

California Department of Human Resources
Bargaining Unit 18 (CAPT) - Budgetary Summary
3-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File		FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29			FY 2029-30			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	10/1/25	\$14,846	\$385	\$15,231	\$19,795	\$513	\$20,308	\$19,795	\$513	\$20,308	\$19,795	\$513	\$20,308	\$19,795	\$513	\$20,308	\$94,025	\$2,438	\$96,463
3% GSI	7/1/27							\$20,389	\$529	\$20,917	\$20,389	\$529	\$20,917	\$20,389	\$529	\$20,917	\$61,166	\$1,586	\$62,752
3% PLP	10/1/25	(\$15,266)	(\$396)	(\$15,661)	(\$20,354)	(\$528)	(\$20,882)										(\$35,620)	(\$923)	(\$36,543)
PD 14 - Increase Bilingual Pay from \$100/mo. to \$200/mo.	10/1/25	\$167	\$4	\$172	\$223	\$6	\$229	\$223	\$6	\$229	\$223	\$6	\$229	\$223	\$6	\$229	\$1,061	\$27	\$1,087
	12/1/25																		
80/80 Health Flat (2026, 2027, 2028)	12/1/26	\$2,943	\$76	\$3,020	\$9,079	\$235	\$9,314	\$16,355	\$424	\$16,779	\$19,495	\$505	\$20,000	\$19,495	\$505	\$20,000	\$67,367	\$1,747	\$69,114
	12/1/27																		
3-Year OPEB Employee/Employer Contribution Phase-In	7/1/27																		
	7/1/28	\$	\$	\$	\$	\$	\$	(\$11,860)	(\$308)	(\$12,167)	(\$5,930)	(\$154)	(\$6,084)				(\$17,790)	(\$461)	(\$18,251)
	7/1/29																		
Grand Total Rank and File Costs		\$2,691	\$70	\$2,761	\$8,743	\$227	\$8,969	\$44,902	\$1,164	\$46,066	\$53,971	\$1,399	\$55,371	\$59,901	\$1,553	\$61,454	\$170,208	\$4,413	\$174,621