

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†
			7/7/24 Hourly	
Assistant Research	1	2 years	\$43.20	
	2		\$45.84	
	2.5		\$47.09	\$1.25
	3		\$48.33	
	3.5		\$49.70	\$1.37
	4		\$51.06	
	4.5		\$52.38	\$1.32
	5		\$53.69	
	5.5		\$55.08	\$1.39
	6		\$56.47	
	6.5		\$57.98	\$1.51
Associate Research	1	2 years	\$53.74	
	1.5		\$55.13	\$1.39
	2		\$56.52	
	2.5		\$58.01	\$1.49
	3		\$59.49	
	3.5		\$61.26	\$1.77
	4	3 years	\$63.03	
	4.5		\$65.45	\$2.42
	5		\$67.87	
	5.5		\$70.48	\$2.61
Research	1	3 years	\$63.08	
	1.5		\$65.50	\$2.42
	2		\$67.92	
	2.5		\$70.51	\$2.59
	3		\$73.09	
	3.5		\$75.80	\$2.71
	4		\$78.50	
	4.5		\$81.38	\$2.88
	5		\$84.25	
	5.5		\$87.56	\$3.31
	6		\$90.86	
	6.5		\$94.45	\$3.59
	7		\$98.04	
	7.5	\$102.04	\$4.00	
	8	\$106.04		
	8.5	\$110.50	\$4.46	
	9	4 years	\$114.95	
9.5	\$119.78		\$4.83	
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 \$124.61/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.