

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 12  
2006-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative  
International Union of Operating Engineers**

**Number of Employees:** Approximately 10,811 full-time equivalents

**I. Compensation**

***One-Time Bonus***

- Upon ratification, all employees in Bargaining Unit 12 will receive a one-time bonus of \$1,000.

***Cost-of-Living Adjustments***

- Effective July 1, 2006, all employees in Bargaining Unit 12 will receive a 3.5% General Salary Increase.
- Effective July 1, 2007, all employees in Bargaining Unit 12 will receive a COLA of 2-4% (actual amount to be based on the Consumer Price Index for the 12-month period from April 2006 through March 2007).

***Equity Adjustments***

- Effective January 1, 2007, the top salary for specific Hydroelectric classifications will be raised 7.5%. (*Attachment A*)
- Effective January 1, 2007, the top salary for specific Telecommunication and Electronics classifications will be raised 5%. (*Attachment A*)
- Effective January 1, 2007, the top salary for specific Equipment Operator classifications will be raised 5%. (*Attachment A*)

**II. Retirement**

***Benefit Calculation***

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

**III. Health Benefits**

***Employer Contribution***

- Effective July 1, 2006, the State's monthly contribution to employee health premiums will be set at a dollar amount that equals the 80/80 formula<sup>1</sup>: \$302 for 1-party, \$606 for 2-party, and \$788 for family coverage. When premiums increase January 1, 2007, and January 1, 2008, the State will raise its contribution so the dollar amount continues to equal the 80/80 formula.

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<sup>1</sup> Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

### ***Dependent Coverage***

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

## **IV. Other**

### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

### ***Special Duty Pay***

- Employees at Caltrans assigned to perform duties outside their classification specifications that involve rock scaling, climbing, transporting of explosives, or suspended work may receive special duty pay at the rate of \$6/hour during hours when they actually perform these duties.

## **V. Duration**

- July 1, 2006, through June 30, 2008

## Attachment A

Effective January 1, 2007, the maximum salary for the following Hydroelectric classifications shall be raised 7.5% (by adding steps to the current pay ranges). For employees who have been at the old maximum rate for a minimum of 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687) the salary will be raised 5%; 12 months later, their salary will be raised the remaining 2.5%.

<b>Class Code</b>	<b>Title</b>
6455	Hydroelectric Plant Electrician I
6453	Hydroelectric Plant Electrician II
6456	Hydroelectric Plant Mechanic I
6454	Hydroelectric Plant Mechanic II
6463	Hydroelectric Plant Operator
6462	Senior Hydroelectric Plant Operator

Effective January 1, 2007, the maximum salary for the following Telecommunication and Electronics classifications shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

<b>Class Code</b>	<b>Title</b>
6911	Telecommunications Technician
6910	Senior Telecommunications Technician
6913	Electronics Technician
6916	Electronics Technician - CF

Effective January 1, 2007, the maximum salary for the following Equipment Operator classifications shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

<b>Class Code</b>	<b>Title</b>
6890	Caltrans Equipment Operator I
6286	Caltrans Equipment Operator II
6285	Caltrans Highway Maintenance Leadworker
6296	Caltrans Landscape Maintenance Leadworker
6592	Military Department Equipment Operator
6591	Military Department Heavy Equipment Operator