

STEP PLUS SYSTEM - TABLE 13B(N)
REPRESENTED PROFESSIONAL RESEARCH SERIES*
NON-EXEMPT
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly
			1/12/20 Hourly	Step Plus Increment†
Assistant Research	1	2 years	\$36.45	
	2		\$38.70	
	2.5		\$39.73	\$1.03
	3		\$40.76	
	3.5		\$41.94	\$1.18
	4		\$43.11	
	4.5		\$44.21	\$1.10
	5		\$45.31	
	5.5		\$46.51	\$1.20
	6		\$47.71	
6.5	\$48.98	\$1.27		
Associate Research	1	2 years	\$45.36	
	1.5		\$46.56	\$1.20
	2		\$47.75	
	2.5		\$49.00	\$1.25
	3		\$50.24	
	3.5		\$51.73	\$1.49
	4	3 years	\$53.21	
	4.5		\$55.27	\$2.06
	5		\$57.33	
	5.5		\$59.54	\$2.21
Research	1	3 years	\$53.26	
	1.5		\$55.32	\$2.06
	2		\$57.38	
	2.5		\$59.56	\$2.18
	3		\$61.74	
	3.5		\$64.02	\$2.28
	4		\$66.29	
	4.5		\$68.73	\$2.44
	5		\$71.17	
	5.5		\$73.95	\$2.78
	6		\$76.73	
	6.5		\$79.77	\$3.04
	7		\$82.81	
	7.5		\$86.21	\$3.40
	8	\$89.61		
	8.5	\$93.40	\$3.79	
	9	4 years	\$97.18	
9.5	\$101.26		\$4.08	
AS‡				

Comp Group A21

* For employees in any of the above-references 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.

†Already factored into the base. This is the half-step amount to be entered in payroll as an off-scale component. This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$105.34/hourly. Please see <https://academicaffairs.ucdavis.edu/above-scale-merits-step-plus-system> for guidance regarding additional half-steps and how to add the off-scale to the new Above Scale base.