

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 5**

**Exclusive Employee Representative
California Association of Highway Patrolmen (CAHP)**

Number of Employees: Approximately 4,738 full time equivalents

I. Compensation

Personal Leave Program (PLP 2012)

- Effective July 1, 2012, the Personal Leave Program (PLP 2012) will apply to BU 5 employees. This program reduces pay equal to 8 hours per month, or approximately 4.62% in exchange for a day off each month. This program shall remain in effect for 12 months. The policy for the administration of the PLP 2012 program in relation to the CAHP is contained within the agreement.

II. Retirement

- The contract extension does not change the party's legal rights with respect to any statutory or constitutional changes affecting pensions.

III. Miscellaneous

- Most Favored Nations clause is in effect from July 1, 2012 - June 30, 2013.

IV. Duration

- Contract term was to expire July 3, 2013 but was extended to July 3, 2018.
- Term of the PLP 2012 will be July 1, 2012 – June 30, 2012.

V. Fiscal

- FY 2012/13 Total Savings: \$36.5 Million
General Fund = \$0, Other Funds = \$36.5 Million

VI. Agreement

- The complete Tentative Agreement between the State and CAHP is posted at: <http://www.dpa.ca.gov/bargaining/contracts/index.htm>