

CalHR
Bargaining Unit 12
IUOE BUDGETARY MOU Summary
2 Year Agreement (Trigger Met)
(Dollars in Thousands)

2 YEAR AGREEMENT													
Rank and File		FY2013-14			FY2014-15			FY2015-16			Total Budgetary		
Proposals	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
Costs													
	1/1/2014												
Health Flat Rate 80/80	1/1/2015	\$516	\$1,081	\$1,597	\$2,218	\$4,646	\$6,864	\$3,170	\$6,641	\$9,811	\$5,904	\$12,369	\$18,273
\$1,200 Bonus	7/1/14				\$4,463	\$9,350	\$13,813				\$4,463	\$9,350	\$13,813
\$32 Increase Footwear Allowance	7/1/14				\$1	\$122	\$124	\$1	\$122	\$124	\$3	\$245	\$247
\$20 Increase Uniform Allowance	7/1/14				\$7	\$14	\$21	\$7	\$14	\$21	\$14	\$29	\$43
3% GSI	7/1/15				\$	\$	\$	\$6,692	\$14,348	\$21,040	\$6,692	\$14,348	\$21,040
Total Costs		\$516	\$1,081	\$1,597	\$6,689	\$14,133	\$20,822	\$9,870	\$21,126	\$30,996	\$17,075	\$36,340	\$53,416
Non-adds													
PEPRA - New Employees Future Savings	1/1/15				(\$43)	(\$91)	(\$134)	(\$87)	(\$182)	(\$268)	(\$130)	(\$272)	(\$402)
Health - Dependent Vesting 75/100	7/1/14				\$159	\$333	\$492	\$164	\$344	\$508	\$323	\$677	\$1,000
Travel reimbursement increases	7/1/13	\$55	\$116	\$172	\$55	\$116	\$172	\$55	\$116	\$172	\$166	\$349	\$515
	1/1/2014												
Dental	1/1/2015	(\$134)	(\$280)	(\$414)	(\$30)	(\$63)	(\$93)	\$78	\$164	\$243	(\$85)	(\$179)	(\$264)
Total Non-adds		(\$78)	(\$164)	(\$242)	\$141	\$296	\$437	\$211	\$443	\$654	\$274	\$574	\$849
Data Source: Position Benefits file March 2013; SCO Table 183 April 2013													
General Salary Increase - 3% GSI effective 7/1/15													
Per DOF, while PEPRA is in effect January 1, 2013, savings are not realized until January 1, 2015.													
Travel dollars provided by DOF													