

# CALIFORNIA DEPARTMENT OF HUMAN RESOURCES SUMMARY OF COLLECTIVE BARGAINING AGREEMENTS FOR BARGAINING UNIT 18

## Exclusive Employee Representative California Association of Psychiatric Technicians

**Number of Employees:** Approximately 5,413 full-time equivalents

### I. Retirement

#### ***Benefit Formula Calculation***

- Bargaining Unit 18, employees who become CalPERS members on or after January 1, 2013, are subject to the Public Employees' Pension Reform Act (PEPRA) Retirement Formula of 2% at age 62.
- Bargaining Unit 18 employees who become CalPERS members on or after January 1, 2013, are subject to the State Safety PEPRA Retirement Formula of 2% at age 57.
- Bargaining Unit 18, employees who become CalPERS members on or after January 1, 2013, are subject to the Second Tier PEPRA Retirement Formula of 1.25% at age 67.

#### ***Employee Pension Contribution***

- Effective July 1, 2013, all Second Tier members shall contribute 1.5% of monthly pensionable compensation and the contribution will increase by 1.5% points annually. The final annual increase in the contribution rate shall be adjusted as appropriate to reach fifty percent (50%) of normal cost.

### II. Compensation

#### ***Cost of Living Increase***

- Effective July 1, 2014, contingent on the projected State revenues of the 2014-15 Budget, all BU 18 represented classifications will receive a 2% General Salary Increase (GSI). Effective July 1, 2015, all BU 18 represented classifications will receive a 2.25% General Salary Increase.
  - If the projected State revenues are not achieved, all BU 18 represented classifications will receive a 4.25% GSI effective July 1, 2015.

### III. Health Benefits

#### ***Employer Contribution***

- The State's monthly contribution to the health insurance portion of the BU 18 employee allowance will be set at a dollar amount that equals the 80/80 formula. The amounts shall be increased on January 1, 2014, January 1, 2015, and January 1, 2016.

#### ***Dependent Coverage***

- Effective July 1, 2015, employees will become eligible for the full employer contribution for dependent health coverage after one year of State employment. The State will contribute 75% of the normal amount for dependents during the vesting period.

### IV. Miscellaneous

- The State will not mandate a reduction in work hours (Furlough/PLP) program for BU 18 employees during the term of this agreement.
- The State and CAPT agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2016.
- Business and Travel, the State will increase the breakfast, lunch, and dinner meal reimbursement rates by \$2.00 each. The State will increase lodging rates as follows:

County	Lodging Rate
All counties except those listed below.	\$90
Los Angeles, Orange, Ventura, Edwards AFB, less the city of Santa Monica	\$120
Sacramento, Napa, Riverside	\$95
San Diego, Monterey County, Alameda, San Mateo, Santa Clara	\$125
San Francisco, City of Santa Monica	\$150

- Effective July 1, 2015, the Evening (6:00 p.m. – midnight) shift differential increases to \$1.00 and is not considered compensation towards retirement.
- Effective July 1, 2015, the NOC (midnight – 6:00 a.m.) shift differential increases to \$1.25 and is not considered compensation towards retirement.
- Overtime (Article 5.1) – Specifies when an employee’s day off begins and the identifies criteria when an employee can be mandated.
- Vacation(Article 6.2) – Continued the enhanced uniformed vacation bidding provision of the 2012 Personal Leave Program side letter agreement.
- Post and Bid (Article 9.2) – Provides for a uniform Post and Bid process for all Departments and increased the percentages from 60/40 to 65/35.

#### **V. Duration**

- July 1, 2013, through July 1, 2016

#### **VI. Fiscal**

FY 13/14 Cost: \$1.0 million (GF = \$0.9 million and OF = \$0.1 million)  
 Total Incremental Cost: \$25.6 million (GF = \$23.5 million and OF = \$2.1 million)  
 Total Budgetary Cost: \$38.6 million (GF = \$35.5 million and OF = \$3.1 million)

#### **VII. Agreement**

- The complete Tentative Agreement between the State and CAPT is posted at:  
<http://www.calhr.ca.gov/state-hr-professionals/Pages/bargaining-contracts.aspx>