

STEP PLUS SYSTEM - TABLE 14B(N)
REPRESENTED PROFESSIONAL RESEARCH SERIES*
 BUSINESS/ECONOMICS/ENGINEERING
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	\$55.51	
	2		\$58.29	
	2.5		\$59.78	\$1.49
	3		\$61.26	
	3.5		\$62.87	\$1.61
	4		\$64.47	
	4.5		\$65.86	\$1.39
	5		\$67.25	
	5.5		\$68.50	\$1.25
	6		\$69.74	
	6.5		\$71.15	\$1.41
Associate Research	1	2 years	\$67.29	
	1.5		\$68.54	\$1.25
	2		\$69.78	
	2.5		\$71.17	\$1.39
	3		\$72.56	
	3.5		\$73.86	\$1.30
	4	3 years	\$75.15	
	4.5		\$76.52	\$1.37
	5		\$77.88	
	5.5		\$79.89	\$2.01
Research	1	3 years	\$75.20	
	1.5		\$76.57	\$1.37
	2		\$77.93	
	2.5		\$79.92	\$1.99
	3		\$81.90	
	3.5		\$84.23	\$2.33
	4		\$86.55	
	4.5		\$89.02	\$2.47
	5		\$91.48	
	5.5		\$94.81	\$3.33
	6		\$98.14	
	6.5		\$101.66	\$3.52
	7		\$105.18	
	7.5	\$108.87	\$3.69	
	8	\$112.55		
	8.5	\$117.08	\$4.53	
	9	4 years	\$121.60	
	9.5		\$126.47	\$4.58
	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 \$131.33/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.