

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†
			7/6/2025 Hourly	
Assistant Research	1	2 years	\$59.49	
	2		\$62.50	
	2.5		\$64.09	\$1.59
	3		\$65.67	
	3.5		\$67.39	\$1.72
	4		\$69.11	
	4.5		\$70.60	\$1.49
	5		\$72.08	
	5.5		\$73.40	\$1.32
	6		\$74.72	
	6.5		\$76.25	\$1.53
Associate Research	1	2 years	\$72.13	
	1.5		\$73.45	\$1.32
	2		\$74.77	
	2.5		\$76.28	\$1.51
	3		\$77.78	
	3.5		\$79.15	\$1.37
	4	3 years	\$80.51	
	4.5		\$81.97	\$1.46
	5		\$83.43	
	5.5		\$85.59	\$2.16
Research	1	3 years	\$80.56	
	1.5		\$82.02	\$1.46
	2		\$83.48	
	2.5		\$85.61	\$2.13
	3		\$87.74	
	3.5		\$90.26	\$2.52
	4		\$92.77	
	4.5		\$95.41	\$2.64
	5		\$98.04	
	5.5		\$101.61	\$3.57
	6		\$105.18	
	6.5		\$108.94	\$3.76
	7		\$112.70	
	7.5		\$116.68	\$3.98
	8		\$120.65	
	8.5		\$125.46	\$4.81
	9	4 years	\$130.27	
	9.5		\$135.48	\$5.21
	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 \$140.69/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