

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES  
SUMMARY OF SIDE LETTER AGREEMENT  
FOR BARGAINING UNIT 5**

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**Exclusive Employee Representative:  
California Association of Highway Patrolmen (CAHP)**  
Revised July 6, 2021

**Number of Employees:** Approximately 6,635 full-time equivalents

**General Provisions**

**I. Compensation**

***Personal Leave Program (PLP 2020)***

- Effective on the first day of the pay period following ratification by both parties, the Personal Leave Program (PLP 2020) will end. Bargaining Unit 5 employees will have their full salaries reinstated.
- Effective on the first day of the pay period following ratification by both parties, bargaining unit 5 employees will no longer receive PLP 2020 leave credits. All provisions related to the use and compensability of the PLP 2020 leave credits will remain unchanged.

***Modification of Vacation and Annual Leave Hours Cap***

- Vacation and Annual Leave caps are capped at 924 hours through July 3, 2024, and may be extended if the employer is not able to reduce balances for operational reasons. (Addendum Section E)

***One-time Leave Cash Out***

- Employees shall have a one-time option to cash out up to 80 hours of leave credits in the fall of 2021.

***Restoration of Uniform Allowance***

- Effective on the first day of the pay period following ratification by both parties, the following items are restored consistent with MOU Section 69:
  - \$920 per year allowance for uniforms.
  - \$25 per month uniform maintenance and cleaning.

## **II. Retirement and Other Post-Employment Benefits**

### ***Restoration of Employee Retirement Contribution towards Compensation***

- As previously negotiated, on July 1, 2023, the 1.0 percent of salary which was redirected to the employer contribution will be restored to the employees' compensation. (Section 36 (c) (4))

### ***Restoration of Employees' Retirement Contributions***

- Effective July 1, 2021, increases to employees' retirement contribution shall be restored. (Section 36 (c)(6))

### ***Restoration of Employee and Employer Other Post-Employment Benefits (OPEB) Contributions***

- Effective on the first day of the pay period following ratification by both parties, OPEB prefunding contributions will resume. The employee and employer OPEB contributions will resume based on the following schedule:
  - Effective on the first day of the pay period following ratification by both parties, employee share of 0.9 percent pensionable compensation and employer share of 5.9 percent of pensionable compensation for a total of 6.8 percent.
  - Effective July 1, 2022, employee share of 1.7 percent of pensionable compensation and employer share of 5.1 percent of pensionable compensation for a total of 6.8 percent.
  - Effective July 1, 2023, employee share of 2.6 percent of pensionable compensation and employer share of 4.2 percent of pensionable compensation for a total of 6.8 percent.
  - Effective July 1, 2024, employee share of 3.4 percent of pensionable compensation and employer share of 3.4 percent of pensionable compensation for a total of 6.8 percent.

## **III. Miscellaneous**

### ***Contract Reopener Language***

- The parties agree to meet and confer upon finalization of the federal regulations regarding essential worker premium pay. (Section 84)

#### **IV. Term**

- Upon ratification by both parties the MOU is extended from June 30, 2023 to July 3, 2024. The Union ratification process will be completed no later than June 30, 2021. (Section 85)

#### **V. Fiscal**

- Fiscal Year 2021-22 Cost: \$96.6 million (\$0 million General Fund)
- Total 4-Year Incremental Cost: \$103.5 million (\$0 million General Fund)
- Total 4-Year Budgetary Cost: \$342.3 million (\$0 million General Fund)

#### **VI. Agreement**

- The Side Letter Agreement represents the ending of PLP 2020, the restoration of employee and employer OPEB and retirement contributions, restoration of uniform allowance, modification to the leave hour cap, establishment of a one-time leave cash out, and extends the current Bargaining Unit 5 MOU for one year.
- The Side Letter Agreement between the state and CAHP is posted on the [CalHR Bargaining Unit 5 Contract Webpage](#).