

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†
			7/7/24 Hourly	
Assistant Research	1	2 years	\$57.48	
	2		\$60.35	
	2.5		\$61.88	\$1.53
	3		\$63.41	
	3.5		\$65.09	\$1.68
	4		\$66.77	
	4.5		\$68.21	\$1.44
	5		\$69.64	
	5.5		\$70.91	\$1.27
	6		\$72.18	
	6.5		\$73.67	\$1.49
Associate Research	1	2 years	\$69.69	
	1.5		\$70.96	\$1.27
	2		\$72.23	
	2.5		\$73.69	\$1.46
	3		\$75.15	
	3.5	\$76.47	\$1.32	
	4	3 years	\$77.78	
	4.5		\$79.20	\$1.42
	5		\$80.61	
			5.5	\$82.70
Research	1	3 years	\$77.83	
	1.5		\$79.25	\$1.42
	2		\$80.66	
	2.5		\$82.72	\$2.06
	3		\$84.78	
	3.5		\$87.20	\$2.42
	4		\$89.61	
	4.5		\$92.15	\$2.54
	5		\$94.69	
	5.5		\$98.14	\$3.45
	6		\$101.59	
	6.5		\$105.23	\$3.64
	7		\$108.87	
	7.5	\$112.70	\$3.83	
	8	\$116.53		
	8.5	\$121.20	\$4.67	
	9	4 years	\$125.87	
	9.5		\$130.91	\$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 \$135.94/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.