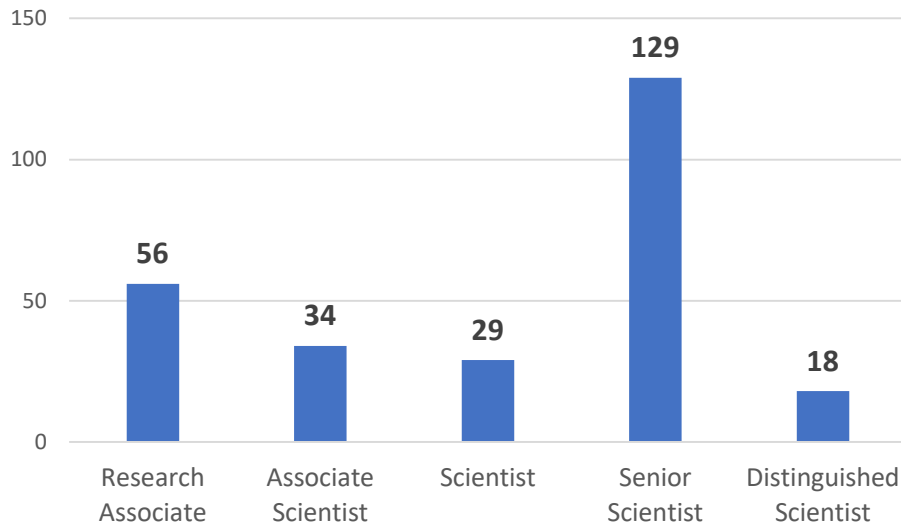
- Ensure pay practices meet short and long-term talent acquisition and retention needs for each career level
- Align pay to external market
- Review internal equity
- Assess salary structure versus best practices
- Quantify cost implications of any pay structure changes

# Scientific Pay Structure - Improvement Opportunities

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- **Employee distribution within pay ranges**
  - Salaries cluster at the upper end of the range for Associate Scientist, Scientist and Distinguished Scientist
- **Market data indicates Lab midpoints are below market**
  - Western Management Group – Government Contractors
  - Pearl Meyer – Research and Development
  - Mercer SIRS
- **Hiring pay practices**
  - Current Zone 1 not optimal in attracting Research Associate and Associate Scientist candidates, especially for Fellowships
- **Retention power**
  - Retention concerns for Senior Scientists (final scientific career move in many cases)
  - No clear path to return to Scientific role from Executive role

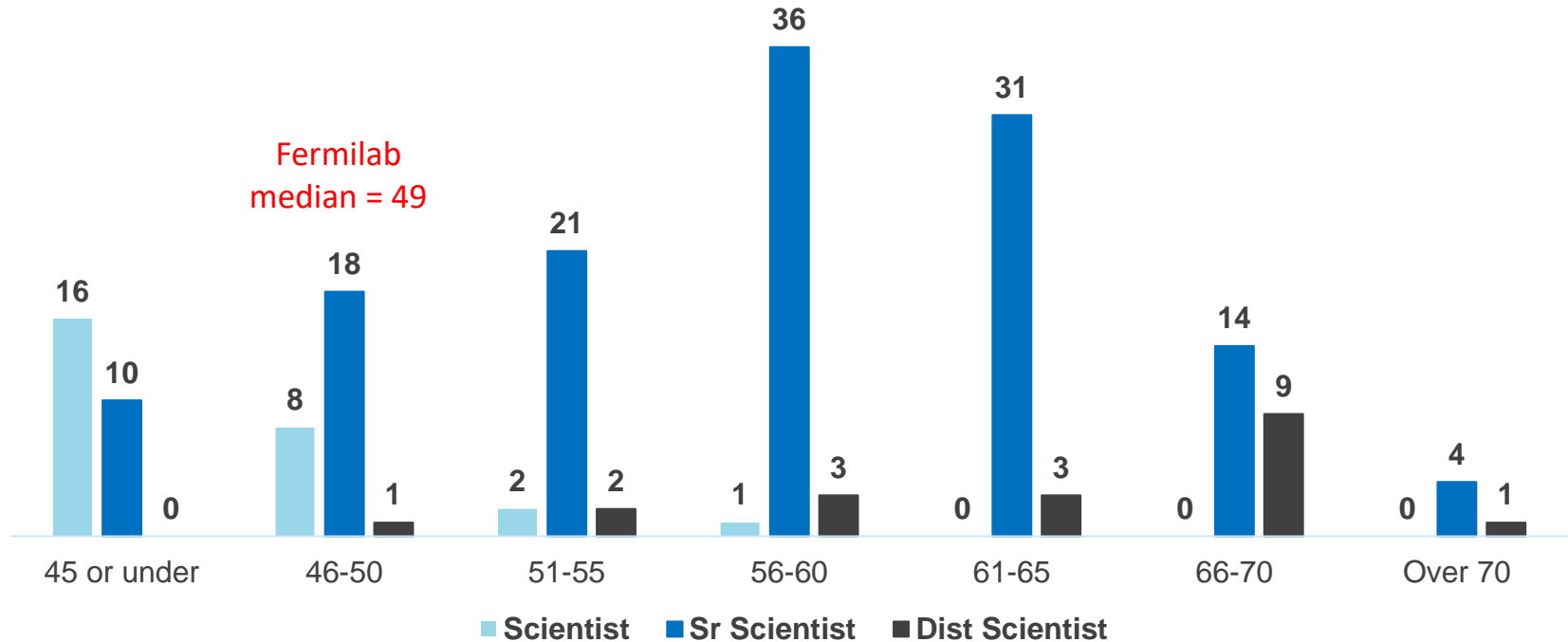
# Laboratory Scientific Staffing – Current State



***Insight:*** Distribution of position levels skewed – will need more at Associate and Scientist level.

- ✓ Over half (55%) of current Scientific staff are Senior or Distinguished Scientists.
- ✓ Meanwhile, only 24% are Associate Scientists or Scientists.

# Laboratory Scientific Staffing – Retirement Analysis



## ***Insight:*** Internal pipeline of talent may be insufficient

- ✓ The majority of Scientists (59%) are 45 or under.
- ✓ All Associate Scientists and Research Associates are 45 or under.
- ✓ There may be a limited pool of internal experienced scientific staff available to replace long-tenured retiring staff.

# FY19 Scientific Pay Structure

## FY 2019 Pay Ranges - Effective 10/1/2018

Grade	Min Zone 1	Max Zone 1	Min Zone 2	Mid Zone 2	Max Zone 2	Min Zone 3	Max Zone 3
S1	60,300	73,400	73,401	80,000	86,500	86,501	99,600
S2	77,100	97,667	97,668	108,000	118,233	118,234	138,800
S3	92,800	117,567	117,568	130,000	142,333	142,334	167,100
S4	115,800	150,567	150,568	168,000	185,333	185,334	220,100
S5	137,200	178,367	178,368	199,000	219,533	219,534	260,700

Research Associate = S1

Associate Scientist = S2

Scientist = S3

Senior Scientist = S4

Distinguished Scientist = S5

# Scientific Pay Structure – Approval Steps

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- **Lab Management approval**
  - HR team
  - Scientific leadership team
  - COO, CFO, Nigel
- **DOE Approval**
  - Received approval just before merit processed
  - Chose to rollout ASAP so that pay grades were in place for merit
- **Communications**
  - Email to Scientists and Managers
  - Scientific Advisory Committee
  - Suggestions for future communications