Average salaries for UC patient care, health care and service employees

UC works hard to provide its employees with competitive salaries and benefits, and a good work environment.

UC is currently in contract negotiations with the American Federation of State, County and Municipal Employees (AFSCME) union, which represents about 12,500 UC patient care employees and roughly 8,000 UC service staff, and the University Professional and Technical Employees (UPTE) union, which represents approximately 3,300 UC health care professional employees. As is common in contract negotiations, employee pay and benefits are central issues, and UC believes its offers to both unions are very fair.

AFSCME has announced it is asking its patient care employee members to strike UC medical centers on May 21–22 (AFSCME-represented service workers are also expected to strike “in sympathy” with patient care employees). UPTE announced recently it is also asking its members to strike in sympathy with AFSCME for one day on May 21.

As context for these issues, below is average salary information for these employee groups.

It is important to note that in addition to cash compensation, UC offers its employees a very attractive benefits package that includes health benefits, pension benefits, and retiree health insurance, which can represent an additional 25%-40% of an employees’ annual pay.

Average salaries for UC patient care employees
The average annualized salary of the AFSCME patient care employee bargaining unit is $55,022.
Examples of average salaries for specific patient care employees include:
- $96,265 -- Respiratory Therapist
- $90,626 -- Radiologist Technologist
- $59,654 -- Vocational Nurse
- $46,764 -- Hospital Unit Service Coordinator

Average salaries for UC health care employees
The average annualized salary of the UPTE health care employee bargaining unit is $96,614.
Examples of average salaries for specific health care employees include:
- $139,295 -- Staff Pharmacist
- $91,317 -- Licensed Clinical Social Worker
- $89,349 -- Clinical Lab Scientist
- $86,316 -- Occupational Therapist

Average salaries for UC service employees
The average annualized salary of the AFSCME service employee bargaining unit is $37,063.
Examples of average salaries for specific service employees include:
- $45,207 -- Building Maintenance Worker
- $37,666 -- Groundskeeper
- $35,304 -- Senior Custodian
- $32,894 -- Food Service Worker

Note: UC service employees are scheduled to receive additional increases effective July 1, 2013.

Figures are based on systemwide annualized data – individual salaries may vary by location due to local market conditions.

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