

STEP PLUS SYSTEM - TABLE 388(N)  
**REPRESENTED** PROJECT (E.G., SCIENTIST) SERIES\*  
**NON-EXEMPT**  
 BUSINESS/ECONOMICS/ENGINEERING  
 FISCAL YEAR

Rank	Step	Normal Years at Step	Salary Scale	Hourly Step Plus Increment†
			7/7/24 Hourly	
Assistant Project	1	2 years	\$44.88	
	2		\$47.18	
	2.5		\$48.48	\$1.30
	3		\$49.77	
	3.5		\$50.90	\$1.13
	4		\$52.02	
	4.5		\$53.19	\$1.17
	5		\$54.36	
	5.5		\$55.35	\$0.99
	6		\$56.33	
	6.5		\$57.48	\$1.15
Associate Project	1	2 years	\$54.41	
	1.5		\$55.39	\$0.98
	2		\$56.37	
	2.5		\$57.50	\$1.13
	3		\$58.63	
	3.5	\$59.44	\$0.81	
	4	3 years	\$60.25	
	4.5		\$61.38	\$1.13
	5		\$62.50	
	5.5		\$64.37	\$1.87
Project	1	3 years	\$60.30	
	1.5		\$61.43	\$1.13
	2		\$62.55	
	2.5		\$64.40	\$1.85
	3		\$66.24	
	3.5		\$68.66	\$2.42
	4		\$71.08	
	4.5		\$73.72	\$2.64
	5		\$76.35	
	5.5		\$79.30	\$2.95
	6	\$82.24		
	6.5	\$85.11	\$2.87	
	7	\$87.98		
	7.5	\$91.05	\$3.07	
	8	\$94.11		
	8.5	\$98.23	\$4.12	
	9	4 years	\$102.35	
9.5	\$106.86		\$4.51	
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 \$111.36/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.

Time at Full Project Scientist Step 5 and above may be for an indefinite time.