

LANL Hot Skills Intern Salary Structure 2026

Student Programs Office

Salaries effective February 2, 2026, reflected in the February 19, 2026 paycheck

2026 Intern Salary Structure This salary structure applies to technical positions in A-1, A-4, CCS, HPC, ISR-3 & ISR-6 only	Hourly Rate	Annual Rate
UGS 2 60 semester hours or equivalent in a bachelor's program, not associate's	\$35.94	\$74,774
Post-Bachelor's	\$38.77	\$80,654
GRA 1 prior to master's degree or less than 24 semester hours or equivalent in doctoral program	\$43.00	\$89,445
Post-Master's	\$45.62	\$94,905
GRA 2 master's degree earned or more than 24 semester hours or equivalent in doctoral program	\$46.48	\$96,680
GRA 3 48 semester hours OR all but dissertation (ABD)	\$47.01	\$97,801

This structure awards credit for AP/IB courses, transfer courses, dual credit, and summer courses

Hourly rate is rounded 5 decimal places to arrive at annual rate.

For hiring group: Please work with your budget analyst to determine full cost including: standard labor rate, burden and fringe rates.

