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AGREEMENT BETWEEN
THE STATE OF CALIFORNIA
AND THE
INTERNATIONAL UNION OF OPERATING ENGINEERS, BU12
WITH RESPECT TO
CRITICAL STAFFING SHORTAGES AT THE
DEPARTMENT OF WATER RESOURCES
JUNE 20, 2013

The California Department of Human Resources (CalHR), the Department of Water Resources (DWR), and the International Union of Operating Engineers, (IUOE) BU12, as the exclusive representative for Bargaining Unit 12 (BU12) in an effort to address critical staff shortages, have mutually agreed to implement the following provisions:

HEP Technician Classification

1. The State of California will request the State Personnel Board's approval to establish a classification which combines the Electrical Mechanical Testing Technician (EMTT) series and the Control System Technician (CST) series into one series titled Hydroelectric Plant (HEP) Technician I, II, and III. (Attachment A)
 - a. All individuals in the State Water Project holding classification titles in the EMTT and CST series will be grandfathered into the HEP Technician series at their equivalent levels.
 - b. DWR, in consideration with IUOE BU 12 will establish and provide training to employees in the HEP Technician series to help insure grandfathered individuals meet the qualifications and expertise in their new classification.
 - c. HEP Technicians shall be required to complete mandated training.
 - d. Upon request the State will provide the HEP training courses to the 5 identified non State Water Project CST employees. These employees may attend at the State's expense.
 - e. The parties acknowledge and recognize that movement into the new classification and corresponding salary increase will be effective upon approval of the specification with SPB.

Traveling Crews

2. The following provisions apply with respect to the high priority filling of the three DWR travel crews.
 - a. On July 1, 2013, DWR will seek volunteers by classification to work on the three traveling crews. Employees shall have 7 calendar days to volunteer for said crews.
 - b. If more people volunteer than are needed, selection will be made based on seniority
 - c. If insufficient volunteers, new hires, or graduated apprentices are obtained, involuntarily transfers will be made utilizing inverse seniority
 - d. Volunteers, new hires, graduated apprentices and involuntarily transferred employees who are placed on these crews shall be required to remain on said crews for 12 consecutive months.
 - e. The parties understand and agree; employees assigned to Traveling Crews, for the duration of 12 months, will be returned to their regular positions/shift at the Field Division where they worked prior to serving on the traveling crews.

- f. Once an employee has completed a one-year term with a travel crew, the employee will be entitled if he or she desires, to not be obligated to accept a travel crew assignment for five (5) years after completion. However, nothing precludes such an employee from volunteering for multiple travel crew assignments within the five year limit.
- g. Employees who are involuntary transferred onto the traveling crews will retain their ability to post and bid with the understanding they must complete the 12 month assignment before they can move.

Operational Availability

3. The parties recognize that the Benchmarks for Operational Availability as defined in BU12 Agreement Article 2.22, DWR Operational Availability Incentive Program, may be subject to change
 - a. DWR will consult with IUOE BU12 prior to making these changes.
 - b. CTO provisions are consistent with Article 7.8 (e)

Salary Increase

4. Effective July 1, 2013, the State agrees to increase the salary levels for DWR State Water Project employees as provided in Attachment B.

Retirement

5. To assist with short term critical retention needs, CalHR will consult with CalPERS to establish a mechanism for compensation increases for retirement purposed that are staged as follows:
 - a. After July 1, 2014 and prior to July 1, 2015, 50% of the salary increase shall be used to determine final compensation toward retirement.
 - b. Effective July 1, 2015 and continuing thereafter, the entire salary increase shall be used to determine final compensation toward retirement.

If necessary, the parties agree to mutually support legislation to enact the above provision.

International Union of
Operating Engineers, BU 12

Tim Neep 6-20-13

Tim Neep
Director BU 12

California Department of
Human Resources

Randy Fisher 6/20/13
Randy Fisher
Assistant Deputy Director, Labor

Department of Water Resources, State Water Project, BU12 Salaries. Effective 7/1/13

