

STEP PLUS SYSTEM - TABLE 13B(N)

**REPRESENTED** PROFESSIONAL RESEARCH SERIES\*

**NON-EXEMPT**

FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/11/21 Hourly	
Assistant Research	1	2 years	\$38.70	
	2		\$41.10	
	2.5		\$42.20	\$1.10
	3		\$43.30	
	3.5		\$44.52	\$1.22
	4		\$45.74	
	4.5		\$46.94	\$1.20
	5		\$48.14	
	5.5		\$49.39	\$1.25
	6		\$50.63	
	6.5		\$52.00	\$1.37
Associate Research	1	2 years	\$48.19	
	1.5		\$49.44	\$1.25
	2		\$50.68	
	2.5		\$52.02	\$1.34
	3		\$53.36	
	3.5		\$54.94	\$1.58
	4	3 years	\$56.52	
	4.5		\$58.70	\$2.18
	5		\$60.88	
	5.5		\$63.20	\$2.32
Research	1	3 years	\$56.57	
	1.5		\$58.75	\$2.18
	2		\$60.92	
	2.5		\$63.22	\$2.30
	3		\$65.52	
	3.5		\$67.94	\$2.42
	4		\$70.36	
	4.5		\$72.95	\$2.59
	5		\$75.53	
	5.5		\$78.50	\$2.97
	6		\$81.47	
	6.5		\$84.68	\$3.21
	7		\$87.89	
	7.5		\$91.51	\$3.62
	8	\$95.12		
	8.5	\$99.12	\$4.00	
	9	4 years	\$103.12	
	9.5		\$107.45	\$4.33
	AS‡			

\* 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 (UCOHR2). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$111.78/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.

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