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

Rank and File		**FY 2025-26**			**FY 2026-27**			**FY 2027-28**			**FY 2028-29**			**Total Budgetary**		
Proposal	**Effective Date**	**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	$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	$197	$	$197	$473	$	$473	$473	$	$473	$1,342	$	$1,342
PD 475 - Extend Location Incentive Bonus	7/31/25	$3,324	$	$3,324	$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)	($521)	$	($521)	($782)	$	($782)	($1,042)	$	($1,042)	($2,606)	$	($2,606)
PD 132 - Expand Retention Differential to Salinas Valley	7/31/25	$1,117	$	$1,117	$2,234	$	$2,234	$2,234	$	$2,234	$2,234	$	$2,234	$7,819	$	$7,819
PD 155 - Remove Housing Stipend from Salinas Valley	7/31/25	($1,890)	$	($1,890)	($2,062)	$	($2,062)	($2,062)	$	($2,062)	($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)	($234)	$	($234)	($351)	$	($351)	($467)	$	($467)	($1,169)	$	($1,169)
80/80 Health Flat (2026, 2027, 2028)	12/1/25 12/1/26 12/1/27	$16,456	$	$16,457	$50,583	$1	$50,584	$91,054	$2	$91,056	$108,547	$2	$108,549	$266,640	$6	$266,646
Subtotal Rank and File Costs		**($88,392)**	**($2)**	**($88,395)**	**($40,312)**	**($1)**	**($40,313)**	**$368,180**	**$8**	**$368,188**	**$368,585**	**$8**	**$368,594**	**$608,061**	**$13**	**$608,074**
Non-Adds																
Fire Captain Overtime Rate Changes	7/31/25	($300)	$	($300)	($328)	$	($328)	($328)	$	($328)	($328)	$	($328)	($1,284)	$	($1,284)
Subtotal Non-Adds		**($300)**	**$**	**($300)**	**($328)**	**$**	**($328)**	**($328)**	**$**	**($328)**	**($328)**	**$**	**($328)**	**($1,284)**	**$**	**($1,284)**
Grand Total Rank and File Costs		**($88,693)**	**($2)**	**($88,695)**	**($40,640)**	**($1)**	**($40,641)**	**$367,852**	**$8**	**$367,860**	**$368,258**	**$8**	**$368,266**	**$606,777**	**$13**	**$606,790**