

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†
			7/1/23			
			Annual	Monthly		
Assistant Specialist	1	2 years	\$59,200	\$4,933.33		
	2		\$62,500	\$5,208.33		
	2.5		\$64,200	\$5,350.00	\$1,700	\$141.67
	3		\$65,900	\$5,491.67		
	3.5		\$68,200	\$5,683.33	\$2,300	\$191.67
Associate Specialist	1	2 years	\$70,500	\$5,875.00		
	1.5		\$72,200	\$6,016.67	\$1,700	\$141.67
	2		\$73,900	\$6,158.33		
	2.5		\$75,900	\$6,325.00	\$2,000	\$166.67
	3		\$77,900	\$6,491.67		
	3.5		\$80,000	\$6,666.67	\$2,100	\$175.00
	4		\$82,100	\$6,841.67		
	4.5		\$84,500	\$7,041.67	\$2,400	\$200.00
Specialist	1	3 years	\$86,900	\$7,241.67		
	1.5		\$91,200	\$7,600.00	\$4,300	\$358.33
	2		\$95,500	\$7,958.33		
	2.5		\$101,000	\$8,416.67	\$5,500	\$458.33
	3		\$106,500	\$8,875.00		
	3.5		\$113,200	\$9,433.33	\$6,700	\$558.33
	4		\$119,800	\$9,983.33		
	4.5		\$126,300	\$10,525.00	\$6,500	\$541.67
	5		\$132,700	\$11,058.33		
	5.5		\$138,300	\$11,525.00	\$5,600	\$466.67
	6		\$143,800	\$11,983.33		
	6.5		\$149,000	\$12,416.67	\$5,200	\$433.33
	7		\$154,200	\$12,850.00		
	7.5		\$159,700	\$13,308.33	\$5,500	\$458.33
	8		\$165,100	\$13,758.33		
	8.5	\$173,500	\$14,458.33	\$8,400	\$700.00	
	9	4 years	\$181,800	\$15,150.00		
	9.5		\$191,000	\$15,916.67	\$9,200	\$766.67
	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 \$200,200/annual, \$16,683.33/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 of indefinite duration.