

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF SIDE LETTER AGREEMENT
FOR BARGAINING UNIT 8**

**Exclusive Employee Representative:
CAL FIRE Local 2881**

Number of Employees: Approximately 8,830 full-time equivalents

General Provisions

I. Compensation

General Salary Adjustment (Section 17.2)

- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit 8 (BU 8, or CAL FIRE Local 2881) represented employees shall receive a two and one half percent (2.5%) General Salary Increase.

Personal Leave Program (PLP 2025) (New)

- Effective the first day of the pay period following ratification by both parties through the June 2027 pay period, PLP 2025 will apply to BU 8-represented employees.
- Employees continue to work their assigned work schedules and shall have a reduction in pay equal to a two and one half percent (2.5%) for all BU 8 employees.
- Each full-time employee shall be credited with PLP 2025 on the first day of each pay period for the duration of the PLP 2025 program. Six (6) hours credited monthly for fire protection employees (Sections 8.2 and 8.3) and four (4) hours of PLP 2025 credited monthly for specialty classes (Section 8.4).
- PLP 2025 accruals do not expire. PLP 2025 may be cashed out upon separation from state service.

II. Duration (Section 16.4)

- This Side Letter is effective the first day of the pay period following ratification by both parties and extends the MOU current term from June 30, 2026, to June 30, 2027.

III. Miscellaneous

- The State agrees that the 2027 successor MOU negotiations will include the 56-hour industry-standard work week in Section 14.6 of the MOU.
- New, the Department of Human Resources and CAL FIRE Local 2881 agree to meet on or before February 1, 2026, to allow the union an opportunity to present a Deferred Retirement Option Plan to the state.

IV. Fiscal

- Fiscal Year 2025-26 Savings: \$492,000 (\$327,000 General Fund)
- Total 2-Year Incremental Savings: \$656,000 (\$436,000 General Fund)
- Total 2-Year Budgetary Savings: \$1.1 million (\$763,000 General Fund)

V. Agreement

- The complete Side Letter Agreement between the State and CAL FIRE Local 2881 is posted on the [CalHR BU 8 Contract Webpage](#).