

Department of Defense Civilian Personnel Management Service
 Wage and Salary Division
 Arlington, Virginia 22209-5144

Issue Date: January 7, 2004

THE UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES

SCHOOL OF MEDICINE FACULTY SALARY SCHEDULES									
BASE PAY (PER ANNUM)									
	Instructor		Assistant Professor		Associate Professor		Professor		Chairman/Administrative
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Maximum
GROUP I - PHD	\$39,223	\$58,834	\$50,271	\$75,406	\$65,333	\$98,000	\$96,687	\$145,031	\$174,500 *
GROUP II - III MD			\$84,679	\$127,019	\$104,998	\$157,497	\$128,134	\$174,500 *	\$174,500 *
TOTAL PAY LIMITATION (PER ANNUM)									
	Instructor		Assistant Professor		Associate Professor		Professor		Chairman/Administrative
	Maximum		Maximum		Maximum		Maximum		Maximum
GROUP I - PHD	\$58,834		\$75,406		\$98,000		\$145,031		\$174,500 *
GROUP II - III MD			\$152,391		\$174,500 *		\$174,500 *		\$174,500 *

Group I includes PHD in the Basic and Clinical Sciences.
 Group II and III include MD in the Basic and Clinical Sciences.

Pay Notes:
 Base Pay is not limited by 5 U.S.C. § 5373 IAW P.L. 106-65.
 * Total Pay is limited to level I of the Executive Schedule IAW 5 U.S.C. § 5307 (\$174,500 per annum as of January 2004). School of Medicine (SoM) Faculty salary schedules will be automatically increased to the lower of survey results or level I of the Executive Schedule, if during the life of this SoM schedule, level I of the Executive Schedule increases.
 Applicable bonuses, allowances, or differentials may be paid not to exceed Total Pay limitations above.
 Recruitment, retention and relocation allowances may cause pay to exceed Total Pay limitations except for level I of the Executive Schedule.
 Any pay, including allowances, is creditable towards retirement for employees covered under TIAA-CREF, Fidelity, or other retirement system not established under 5 U.S.C.
 The salary schedules shown above are exclusive of lump-sum performance awards.
 Aggregate limitation on pay applies IAW 5 U.S.C. § 5307 (\$174,500 per annum as of January 2004.)



R. CRAIG JERABEK
 Acting Chief
 Wage and Salary Division

Effective Date: The first day of the first pay period
 beginning on or after January 1, 2004
 Supersedes Schedules Issued: June 27, 2003