Class Code	Classification Title	Alt Rng	CBID	Current Minimum Hrly Rate	Current Maximum Hrly Rate	Current Minimum Salary	Current Maximum Salary	New Max Hrly Rate	New Minimum Salary	New Maximum Salary	Percent Increase
6466	Senior Water and Power Dispatcher		R12			\$5,977	\$7,574		\$8,071	\$9,810	19.0%
6467	Water and Power Dispatcher		R12			\$5,442	\$6,895		\$7,336	\$8,917	17.9%
6462	Senior Hydroelectric Plant Operator		R12			\$5,577	\$6,914		\$6,967	\$8,469	22.5%
6463	Hydroelectric Plant Operator Rng A	A	R12			\$4,844	\$6,005		\$6,336	\$7,702	28.3%
	Hydroelectric Plant Operator Rng B	B	R12			\$5,075	\$6,296		\$6,635	\$8,065	28.1%
6469	Hydroelectric Plant Operator Apprentice	A	R12	\$15.39	\$15.39	\$2,667	\$2,667	\$20.10	\$3,485	\$3,485	30.7%
		B		\$16.08	\$16.08	\$2,788	\$2,788	\$21.02	\$3,643	\$3,643	30.7%
		C		\$16.78	\$16.78	\$2,909	\$2,909	\$21.93	\$3,802	\$3,802	30.7%
		D		\$18.18	\$18.18	\$3,152	\$3,152	\$23.76	\$4,118	\$4,118	30.7%
		E		\$20.98	\$20.98	\$3,636	\$3,636	\$27.42	\$4,752	\$4,752	30.7%
		F		\$23.78	\$23.78	\$4,122	\$4,122	\$31.07	\$5,386	\$5,386	30.7%
6453	Hydroelectric Plant Electrician II		R12			\$5,577	\$6,914		\$6,967	\$8,469	22.5%
6455	Hydroelectric Plant Electrician I		R12			\$4,844	\$6,005		\$6,336	\$7,702	28.3%
6457	Hydroelectric Plant Electrician Apprentice	A	R12	\$15.37	\$15.37	\$2,664	\$2,664	\$20.10	\$3,485	\$3,485	30.8%
		B		\$16.07	\$16.07	\$2,785	\$2,785	\$21.02	\$3,643	\$3,643	30.8%
		C		\$16.77	\$16.77	\$2,906	\$2,906	\$21.93	\$3,802	\$3,802	30.8%
		D		\$18.17	\$18.17	\$3,149	\$3,149	\$23.76	\$4,118	\$4,118	30.8%
		E		\$19.56	\$19.56	\$3,391	\$3,391	\$25.59	\$4,435	\$4,435	30.8%
		F		\$20.96	\$20.96	\$3,633	\$3,633	\$27.42	\$4,752	\$4,752	30.8%
		G		\$22.36	\$22.36	\$3,875	\$3,875	\$29.24	\$5,069	\$5,069	30.8%
		H		\$25.15	\$25.15	\$4,360	\$4,360	\$32.90	\$5,702	\$5,702	30.8%
6454	Hydroelectric Plant Mechanic II		R12			\$5,577	\$6,914		\$6,967	\$8,469	22.5%
6456	Hydroelectric Plant Mechanic I		R12			\$4,844	\$6,005		\$6,336	\$7,702	28.3%
6458	Hydroelectric Plant Mechanic Apprentice	A	R12	\$15.37	\$15.37	\$2,664	\$2,664	\$20.10	\$3,485	\$3,485	30.8%
		B		\$16.07	\$16.07	\$2,785	\$2,785	\$21.02	\$3,643	\$3,643	30.8%
		C		\$16.77	\$16.77	\$2,906	\$2,906	\$21.93	\$3,802	\$3,802	30.8%
		D		\$18.17	\$18.17	\$3,149	\$3,149	\$23.76	\$4,118	\$4,118	30.8%
		E		\$19.56	\$19.56	\$3,391	\$3,391	\$25.59	\$4,435	\$4,435	30.8%
		F		\$20.96	\$20.96	\$3,633	\$3,633	\$27.42	\$4,752	\$4,752	30.8%
		G		\$22.36	\$22.36	\$3,875	\$3,875	\$29.24	\$5,069	\$5,069	30.8%
		H		\$25.15	\$25.15	\$4,360	\$4,360	\$32.90	\$5,702	\$5,702	30.8%

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Department of Water Resources, State Water Project, BU12 Salaries. Effective 7/1/13

Class Code	Classification Title	Alt Rng	CBID	Current Minimum Hrly Rate	Current Maximum Hrly Rate	Current Minimum Salary	Current Maximum Salary	New Max Hrly Rate	New Minimum Salary	New Maximum Salary	Percent Increase
3661	HEP Technician III		R12			\$5,577	\$7,065		\$7,668	\$9,320	31.9%
3662	HEP Technician II		R12			\$5,075	\$6,431		\$6,967	\$8,469	31.7%
3657	HEP Technician I Rng A	A	R12			\$3,670	\$4,634		\$5,213	\$6,336	36.7%
	HEP Technician I Rng B	B				\$4,413	\$5,586		\$6,336	\$7,702	37.9%
6265	Utility Craftsworker, Water Resources		R12			\$3,943	\$4,533		\$4,848	\$5,893	30.0%
6267	Utility Craftsworker Apprentice, Water Resources	A	R12	\$14.79	\$14.79	\$2,563	\$2,563	\$18.18	\$3,151	\$3,151	22.9%
		B		\$15.36	\$15.36	\$2,662	\$2,662	\$18.88	\$3,272	\$3,272	22.9%
		C		\$15.92	\$15.92	\$2,760	\$2,760	\$19.58	\$3,394	\$3,394	23.0%
		D		\$17.06	\$17.06	\$2,957	\$2,957	\$20.98	\$3,636	\$3,636	23.0%
		E		\$18.20	\$18.20	\$3,154	\$3,154	\$22.88	\$3,878	\$3,878	23.0%
		F		\$20.48	\$20.48	\$3,549	\$3,549	\$25.17	\$4,363	\$4,363	22.9%
* \$8,000 Dispatch R&R rolled into base BEFORE Increase added											
**50% of Salary increase used to determine final retirement comp between 7/1/14-7/1/15											
*** 100% of Salary increase used to determine final retirement comp after 7/1/15											

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