

**TABLE 11B  
 REPRESENTED PROFESSIONAL RESEARCH SERIES  
 SCRIPPS INSTITUTION OF OCEANOGRAPHY  
 ACADEMIC YEAR  
 SALARY SCALE**

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>7/1/2022 Annual</u>	<u>7/1/2022 Monthly</u>	<u>7/1/2023 Annual</u>	<u>7/1/2023 Monthly</u>
<b>Assistant Research</b>	1	2	\$71,800	\$5,983.33	\$75,100	\$6,258.33
	2	2	\$76,200	\$6,350.00	\$79,700	\$6,641.67
	3	2	\$80,400	\$6,700.00	\$84,100	\$7,008.33
	4	2	\$84,900	\$7,075.00	\$88,800	\$7,400.00
	5	2	\$89,400	\$7,450.00	\$93,500	\$7,791.67
	6	2	\$93,900	\$7,825.00	\$98,200	\$8,183.33
<b>Associate Research</b>	1	2	\$89,500	\$7,458.33	\$93,600	\$7,800.00
	2	2	\$94,000	\$7,833.33	\$98,300	\$8,191.67
	3	2	\$98,800	\$8,233.33	\$103,300	\$8,608.33
	4	3	\$104,800	\$8,733.33	\$109,600	\$9,133.33
	5	3	\$112,800	\$9,400.00	\$117,900	\$9,825.00
<b>Research</b>	1	3	\$104,900	\$8,741.67	\$109,700	\$9,141.67
	2	3	\$112,900	\$9,408.33	\$118,000	\$9,833.33
	3	3	\$121,600	\$10,133.33	\$127,100	\$10,591.67
	4	3	\$130,400	\$10,866.67	\$136,300	\$11,358.33
	5	N/A	\$140,100	\$11,675.00	\$146,500	\$12,208.33
	6	N/A	\$151,000	\$12,583.33	\$157,800	\$13,150.00
	7	N/A	\$163,000	\$13,583.33	\$170,400	\$14,200.00
	8	N/A	\$176,200	\$14,683.33	\$184,200	\$15,350.00
	9	N/A	\$191,200	\$15,933.33	\$199,900	\$16,658.33

NOTES:

- 1) For employees in any of the above-referenced titles who are exclusively represented, the application of the Salary Scale is subject to the requirements of the Higher Education Employer-Employee Relations Act (HEERA). As such, for employees covered by a Memorandum of Understanding (MOU), the Salary Scale applies to the extent provided for in the MOU.
- 2) Time at Full Professional Research Step 5 and above may be for an indefinite time.

**TABLE 11C  
NON-REPRESENTED PROFESSIONAL RESEARCH SERIES  
SCRIPPS INSTITUTION OF OCEANOGRAPHY  
ACADEMIC YEAR  
SALARY SCALE**

<b><u>Rank</u></b>	<b><u>Step</u></b>	<b><u>Years at Step</u></b>	<b><u>7/1/2022 Annual</u></b>	<b><u>7/1/2022 Monthly</u></b>	<b><u>7/1/2023 Annual</u></b>	<b><u>7/1/2023 Monthly</u></b>
<b>Assistant Research</b>	1	2	\$72,500	\$6,041.67	\$75,900	\$6,325.00
	2	2	\$77,000	\$6,416.67	\$80,600	\$6,716.67
	3	2	\$81,100	\$6,758.33	\$84,900	\$7,075.00
	4	2	\$85,700	\$7,141.67	\$89,700	\$7,475.00
	5	2	\$90,200	\$7,516.67	\$94,400	\$7,866.67
	6	2	\$94,800	\$7,900.00	\$99,200	\$8,266.67
<b>Associate Research</b>	1	2	\$90,300	\$7,525.00	\$94,500	\$7,875.00
	2	2	\$94,900	\$7,908.33	\$99,300	\$8,275.00
	3	2	\$99,900	\$8,325.00	\$104,500	\$8,708.33
	4	3	\$105,800	\$8,816.67	\$110,700	\$9,225.00
	5	3	\$113,900	\$9,491.67	\$119,200	\$9,933.33
<b>Research</b>	1	3	\$105,900	\$8,825.00	\$110,800	\$9,233.33
	2	3	\$114,000	\$9,500.00	\$119,300	\$9,941.67
	3	3	\$122,700	\$10,225.00	\$128,400	\$10,700.00
	4	3	\$131,700	\$10,975.00	\$137,800	\$11,483.33
	5	N/A	\$141,500	\$11,791.67	\$148,100	\$12,341.67
	6	N/A	\$152,600	\$12,716.67	\$159,700	\$13,308.33
	7	N/A	\$164,600	\$13,716.67	\$172,200	\$14,350.00
	8	N/A	\$178,100	\$14,841.67	\$186,300	\$15,525.00
	9	N/A	\$193,100	\$16,091.67	\$202,000	\$16,833.33

**NOTES:**

Time at Full Professional Research Step 5 and above may be for an indefinite time.