

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

Rank and File		FY 2022-23			FY 2023-24			FY 2024-25			FY 2025-26			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
2.5% SSA at Max	7/1/22	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$1,722	\$713	\$2,434	\$6,887	\$2,850	\$9,738
4.0% SSA at Max	7/1/23				\$2,806	\$1,158	\$3,964	\$2,806	\$1,158	\$3,964	\$2,806	\$1,158	\$3,964	\$8,418	\$3,474	\$11,893
4.0% SSA at Max	7/1/24							\$2,889	\$1,187	\$4,077	\$2,889	\$1,187	\$4,077	\$5,779	\$2,375	\$8,154
80/80 Health Flat (2023, 2024, 2025)	12/1/22															
	12/1/23	\$212	\$104	\$315	\$681	\$333	\$1,014	\$1,433	\$702	\$2,134	\$1,808	\$885	\$2,693	\$4,133	\$2,024	\$6,157
	12/1/24															
Footwear Allowance Increase (\$82 to \$200)	7/1/22	\$83	\$41	\$124	\$83	\$41	\$124	\$83	\$41	\$124	\$83	\$41	\$124	\$333	\$164	\$497
Workforce Stability Stipend	1/1/23															
	8/1/23	\$446	\$218	\$664	\$891	\$436	\$1,328	\$446	\$218	\$664				\$1,782	\$873	\$2,655
	1/1/24															
	8/1/24															
Uniform Allowance Increase to \$670	7/1/22	\$148	\$9	\$157	\$148	\$9	\$157	\$148	\$9	\$157	\$148	\$9	\$157	\$590	\$37	\$628
OPEB Reduction (3.9% to 3.4%)	8/1/22	(\$225)	(\$102)	(\$328)	(\$246)	(\$112)	(\$357)	(\$246)	(\$112)	(\$357)	(\$246)	(\$112)	(\$357)	(\$963)	(\$437)	(\$1,400)
<b>Subtotal Rank and File Costs</b>		<b>\$2,385</b>	<b>\$983</b>	<b>\$3,367</b>	<b>\$6,085</b>	<b>\$2,579</b>	<b>\$8,664</b>	<b>\$9,280</b>	<b>\$3,917</b>	<b>\$13,197</b>	<b>\$9,210</b>	<b>\$3,882</b>	<b>\$13,093</b>	<b>\$26,960</b>	<b>\$11,361</b>	<b>\$38,321</b>
<b>Non-Adds</b>																
Transit Subsidy Changes 75% to 100%	8/1/22	\$18	\$9	\$26	\$19	\$9	\$29	\$19	\$9	\$29	\$19	\$9	\$29	\$76	\$37	\$113
<b>Subtotal Non-Adds</b>		<b>\$18</b>	<b>\$9</b>	<b>\$26</b>	<b>\$19</b>	<b>\$9</b>	<b>\$29</b>	<b>\$19</b>	<b>\$9</b>	<b>\$29</b>	<b>\$19</b>	<b>\$9</b>	<b>\$29</b>	<b>\$76</b>	<b>\$37</b>	<b>\$113</b>
<b>Grand Total Rank and File Costs</b>		<b>\$2,402</b>	<b>\$991</b>	<b>\$3,394</b>	<b>\$6,104</b>	<b>\$2,589</b>	<b>\$8,693</b>	<b>\$9,300</b>	<b>\$3,926</b>	<b>\$13,226</b>	<b>\$9,229</b>	<b>\$3,892</b>	<b>\$13,121</b>	<b>\$27,035</b>	<b>\$11,398</b>	<b>\$38,434</b>