

**California Association of Highway Patrolmen (CAHP)  
Bargaining Unit 5  
State Sunshine Collective Bargaining Proposals to  
Renegotiate the Agreement that expires on July 2, 2010**

The State employer will consider any proposal that is within scope and is particularly interested in receiving proposals that would achieve cost savings and/or improve efficiency in State operations and provide management maximum flexibility to maintain optimum public service.

The State of California is prepared to negotiate language utilizing a total compensation approach to employee compensation and benefits. Total compensation may include, but is not limited to, the following:

Article VI	Salaries
Article VII	Retirement Benefits
Article VIII	Holidays
Article IX	Leaves
Article X	Health and Welfare

The State employer reserves the right to add, modify, delete or otherwise change proposals during the course of negotiations.