

**CALIFORNIA DEPARTMENT OF HUMAN RESOURCES
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 18**

**Exclusive Employee Representative:
California Association of Psychiatric Technicians (CAPT)**

Number of Employees: Approximately 6,283 full-time equivalents

General Provisions:

I. Health Benefits

Employer Contribution for Active State Employees

- Effective upon ratification, the state's monthly consolidated benefit contribution for each employee shall continue to be a flat dollar amount equal to 80 percent of the weighted average of the basic health benefit plan premiums of the four largest enrolled basic health plans. For each employee with enrolled family members, the employer shall continue to contribute an additional flat dollar amount equal to 80 percent of the weighted average of the additional premiums. The flat dollar amounts shall be increased as appropriate pursuant to the formulas on January 1, 2017, January 1, 2018, and January 1, 2019.

Employer Contribution for Future Retirees

- Employees first hired on or after January 1, 2017, will receive an employer contribution for retiree health benefits based on an "80/80" formula. Retirees and their dependents enrolled in a basic health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest basic health benefit plans based on state active employee enrollment. Retirees and their dependents enrolled in a Medicare health benefit plan will receive an employer contribution equal to 80 percent of the weighted average premium of the four largest Medicare health benefit plans based on state retiree enrollment.

Prefunding of Other Post-Employment Benefits

- The state and Bargaining Unit (Unit) 18 members will prefund retiree healthcare with the goal of reaching 50 percent cost sharing of actuarially determined total normal cost for employer and employees by July 1, 2019. The state and employees will each make the following contributions:
 1. Effective July 1, 2017, 1.3 percent of pensionable compensation.

2. Effective July 1, 2018, an additional 1.3 percent for a total of 2.6 percent of pensionable compensation.
3. Effective July 1, 2019, an additional 1.4 percent for a total of 4.0 percent of pensionable compensation.

Post-Employment Health and Dental Vesting Schedule

- All employees first hired by the state on or after January 1, 2017, will be subject to an extended vesting schedule providing 50 percent of the employer contribution upon completion of 15 years of state service, increasing 5 percent for each additional year of service, until the employee is 100 percent vested at 25 years of state service.

Medicare Part B Supplemental Benefit

- All employees first hired on or after January 1, 2017, will no longer be eligible to use the employer contribution for a retiree health benefit plan for Medicare Part B premiums.

II. Compensation

General Salary Increase (GSI)

- Effective July 1, 2016, Unit 18 employees shall receive a three percent (3%) GSI.
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Special Salary Adjustment (SSA)

- Effective January 1, 2017, Psychiatric Technician Instructors shall receive a SSA of five percent (5%).
- Effective January 1, 2017, July 1, 2017, and July 1, 2018, Senior Psychiatric Technicians and Senior Psychiatric Technicians (Safety) shall receive a SSA of one percent (1%).

III. Miscellaneous

- Effective July 1, 2016, increases the evening shift pay differential (6:00 p.m. to midnight or Third Watch for Department of Corrections and Rehabilitation (CDCR)/California Correctional Health Care Services (CCHCS)) and nocturnal shift pay differential (midnight to 6:00 a.m.) by \$0.50 per hour (Article 4.5).

- Effective July 1, 2017, reduces the number of mandatory overtime shifts in a month from six to five for employees at the Department of State Hospitals and CDCR/CCHCS (Article 5.1).
- Increases the Overtime Meal Allowance from \$7.50 to \$8.00 (Article 7.10).
- Prohibits the implementation of a furlough program or a mandatory Personal Leave Program during the first year of the agreement, July 1, 2016 to June 30, 2017. Any furlough during the second or third year must be authorized pursuant to an act of the Legislature (Article 14.3).
- Effective May 1, 2017, and depending on the availability of departmental funds, employees will now be eligible to cash out up to 80 hours of leave (Article 6.18).
- Removes the requirement that a new employee must work two years before receiving the full employer health contribution for dependents (Article 7.1).
- Effective upon ratification, the lodging reimbursement rate shall increase from \$90 to \$110 for Marin County, from \$125 to \$140 for Alameda, San Mateo, and Santa Clara Counties, and from \$150 to \$250 for San Francisco (Article 7.11).
- Incorporates the Wounded Warriors Transitional Leave Act (Chap. 794, Stat. of 2015), which provides up to 96 hours of additional sick leave for an employee hired on or after January 1, 2016, who is a military veteran with a service-connected disability rated 30 percent (Article 6.4).

IV. Duration

- July 1, 2016 through July 1, 2019

V. Fiscal

- Fiscal Year 2016-17: \$16.5 million (\$15.6 million General Fund)
- Total Incremental: \$73.3 million (\$69.3 million General Fund)
- Total Budgetary: \$196.7 million (\$185.9 million General Fund)

VI. Agreement

- The complete Tentative Agreement between the state and CAPT is posted at: [Bargaining Unit 18 Contract Page](#)