

STEP PLUS SYSTEM - TABLE 24B(N)
REPRESENTED SPECIALIST SERIES*
NON-EXEMPT
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale	Hourly Step Plus Increment†
			7/7/24 Hourly	
Assistant Specialist	1	2 years	\$29.36	
	2		\$30.99	
	2.5		\$31.86	\$0.87
	3		\$32.72	
	3.5		\$33.85	\$1.13
Associate Specialist	1	2 years	\$34.97	
	1.5		\$35.81	\$0.84
	2		\$36.64	
	2.5		\$37.65	\$1.01
	3		\$38.65	
	3.5		\$39.68	\$1.03
	4		\$40.71	
	4.5		\$41.91	\$1.20
Specialist	1	3 years	\$43.11	
	1.5		\$45.24	\$2.13
	2		\$47.37	
	2.5		\$50.10	\$2.73
	3		\$52.83	
	3.5		\$56.11	\$3.28
	4		\$59.39	
	4.5		\$62.60	\$3.21
	5		\$65.81	
	5.5		\$68.57	\$2.76
	6		\$71.32	
	6.5		\$73.88	\$2.56
	7		\$76.44	
	7.5	\$79.15	\$2.71	
	8	\$81.85		
	8.5	\$86.00	\$4.15	
	9	4 years	\$90.14	
9.5	\$94.69		\$4.55	
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 \$99.24 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.