

STEP PLUS SYSTEM - TABLE 14B

REPRESENTED PROFESSIONAL RESEARCH SERIES*
BUSINESS/ECONOMICS/ENGINEERING
FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale		Annual Step Plus Increment†	Monthly Step Plus Increment†
			7/1/2025			
			Annual	Monthly		
Assistant Research	1	2 years	\$124,200	\$10,350.00		
	2		\$130,500	\$10,875.00		
	2.5		\$133,800	\$11,150.00	\$3,300	\$275.00
	3		\$137,100	\$11,425.00		
	3.5		\$140,700	\$11,725.00	\$3,600	\$300.00
	4		\$144,300	\$12,025.00		
	4.5		\$147,400	\$12,283.33	\$3,100	\$258.33
	5		\$150,500	\$12,541.67		
	5.5		\$153,300	\$12,775.00	\$2,800	\$233.33
	6		\$156,000	\$13,000.00		
6.5	\$159,200	\$13,266.67	\$3,200	\$266.67		
Associate Research	1	2 years	\$150,600	\$12,550.00		
	1.5		\$153,400	\$12,783.33	\$2,800	\$233.33
	2		\$156,100	\$13,008.33		
	2.5		\$159,300	\$13,275.00	\$3,200	\$266.67
	3		\$162,400	\$13,533.33		
	3.5		\$165,300	\$13,775.00	\$2,900	\$241.67
	4	3 years	\$168,100	\$14,008.33		
	4.5		\$171,200	\$14,266.67	\$3,100	\$258.33
	5		\$174,200	\$14,516.67		
	5.5		\$178,700	\$14,891.67	\$4,500	\$375.00
Research	1	3 years	\$168,200	\$14,016.67		
	1.5		\$171,300	\$14,275.00	\$3,100	\$258.33
	2		\$174,300	\$14,525.00		
	2.5		\$178,800	\$14,900.00	\$4,500	\$375.00
	3		\$183,200	\$15,266.67		
	3.5		\$188,500	\$15,708.33	\$5,300	\$441.67
	4		\$193,700	\$16,141.67		
	4.5		\$199,200	\$16,600.00	\$5,500	\$458.33
	5		\$204,700	\$17,058.33		
	5.5		\$212,200	\$17,683.33	\$7,500	\$625.00
	6		\$219,600	\$18,300.00		
	6.5		\$227,500	\$18,958.33	\$7,900	\$658.33
	7		\$235,300	\$19,608.33		
	7.5		\$243,600	\$20,300.00	\$8,300	\$691.67
	8		\$251,900	\$20,991.67		
	8.5		\$262,000	\$21,833.33	\$10,100	\$841.67
	9	4 years	\$272,000	\$22,666.67		
	9.5		\$282,900	\$23,575.00	\$10,900	\$908.33
	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 (UCDEC5). This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$293,800/annual, \$24,483.33/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 Professional Research Step 5 and above may be of indefinite time.