

STEP PLUS SYSTEM - TABLE 24B(N)

REPRESENTED SPECIALIST SERIES*

NON-EXEMPT

FISCAL YEAR

Rank	Step	Normal	Adjusted Scale	Hourly Step Plus Increment†
		Years at Step	7/9/23 Hourly	
Assistant Specialist	1	2 years	\$28.36	
	2		\$29.94	
	2.5		\$30.76	\$0.82
	3		\$31.57	
	3.5		\$32.67	\$1.10
Associate Specialist	1	2 years	\$33.77	
	1.5		\$34.59	\$0.82
	2		\$35.40	
	2.5		\$36.36	\$0.96
	3		\$37.31	
	3.5		\$38.32	\$1.01
	4		\$39.32	
	4.5		\$40.47	\$1.15
Specialist	1	3 years	\$41.62	
	1.5		\$43.68	\$2.06
	2		\$45.74	
	2.5		\$48.38	\$2.64
	3		\$51.01	
	3.5		\$54.20	\$3.19
	4		\$57.38	
	4.5		\$60.47	\$3.09
	5		\$63.56	
	5.5		\$66.22	\$2.66
	6		\$68.87	
	6.5		\$71.37	\$2.50
	7		\$73.86	
	7.5	\$76.47	\$2.61	
	8	\$79.08		
	8.5	\$83.08	\$4.00	
9	4 years	\$87.07		
9.5		\$91.47	\$4.40	
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 \$95.86 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 Specialist Step 9 is for 4 years, but may be of indefinite duration.