

California Department of Human Resources
Bargaining Unit 06 (CCPOA) - Incremental Summary
3-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File		FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29			Total Incremental			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	7/1/25	\$128,524	\$3	\$128,527										\$128,524	\$3	\$128,527	\$514,095	\$12	\$514,106
3% GSI	7/1/27							\$132,379	\$3	\$132,382				\$132,379	\$3	\$132,382	\$264,759	\$6	\$264,765
3% PLP	7/1/25	(\$132,379)	(\$3)	(\$132,382)										(\$132,379)	(\$3)	(\$132,382)	(\$264,759)	(\$6)	(\$264,765)
4% Employer OPEB Contribution Suspension	7/1/25	(\$103,364)	(\$2)	(\$103,366)										(\$103,364)	(\$2)	(\$103,366)	(\$206,728)	(\$5)	(\$206,732)
PD 44 - Increase Education Incentive	7/1/25	\$197	\$	\$197				\$276	\$	\$276				\$473	\$	\$473	\$1,342	\$	\$1,342
PD 475 - Extend Location Incentive Bonus	7/31/25	\$3,324	\$	\$3,324										\$3,324	\$	\$3,324	\$9,972	\$	\$9,972
PD 476 - Extend Retention Incentive for Hard-to-Keep/Fill Differential	7/1/25				\$13,386		\$13,386							\$13,386		\$13,386	\$26,773	\$	\$26,773
PD 132 - Sunset Retention Differential for New Employees at Select Facilities	9/8/25	(\$261)	\$	(\$261)	(\$261)	\$	(\$261)	(\$261)	\$	(\$261)	(\$261)	\$	(\$261)	(\$1,042)	\$	(\$1,042)	(\$2,606)	\$	(\$2,606)
PD 132 - Expand Retention Differential to Salinas Valley	7/31/25	\$1,117	\$	\$1,117	\$1,117	\$	\$1,117							\$2,234	\$	\$2,234	\$7,819	\$	\$7,819
PD 155 - Remove Housing Stipend from Salinas Valley	7/31/25	(\$1,890)	\$	(\$1,890)	(\$172)	\$	(\$172)							(\$2,062)	\$	(\$2,062)	(\$8,077)	\$	(\$8,077)
PD 155 - Sunset Housing Stipend for New Employees at the Correctional Training Facility	9/8/25	(\$117)	\$	(\$117)	(\$117)	\$	(\$117)	(\$117)	\$	(\$117)	(\$117)	\$	(\$117)	(\$467)	\$	(\$467)	(\$1,169)	0	(\$1,169)
80/80 Health Flat (2026, 2027, 2028)	12/1/25																		
	12/1/26	\$16,456	\$	\$16,457	\$34,127	\$1	\$34,127	\$40,471	\$1	\$40,472	\$17,493	\$	\$17,494	\$108,547	\$2	\$108,549	\$266,640	\$6	\$266,646
	12/1/27																		
Subtotal Rank and File Costs		(\$88,392)	(\$2)	(\$88,395)	\$48,081	\$1	\$48,081	\$172,748	\$4	\$172,752	\$17,116	\$	\$17,116	\$149,553	\$3	\$149,556	\$608,061	\$13	\$608,074
Non-Adds																			
Fire Captain Overtime Rate Changes	7/31/25	(\$300)	\$	(\$300)	(\$27)	\$	(\$27)							(\$328)	\$	(\$328)	(\$1,284)	\$	(\$1,284)
Subtotal Non-Adds		(\$300)	\$	(\$300)	(\$27)	\$	(\$27)	\$	\$	\$	\$	\$	\$	(\$328)	\$	(\$328)	(\$1,284)	\$	(\$1,284)
Grand Total Rank and File Costs		(\$88,693)	(\$2)	(\$88,695)	\$48,053	\$1	\$48,054	\$172,748	\$4	\$172,752	\$17,116	\$	\$17,116	\$149,225	\$3	\$149,228	\$606,777	\$13	\$606,790