

California Department of Human Resources
 Bargaining Unit 12 (IUOE) - Budgetary MOU Summary
 5 Year Agreement
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2018-19			2020-21			Total Budgetary GF	Total Budgetary OF	Budgetary Total
		GF	OF	Total	GF	OF	Total	19GF	OF	Total	GF	OF	Total	GF	OF	Total			
3.5% GSI	1/1/17	\$4,411	\$9,512	\$13,923	\$8,821	\$19,024	\$27,845	\$8,821	\$19,024	\$27,845	\$8,821	\$19,024	\$27,845	\$8,821	\$19,024	\$27,845	\$39,695	\$85,610	\$125,304
3.5% GSI	7/1/17				\$9,171	\$19,779	\$28,950	\$9,171	\$19,779	\$28,950	\$9,171	\$19,779	\$28,950	\$9,171	\$19,779	\$28,950	\$36,683	\$79,115	\$115,798
3.5% GSI	7/1/18							\$9,539	\$20,572	\$30,111	\$9,539	\$20,572	\$30,111	\$9,539	\$20,572	\$30,111	\$28,616	\$61,717	\$90,333
3.5% GSI	7/1/19										\$9,884	\$21,316	\$31,200	\$9,884	\$21,316	\$31,200	\$19,767	\$42,632	\$62,400
2% + 2% + 1% SSA - Locksmiths, Tree Maintenance Workers, Plumbers, Steel Painters	7/1/17 7/1/18 7/1/19				\$544	\$382	\$926	\$1,130	\$792	\$1,921	\$1,444	\$1,012	\$2,456	\$1,444	\$1,012	\$2,456	\$4,562	\$3,198	\$7,759
5% SSA - Heavy Equipment Mechanics and BodyWorker/Painters	1/1/17	\$270	\$882	\$1,152	\$541	\$1,764	\$2,305	\$541	\$1,764	\$2,305	\$541	\$1,764	\$2,305	\$541	\$1,764	\$2,305	\$2,433	\$7,938	\$10,372
5% SSA - Heavy Equipment Mechanics and BodyWorker/Painters	7/1/17				\$573	\$1,870	\$2,443	\$573	\$1,870	\$2,443	\$573	\$1,870	\$2,443	\$573	\$1,870	\$2,443	\$2,293	\$7,480	\$9,772
5% SSA - Telecommunications Technicians	1/1/17	\$109	\$290	\$399	\$219	\$580	\$799	\$219	\$580	\$799	\$219	\$580	\$799	\$219	\$580	\$799	\$984	\$2,610	\$3,594
5% SSA - Telecommunications Technicians	7/1/17				\$237	\$629	\$867	\$237	\$629	\$867	\$237	\$629	\$867	\$237	\$629	\$867	\$949	\$2,517	\$3,466
5% SSA - Electricians	1/1/17	\$672	\$726	\$1,398	\$1,343	\$1,453	\$2,796	\$1,343	\$1,453	\$2,796	\$1,343	\$1,453	\$2,796	\$1,343	\$1,453	\$2,796	\$6,044	\$6,537	\$12,581
\$82 Footwear Allowance (CHP and CDCR)	4/1/17	\$50	\$14	\$64	\$201	\$57	\$258	\$201	\$57	\$258	\$201	\$57	\$258	\$201	\$57	\$258	\$854	\$241	\$1,095
\$200 Uniform Reimbursement Increase (Calfire and Parks)	1/1/17	\$15	\$33	\$48	\$31	\$66	\$97	\$31	\$66	\$97	\$31	\$66	\$97	\$31	\$66	\$97	\$138	\$298	\$436
Health Flat 80/80 Rate - 2017, 2018, 2019, and 2020	3/1/17 12/1/17 12/1/18 12/1/19	\$613	\$1,321	\$1,934	\$2,871	\$6,192	\$9,062	\$4,710	\$10,158	\$14,868	\$6,661	\$14,366	\$21,027	\$7,493	\$16,160	\$23,653	\$22,347	\$48,196	\$70,543
1.5% OPEB	7/1/17				\$2,504	\$5,400	\$7,904	\$2,595	\$5,596	\$8,191	\$2,687	\$5,796	\$8,483	\$2,687	\$5,796	\$8,483	\$10,474	\$22,588	\$33,062
1.0% OPEB	7/1/18							\$1,730	\$3,731	\$5,461	\$1,792	\$3,864	\$5,656	\$1,792	\$3,864	\$5,656	\$5,313	\$11,459	\$16,772
1.0% OPEB	7/1/19										\$1,792	\$3,864	\$5,656	\$1,792	\$3,864	\$5,656	\$3,583	\$7,728	\$11,311
1.1% OPEB	7/1/20													\$1,971	\$4,250	\$6,221	\$1,971	\$4,250	\$6,221
Total Rank and File Costs		\$6,140	\$12,779	\$18,919	\$27,055	\$57,195	\$84,251	\$40,839	\$86,071	\$126,910	\$54,934	\$116,012	\$170,946	\$57,737	\$122,057	\$179,793	\$186,704	\$394,114	\$580,819
Non-adds																			
\$1200 Payroll Transitional Supplement (Caltrans) - One Time	7/1/20													\$	\$5,692	\$5,692	\$	\$5,692	\$5,692
Lodging Reimbursement Increase for Five Counties	3/1/17	\$3	\$7	\$10	\$10	\$21	\$30	\$10	\$21	\$30	\$10	\$21	\$30	\$10	\$21	\$30	\$41	\$89	\$130
Private Aircraft Mileage Reimbursement Rate Increase (\$0.50 to \$1.29)	3/1/17	\$	\$	\$	\$	\$1	\$1	\$	\$1	\$1	\$	\$1	\$1	\$	\$1	\$1	\$2	\$4	\$5
Discontinue Health Dependent Vesting	3/1/17	\$440	\$948	\$1,388	\$1,365	\$2,944	\$4,310	\$1,447	\$3,121	\$4,568	\$1,534	\$3,308	\$4,842	\$1,626	\$3,507	\$5,133	\$6,412	\$13,829	\$20,241
80-Hour Leave Cash Out (additional 60 hours)	6/1/17	\$5,340	\$11,517	\$16,858	\$5,527	\$11,921	\$17,448	\$5,721	\$12,338	\$18,058	\$5,921	\$12,770	\$18,691	\$5,921	\$12,770	\$18,691	\$28,430	\$61,315	\$89,745
\$2 Increase to Overtime Meal Tickets (CDCR & Caltrans)	3/1/17	\$	\$4	\$5	\$1	\$13	\$14	\$1	\$13	\$14	\$1	\$13	\$14	\$1	\$13	\$14	\$3	\$58	\$62
Total Non-adds		\$5,784	\$12,477	\$18,261	\$6,903	\$14,900	\$21,803	\$7,178	\$15,494	\$22,672	\$7,466	\$16,113	\$23,578	\$7,558	\$22,003	\$29,561	\$34,888	\$80,987	\$115,875
Grand Total Rank and File		\$11,923	\$25,256	\$37,180	\$33,958	\$72,095	\$106,053	\$48,017	\$101,564	\$149,582	\$62,399	\$132,125	\$194,524	\$65,294	\$144,060	\$209,354	\$221,593	\$475,101	\$696,693