

STEP PLUS SYSTEM - TABLE 14B(N)  
**REPRESENTED** PROFESSIONAL RESEARCH SERIES  
 BUSINESS/ECONOMICS/ENGINEERING  
**NON-EXEMPT**  
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			1/12/20 Hourly	
Assistant Research	1	2 years	\$48.52	
	2		\$51.01	
	2.5		\$52.28	\$1.27
	3		\$53.55	
	3.5		\$54.96	\$1.41
	4		\$56.37	
	4.5		\$57.60	\$1.23
	5		\$58.82	
	5.5		\$59.90	\$1.08
	6		\$60.97	
	6.5		\$62.22	\$1.25
Associate Research	1	2 years	\$58.87	
	1.5		\$59.95	\$1.08
	2		\$61.02	
	2.5		\$62.24	\$1.22
	3		\$63.46	
	3.5	\$64.59	\$1.12	
	4	3 years	\$65.71	
	4.5		\$66.91	\$1.20
	5		\$68.11	
	5.5		\$69.88	\$1.77
Research	1	3 years	\$65.76	
	1.5		\$66.96	\$1.20
	2		\$68.16	
	2.5		\$69.91	\$1.75
	3		\$71.65	
	3.5		\$73.69	\$2.04
	4		\$75.72	
	4.5		\$77.86	\$2.13
	5		\$79.99	
	5.5		\$82.91	\$2.92
	6		\$85.83	
	6.5		\$88.92	\$3.09
	7		\$92.01	
	7.5	\$95.24	\$3.23	
	8	\$98.47		
	8.5	\$102.45	\$3.97	
	9	4 years	\$106.42	
9.5	\$110.73		\$4.31	
AS‡				

Comp Group A23

\* 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.

†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 \$115.04/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.