

## Summary of employee compensation for calendar year 2019

The University of California discloses employee payroll information annually as part of its commitment to transparency and public accountability.

### Key points about UC's 2019 payroll data

- In calendar year 2019, the University of California continued its payroll system transformation. UC Berkeley, UC Davis, and UC ANR joined UCPath, the unified portal that provides systemwide integration in support of payroll, benefits, human resources, and academic personnel transaction services.
- The delivery of educational services, research, and health care are labor-intensive. Salaries and wages account for about 43.2 percent of UC's \$39.3 billion (FY 2018-19) in annual operating expenses; employee benefits are another 22.7 percent.
- UC's payroll totals \$17.1 billion for CY 2019, an increase of about 7.3 percent over the previous year. The rise can be attributed to the growth in academic and instructional personnel to support enrollment growth as well as the expansion of UC Health. A little below half of all UC full-time equivalent (FTE) employees are a part of UC Health.
- As in previous years, the top ten earning employees at UC in 2019 (based on total pay) were athletic coaches or health sciences faculty members, typically world-renowned specialists in their fields.
- A little less than 4 percent of all employees systemwide earned more \$200,000 or more in CY 2019. The Senior Management Group (SMG) comprised less than one-tenth of a percent of all employees and made a little less than half a percent of systemwide gross earnings.

The University of California relies on academic and staff employees to fulfill its missions of teaching, research, and public service. While doing so, UC competes in many different labor markets for personnel – faculty, physicians, nurses, researchers, technology experts, business services staff, investment professionals, and others. The prevailing practices in each talent market dictate employee compensation. In some markets such as health care, coaching, and investment management, standard industry practice is to divide compensation into two distinct parts for certain positions: a guaranteed base salary and a contingent payment based on performance. Other market practices dictate a combination of pay components. For example, nurses and other health care employees receive a combination of

base pay and shift differential for working evening or night shifts. Compensation for clinical faculty usually includes base pay along with an additional amount for patient care and research activities. Other faculty compensation might consist of extra payment for teaching summer courses or conducting extramurally sponsored research. Staff and administrators generally receive most of their income from base pay. Still, some can also earn overtime or stipends for temporarily assuming additional responsibilities.

For more information:

- [The searchable employee payroll database](#)
- [UC annual wage summary dashboard](#)
- [Financial summary of revenue and expense information](#)
- The California State Controller's Office also publishes similar data on [the Government Compensation in California website](#).