

California Department of Human Resources
 Bargaining Unit 13 (IUOE) - Incremental MOU Summary
 3 Year Agreement
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			Total Incremental			Total Budgetary			
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	
3% GSI	11/1/16	\$1,314	\$604	\$1,918	\$657	\$302	\$959								\$1,971	\$906	\$2,877	\$7,227	\$3,323	\$10,550
3% GSI	7/1/17				\$2,056	\$946	\$3,002								\$2,056	\$946	\$3,002	\$6,169	\$2,837	\$9,006
2% GSI	7/1/18							\$1,448	\$666	\$2,114					\$1,448	\$666	\$2,114	\$2,897	\$1,332	\$4,229
2% SSA for Stationary Engineers	11/1/16	\$719	\$334	\$1,053	\$359	\$167	\$526								\$1,078	\$501	\$1,579	\$3,954	\$1,836	\$5,789
2% SSA for Stationary Engineers	7/1/17				\$1,133	\$526	\$1,659								\$1,133	\$526	\$1,659	\$3,398	\$1,578	\$4,977
2% SSA for Stationary Engineers	7/1/18							\$1,179	\$547	\$1,726					\$1,179	\$547	\$1,726	\$2,357	\$1,095	\$3,452
2% SSA for Water Operators	11/1/16	\$183	\$39	\$223	\$92	\$20	\$111								\$275	\$59	\$334	\$1,009	\$217	\$1,226
2% SSA for Water Operators	7/1/17				\$289	\$62	\$351								\$289	\$62	\$351	\$867	\$187	\$1,054
2% SSA for Water Operators	7/1/18							\$301	\$65	\$366					\$301	\$65	\$366	\$602	\$130	\$731
Health 80/80 Rate	3/1/17																			
	12/1/17	(\$9)	(\$4)	(\$13)	\$216	\$99	\$315	\$414	\$190	\$604	\$177	\$81	\$258	\$798	\$367	\$1,165	\$1,618	\$744	\$2,361	
	12/1/18																			
1.3% OPEB	7/1/17				\$561	\$258	\$820	\$24	\$11	\$35					\$585	\$269	\$854	\$1,732	\$796	\$2,528
1.3% OPEB	7/1/18							\$585	\$269	\$854					\$585	\$269	\$854	\$1,170	\$538	\$1,709
1.3% OPEB	7/1/19										\$585	\$269	\$854	\$585	\$269	\$854	\$585	\$269	\$854	
Subtotal Rank and File Costs		\$2,208	\$974	\$3,181	\$5,364	\$2,380	\$7,744	\$3,950	\$1,748	\$5,699	\$762	\$350	\$1,112	\$12,284	\$5,452	\$17,736	\$33,585	\$14,881	\$48,466	
Non-adds																				
Lodging Reimbursement Increase for 4 Counties	3/1/17	\$	\$	\$	\$	\$	\$							\$	\$	\$	\$	\$1	\$	\$1
80-Hour Cash Out Value (additional 60 hours)	6/1/17	\$1,199	\$551	\$1,751	\$60	\$28	\$88	\$50	\$23	\$74				\$1,310	\$602	\$1,912	\$5,078	\$2,335	\$7,413	
Overtime Meal Allowance Increase (CDCR and Caltrans)	3/1/17	\$	\$	\$1	\$1	\$	\$1							\$1	\$1	\$2	\$4	\$2	\$6	
Discontinue Health Dependent Vesting	3/1/17	\$15	\$7	\$21	\$31	\$14	\$45	\$3	\$1	\$4				\$49	\$22	\$71	\$158	\$73	\$231	
Private Aircraft Mileage \$0.50 to \$1.29	7/1/16	\$	\$	\$										\$	\$	\$	\$	\$	\$	
Total Non-adds		\$1,215	\$558	\$1,773	\$92	\$42	\$134	\$53	\$25	\$78	\$	\$	\$	\$1,360	\$625	\$1,985	\$5,241	\$2,410	\$7,651	
Grand Total Rank and File Costs		\$3,422	\$1,532	\$4,954	\$5,456	\$2,422	\$7,878	\$4,004	\$1,773	\$5,776	\$762	\$350	\$1,112	\$13,644	\$6,077	\$19,721	\$38,826	\$17,291	\$56,117	

