

Bargaining Unit: 18

Exclusive Representative: CAPT


Side Letter Agreement: Coleman – Psychiatric Inpatient Program Mental Health Clinicians R&R Pay Differential

As identified in the State's Notice, dated March 15, 2022, to the California Association of Psychiatric Technicians (CAPT), effective May 1, 2022, the California Department of Corrections and Rehabilitation (CDCR)/California Correctional Health Care Services (CCHCS) is implementing a Pay Differential (PD) of 15% of their monthly base pay, to recruit and retain staff within the Psychiatric Inpatient Programs (PIP) at California Health Care Facility, California Medical Facility, San Quentin State Prison, California Institution for Women, and Salinas Valley State Prison.

A meeting was held on April 25, 2022, and the parties agreed to implement the PD as drafted. During the meeting, clarification was provided as follows:

- This PD does not apply to BU 18 employees who do not work in a PIP more than 50% of the pay period providing direct patient care.
- Overtime hours worked within a PIP are not considered for this PD.
- BU 18 employees who are floated into a PIP to work regular hours, not overtime hours, are eligible for this PD and must work more than 50% of the pay period in a PIP providing direct patient care.
- This PD will be Pro-Rated for a BU 18 employee whose employment at CDCR/CCHCS begins/ends during a pay period.

FOR THE STATE:


Steven Gonzalez-Lederer 3/3/22
Sr. Labor Relations Officer Date
CalHR

FOR THE UNION:


Ann Lyles 4/29/22
CAPT Consultant Date