

STEP PLUS SYSTEM - TABLE 24B(N)

**REPRESENTED** SPECIALIST SERIES\*

**NON-EXEMPT**

FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/11/21 Hourly	
Assistant Specialist	1	2 years	\$26.30	
	2		\$27.69	
	2.5		\$28.39	\$0.70
	3		\$29.08	
	3.5		\$30.16	\$1.08
Associate Specialist	1	2 years	\$31.23	
	1.5		\$32.05	\$0.82
	2		\$32.86	
	2.5		\$33.75	\$0.89
	3		\$34.63	
	3.5		\$35.57	\$0.94
	4.5		\$37.56	\$1.06
Specialist	1	3 years	\$38.61	
	1.5		\$40.53	\$1.92
	2		\$42.44	
	2.5		\$44.91	\$2.47
	3		\$47.37	
	3.5		\$50.32	\$2.95
	4		\$53.26	
	4.5		\$56.14	\$2.88
	5		\$59.01	
	5.5		\$61.48	\$2.47
	6		\$63.94	
	6.5	\$66.27	\$2.33	
	7	\$68.59		
	7.5	\$71.01	\$2.42	
	8	\$73.42		
8.5	\$77.14	\$3.72		
9	4 years	\$80.85		
9.5		\$84.94	\$4.09	
AS‡				

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

‡For your convenience, the first Above Scale salary is \$89.02/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 Specialist Step 9 is for 4 years, but may be for an indefinite time.