

STEP PLUS SYSTEM - TABLE 13B(N)
REPRESENTED PROFESSIONAL RESEARCH SERIES*
NON-EXEMPT
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/9/23 Hourly	
Assistant Research	1	2 years	\$41.72	
	2		\$44.26	
	2.5		\$45.46	\$1.20
	3		\$46.65	
	3.5		\$47.97	\$1.32
	4		\$49.29	
	4.5		\$50.58	\$1.29
	5		\$51.87	
	5.5		\$53.21	\$1.34
	6		\$54.55	
	6.5		\$56.02	\$1.47
Associate Research	1	2 years	\$51.92	
	1.5		\$53.26	\$1.34
	2		\$54.60	
	2.5		\$56.04	\$1.44
	3		\$57.48	
	3.5		\$59.18	\$1.70
	4	3 years	\$60.88	
	4.5		\$63.23	\$2.35
	5		\$65.57	
	5.5		\$68.09	\$2.52
Research	1	3 years	\$60.92	
	1.5		\$63.27	\$2.35
	2		\$65.62	
	2.5		\$68.11	\$2.49
	3		\$70.60	
	3.5		\$73.21	\$2.61
	4		\$75.82	
	4.5		\$78.60	\$2.78
	5		\$81.37	
	5.5		\$84.56	\$3.19
	6		\$87.74	
	6.5		\$91.22	\$3.48
	7		\$94.69	
	7.5	\$98.57	\$3.88	
	8	\$102.45		
	8.5	\$106.74	\$4.29	
	9	4 years	\$111.02	
9.5	\$115.69		\$4.67	
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 (UCOHR2). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$120.35/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 time.