# National Institutes of Health (NIH) Salary Limitation Guidelines for 10-Month Employees

**Salary Limitation (10-month)** January 3, 2021 through September 30, 2021 (Executive Level II) $149,475.00

**Applies to** All Health and Human Services (HHS) agencies. A listing of HHS agencies can be found at the following link: <https://www.hhs.gov/about/agencies/hhs-agencies-and-offices/index.html>

## Sample Calculation of Salary Limitation – 10-Month Employees

### Salary Limitation Amount Applicable to an Award under Executive Level II (EL2):

|  | Example 1 | Example 2 |
| --- | --- | --- |
| A. 10 Month Employee Salary (institutional base salary): | $160,000.00 | $200,000.00 |
| B. Annual Salary Limitation (EL2): | $149,475.00 | $149,475.00 |
| C. Effort on Project: | 25% | 15% |
| D. Salary Applicable to the Project: Institutional Base Salary × Effort on Project (Line A × Line C) | $40,000.00 | $30,000.00 |
| E. Allowable Payroll on Project:  Annual Salary Limitation × Effort on Project (Line B × Line C) | $37,368.75 | $22,421.25 |
| F. Unallowable Portion Recorded as INST Cost Share Salary Applicable to the Project − Allowable Payroll on Project (Line D − Line E) | $ 2,631.25 | $ 7,578.75 |

## Salary Limitation for Academic Summer Appointments

The salary limitation calculation for academic summer appointments is based on the Academic Annual Salary Limitation at IU (EL2), prorated for the number of weeks of summer salary earned. Below is a sample calculation of the weekly summer salary limitation rate under Executive Level II.

### Sample Calculation of Summer Salary Limitation under Executive Level II

|  | Example I | Example 2 |
| --- | --- | --- |
| A. Previous Academic Year Base Salary (Institutional base salary) | $160,000.00 | $200,000.00 |
| B. Weekly Summer Rate of Pay  IU Academic Year Base Salary × 2.5% (Weekly rate by IU Policy[[1]](#footnote-1)\*) | $4,000.00 | $5,000.00 |
| C. Executive Level II Summer Salary Limit (Weekly Rate) Annual Academic Salary Limitation ($149,475.00) × 2.5% (Weekly rate by IU Policy\*) | $3,736.88 | $3,736.88 |
| D. Unallowable Portion Recorded as INST Cost Share Salary Applicable to the Project − Allowable Payroll on Project (Line B − Line C) | $ 263.13 | $ 1,263.13 |

1. \*IU Policy - [Summer Salary from Sponsored Program Accounts SPA-11-015](https://policies.iu.edu/policies/spa-11-015-summer-salary-sponsored-program-accounts/index.html) [↑](#footnote-ref-1)