

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

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

**Number of Employees:** Approximately 6,633 full-time equivalents

**General Provisions:**

**I. Compensation**

***General Salary Adjustment and Special Salary Adjustments (Section 4.2)***

- Effective July 1, 2022, all Bargaining Unit (BU) 18 classifications shall receive a general salary increase of 2.5 percent.
- Effective July 1, 2023, all BU 18 classifications shall be adjusted by increasing the maximum of the salary range by 4 percent.
- Effective July 1, 2024, all BU 18 classifications shall be adjusted by increasing the maximum of the salary range by 4 percent.

***Recruitment and Retention Pay Differential – State Hospitals (Appendix B)***

- Effective the pay period following ratification by both parties, Psychiatric Technicians and Senior Psychiatric Technicians at DSH Atascadero will receive a \$400 per month pay differential. Psychiatric Technicians and Senior Psychiatric Technicians at DSH Coalinga, Napa and Metropolitan will receive a \$200 per month pay differential.

***Shift Differential (Section 4.5)***

- Effective the pay period following ratification by both parties, these shift differentials are PERSable and count towards compensation for the purposes of retirement.

***Longevity Pay Differential (Section 4.XX NEW)***

- Establishes a longevity pay differential for BU 18 employees in a licensed classification (8226, 8252, 8253, 8231, 8232) with 17 or more years of state service. This pay differential is PERSable and counts towards compensation for the purposes of retirement. This pay differential will be

established six months from ratification, and will be phased in based on the following schedule:

- Two percent (2%) on March 1, 2023, for employees with 17 or more years of state service.
  - Three percent (3%) on July 1, 2023, for employees with 20 or more years of state service.
  - Four percent (4%) on July 1, 2024, for employees with 23 or more years of state service.
  - Five percent (5%) on July 1, 2025, for employees with 25 or more years of state service.
- The above percentages are non-cumulative.

***Health Care Facility Retention Payment (NEW 4.XX)***

- BU 18 employees who were employed on January 1, 2022, and remain employed on the first day of the pay period following ratification, and who have been working more than fifty percent of the time in a correctional facility, correctional health care facility, state hospital or developmental services facility shall receive a one-time payment of \$1,500.

***Mental Health and Wellness Stipend 2022 (New 4.XXX)***

- Effective July 1, 2022, each BU 18 employee who works a qualifying pay period will be eligible to earn \$100 per month through June 30, 2024. This stipend will be paid as a lump sum every six-months.

***Business and Travel Expenses (Section 7.11)***

- During the term of this agreement, the State agrees to apply any future changes to the business and travel expense reimbursement rates to BU 18 employees.

***Transportation Incentives (Section 7.8)***

- Effective the first day of the pay period following ratification by both parties, employees working in areas served by mass transit will be eligible for a 100 percent discount on public transit passes up to the exclusion amount provided by the Internal Revenue Service.
- Effective the first day of the pay period following ratification by both parties, employees riding in vanpools or driving vanpools will be eligible for a 100 percent reimbursement of the monthly fee up to the exclusion amount provided by the Internal Revenue Service.

## **II. Post-Employment Benefits**

### ***Prefunding of Post-Retirement Benefits (OPEB) (Section 15.1)***

- Effective the pay period following ratification by both parties, the contribution percentages will be adjusted based on the actuarially determined total normal cost. If the total normal costs increase or decrease by more than half a percent from the total normal cost contribution in effect at that time, the employer and employee contribution percentages will be increased or decreased July 1 each fiscal year thereafter, to maintain a 50 percent cost sharing of actuarially determined total normal costs. The increase or decrease to the employer or employee contribution shall not exceed 0.5 percent per year.

## **III. Health Benefits**

### ***Health, Dental, Vision (CoBen) (Section 7.1)***

- The state's monthly health 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. The flat dollar amounts shall be increased or decreased as appropriate pursuant to the formula on January 1, 2023, January 1, 2024, and January 1, 2025.

## **IV. Miscellaneous**

### ***California State Payroll System Project (Section New)***

- The parties shall reopen pertinent contract sections needed to implement changes required by the California State Payroll System Project.

## **V. Term**

- Effective the first day of the pay period following ratification by both parties. The union ratification process will be completed in August 2022.

## **VI. Duration**

- Upon ratification through July 1, 2025.

## **VII. Fiscal**

- Fiscal Year 2022-23: \$39.5 million (\$38.5 million General Fund)
- Total 4-Year Incremental Cost: \$114.7 million (\$111.5 million General Fund)
- Total 4-Year Budgetary Cost: \$288.0 million (\$280.3 million General Fund)

## VIII. Agreement

- The complete Tentative Agreement between the state and CAPT is posted at [Labor Relations Unit 18 - Psychiatric Technicians \(ca.gov\)](#)