

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

2 YEAR AGREEMENT																
Rank and File		2013-14			2014-15			2015-16			Total Incremental			Total Budgetary		
Proposals	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
Costs																
Health Flat Rate 80/80	1/1/2014															
	1/1/2015	\$516	\$1,081	\$1,597	\$1,702	\$3,565	\$5,267	\$952	\$1,995	\$2,947	\$3,170	\$6,641	\$9,811	\$5,904	\$12,369	\$18,273
\$1,200 One-time Bonus	7/1/14				\$4,463	\$9,350	\$13,813				\$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	\$6,692	\$14,348	\$21,040
Total Costs		\$516	\$1,081	\$1,597	\$6,173	\$13,052	\$19,225	\$7,644	\$16,343	\$23,987	\$14,333	\$30,476	\$44,809	\$17,075	\$36,340	\$53,416
Non-adds																
PEPRA - New Employees Future Savings	1/1/15				(\$43)	(\$91)	(\$134)	(\$43)	(\$91)	(\$134)	(\$87)	(\$182)	(\$268)	(\$130)	(\$272)	(\$402)
Health - Dependent Vesting 75/100	7/1/14				\$159	\$333	\$492	\$5	\$11	\$16	\$164	\$344	\$508	\$323	\$677	\$1,000
Travel reimbursement increases	7/1/13	\$55	\$116	\$172							\$55	\$116	\$172	\$166	\$349	\$515
Dental	1/1/2014															
	1/1/2015	(\$134)	(\$280)	(\$414)	\$104	\$217	\$321	\$108	\$227	\$336	\$78	\$164	\$243	(\$85)	(\$179)	(\$264)
Total Non-adds		(\$78)	(\$164)	(\$242)	\$219	\$460	\$679	\$70	\$147	\$217	\$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																