

STEP PLUS SYSTEM - TABLE 14A(N)  
**NON-REPRESENTED** PROFESSIONAL RESEARCH SERIES  
 BUSINESS/ECONOMICS/ENGINEERING  
**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	\$51.54	
	2		\$54.12	
	2.5		\$55.49	\$1.37
	3		\$56.85	
	3.5		\$58.36	\$1.51
	4		\$59.87	
	4.5		\$61.14	\$1.27
	5		\$62.41	
	5.5		\$63.59	\$1.18
	6		\$64.76	
	6.5		\$66.05	\$1.29
Associate Research	1	2 years	\$62.46	
	1.5		\$63.63	\$1.17
	2		\$64.80	
	2.5		\$66.07	\$1.27
	3		\$67.34	
	3.5		\$68.56	\$1.22
	4	3 years	\$69.78	
	4.5		\$71.03	\$1.25
	5		\$72.28	
	5.5		\$74.17	\$1.89
Research	1	3 years	\$69.83	
	1.5		\$71.08	\$1.25
	2		\$72.32	
	2.5		\$74.19	\$1.87
	3		\$76.06	
	3.5		\$78.22	\$2.16
	4		\$80.37	
	4.5		\$82.65	\$2.28
	5		\$84.92	
	5.5		\$88.01	\$3.09
	6		\$91.10	
	6.5		\$94.38	\$3.28
	7		\$97.66	
	7.5		\$101.09	\$3.43
	8	\$104.51		
	8.5	\$108.73	\$4.22	
	9	4 years	\$112.94	
9.5	\$117.52		\$4.58	
AS‡				

†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 \$122.09/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 duration.