

**Department of Civil & Environmental Engineering
Compensation Plan for Postdoctoral Scholars
Campus Guidelines for Postdoctoral Scholars are at
<http://gradstudies.ucdavis.edu/postdocs/postdocs.htm>
10/04**

Starting Salary

- Starting salary should reflect the following:
 - Guidelines or requirements of the funding agency or agency sponsoring the research.
 - A level of compensation which is customary for the field and reflects salary equity within the department.
 - Any relevant prior experience, either in a university, research laboratory or in the private or public sector.
 - Any specialized training.
- Typically, postdoctoral scholars will be hired at an annual rate within the boundaries of level 1.
- Above scale stipend requires a letter requesting an exception to policy to be approved by the Dean of Graduate Studies.
- Postdoctoral scholars who request appointments at less than 100% time will have their salary based upon the percentage time of appointment multiplied by the agreed upon annual rate, (i.e. 80% appointment with agreed upon minimum level 1 salary would receive $\$24,835.20 = 31,044 * 80\%$).

Level	Minimum	Maximum
Level 1	\$31,044	\$39,900
Level 2	\$39,901	\$48,756
Level 3	\$48,757	\$57,612
Level 4	\$57,613	\$66,468
Level 5	\$66,469	\$75,324

Merit

- May be considered for a 5% merit increase after one year of service.
- Should be based upon performance reflected in the annual evaluation.
- Quality of work, professional growth and research productivity should be principal determinants.
- For postdoctoral scholars appointed at less than 100% time, the MOU must serve as the basis of expectations for performance.