

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

Rank and File Proposal	Effective Date	FY 2021-22			FY 2022-23			FY 2023-24			Total Incremental			Total Budgetary		
		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	\$5,300	\$23,908	\$29,208							\$5,300	\$23,908	\$29,208	\$15,900	\$71,725	\$87,625
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		\$25,458	\$65,931	\$91,389	\$10,781	\$23,682	\$34,462	\$856	\$1,871	\$2,727	\$37,095	\$91,484	\$128,578	\$98,790	\$247,028	\$345,818

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

Rank and File	Effective Date	FY 2021-22			FY 2022-23			FY 2023-24			Total Budgetary		
		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	\$5,300	\$23,908	\$29,208	\$5,300	\$23,908	\$29,208	\$5,300	\$23,908	\$29,208	\$15,900	\$71,725	\$87,625
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		\$25,458	\$65,931	\$91,389	\$36,238	\$89,613	\$125,851	\$37,095	\$91,484	\$128,578	\$98,790	\$247,028	\$345,818