

California Department of Human Resources
Bargaining Unit 10 (CAPS - UAW) - Budgetary Summary
1-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File		FY 2025-26			FY 2026-27			Total Budgetary		
Proposal	Effective Date	GF	OF	Total				GF	OF	Total
4% SSA at Max	10/1/25	\$650	\$1,978	\$2,629	\$867	\$2,638	\$3,505	\$1,518	\$4,616	\$6,133
5% SSA at Max	10/1/25	\$1,701	\$4,012	\$5,713	\$2,268	\$5,349	\$7,617	\$3,969	\$9,361	\$13,330
3.5% SSA for Remaining Employees	10/1/25	\$3,354	\$8,838	\$12,192	\$4,472	\$11,784	\$16,256	\$7,826	\$20,622	\$28,448
3.5% PLP	10/1/25	(\$5,311)	(\$13,889)	(\$19,200)	(\$7,081)	(\$18,519)	(\$25,600)	(\$12,392)	(\$32,408)	(\$44,800)
PD 453 - Elimination of Telework Stipend	10/1/25	(\$415)	(\$1,085)	(\$1,499)	(\$553)	(\$1,446)	(\$1,999)	(\$967)	(\$2,531)	(\$3,498)
2.1% Employer/Employee OPEB Contribution Suspension	10/1/25	(\$1,797)	(\$4,701)	(\$6,498)	(\$2,396)	(\$6,268)	(\$8,664)	(\$4,193)	(\$10,969)	(\$15,162)
Subtotal Rank and File Costs		(\$1,817)	(\$4,846)	(\$6,663)	(\$2,423)	(\$6,462)	(\$8,884)	(\$4,240)	(\$11,308)	(\$15,548)