

CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENT FOR BARGAINING UNIT 5

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

Number of Employees: Approximately 6,332 full-time equivalents

General Provisions

I. Compensation

General Salary Increase (GSI), Government Code (GC) Section 19827 Salary Survey (Section 14)

- Effective July 1, 2024, the GSI required by GC Section 19827 shall be provided.

Bilingual Pay (Section 17)

- Effective the first day of the pay period following ratification by both parties, the Bilingual Pay shall increase from \$100 per month to \$125 per month.

Canine Care and Maintenance Pay (Section 18)

- Effective the first day of the pay period following ratification by both parties, pay for canine handlers shall increase from \$156.55 per month to 4 percent of base salary per month for the care and maintenance of their assigned canine.

Field Training Officer Pay (Section 20)

- Effective the first day of the pay period following ratification by both parties, the Field Training Officer Pay shall increase from 5 to 7 percent of base salary per month.

Investigator Pay (Section 21)

- Effective the first day of the pay period following ratification by both parties, the Investigator Pay shall increase from \$50 per month to \$250 per month.

Motorcycle Pay (Section 22)

- Effective the first day of the pay period following ratification by both parties, the Motorcycle Pay shall increase from 4 to 5 percent of base salary per month.

Paramedic Pay (Section 23)

- Effective the first day of the pay period following ratification by both parties, the Paramedic Pay shall increase from \$50 per month to \$200 per month.

Officer in Charge Pay (Section 25)

- Effective the first day of the pay period following ratification by both parties, the Officer in Charge Pay shall increase from 5 to 7 percent of base salary per month.

Senior Officer Pay (Section 27)

- Effective July 1, 2024, the Senior Officer Pay shall be increased to add new steps for 27 years as a CHP Officer (10 percent of base salary) and 28 years as a CHP Officer (12 percent of base salary).

Detective Incentive Pay (New)

- Effective the first day of the pay period following ratification by both parties and for the term of the Agreement, qualifying employees shall receive a Detective Incentive Pay of \$500 per month.

Resident Post Pay (New)

- Effective the first day of the pay period following ratification by both parties, an employee assigned full-time to a Resident Post assignment shall receive an additional compensation of \$600 per month.

Drug Recognition Evaluators (DRE) Incentive Pay (New)

- Effective the first day of the pay period following ratification by both parties and for the term of this Agreement, qualifying employees shall receive a \$1500 one-time payment for DRE certification.

II. Miscellaneous

External Vest Carrier Partial Reimbursement (New)

- For the term of the Agreement, one-time reimbursement of \$200 upon proof of purchase of an approved external vest carrier approved by the Department.

Travel and Lodging (Section 12.1 and NEW Appendix)

- During the term of this contract the State shall implement a business and travel expense reimbursement program that includes adopting the federal standard meal and incidental expense rate and lodging rates established by the federal General Services Administration (GSA). This shall include:
 - Adopting the federal standard meal and incidental expense (M&IE) rate established by the GSA at the time of travel for in-state and out-of-state travel;
 - Adopting federal standard and non-standard reimbursement rates at the time of travel for in-state, out-of-state, and out-of-country lodging;

- Simplifying current reimbursement policy and administration and providing up to 75 percent of the federal standard rate established by the GSA for M&IE on the first and last day of travel; and
- Eliminating the State's long-term travel reimbursement rates and adopting the federal standard M&IE reimbursement rates for long-term meals, and receipted lodging shall be reimbursed up to the maximum federal standard and non-standard reimbursement rates.

III. Duration

- July 1, 2024, through June 30, 2027.

IV. Fiscal

- Fiscal Year 2024-25 Cost: \$83.4 million (\$0 million General Fund)
- Total 3-Year Incremental Cost: \$246.1 million (\$0 million General Fund)
- Total 3-Year Budgetary Cost: \$489.1 million (\$0 million General Fund)

V. Agreement

- The complete Tentative Agreement between the State and the CAHP is posted on the [CalHR Bargaining Unit 5 Contract Webpage](#).