

STEP PLUS SYSTEM - TABLE 14B  
**REPRESENTED** PROFESSIONAL RESEARCH SERIES\*  
 BUSINESS/ECONOMICS/ENGINEERING  
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale		Annual Step Plus Increment†	Monthly Step Plus Increment†
			7/1/23			
			Annual	Monthly		
Assistant Research	1	2 years	\$115,900	\$9,658.33		
	2		\$121,700	\$10,141.67		
	2.5		\$124,800	\$10,400.00	\$3,100	\$258.33
	3		\$127,900	\$10,658.33		
	3.5		\$131,300	\$10,941.67	\$3,400	\$283.33
	4		\$134,600	\$11,216.67		
	4.5		\$137,500	\$11,458.33	\$2,900	\$241.67
	5		\$140,400	\$11,700.00		
	5.5		\$143,000	\$11,916.67	\$2,600	\$216.67
	6		\$145,600	\$12,133.33		
	6.5	\$148,600	\$12,383.33	\$3,000	\$250.00	
Associate Research	1	2 years	\$140,500	\$11,708.33		
	1.5		\$143,100	\$11,925.00	\$2,600	\$216.67
	2		\$145,700	\$12,141.67		
	2.5		\$148,700	\$12,391.67	\$3,000	\$250.00
	3		\$151,500	\$12,625.00		
	3.5		\$154,200	\$12,850.00	\$2,700	\$225.00
	4	3 years	\$156,900	\$13,075.00		
	4.5		\$159,800	\$13,316.67	\$2,900	\$241.67
	5		\$162,600	\$13,550.00		
	5.5	\$166,800	\$13,900.00	\$4,200	\$350.00	
Research	1	3 years	\$157,000	\$13,083.33		
	1.5		\$159,900	\$13,325.00	\$2,900	\$241.67
	2		\$162,700	\$13,558.33		
	2.5		\$166,900	\$13,908.33	\$4,200	\$350.00
	3		\$171,000	\$14,250.00		
	3.5		\$175,900	\$14,658.33	\$4,900	\$408.33
	4		\$180,700	\$15,058.33		
	4.5		\$185,900	\$15,491.67	\$5,200	\$433.33
	5		\$191,000	\$15,916.67		
	5.5		\$198,000	\$16,500.00	\$7,000	\$583.33
	6		\$204,900	\$17,075.00		
	6.5		\$212,300	\$17,691.67	\$7,400	\$616.67
	7		\$219,600	\$18,300.00		
	7.5		\$227,300	\$18,941.67	\$7,700	\$641.67
	8	\$235,000	\$19,583.33			
	8.5	\$244,500	\$20,375.00	\$9,500	\$791.67	
	9	4 years	\$253,900	\$21,158.33		
9.5	\$264,100		\$22,008.33	\$10,200	\$850.00	
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 (UCDEC5). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$274,200/annual, \$22,850/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 Professional Research Step 5 and above may be of indefinite time.