

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

Rank and File	Effective Date	FY 2023-24			FY 2024-25			FY 2025-26			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% General Salary Increase	7/1/23	\$127,353		\$127,353	\$127,353		\$127,353	\$127,353		\$127,353	\$382,059		\$382,059
3% General Salary Increase	7/1/24				\$131,174		\$131,174	\$131,174		\$131,174	\$262,347		\$262,347
\$10,000 One-Time Retention Differential for Hard-to-Keep Facilities (RJD, Salinas, Sac Only)	7/1/24 7/1/25				\$12,981		\$12,981	\$12,981		\$12,981	\$25,961		\$25,961
\$5,000 One-Time Location Incentive for Academy Graduates	10/1/23	\$3,302		\$3,302	\$3,302		\$3,302				\$6,604		\$6,604
\$1,200/year Health and Wellness Stipend	11/1/23 11/1/24	\$29,528		\$29,528	\$29,528		\$29,528				\$59,056		\$59,056
\$475 One-Time Contribution to Savings Plus	11/1/24				\$11,521		\$11,521				\$11,521		\$11,521
1% Employer Contribution to Savings Plus	1/1/25				\$11,373		\$11,373	\$22,746		\$22,746	\$34,119		\$34,119
PD 44 - Expand Educational Incentive to Parole Service Associates	10/1/23	\$58		\$58	\$78		\$78	\$78		\$78	\$213		\$213
PD 14 - Increase Bilingual Pay from \$100/mo. to \$200/mo.	10/1/23	\$1,033		\$1,033	\$1,378		\$1,378	\$1,378		\$1,378	\$3,789		\$3,789
PD 85 - Increase Night/Evening Shift Differential from \$1.50/hr. to \$2.50/hr.	10/1/23	\$20,207		\$20,207	\$26,942		\$26,942	\$26,942		\$26,942	\$74,091		\$74,091
PD 190 - Increase Weekend Shift Differential from \$1.50/hr. to \$2.50/hr.	10/1/23	\$6,634		\$6,634	\$8,845		\$8,845	\$8,845		\$8,845	\$24,325		\$24,325
Establish \$200/mo. Commercial Driver's License Differential	10/1/23	\$880		\$880	\$1,173		\$1,173	\$1,173		\$1,173	\$3,225		\$3,225
One-Time 80 Hour Leave Cash Out	12/15/23	\$25,177		\$25,177							\$25,177		\$25,177
80/80 Health Flat (2024, 2025)	12/1/23 12/1/24	\$16,896		\$16,896	\$45,376		\$45,376	\$57,099		\$57,099	\$119,371		\$119,371
Remove PERSability from Out-of-Class Assignment	10/1/23	(\$267)		(\$267)	(\$357)		(\$357)	(\$357)		(\$357)	(\$981)		(\$981)
Subtotal Rank and File Costs		\$230,800		\$230,800	\$410,667		\$410,667	\$389,412		\$389,412	\$1,030,879		\$1,030,879
Non-Adds													
100% Transit Subsidy and Vanpool Reimbursement	10/1/23	\$506		\$506	\$675		\$675	\$675		\$675	\$1,856		\$1,856
Increase MI&E and Lodging to Federal Rates	2/1/24	\$201		\$201	\$483		\$483	\$483		\$483	\$1,167		\$1,167
Expand Out-Service Training Reimbursement	10/1/23	\$9		\$9	\$12		\$12	\$12		\$12	\$33		\$33
CPOST Preparation Time	10/1/23	\$9		\$9	\$12		\$12	\$12		\$12	\$34		\$34
Subtotal Non-Adds		\$726		\$726	\$1,182		\$1,182	\$1,182		\$1,182	\$3,090		\$3,090
Grand Total Rank and File Costs		\$231,526		\$231,526	\$411,849		\$411,849	\$390,594		\$390,594	\$1,033,969		\$1,033,969