

LANL Intern Salary Structure 2026

Student Programs Office

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

2026 Intern Salary Structure	Technical Hourly Rate	Technical Annual Rate	Professional Hourly Rate	Professional Annual Rate
High School rising seniors	\$16.89	\$35,143	\$16.89	\$35,143
UGS 1 less than 60 semester hours or equivalent OR associate's degree seeking	\$23.11	\$48,076	\$19.96	\$41,520
Post-Associate's	\$24.55	\$51,075	\$21.30	\$44,304
UGS 2 60 semester hours or equivalent in a bachelor's program, not associate's	\$31.26	\$65,021	\$26.90	\$55,963
Post-Bachelor's	\$33.71	\$70,133	\$29.14	\$60,626
GRA 1 prior to master's degree or less than 24 semester hours or equivalent in doctoral program	\$37.39	\$77,779	\$32.51	\$67,622
Post-Master's	\$41.47	\$86,276	\$33.63	\$69,953
GRA 2 master's degree earned or more than 24 semester hours or equivalent in doctoral program	\$42.64	\$88,698	\$34.18	\$71,097
GRA 3 48 semester hours OR all but dissertation (ABD)	\$43.37	\$90,222	\$34.75	\$72,285

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.