California Department of Human Resources
Bargaining Unit 12 (IUOE) - Budgetary Summary
Two-Year Memorandum of Understanding
(Dollars in Thousands)

Rank and File		FY 2021-22			FY 2022-23			FY 2023-24			Total Budgetary		
Proposal	**Effective Date**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**
5.06% GSI	7/1/21	$16,222	$35,443	$51,665	$16,222	$35,443	$51,665	$16,222	$35,443	$51,665	$48,666	$106,330	$154,996
2.25% GSI	7/1/22				$7,578	$16,558	$24,136	$7,578	$16,558	$24,136	$15,157	$33,116	$48,272
Various SSAs	7/1/21	$5,288	$23,902	$29,191	$5,288	$23,902	$29,191	$5,288	$23,902	$29,191	$15,864	$71,707	$87,572
Various SSAs	7/1/22				$871	$2,030	$2,901	$871	$2,030	$2,901	$1,742	$4,061	$5,803
New PD - Geographic - 5% for Greater Bay Area (All employees)	7/1/21	$1,766	$3,858	$5,624	$1,766	$3,858	$5,624	$1,766	$3,858	$5,624	$5,298	$11,575	$16,872
New PD - Geographic - 5% for LA (CalOES Telecom Techs)	7/1/21	$2	$4	$6	$2	$4	$6	$2	$4	$6	$6	$12	$18
New PD - Driller Certification - 5%	7/1/21	$	$47	$47	$	$47	$47	$	$47	$47	$	$140	$140
New PD - Passenger Vehicle Inspection Certification - $200/month	7/1/21	$	$36	$36	$	$36	$36	$	$36	$36	$	$109	$109
PD 12 - Increase from $6 to $10/hour	7/1/21	$1	$69	$69	$1	$69	$69	$1	$69	$69	$2	$206	$208
PD 12 - Expansion to include Snow Caterpillar Crew	7/1/21	$1	$2	$3	$1	$2	$3	$1	$2	$3	$3	$7	$10
PD 85 - Increase Night ($0.50 to $2/hour) and Evening ($0.40 to $1/hour)	7/1/21	$303	$661	$964	$303	$661	$964	$303	$661	$964	$908	$1,984	$2,892
PD 132 and PD 135 - Increase and Expansion	7/1/21	$1,004	$	$1,004	$1,004	$	$1,004	$1,004	$	$1,004	$3,013	$	$3,013
PD 162 - Increase from $1.10 to $1.90/hour	7/1/21	$74	$162	$236	$74	$162	$236	$74	$162	$236	$222	$485	$707
New Tool Allowance - $325/year	7/1/21	$	$	$	$	$	$	$	$	$	$	$1	$1
Footwear Allowance - Increase from $80 to $100/year and Expansion	7/1/21	$56	$151	$207	$56	$151	$207	$56	$151	$207	$168	$452	$620
Uniform Allowance (Seasonals) - Increase from $20 to $45/year	7/1/21	$51	$108	$159	$51	$108	$159	$51	$108	$159	$152	$324	$476
Commute Program Reimbursement - Increase by $35/month	7/1/21	$50	$109	$159	$50	$109	$159	$50	$109	$159	$150	$328	$477
Health - 80/80 Flat - 2022 and 2023 Rate Increases	12/1/2021 12/1/2022	$1,585	$3,464	$5,049	$3,916	$8,557	$12,473	$4,773	$10,428	$15,201	$10,274	$22,449	$32,723
OPEB Reduction (0.5%)	7/1/21	($957)	($2,091)	($3,048)	($957)	($2,091)	($3,048)	($957)	($2,091)	($3,048)	($2,871)	($6,272)	($9,143)
Grand Total Rank and File Costs		**$25,446**	**$65,925**	**$91,371**	**$36,226**	**$89,607**	**$125,833**	**$37,083**	**$91,478**	**$128,561**	**$98,755**	**$247,010**	**$345,765**
Revised June 17, 2021													

California Department of Human Resources
Bargaining Unit 12 (IUOE) - Incremental Summary
Two-Year Memorandum of Understanding
(Dollars in Thousands)

Rank and File		FY 2021-22			FY 2022-23			FY 2023-24			Total Incremental			Total Budgetary		
Proposal	**Effective Date**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**	**GF**	**OF**	**Total**
5.06% GSI	7/1/21	$16,222	$35,443	$51,665							$16,222	$35,443	$51,665	$48,666	$106,330	$154,996
2.25% GSI	7/1/22				$7,578	$16,558	$24,136				$7,578	$16,558	$24,136	$15,157	$33,116	$48,272
Various SSAs	7/1/21	$5,288	$23,902	$29,191							$5,288	$23,902	$29,191	$15,864	$71,707	$87,572
Various SSAs	7/1/22				$871	$2,030	$2,901				$871	$2,030	$2,901	$1,742	$4,061	$5,803
New PD - Geographic - 5% for Greater Bay Area (All employees)	7/1/21	$1,766	$3,858	$5,624							$1,766	$3,858	$5,624	$5,298	$11,575	$16,872
New PD - Geographic - 5% for LA (CalOES Telecom Techs)	7/1/21	$2	$4	$6							$2	$4	$6	$6	$12	$18
New PD - Driller Certification - 5%	7/1/21	$	$47	$47							$	$47	$47	$	$140	$140
New PD - Passenger Vehicle Inspection Certification - $200/month	7/1/21	$	$36	$36							$	$36	$36	$	$109	$109
PD 12 - Increase from $6 to $10/hour	7/1/21	$1	$69	$69							$1	$69	$69	$2	$206	$208
PD 12 - Expansion to include Snow Caterpillar Crew	7/1/21	$1	$2	$3							$1	$2	$3	$3	$7	$10
PD 85 - Increase Night ($0.50 to $2/hour) and Evening ($0.40 to $1/hour)	7/1/21	$303	$661	$964							$303	$661	$964	$908	$1,984	$2,892
PD 132 and PD 135 - Increase and Expansion	7/1/21	$1,004	$	$1,004							$1,004	$	$1,004	$3,013	$	$3,013
PD 162 - Increase from $1.10 to $1.90/hour	7/1/21	$74	$162	$236							$74	$162	$236	$222	$485	$707
New Tool Allowance - $325/year	7/1/21	$	$	$							$	$	$	$	$1	$1
Footwear Allowance - Increase from $80 to $100/year and Expansion	7/1/21	$56	$151	$207							$56	$151	$207	$168	$452	$620
Uniform Allowance (Seasonals) - Increase from $20 to $45/year	7/1/21	$51	$108	$159							$51	$108	$159	$152	$324	$476
Commute Program Reimbursement - Increase by $35/month	7/1/21	$50	$109	$159							$50	$109	$159	$150	$328	$477
Health - 80/80 Flat - 2022 and 2023 Rate Increases	12/1/2021 12/1/2022	$1,585	$3,464	$5,049	$2,331	$5,093	$7,425	$856	$1,871	$2,727	$4,773	$10,428	$15,201	$10,274	$22,449	$32,723
OPEB Reduction (0.5%)	7/1/21	($957)	($2,091)	($3,048)							($957)	($2,091)	($3,048)	($2,871)	($6,272)	($9,143)
Grand Total Rank and File Costs		**$25,446**	**$65,925**	**$91,371**	**$10,781**	**$23,682**	**$34,462**	**$856**	**$1,871**	**$2,727**	**$37,083**	**$91,478**	**$128,561**	**$98,755**	**$247,010**	**$345,765**
Revised June 17, 2021																