

**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>7/1/2023 Annual</u>	<u>7/1/2023 Monthly</u>	<u>7/1/2024 Annual</u>	<u>7/1/2024 Monthly</u>
Assistant Research	1	2	\$75,100	\$6,258.33	\$77,800	\$6,483.33
	2	2	\$79,700	\$6,641.67	\$82,500	\$6,875.00
	3	2	\$84,100	\$7,008.33	\$87,100	\$7,258.33
	4	2	\$88,800	\$7,400.00	\$92,000	\$7,666.67
	5	2	\$93,500	\$7,791.67	\$96,800	\$8,066.67
	6	2	\$98,200	\$8,183.33	\$101,700	\$8,475.00
Associate Research	1	2	\$93,600	\$7,800.00	\$96,900	\$8,075.00
	2	2	\$98,300	\$8,191.67	\$101,800	\$8,483.33
	3	2	\$103,300	\$8,608.33	\$107,000	\$8,916.67
	4	3	\$109,600	\$9,133.33	\$113,500	\$9,458.33
	5	3	\$117,900	\$9,825.00	\$122,100	\$10,175.00
Research	1	3	\$109,700	\$9,141.67	\$113,600	\$9,466.67
	2	3	\$118,000	\$9,833.33	\$122,200	\$10,183.33
	3	3	\$127,100	\$10,591.67	\$131,600	\$10,966.67
	4	3	\$136,300	\$11,358.33	\$141,100	\$11,758.33
	5	N/A	\$146,500	\$12,208.33	\$151,700	\$12,641.67
	6	N/A	\$157,800	\$13,150.00	\$163,400	\$13,616.67
	7	N/A	\$170,400	\$14,200.00	\$176,400	\$14,700.00
	8	N/A	\$184,200	\$15,350.00	\$190,700	\$15,891.67
	9	N/A	\$199,900	\$16,658.33	\$206,900	\$17,241.67

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

<u>Rank</u>	<u>Step</u>	<u>Years at Step</u>	<u>7/1/2023 Annual</u>	<u>7/1/2023 Monthly</u>	<u>7/1/2024 Annual</u>	<u>7/1/2024 Monthly</u>
Assistant Research	1	2	\$75,900	\$6,325.00	\$79,100	\$6,591.67
	2	2	\$80,600	\$6,716.67	\$84,000	\$7,000.00
	3	2	\$84,900	\$7,075.00	\$88,500	\$7,375.00
	4	2	\$89,700	\$7,475.00	\$93,500	\$7,791.67
	5	2	\$94,400	\$7,866.67	\$98,400	\$8,200.00
	6	2	\$99,200	\$8,266.67	\$103,400	\$8,616.67
Associate Research	1	2	\$94,500	\$7,875.00	\$98,500	\$8,208.33
	2	2	\$99,300	\$8,275.00	\$103,500	\$8,625.00
	3	2	\$104,500	\$8,708.33	\$108,900	\$9,075.00
	4	3	\$110,700	\$9,225.00	\$115,400	\$9,616.67
	5	3	\$119,200	\$9,933.33	\$124,300	\$10,358.33
Research	1	3	\$110,800	\$9,233.33	\$115,500	\$9,625.00
	2	3	\$119,300	\$9,941.67	\$124,400	\$10,366.67
	3	3	\$128,400	\$10,700.00	\$133,800	\$11,150.00
	4	3	\$137,800	\$11,483.33	\$143,600	\$11,966.67
	5	N/A	\$148,100	\$12,341.67	\$154,400	\$12,866.67
	6	N/A	\$159,700	\$13,308.33	\$166,500	\$13,875.00
	7	N/A	\$172,200	\$14,350.00	\$179,500	\$14,958.33
	8	N/A	\$186,300	\$15,525.00	\$194,200	\$16,183.33
	9	N/A	\$202,000	\$16,833.33	\$210,500	\$17,541.67

NOTES:

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