

STEP PLUS SYSTEM - TABLE 24B
REPRESENTED SPECIALIST SERIES*
 FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale		Annual Step Plus Increment†	Monthly Step Plus Increment†
			7/1/2025			
			Annual	Monthly		
Assistant Specialist	1	2 years	\$63,500	\$5,291.67		
	2		\$67,000	\$5,583.33		
	2.5		\$68,900	\$5,741.67	\$1,900	\$158.33
	3		\$70,700	\$5,891.67		
	3.5		\$73,200	\$6,100.00	\$2,500	\$208.33
Associate Specialist	1	2 years	\$75,600	\$6,300.00		
	1.5		\$77,400	\$6,450.00	\$1,800	\$150.00
	2		\$79,200	\$6,600.00		
	2.5		\$81,400	\$6,783.33	\$2,200	\$183.33
	3		\$83,600	\$6,966.67		
	3.5		\$85,800	\$7,150.00	\$2,200	\$183.33
	4		\$88,000	\$7,333.33		
	4.5		\$90,600	\$7,550.00	\$2,600	\$216.67
Specialist	1	3 years	\$93,200	\$7,766.67		
	1.5		\$97,800	\$8,150.00	\$4,600	\$383.33
	2		\$102,400	\$8,533.33		
	2.5		\$108,300	\$9,025.00	\$5,900	\$491.67
	3		\$114,200	\$9,516.67		
	3.5		\$121,300	\$10,108.33	\$7,100	\$591.67
	4		\$128,400	\$10,700.00		
	4.5		\$135,400	\$11,283.33	\$7,000	\$583.33
	5		\$142,300	\$11,858.33		
	5.5		\$148,300	\$12,358.33	\$6,000	\$500.00
	6		\$154,200	\$12,850.00		
	6.5		\$159,700	\$13,308.33	\$5,500	\$458.33
	7		\$165,200	\$13,766.67		
	7.5		\$171,100	\$14,258.33	\$5,900	\$491.67
	8		\$176,900	\$14,741.67		
	8.5		\$185,900	\$15,491.67	\$9,000	\$750.00
	9	4 years	\$194,800	\$16,233.33		
	9.5		\$204,700	\$17,058.33	\$9,900	\$825.00
	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. (UCDEC5) This component is retained as long as the appointee remains at this step.

‡For your convenience, the first Above Scale salary is \$214,500/annual, \$17,875/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 Specialist Step 9 is for 4 years, but may be of indefinite duration.