

STEP PLUS SYSTEM - TABLE 24B(N)

REPRESENTED SPECIALIST SERIES*

NON-EXEMPT

FISCAL YEAR

Rank	Step	Normal Years at Step	Adjusted Scale 7/6/2025 Hourly	Hourly Step Plus Increment†
Assistant Specialist	1	2 years	\$30.42	
	2		\$32.09	
	2.5		\$32.98	\$0.89
	3		\$33.87	
	3.5		\$35.04	\$1.17
Associate Specialist	1	2 years	\$36.21	
	1.5		\$37.08	\$0.87
	2		\$37.94	
	2.5		\$38.99	\$1.05
	3		\$40.04	
	3.5		\$41.10	\$1.06
	4		\$42.15	
	4.5		\$43.40	\$1.25
Specialist	1	3 years	\$44.64	
	1.5		\$46.85	\$2.21
	2		\$49.05	
	2.5		\$51.88	\$2.83
	3		\$54.70	
	3.5		\$58.10	\$3.40
	4		\$61.50	
	4.5		\$64.83	\$3.33
	5		\$68.16	
	5.5		\$71.01	\$2.85
	6		\$73.86	
	6.5		\$76.49	\$2.63
	7		\$79.12	
	7.5		\$81.93	\$2.81
	8		\$84.73	
	8.5		\$89.02	\$4.29
	9	4 years	\$93.30	
	9.5		\$98.01	\$4.71
	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 \$102.72 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.