

## Summary of employee compensation for the calendar year 2024

The University of California has released its annual employee payroll information for 2024, reaffirming its commitment to transparency and public accountability. The University's mission encompasses teaching, research, and public service, all of which depend on the collective contributions of its faculty, staff, and broader community.

### Key points about UC's payroll data in calendar year 2024

- The University of California's payroll totaled more than \$25.9 billion in calendar year 2024, reflecting a 12.1 percent increase from the prior year. The primary drivers of this growth were the addition of academic and instructional personnel to meet rising student enrollment and the expansion of UC's medical centers. Payroll growth also reflected other contributing factors, including scheduled wage adjustments, collective bargaining agreements, and broader inflationary trends.
- Total employee benefits, including health, dental, vision, and retirement, amounted to more than \$5.8 billion in calendar year 2024, a 12.6 percent increase from the previous year. The increase reflects factors such as higher healthcare costs, negotiated benefit agreements, and growth in UC's workforce.
- The University of California's core functions (education, research, and health care) are labor-intensive by nature. In fiscal year 2023–2024, salaries and wages comprised 43.7 percent of UC's \$55.9 billion in operating expenses, with employee benefits accounting for an additional 18.2 percent. These figures reflect the central role of UC's workforce in delivering instruction, advancing research, and providing patient care.
- As in prior years, the top ten earning employees at the University of California in calendar year 2024, based on total gross pay, were athletic coaches, chief executives, and health sciences faculty members. These positions typically require highly specialized expertise and are located in regions with some of the highest costs of living in the country.
- In calendar year 2024, approximately 7.2 percent of University of California employees systemwide earned more than \$200,000, and 0.7 percent earned more than \$500,000. These figures reflect a small proportion of UC's workforce relative to its overall employee population.
- The Senior Management Group (SMG) represented fewer than one-tenth of one percent of all University of California employees in calendar year 2024 and accounted for just under one-half of one percent of total systemwide gross earnings.

- Faculty salaries at the University of California have risen in recent years, but continue to fall short of the comparison benchmark UC uses to measure competitiveness against peer institutions.
- Salaries for University of California Health career staff have experienced moderate increases, adjusted for inflation, for both professional support services (PSS) staff and managers. These increases are consistent with broader wage trends in the healthcare sector and reflect the growing demand for healthcare professionals.

The University of California relies on its academic and staff employees to carry out its teaching, research, and public service missions. Because UC competes in a variety of labor markets, including healthcare, higher education, and professional services, compensation structures reflect both industry practices and UC's operational context. These practices differ by role. For instance, some positions in healthcare, coaching, and investment management may combine base salary with performance-based pay. Nurses and other healthcare employees often receive base pay plus shift differentials. Clinical faculty compensation may include amounts tied to patient care and research in addition to base pay. A few faculty may earn additional income for summer teaching or externally funded research. For most staff and administrators, compensation is based primarily on base pay, with overtime or stipends available under certain circumstances.

### For more information:

- The searchable employee payroll database: <https://ucannualwage.ucop.edu/wage/>
- UC annual wage summary dashboard: <https://www.universityofcalifornia.edu/infocenter/annual-wage-reporting>
- Employee headcount dashboard: <https://universityofcalifornia.edu/infocenter/uc-employee-headcount>
- Employee FTE dashboard: <https://universityofcalifornia.edu/infocenter/employee-fte>
- UC annual accountability report: <https://accountability.universityofcalifornia.edu/2025/>
- Financial summary of revenue and expense: <https://www.universityofcalifornia.edu/infocenter/revenue-and-expense-data>
- The California State Controller's Office also publishes similar data on the Government Compensation in California website (<https://publicpay.ca.gov/>).