

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

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/14/19 Hourly	
Assistant Research	1	2 years	\$35.92	
	2		\$38.18	
	2.5		\$39.19	\$1.01
	3		\$40.19	
	3.5		\$41.34	\$1.15
	4		\$42.49	
	4.5		\$43.59	\$1.10
	5		\$44.69	
	5.5		\$45.87	\$1.18
	6		\$47.04	
6.5	\$48.29	\$1.25		
Associate Research	1	2 years	\$44.74	
	1.5		\$45.91	\$1.17
	2		\$47.08	
	2.5		\$48.31	\$1.23
	3		\$49.53	
	3.5		\$50.99	\$1.46
	4	3 years	\$52.45	
	4.5		\$54.49	\$2.04
	5		\$56.52	
5.5	\$58.68	\$2.15		
Research	1	3 years	\$52.50	
	1.5		\$54.54	\$2.04
	2		\$56.57	
	2.5		\$58.70	\$2.13
	3		\$60.83	
	3.5		\$63.08	\$2.25
	4		\$65.33	
	4.5		\$67.75	\$2.42
	5		\$70.17	
	5.5		\$72.90	\$2.73
	6		\$75.63	
	6.5		\$78.62	\$2.99
	7		\$81.61	
	7.5		\$84.97	\$3.36
	8	\$88.32		
	8.5	\$92.06	\$3.74	
	9	4 years	\$95.79	
9.5	\$99.86		\$4.07	
AS‡	\$103.93			

Comp Group N/A

†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.

‡First Above Scale is determined by taking Step 9 dividing it by Step 8. Round this figure to the third decimal point (using the fourth decimal to determine if the third is rounded up or stays the same). Next, take Step 9 base multiplied by the result of Step 9/Step 8. Last, round this dollar figure to the nearest whole dollar.