

- 2) **Background. *Types of CSU Employees.*** Currently, the CSU has eleven units or categories of employees represented by an employee organization or a labor union, including, but not limited to the following: California Faculty Association, California State University Employees Unions, Teamsters Local 2010, and the Academic Student Employees. This bill would create a broader categorization of CSU employees into two groups for purposes of its salary cap and limitations, employees represented by a labor union and employees not represented by a labor union. Existing law categorizes CSU employees as academic, nonacademic, administrative, athletic, contractors, principal officer of the BOT, executive, and principal officer of the CSU. Therefore, this bill adds the terms “administrator,” “manager”, and “other employee who is not represented by an employee organization” to existing categories of employees.

Executive Compensation at the CSU. Current law authorizes the BOT to establish competitive initial salaries and salary increases for all positions compared to other educational institutions and peer industries for personnel with similar duties and responsibilities. Collectively statewide, the CSU campuses educate approximately 460,000 students. The largest CSU campus, CSU Fullerton, had 45,147 students enrolled in fall of 2025. The campus president of CSU Fullerton receives an annual salary of \$523,037.

This bill would cap salary compensation for non-represented employees to 125% of the Governor’s salary compensation recommended by the California Citizens Compensation Commission, \$307,411.25 as of December 1, 2025. Notably, several California Community College District presidents receive a base annual salary of more than \$307,411.25. For example, the president of the Mt. San Antonio Community College, serving the largest community college population in the state with 77,304 students enrolled in the 2024-25 academic year, receives a base annual salary of \$364,144.

According to the Association of California Community College Administrators, the average annual salary for community college district executives with a single college campus was \$323,777 and \$398,106 for multi-college districts. Only 13 community college executives receive less in annual salary than the cap imposed by this bill. In September 2024, the University of California Regents reported an average annual UC Campus Chancellor salary of \$695,974. Even after the executive salary compensation increases approved by the BOT in November of 2025, the average salary of a CSU president is \$402,994, with the Cal Poly—San Luis Obispo President receiving the highest annual salary of \$611,203. Therefore, it appears that the cap imposed by this bill would result in executive compensation that is significantly less competitive than the CSU’s peer educational institutions.

Analysis Prepared by: Aaron Heredia / APPR. / (916) 319-2081