

California Department of Human Resources
 Bargaining Unit 8 (CAL FIRE) - Incremental MOU Summary
 4.5 Year Agreement
 (Dollars in Thousands)

Proposal	Effective Date	2016-17			2017-18			2018-19			2019-20			2020-21			Total Incremental	Total Incremental	Total Incremental	Total Budgetary	Total Budgetary	Total Budgetary
		GF	OF	Total	GF	OF	Total	GF	19 OF	Total	GF	20 OF	Total	21 GF	21 OF	Total	GF	OF	Total	GF	OF	Total
SSA - Various Paramedic Classifications	1/1/17	\$558	\$300	\$858	\$558	\$300	\$858									\$1,116	\$600	\$1,716	\$5,023	\$2,698	\$7,721	
SSA - MOU Section 8.2 and 8.3 Classifications (excluding Fire Lookout)	1/1/17	\$8,747	\$4,731	\$13,478	\$8,747	\$4,731	\$13,478									\$17,494	\$9,462	\$26,956	\$78,725	\$42,580	\$121,304	
SSA - MOU Section 8.2 Classifications (excluding Fire Lookout)	7/1/17				\$15,587	\$8,430	\$24,017									\$15,587	\$8,430	\$24,017	\$62,348	\$33,722	\$96,070	
SSA - MOU Section 8.2 Classifications (excluding Fire Lookout)	7/1/18							\$8,971	\$4,839	\$13,810						\$8,971	\$4,839	\$13,810	\$26,912	\$14,518	\$41,430	
SSA - MOU Section 8.2 and 8.3 Classifications (excluding Fire Lookout)	7/1/19										\$9,834	\$5,315	\$15,150			\$9,834	\$5,315	\$15,150	\$19,669	\$10,631	\$30,299	
SSA - MOU Section 8.2 and 8.3 Classifications (excluding Fire Lookout)	7/1/20												\$9,254	\$5,002	\$14,256	\$9,254	\$5,002	\$14,256	\$9,254	\$5,002	\$14,256	
2% SSA - MOU Section 8.4 Specialty Classifications	1/1/17	\$132	\$72	\$204	\$132	\$72	\$204									\$264	\$145	\$409	\$1,190	\$650	\$1,840	
2% SSA - MOU Section 8.4 Specialty Classifications	7/1/17				\$270	\$147	\$417									\$270	\$147	\$417	\$1,079	\$590	\$1,669	
2% SSA - MOU Section 8.4 Specialty Classifications	7/1/18							\$278	\$152	\$430						\$278	\$152	\$430	\$833	\$455	\$1,289	
2% SSA - MOU Section 8.4 Specialty Classifications	7/1/19										\$283	\$155	\$438			\$283	\$155	\$438	\$567	\$310	\$876	
2% SSA - MOU Section 8.4 Specialty Classifications	7/1/20												\$289	\$158	\$447	\$289	\$158	\$447	\$289	\$158	\$447	
Overtime Clock Changes	7/1/17																					
	7/1/18				\$6,569	\$3,573	\$10,142	\$3,448	\$1,876	\$5,324	\$3,202	\$1,742	\$4,943			\$13,218	\$7,190	\$20,409	\$43,022	\$23,402	\$66,424	
	7/1/19																					
Immediate Response Status for MOU Section 8.4 Classifications	3/1/17	\$304	\$166	\$470	\$608	\$331	\$939									\$912	\$497	\$1,409	\$3,952	\$2,152	\$6,104	
PD 59 - Add MOU Section 8.4 Employees (excluding Foresters)	3/1/17	\$44	\$24	\$68	\$87	\$49	\$136									\$131	\$73	\$204	\$566	\$318	\$884	
1.5% OPEB	7/1/17				\$4,194	\$2,281	\$6,476	\$109	\$59	\$168	\$119	\$65	\$184	\$98	\$53	\$151	\$4,520	\$2,458	\$6,978	\$17,439	\$9,486	\$26,925
1.5% OPEB	7/1/18							\$4,303	\$2,341	\$6,644	\$119	\$65	\$184	\$98	\$53	\$151	\$4,520	\$2,458	\$6,978	\$13,245	\$7,204	\$20,449
1.4% OPEB	7/1/19										\$4,127	\$2,245	\$6,372	\$91	\$50	\$141	\$4,218	\$2,294	\$6,513	\$8,346	\$4,539	\$12,885
Uniform Allowance Increase (\$540 to \$1650 and Non-Pensionable)	3/1/17	\$1,142	\$622	\$1,764	\$2,284	\$1,243	\$3,527									\$3,426	\$1,865	\$5,291	\$14,847	\$8,080	\$22,927	
Boot Allowance Increase (\$290 to \$480 and Non-Pensionable)	3/1/17	\$89	\$50	\$140	\$179	\$100	\$279									\$268	\$151	\$419	\$1,162	\$652	\$1,814	
Subtotal Rank and File Costs		\$11,017	\$5,965	\$16,981	\$39,215	\$21,259	\$60,474	\$17,108	\$9,267	\$26,375	\$17,685	\$9,586	\$27,271	\$9,829	\$5,315	\$15,145	\$94,854	\$51,392	\$146,246	\$308,467	\$167,148	\$475,615
Non-adds																						
Lodging Reimbursement Increase for Five Counties	3/1/17	\$3	\$2	\$5	\$7	\$4	\$10									\$10	\$5	\$15	\$43	\$23	\$66	
Private Aircraft Mileage Reimbursement Rate Increase (\$0.50 to \$1.29)	3/1/17	\$	\$	\$	\$	\$	\$									\$	\$	\$1	\$2	\$1	\$3	
80-Hour Leave Cash Out	6/1/17	\$5,655	\$12,196	\$17,850	\$271	\$584	\$855	\$154	\$331	\$485	\$168	\$362	\$530	\$138	\$297	\$435	\$6,385	\$13,770	\$20,155	\$30,292	\$65,330	\$95,622
Total Non-adds		\$5,658	\$12,197	\$17,856	\$278	\$588	\$866	\$154	\$331	\$485	\$168	\$362	\$530	\$138	\$297	\$435	\$6,395	\$13,776	\$20,171	\$30,336	\$65,355	\$95,691
Grand Total		\$16,675	\$18,162	\$34,837	\$39,493	\$21,847	\$61,340	\$17,262	\$9,598	\$26,860	\$17,853	\$9,948	\$27,801	\$9,967	\$5,612	\$15,579	\$101,249	\$65,168	\$166,417	\$338,803	\$232,502	\$571,306