

STEP PLUS SYSTEM - TABLE 24B  
**REPRESENTED** SPECIALIST SERIES\*  
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale		Annual Step Plus Increment†	Monthly Step Plus Increment†
			7/1/21			
			Annual	Monthly		
Assistant Specialist	1	2 years	\$54,900	\$4,575.00		
	2		\$57,800	\$4,816.67		
	2.5		\$59,300	\$4,941.67	\$1,500	\$125.00
	3		\$60,700	\$5,058.33		
	3.5		\$63,000	\$5,250.00	\$2,300	\$191.67
Associate Specialist	1	2 years	\$65,200	\$5,433.33		
	1.5		\$66,900	\$5,575.00	\$1,700	\$141.67
	2		\$68,600	\$5,716.67		
	2.5		\$70,500	\$5,875.00	\$1,900	\$158.33
	3		\$72,300	\$6,025.00		
	3.5		\$74,300	\$6,191.67	\$2,000	\$166.67
	4		\$76,200	\$6,350.00		
	4.5		\$78,400	\$6,533.33	\$2,200	\$183.33
Specialist	1	3 years	\$80,600	\$6,716.67		
	1.5		\$84,600	\$7,050.00	\$4,000	\$333.33
	2		\$88,600	\$7,383.33		
	2.5		\$93,800	\$7,816.67	\$5,200	\$433.33
	3		\$98,900	\$8,241.67		
	3.5		\$105,100	\$8,758.33	\$6,200	\$516.67
	4		\$111,200	\$9,266.67		
	4.5		\$117,200	\$9,766.67	\$6,000	\$500.00
	5		\$123,200	\$10,266.67		
	5.5		\$128,400	\$10,700.00	\$5,200	\$433.33
	6		\$133,500	\$11,125.00		
	6.5		\$138,400	\$11,533.33	\$4,900	\$408.33
	7		\$143,200	\$11,933.33		
	7.5	\$148,300	\$12,358.33	\$5,100	\$425.00	
	8	\$153,300	\$12,775.00			
	8.5	\$161,100	\$13,425.00	\$7,800	\$650.00	
	9	4 years	\$168,800	\$14,066.67		
9.5	\$177,300		\$14,775.00	\$8,500	\$708.33	
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 (UCDEC5). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$185,800/annual, \$15,483.33/monthly. 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.