

California Department of Human Resources
Bargaining Unit 12 (IUOE) - Budgetary Summary
2-Year Bargaining Agreement
(Dollars in Thousands)

Rank and File		FY 2025-26			FY 2026-27			FY 2027-28			FY 2028-29			FY 2029-30			Total Budgetary		
Proposal	Effective Date	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total	GF	OF	Total
3% GSI	7/1/25	\$14,261	\$25,323	\$39,584	\$14,261	\$25,323	\$39,584	\$14,261	\$25,323	\$39,584	\$14,261	\$25,323	\$39,584	\$14,261	\$25,323	\$39,584	\$71,304	\$126,614	\$197,918
3% PLP	7/1/27	(\$14,242)	(\$25,323)	(\$39,565)	(\$14,242)	(\$25,323)	(\$39,565)										(\$28,485)	(\$50,646)	(\$79,130)
4.1% Employer/Employee OPEB Contribution Suspension	7/1/25	(\$10,936)	(\$19,420)	(\$30,356)	(\$10,936)	(\$19,420)	(\$30,356)	(\$7,202)	(\$12,789)	(\$19,991)	(\$3,734)	(\$6,631)	(\$10,366)				(\$32,809)	(\$58,259)	(\$91,068)
80/80 Health Flat (2027)	12/1/26				\$2,811	\$4,992	\$7,803	\$4,819	\$8,558	\$13,377	\$4,819	\$8,558	\$13,377	\$4,819	\$8,558	\$13,377	\$17,269	\$30,665	\$47,934
Grand Total Rank and File Costs		(\$10,918)	(\$19,420)	(\$30,338)	(\$8,107)	(\$14,428)	(\$22,534)	\$11,878	\$21,092	\$32,970	\$15,346	\$27,249	\$42,595	\$19,080	\$33,881	\$52,961	\$27,280	\$48,375	\$75,654