

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†
			7/1/24			
			Annual	Monthly		
Assistant Specialist	1	2 years	\$61,300	\$5,108.33		
	2		\$64,700	\$5,391.67		
	2.5		\$66,500	\$5,541.67	\$1,800	\$150.00
	3		\$68,300	\$5,691.67		
	3.5		\$70,700	\$5,891.67	\$2,400	\$200.00
Associate Specialist	1	2 years	\$73,000	\$6,083.33		
	1.5		\$74,800	\$6,233.33	\$1,800	\$150.00
	2		\$76,500	\$6,375.00		
	2.5		\$78,600	\$6,550.00	\$2,100	\$175.00
	3		\$80,700	\$6,725.00		
	3.5		\$82,900	\$6,908.33	\$2,200	\$183.33
	4		\$85,000	\$7,083.33		
	4.5		\$87,500	\$7,291.67	\$2,500	\$208.33
Specialist	1	3 years	\$90,000	\$7,500.00		
	1.5		\$94,500	\$7,875.00	\$4,500	\$375.00
	2		\$98,900	\$8,241.67		
	2.5		\$104,600	\$8,716.67	\$5,700	\$475.00
	3		\$110,300	\$9,191.67		
	3.5		\$117,200	\$9,766.67	\$6,900	\$575.00
	4		\$124,000	\$10,333.33		
	4.5		\$130,700	\$10,891.67	\$6,700	\$558.33
	5		\$137,400	\$11,450.00		
	5.5		\$143,200	\$11,933.33	\$5,800	\$483.33
	6		\$148,900	\$12,408.33		
	6.5		\$154,300	\$12,858.33	\$5,400	\$450.00
	7		\$159,600	\$13,300.00		
	7.5	\$165,300	\$13,775.00	\$5,700	\$475.00	
	8	\$170,900	\$14,241.67			
	8.5	\$179,600	\$14,966.67	\$8,700	\$725.00	
	9	4 years	\$188,200	\$15,683.33		
9.5	\$197,700		\$16,475.00	\$9,500	\$791.67	
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 \$207,200/annual, \$17,266.67/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.