

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF THE BARGAINING AGREEMENT FOR BARGAINING UNIT 5 (BU 5)**

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

**Number of Employees:** Approximately 6,091 full-time equivalents

**I. Retirement**

***Benefit Formula Calculation***

- Effective with the pay period following legislative enactment (no earlier than October 31, 2010), newly-hired state Patrol retirement members will be subject to the “New 2010 Retirement Formula” of 3% at age 55 (from current 3% at 50).
- For employees hired on or after the pay period following legislative enactment (no earlier than October 31, 2010), retirement benefits will be based on employees’ highest consecutive 36-month salary (instead of current single-highest year).

***Employee Pension Contribution***

- Effective with the pay period following legislative enactment (no earlier than September 1, 2010) current Bargaining Unit 5 (BU 5) employees’ pension contribution rises from 8% to 10% of pay over \$863/month.
- Temporarily suspends current contract provision to pre-fund retiree health benefits by 1% of pay. That 1%, plus another 1% effective July 1, 2010, will instead go toward funding employee pensions. Starting July 2013, an additional 2% of pay will go toward pre-funding retiree health benefits.

***CalPERS Transparency***

- To ensure the sustained funding and solvency of the retirement system, CAHP agrees it will not oppose legislation requiring CalPERS to use supportable assumptions and data that will be evaluated by another party who is agreeable to DPA and CAHP.

**II. Compensation**

***Adjusted Pay Ranges***

- Effective January 1, 2012, all BU 5 represented classifications shall be adjusted by increasing the maximum step of the pay range by 2%. This only applies to BU 5 employees who reach the top step of the pay range.

### **III. Miscellaneous**

- The State will not implement a new furlough program for BU 5 employees during the term of this contract, which expires July 3, 2013.
- If any other State bargaining units enter into an agreement that does not have pension reform and provides a greater value than that provided to BU 5, then CAHP may reopen related economic provisions of its MOU and meet and confer in good faith and discuss the similar or equivalent increases to be provided to CAHP members and the implementation plan.
- The State and CAHP agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic term of this MOU through July 3, 2013.
- The State and CAHP agree to delete Lincoln's Birthday and Columbus Day from the list of holidays that receive holiday-in-lieu designation.

### **IV. Duration**

- July 3, 2010, through July 3, 2013

### **V. Agreement**

- The complete Tentative Agreement between the State and CAHP (BU 5) is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>