

California Department of Human Resources  
Bargaining Unit 16 (UAPD) - 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	7/31/25	\$19,625	\$1,535	\$21,160	\$21,409	\$1,674	\$23,084	\$21,409	\$1,674	\$23,084	\$62,444	\$4,884	\$67,328
3.5% SSA at Max	7/1/27							\$21,147	\$1,338	\$22,485	\$21,147	\$1,338	\$22,485
1-Day PLP	7/31/25	(\$31,130)	(\$2,435)	(\$33,564)	(\$14,150)	(\$1,107)	(\$15,256)				(\$45,280)	(\$3,541)	(\$48,821)
PD - Establish \$1,200/mo. Medical Differential	7/31/25	\$4,165	\$	\$4,165	\$4,543	\$	\$4,543	\$4,543	\$	\$4,543	\$13,251	\$	\$13,251
1.4% Employer/Employee OPEB Contribution Suspension	7/31/25	(\$4,568)	(\$357)	(\$4,925)	(\$4,983)	(\$390)	(\$5,373)				(\$9,552)	(\$747)	(\$10,299)
<b>Subtotal Rank and File Costs</b>		<b>(\$11,908)</b>	<b>(\$1,257)</b>	<b>(\$13,165)</b>	<b>\$6,820</b>	<b>\$178</b>	<b>\$6,998</b>	<b>\$47,100</b>	<b>\$3,013</b>	<b>\$50,113</b>	<b>\$42,012</b>	<b>\$1,934</b>	<b>\$43,945</b>
<b>Non-Adds</b>													
PD 477 - Extend Additional Caseload Differential	7/1/26				\$2,358	\$	\$2,358	\$2,358	\$	\$2,358	\$4,717	\$	\$4,717
Increase Continuing Medical Education Leave by 4 Hours	7/1/25	\$78	\$6	\$84	\$78	\$6	\$84	\$78	\$6	\$84	\$233	\$18	\$251
PD 453 - Telework Stipend Extension	7/1/25	\$234	\$18	\$252	\$234	\$18	\$252	\$234	\$18	\$252	\$701	\$55	\$756
<b>Subtotal Non-Adds</b>		<b>\$312</b>	<b>\$24</b>	<b>\$336</b>	<b>\$2,670</b>	<b>\$24</b>	<b>\$2,694</b>	<b>\$2,670</b>	<b>\$24</b>	<b>\$2,694</b>	<b>\$5,651</b>	<b>\$73</b>	<b>\$5,725</b>
<b>Grand Total Rank and File Costs (Including Non-Adds)</b>		<b>(\$11,596)</b>	<b>(\$1,233)</b>	<b>(\$12,829)</b>	<b>\$9,489</b>	<b>\$202</b>	<b>\$9,692</b>	<b>\$49,770</b>	<b>\$3,037</b>	<b>\$52,807</b>	<b>\$47,663</b>	<b>\$2,007</b>	<b>\$49,670</b>