

California Department of Human Resources
 Bargaining Unit 5 (CAHP) - Incremental Summary
 3-Year Bargaining Agreement
 (Dollars in Thousands)

| Rank and File | | FY 2024-25 | | | FY 2025-26 | | | FY 2026-27 | | | Total Incremental | | | Total Budgetary | | |
|---|----------------|------------|----------|----------|------------|----------|----------|------------|----------|----------|-------------------|-----------|-----------|-----------------|-----------|-----------|
| Proposal | Effective Date | GF | OF | Total | GF | OF | Total | GF | OF | Total | GF | OF | Total | GF | OF | Total |
| 4.0% GSI | 7/1/24 | \$ | \$76,989 | \$76,989 | | | | | | | \$ | \$76,989 | \$76,989 | \$ | \$230,968 | \$230,968 |
| 3.9% GSI | 7/1/25 | | | | \$ | \$78,067 | \$78,067 | | | | \$ | \$78,067 | \$78,067 | \$ | \$156,134 | \$156,134 |
| 4.0% GSI | 7/1/26 | | | | | | | \$ | \$83,192 | \$83,192 | \$ | \$83,192 | \$83,192 | \$ | \$83,192 | \$83,192 |
| \$200 One-Time External Vest Carrier Reimbursement | 10/1/24 | \$ | \$700 | \$700 | \$ | \$117 | \$117 | \$ | \$117 | \$117 | \$ | \$933 | \$933 | \$ | \$933 | \$933 |
| PD 167 - Add Additional Seniority Pay Tiers, up to 10% at 27 Years & 12% at 28+ Years | 7/1/24 | \$ | \$1,426 | \$1,426 | | | | | | | \$ | \$1,426 | \$1,426 | \$ | \$4,277 | \$4,277 |
| PD - Increase Bilingual Pay from \$100/mo. to \$125/mo. | 10/1/24 | \$ | \$453 | \$453 | \$ | \$170 | \$170 | | | | \$ | \$622 | \$622 | \$ | \$1,697 | \$1,697 |
| PD - Establish \$600/mo. Resident Post Incentive Pay | 10/1/24 | \$ | \$1,147 | \$1,147 | \$ | \$430 | \$430 | | | | \$ | \$1,577 | \$1,577 | \$ | \$4,301 | \$4,301 |
| PD - Increase Motorcycle Pay from 4% to 5% | 10/1/24 | \$ | \$404 | \$404 | \$ | \$151 | \$151 | | | | \$ | \$555 | \$555 | \$ | \$1,514 | \$1,514 |
| PD - Establish \$1,500 One-Time DRE Certification Pay | 10/1/24 | \$ | \$837 | \$837 | | | | | | | \$ | \$837 | \$837 | \$ | \$837 | \$837 |
| PD 184 - Increase FTO Differential from 5% to 7% | 10/1/24 | \$ | \$336 | \$336 | \$ | \$126 | \$126 | | | | \$ | \$462 | \$462 | \$ | \$1,259 | \$1,259 |
| PD - Establish \$500/mo. Detective Incentive Pay | 10/1/24 | \$ | \$237 | \$237 | \$ | \$89 | \$89 | | | | \$ | \$326 | \$326 | \$ | \$890 | \$890 |
| PD 193 - Increase Paramedic Pay from \$50/mo. to \$200/mo. | 10/1/24 | \$ | \$71 | \$71 | \$ | \$27 | \$27 | | | | \$ | \$98 | \$98 | \$ | \$267 | \$267 |
| PD 88 - Increase Officer in Charge Pay from 5% to 7% | 10/1/24 | \$ | \$392 | \$392 | \$ | \$147 | \$147 | | | | \$ | \$540 | \$540 | \$ | \$1,472 | \$1,472 |
| PD 19 - Increase Canine Pay from \$156/mo. to 4% of Base Pay | 10/1/24 | \$ | \$137 | \$137 | \$ | \$51 | \$51 | | | | \$ | \$188 | \$188 | \$ | \$513 | \$513 |
| PD 68 - Increase Investigator Pay from \$50/mo. to \$250/mo. | 10/1/24 | \$ | \$230 | \$230 | \$ | \$86 | \$86 | | | | \$ | \$316 | \$316 | \$ | \$863 | \$863 |
| Subtotal Rank and File Costs | | \$ | \$83,358 | \$83,358 | \$ | \$79,461 | \$79,461 | \$ | \$83,308 | \$83,308 | \$ | \$246,128 | \$246,128 | \$ | \$489,116 | \$489,116 |