AAAS SCIENCE & TECHNOLOGY POLICY FELLOWSHIPS
EXECUTIVE BRANCH STIPEND POLICY

Stipend levels for AAAS Science & Technology Policy Fellows reflect the fundamental fact that the fellowships are not offers of permanent employment, and that their educational value to the fellows includes dimensions not usually found in the latter. Consequently, stipend levels are not structured to be competitive with salaries for full-time employment.

Executive Branch Stipends for fellows whose stipends are administered by AAAS or a Third Party: Fellows who receive their stipends via AAAS or a third party such as ORISE/ORAU receive payment according to the following levels, which take into consideration previous experience and salary.

**Level 1:** Fellows with 0-7 years of post-doctorate, full-time employment (for engineers with a master’s degree, 3-7 years professional engineering employment) who do not meet any of the criteria stated below receive a stipend based on an equivalent of the federal general schedule (GS) Grade 12 Step 1, established by the Office of Personnel Management (OPM) for the DC/MD/VA-area in the January before the fellowship start date. Renewing fellows in this category receive a stipend equivalent to the GS Grade 12 Step 2 established by OPM in the January before the fellowship start date.

In 2017-18 the first-year, level 1 fellowship stipend will be $79,720, and the second-year, level 1 stipend will be $82,377.

**Level 2:** Fellows with more than seven years of post-doctorate, full-time employment (engineers with a master’s degree, 7-15 years professional engineering employment) or whose prior salary (exclusive of benefits) was equal to, or more than, the first-year Level 2 stipend, receive a stipend equivalent to GS Grade 12 Step 5, established by OPM for the DC/MD/VA-area in the January before the fellowship start date. Renewing fellows in this category receive a stipend equivalent to GS Grade 12 Step 6, established by OPM in the January before the fellowship start date.

In 2017-18 the first-year, level 2 fellowship stipend will be $90,350, and the second-year, level 2 stipend will be $93,008.

**Level 3:** Fellows who have more than 15 years of post-doctorate, full-time employment (engineers with a master’s degree, 15 years or more professional engineering employment) or whose prior salary (exclusive of benefits) was equal to, or higher than, the Level 3 stipend, receive a stipend equivalent to GS Grade 12 Step 10 established by OPM for the DC/MD/VA-area in the January before the fellowship start date.
Renewing fellows in this category will receive a stipend equivalent to another step increase from GS Grade 12 Step 10.

In 2017-18 the first-year, level 3 fellowship stipend will be $103,639 and the second-year, Level 3 stipend will be $106,366.

**Determination:** The length of post degree experience will be determined as of the first day of the fellowship (September 1). If, in accordance with the foregoing guidelines, a new fellow believes he/she qualifies for a higher stipend level than initially offered, it will be his/her responsibility to provide supporting documentation to that effect. Final determination of the stipend level will be made by AAAS. Once determined, the fellow’s stipend level will not change during the fellowship tenure.

Fellows with prior AAAS fellowship experience, Congressional or Executive Branch will receive the equivalent of the step increase in the first-year of their new fellowship.

**Executive Branch Salaries for fellows Hired Directly by Agency:** Salaries for fellows hired directly as temporary civil service employees are determined by their hosting agency and may differ from the stipend levels for fellowships administered by AAAS, or a third party (i.e. stipend funding allocated by agencies and provided to fellows via grants, contracts and other funding agreements). In no case will the salary for fellows hired directly by agencies be below the GS Grade 12 Step 1 for first-year fellows or below the GS Grade 12 Step 2 for second-year fellows.

The federal government maintains its own procedures for evaluating appropriate civil service classifications for positions, as well as the experience, education, and skills of the individuals who fill them. Many agency human resources personnel have collaborated to conform to the AAAS-designated stipend levels. In some cases the agency determination will be based on previous salary only and not years of experience. Therefore, it is possible that AAAS fellows hired directly by their hosting agency may not qualify for salaries at the GS Grade 12 Step 5 or Step 10, as federal agencies are unlikely to offer salaries at those levels unless a fellow demonstrates that he/she would experience a decrease in salary.

Second-year fellowship compensation for individuals under temporary federal employment arrangements at some host agencies provide potential for an increase beyond the amounts noted above. This is based on performance, a significant increase in responsibilities that would warrant reclassification, and other factors. Step and grade increases are not guaranteed, they cannot exceed the GS 13 level, and they are determined by the employing agency.