

California Department of Human Resources  
 Bargaining Unit 12 (IUOE) - Incremental Summary  
 3-Year Agreement  
 (Dollars in Thousands)

Rank and File	Effective Date	FY 2023-24			FY 2024-25			FY 2025-26			FY 2026-27			Total Incremental			Total Budgetary				
		GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total		
4-5% SSA for Various Classifications	7/1/23	\$7,838	\$22,886	\$30,724												\$7,838	\$22,886	\$30,724	\$31,352	\$91,545	\$122,897
3.0% SSA for Remaining Classes	7/1/23	\$9,466	\$6,398	\$15,864												\$9,466	\$6,398	\$15,864	\$37,863	\$25,593	\$63,456
4.0% SSA at Max for All Classes except Drillers	7/1/24				\$11,453	\$15,964	\$27,417									\$11,453	\$15,964	\$27,417	\$34,358	\$47,892	\$82,250
5.0% SSA for Drillers	7/1/24				\$	\$97	\$97									\$	\$97	\$97	\$	\$290	\$290
4.0% SSA at Max for All Classes	7/1/25							\$11,750	\$16,374	\$28,125						\$11,750	\$16,374	\$28,125	\$23,500	\$32,749	\$56,249
\$1,200/yr. Workforce Stability Stipend	1/1/24																				
	8/1/24																				
	1/1/25	\$2,832	\$4,556	\$7,388	\$5,663	\$9,113	\$14,776	\$5,663	\$9,113	\$14,776	\$2,832	\$4,556	\$7,388	\$16,989	\$27,338	\$44,327	\$16,989	\$27,338	\$44,327		
	8/1/25																				
	1/1/26																				
80/80 Health Flat (2024, 2025, 2026)	12/1/23																				
	12/1/24	\$2,152	\$3,462	\$5,614	\$3,648	\$5,870	\$9,518	\$3,784	\$6,088	\$9,872	\$1,625	\$2,616	\$4,241	\$11,209	\$18,037	\$29,245	\$28,743	\$46,252	\$74,996		
	12/1/25																				
\$1,500 One-Time Health Care Facility and Wildfire Response Retention Payment	9/1/23	\$4,379	\$26	\$4,405												\$4,379	\$26	\$4,405	\$4,379	\$26	\$4,405
Add Driller Classifications to Article 2.12	7/1/23	\$	\$390	\$390												\$	\$390	\$390	\$	\$1,562	\$1,562
PD New - \$200/mo. Retention Differential for Driller Classifications	7/1/23	\$	\$54	\$54												\$	\$54	\$54	\$	\$215	\$215
PD 32 and 33 - Convert CDL Differentials from Flat to 5% Rate	7/1/23	\$	\$552	\$552												\$	\$552	\$552	\$	\$2,209	\$2,209
PD New - Establish \$200/mo. Cargo Tank Inspection Cert Differential	7/1/23	\$	\$93	\$93												\$	\$93	\$93	\$	\$371	\$371
PD 446 - Increase Driller C-57 Certification from 5% to 15%	7/1/23	\$	\$100	\$100												\$	\$100	\$100	\$	\$399	\$399
PD 6 - Increase QAC/PCAC Differential Amounts (\$50 to \$100 and \$75 to \$150)	7/1/23	\$17	\$33	\$50												\$17	\$33	\$50	\$69	\$132	\$201
PD 447 - Expand Snow Caterpillar Differential to CHP Telecom Tech I	7/1/23	(\$)	\$7	\$7												(\$)	\$7	\$7	(\$)	\$30	\$30
Increase Footwear Allowance from \$100/yr. to \$175/yr.	7/1/23	\$88	\$58	\$146												\$88	\$58	\$146	\$353	\$233	\$585
PD 85 - Increase Night/Evening Shift by \$0.50/hr.	7/1/23	\$160	\$258	\$418												\$160	\$258	\$418	\$640	\$1,030	\$1,671
PD 162 - Increase Rotating Shift by \$1/hr.	7/1/23	\$252	\$75	\$327												\$252	\$75	\$327	\$1,008	\$301	\$1,309
PD 145 - Extend \$200/mo. Differential to Additional CalTrans and DWR Locations	7/1/23	\$10	\$107	\$117												\$10	\$107	\$117	\$41	\$429	\$470
Establish 5% Remote and Winter Ops Differential	9/1/23	\$	\$1,275	\$1,275												\$	\$1,275	\$1,275	\$	\$5,098	\$5,098
Establish \$1/Hour Remote and Winter Ops Differential	9/1/23	\$	\$77	\$77												\$	\$77	\$77	\$	\$309	\$309
Establish 2% Differential for Heavy Equipment Mechanics	7/1/23	\$	\$634	\$634												\$	\$634	\$634	\$	\$2,535	\$2,535
<b>Subtotal Rank and File Costs</b>		<b>\$27,194</b>	<b>\$41,043</b>	<b>\$68,236</b>	<b>\$20,764</b>	<b>\$31,043</b>	<b>\$51,807</b>	<b>\$21,197</b>	<b>\$31,576</b>	<b>\$52,772</b>	<b>\$4,457</b>	<b>\$7,172</b>	<b>\$11,629</b>	<b>\$73,611</b>	<b>\$110,833</b>	<b>\$184,445</b>	<b>\$179,297</b>	<b>\$286,537</b>	<b>\$465,834</b>		
<b>Non-Adds</b>																					
Extend ENDI Family Care Leave to BU12	1/1/24	\$37	\$60	\$97	\$37	\$60	\$97									\$74	\$119	\$193	\$259	\$417	\$676
Employee Retirement Rate Reduction (0.5% MISC and IND)	7/1/24				\$913	\$1,469	\$2,382									\$913	\$1,469	\$2,382	\$2,739	\$4,407	\$7,146
Employee Retirement Rate Reduction (0.5% MISC)	7/1/25							\$925	\$1,489	\$2,414						\$925	\$1,489	\$2,414	\$1,850	\$2,977	\$4,827
100% Transit Subsidy and Vanpool Reimbursement	9/1/23	\$50	\$81	\$132	\$10	\$16	\$26									\$61	\$97	\$158	\$232	\$373	\$606
Increase MI&E and Lodging to Federal Rates	2/1/24	\$80	\$128	\$208	\$112	\$180	\$291									\$191	\$308	\$499	\$654	\$1,052	\$1,706
<b>Subtotal Non-Adds</b>		<b>\$167</b>	<b>\$269</b>	<b>\$436</b>	<b>\$1,072</b>	<b>\$1,725</b>	<b>\$2,796</b>	<b>\$925</b>	<b>\$1,489</b>	<b>\$2,414</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>	<b>\$2,164</b>	<b>\$3,482</b>	<b>\$5,646</b>	<b>\$5,734</b>	<b>\$9,227</b>	<b>\$14,961</b>		
<b>Grand Total Rank and File Costs</b>		<b>\$27,361</b>	<b>\$41,312</b>	<b>\$68,673</b>	<b>\$21,835</b>	<b>\$32,768</b>	<b>\$54,603</b>	<b>\$22,122</b>	<b>\$33,064</b>	<b>\$55,186</b>	<b>\$4,457</b>	<b>\$7,172</b>	<b>\$11,629</b>	<b>\$75,775</b>	<b>\$114,316</b>	<b>\$190,091</b>	<b>\$185,031</b>	<b>\$295,764</b>	<b>\$480,795</b>		