

California Department of Human Resources
Bargaining Unit 09 (PECG) - Budgetary Summary
3-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File		FY 2025-26			FY 2026-27			FY 2027-28			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/25	\$5,999	\$77,672	\$83,671	\$5,999	\$77,672	\$83,671	\$5,999	\$77,672	\$83,671	\$17,997	\$233,016	\$251,013
4.5% SSA at Max 2% SSA for not at Max	7/1/27							\$6,512	\$85,484	\$91,996	\$6,512	\$85,484	\$91,996
3% PLP	7/1/25	(\$6,179)	(\$80,002)	(\$86,181)	(\$6,179)	(\$80,002)	(\$86,181)				(\$12,358)	(\$160,004)	(\$172,362)
PD 453 - Eliminate Telework Stipend	7/1/25	(\$418)	(\$5,418)	(\$5,837)	(\$418)	(\$5,418)	(\$5,837)	(\$418)	(\$5,418)	(\$5,837)	(\$1,255)	(\$16,255)	(\$17,511)
2% Employer/Employee OPEB Contribution Suspension	7/1/25	(\$2,167)	(\$28,051)	(\$30,218)	(\$2,167)	(\$28,051)	(\$30,218)				(\$4,333)	(\$56,103)	(\$60,436)
Subtotal Rank and File Costs		(\$2,765)	(\$35,800)	(\$38,565)	(\$2,765)	(\$35,800)	(\$38,565)	\$12,093	\$157,737	\$169,830	\$6,563	\$86,137	\$92,700