

# Recommendation for Postdoc Minimum Salary

	2014	2015	2016
PGY0 <sup>1</sup>	\$62,400 <sup>2,3</sup>	\$62,899 <sup>4</sup>	\$63,339 <sup>4</sup>
PGY1 <sup>5</sup>	\$64,896	\$65,415	\$65,873
PGY2 <sup>5</sup>	\$67,492	\$68,032	\$68,508
PGY3 <sup>5</sup>	\$70,192	\$70,753	\$71,248
PGY4 <sup>5</sup>	\$72,999	\$73,583	\$74,098
PGY5 <sup>5</sup>	\$75,919	\$76,526	\$77,062

- **Minimum starting salary according to National Academies recommendation** (\$50,000; adjusted for regional cost of living) <sup>2,3</sup>
- **Inflation adjustment** (based on annual inflation) <sup>4</sup>
- **Experience adjustment: 4%** <sup>5</sup>

**Notes:**

<sup>1</sup> PGY = number of years of relevant postdoctoral experience (including previous postdoc positions in a similar or related field)

<sup>2</sup> Postdoc minimum salary in 2014 is based on recommendations by the National Academies of Sciences: a minimum starting salary of \$50,000 (2014 dollars), adjusted annually for inflation, and higher based on regional cost of living (The Postdoctoral Experience Revisited. 2014. National Academy of Sciences; National Academy of Engineering; Institute of Medicine. ISBN: 978-0-309-31446-6).

<sup>3</sup> A 24.8% adjustment for higher regional cost of living in the Boston area is based on the 2014 General Schedule (GS) Locality Pay Table for the "Boston-Worcester-Manchester, MA-NH-RI-ME" area (U.S. Office of Personnel Management). The General Schedule is also used by the NIH and other federal agencies to determine researchers' salaries (together with the Research Grade Evaluation Guide, RGEG).

<sup>4</sup> Salary inflation adjustment in 2015 and 2016 is based on an annual inflation of 0.8% in 2014 and 0.7% in 2015, respectively. (Consumer Price Index for All Urban Consumers. Consumer Price Index Detailed Report. December 2015. Bureau of Labor Statistics, United States Department of Labor.)

<sup>5</sup> Salary adjustments for increased postdoctoral experience are recommended based on the 4% postdoctoral experience adjustments of NIH NRSA stipend levels.