California Department of Human Resources
 Bargaining Unit 13 (IUOE) - Budgetary MOU Summary
 3 Year Agreement
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			Total Budgetary		
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	11/1/16	\$1,314	\$604	\$1,918	\$1,971	\$906	\$2,877	\$1,971	\$906	\$2,877	\$1,971	\$906	\$2,877	\$7,227	\$3,323	\$10,550
3% GSI	7/1/17				\$2,056	\$946	\$3,002	\$2,056	\$946	\$3,002	\$2,056	\$946	\$3,002	\$6,169	\$2,837	\$9,006
2% GSI	7/1/18							\$1,448	\$666	\$2,114	\$1,448	\$666	\$2,114	\$2,897	\$1,332	\$4,229
2% SSA for Stationary Engineers	11/1/16	\$719	\$334	\$1,053	\$1,078	\$501	\$1,579	\$1,078	\$501	\$1,579	\$1,078	\$501	\$1,579	\$3,954	\$1,836	\$5,789
2% SSA for Stationary Engineers	7/1/17				\$1,133	\$526	\$1,659	\$1,133	\$526	\$1,659	\$1,133	\$526	\$1,659	\$3,398	\$1,578	\$4,977
2% SSA for Stationary Engineers	7/1/18							\$1,179	\$547	\$1,726	\$1,179	\$547	\$1,726	\$2,357	\$1,095	\$3,452
2% SSA for Water Operators	11/1/16	\$183	\$39	\$223	\$275	\$59	\$334	\$275	\$59	\$334	\$275	\$59	\$334	\$1,009	\$217	\$1,226
2% SSA for Water Operators	7/1/17				\$289	\$62	\$351	\$289	\$62	\$351	\$289	\$62	\$351	\$867	\$187	\$1,054
2% SSA for Water Operators	7/1/18							\$301	\$65	\$366	\$301	\$65	\$366	\$602	\$130	\$731
Health 80/80 Rate	3/1/17															
	12/1/17	(\$9)	(\$4)	(\$13)	\$207	\$95	\$303	\$621	\$286	\$907	\$798	\$367	\$1,165	\$1,618	\$744	\$2,361
	12/1/18															
1.3% OPEB	7/1/17				\$561	\$258	\$820	\$585	\$269	\$854	\$585	\$269	\$854	\$1,732	\$796	\$2,528
1.3% OPEB	7/1/18							\$585	\$269	\$854	\$585	\$269	\$854	\$1,170	\$538	\$1,709
1.3% OPEB	7/1/19										\$585	\$269	\$854	\$585	\$269	\$854
Subtotal Rank and File Costs		\$2,208	\$974	\$3,181	\$7,572	\$3,354	\$10,925	\$11,522	\$5,102	\$16,624	\$12,284	\$5,452	\$17,736	\$33,585	\$14,881	\$48,466
Non-adds																
Lodging Reimbursement Increase for 4 Counties	3/1/17	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$1
80-Hour Cash Out Value (additional 60 hours)	6/1/17	\$1,199	\$551	\$1,751	\$1,259	\$579	\$1,838	\$1,310	\$602	\$1,912	\$1,310	\$602	\$1,912	\$5,078	\$2,335	\$7,413
Overtime Meal Allowance Increase (CDCR and Caltrans)	3/1/17	\$	\$	\$1	\$1	\$1	\$2	\$1	\$1	\$2	\$1	\$1	\$2	\$4	\$2	\$6
Discontinue Health Dependent Vesting	3/1/17	\$15	\$7	\$21	\$46	\$21	\$67	\$49	\$22	\$71	\$49	\$22	\$71	\$158	\$73	\$231
Private Aircraft Mileage \$0.50 to \$1.29	7/1/16	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Total Non-adds		\$1,215	\$558	\$1,773	\$1,307	\$601	\$1,907	\$1,360	\$625	\$1,985	\$1,360	\$625	\$1,985	\$5,241	\$2,410	\$7,651
Grand Total Rank and File Costs		\$3,422	\$1,532	\$4,954	\$8,878	\$3,954	\$12,833	\$12,882	\$5,727	\$18,609	\$13,644	\$6,077	\$19,721	\$38,826	\$17,291	\$56,117