

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 5  
2006-2010 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative  
California Association of Highway Patrolmen**

**Number of Employees:** Approximately 6,363 full-time equivalents

**I. Compensation**

- The contract will continue to provide the annual salary adjustments on July 1 required by State law<sup>1</sup> to keep highway patrol officers compensation on par with the police departments in Los Angeles, San Francisco, Oakland, and San Diego and the Los Angeles County Sheriffs.
- Effective July 3, 2006, officers will receive a stipend equal to 3.5 percent of their base pay to compensate for time spent on pre- and post-shift activities such as donning protective gear, inspecting weapons and vehicles, and performing other activities integral to their job. This provision resolves a pending dispute over the State's liability for this compensation under the Fair Labor Standards Act.
- Effective July 3, 2006, the extra pay for working swing and night shifts doubles: from \$0.40/hr. to \$0.80/hr. for swing shift and from \$0.65/hr. to \$1.30/hr. for night shift. These pay differentials go up again July 1, 2008: to \$1/hr. for swing shift and \$1.50/hr. for night shift.

**II. Retirement**

***Employee Contribution***

- The employee retirement contribution currently paid by the State (8 percent of monthly pay over \$863<sup>2</sup>) will gradually be rolled into the employee's base salary, and paid *by the employee* to CalPERS. This change will be implemented in four phases: each July 1, beginning in 2007 and ending in 2010, the employee's salary will be increased by one-quarter of the employee retirement contribution amount, which will then be deducted from the employee's paycheck as a CalPERS contribution. The State will continue to pay the balance of the employee retirement contribution (and count it toward final compensation for retirement purposes<sup>3</sup>) until responsibility for paying the full 8 percent contribution has been completely shifted to the employee (on July 1, 2010).

***Pre-Retirement Survivor Benefit***

- Provides survivors of officers who die before age 50 the choice of either the existing lump sum death benefit or an alternate benefit that pays a lifetime monthly allowance (based on 3 percent of the officer's salary for each year of service). To be eligible for the alternate benefit, the officer must have had at least 20 years of State service. This provision is retroactive to December 30, 2005.

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<sup>1</sup> Government Code section 19827

<sup>2</sup> This amount is separate from the *employer* contribution, which CalPERS sets annually based on investment returns and fund liabilities.

<sup>3</sup> Under the prior contract and legislation, the employee contribution that was paid by the State counted toward the employee's final compensation for retirement purposes.

### ***Disability Retirement Benefit***

- Provides that officers under age 50 who suffer a serious physical injury as a result of a single work-related event will receive a disability retirement benefit equal to 50 percent of final compensation (current benefit level) or 3 percent for each year of service, whichever is greater. This benefit does not apply to cumulative or stress-related injuries, presumptive injuries defined in the Labor Code, or physical disabilities having a mental origin.

## **III. Health Benefits**

### ***Employer Contribution***

- Employees will continue to receive health benefits under the State's "85-80" formula. Under this formula, the employer contribution for single-party coverage is 85 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

## **IV. Other**

### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

### ***Canine Handler Pay Differential***

- Effective July 3, 2006, the canine handler pay differential increases from \$130 to 156.65 per month.

### ***Uniform Allowance***

- The maximum annual uniform allowance will increase to \$770 on July 3, 2006; to \$870 on July 1, 2007; and to \$920 on July 1, 2008 (from the current level of \$570). In addition, officers will receive a \$25/mo. uniform cleaning allowance effective July 3, 2006.
- Upon graduation from the Academy, cadets will receive reimbursement from the State, not to exceed \$570, for purchasing CHP-required uniforms.

### ***Cadet Training Academy***

- The contract is amended to reflect the additional three weeks cadets now spend in training at the Academy, resulting in an additional 7 hours of paid overtime and 54 hours of "compensating time off" at time and one half. (This overtime compensation complies with FLSA requirements.)

### ***Recruitment Incentive***

- Officers who recruit a new Patrol member will receive an additional 40 hours of leave, up to 120 hours per year for three new Patrol members. This leave time must be used within one year of the date it was earned. It cannot be cashed out.

## **V. Duration**

- July 3, 2006, through July 2, 2010