

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 9**

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**Exclusive Employee Representative:  
Professional Engineers in California Government (PECG)**

**Number of Employees:** Approximately 13,980 full-time equivalents

**General Provisions:**

**I. Compensation**

***Salary Adjustments (Section 3.26)***

- Effective July 1, 2025, all Bargaining Unit (BU) 9 classifications shall receive a general salary increase of 3 percent (3%).
- Effective July 1, 2027, all BU 9 classifications shall receive a special salary adjustment, increasing the maximum salary range by 4.5 percent (4.5%) and increasing the minimum salary rate by 2 percent (2%). Employees at the old maximum of the classification shall move to the new maximum of the classification. Employees not at the old maximum of the classification shall receive a Special Salary Adjustment of 2 percent (2%).

***PLP 2025 Program (Section 5.24 New)***

- Effective with the July 2025 pay period through the June 2027 pay period.
- Three percent (3%) pay reduction for all BU 9 employees.
- Five (5) hours credited monthly for the PLP 2025 Program.

***Telework Stipend Program (Section 7.10)***

- Effective June 30, 2025, the Telework Stipend Program will sunset.

***Prefunding of Post-Retirement Health Benefits (Section 28.1)***

- Effective July 1, 2025, the employee and employer monthly contributions to prefunding other post-employment benefits for BU 9 will be suspended through June 30, 2027.

## **II. Leave**

### ***Bereavement Leave (Section 5.2)***

- This section was updated to reflect changes to bereavement leave authorized on January 1, 2023, by Assembly Bill 1949, which added section 12945.7 to the Government Code.

### ***Vacation Leave (Section 5.4)***

- Effective July 1, 2025, the BU 9 vacation leave cap will continue to be 832 hours.
- Effective January 1, 2026, the BU 9 vacation leave cap will be 768 hours.
- Effective January 1, 2027, the BU 9 vacation leave cap will be 704 hours.
- Effective January 1, 2028, the BU 9 vacation leave cap will be 640 hours.

### ***Annual Leave Program (Section 5.12)***

- Effective July 1, 2025, the BU 9 annual leave cap will continue to be 832 hours.
- Effective January 1, 2026, the BU 9 annual leave cap will be 768 hours.
- Effective January 1, 2027, the BU 9 annual leave cap will be 704 hours.
- Effective January 1, 2028, the BU 9 annual leave cap will be 640 hours.

## **III. Miscellaneous**

### ***Business and Travel Expense (Section 7.1)***

- This section reflects the current travel program that has been in place since October 1, 2024. This is consistent with the BU 9 Side Letter agreement that was signed on September 12, 2024.

### ***On-Call/Standby Time (Article 25)***

- This article clarifies that on-call/standby time applies to all BU 9 employees.

### ***Furlough Protection (Article 26)***

- For the term of the Personal Leave Program 2025, July 1, 2025, through June 30, 2027, the State will not implement a Furlough Program.

### ***Post-Retirement Health and Dental Benefit Vesting (Section 28.2)***

- This section aligns the health and dental vesting schedules with CalPERS provisions.

### ***Side Letter #27***

- This Side Letter suspends Executive Order N-22-25 immediately, and reinstates it on July 1, 2026, unless the agreement is not ratified by both parties. Departments shall rescind any existing Return-to-Office notices and revise policies tied to Executive Order N-22-25.

## **IV. Term**

- July 1, 2025, through June 30, 2028.

## **V. Duration**

- Effective July 1, 2025. The union ratification process will be completed no later than July 3, 2025.

## **VI. Fiscal**

- Fiscal Year 2025-26 Savings: \$38.6 million (\$2.8 million General Fund)
- Total 3-Year Incremental Cost: \$53.4 million (\$3.7 million General Fund)
- Total 3-Year Budgetary Cost: \$92.7 million (\$6.6 million General Fund)

## **VII. Agreement**

- The complete Tentative Agreement between the State and PEGC is posted on [Bargaining Unit 9 Contract](#)