

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†
			7/12/20 Hourly	
Assistant Research	1	2 years	\$50.00	
	2		\$52.54	
	2.5		\$53.86	\$1.32
	3		\$55.18	
	3.5		\$56.64	\$1.46
	4		\$58.10	
	4.5		\$59.35	\$1.25
	5		\$60.59	
	5.5		\$61.72	\$1.13
	6		\$62.84	
	6.5		\$64.11	\$1.27
Associate Research	1	2 years	\$60.64	
	1.5		\$61.77	\$1.13
	2		\$62.89	
	2.5		\$64.14	\$1.24
	3		\$65.38	
	3.5		\$66.56	\$1.18
	4	3 years	\$67.73	
	4.5		\$68.95	\$1.22
	5		\$70.17	
	5.5		\$71.99	\$1.82
Research	1	3 years	\$67.77	
	1.5		\$69.00	\$1.23
	2		\$70.22	
	2.5		\$72.02	\$1.80
	3		\$73.81	
	3.5		\$75.92	\$2.10
	4		\$78.02	
	4.5		\$80.23	\$2.21
	5		\$82.43	
	5.5		\$85.42	\$2.99
	6		\$88.41	
	6.5		\$91.60	\$3.19
	7		\$94.78	
	7.5	\$98.11	\$3.33	
	8	\$101.44		
	8.5	\$105.54	\$4.10	
	9	4 years	\$109.63	
9.5	\$114.07		\$4.31	
AS‡				

Comp Group A23

UCPath Salary Admin Plan T14B

* 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 \$118.51/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.