

**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 6,775 full-time equivalents

**General Provisions**

**I. Retirement and Other Post-Employment Benefits**

***Employee Pension Contribution:***

- Effective July 1, 2021, the employee contribution rates for First Tier retirement formulas remain in effect until CalPERS has determined (a) the total normal cost rate has increased by 1 percent, and (b) 50 percent of that normal cost rate rounded to the nearest quarter of one percent is greater than the current employee contribution rate. Each year thereafter, the rate shall only be adjusted if CalPERS determines the total normal cost rate increases by more than one percent (1%) of payroll above the total normal cost rate in effect at the time the employee contribution rate was last adjusted. The increase to the employee contribution in any given fiscal year shall not exceed one percent (1%) per year. (Article 8.6)
- Effective July 1, 2021, the employee contribution rates for State Safety retirement formulas shall remain in effect until CalPERS has determined (a) the total normal cost rate has increased by 1 percent, and (b) 50 percent of that normal cost rate rounded to the nearest quarter of one percent is greater than the current employee contribution rate. Each year thereafter, the rate shall only be adjusted if CalPERS determines the total normal cost rate increases by more than one percent (1%) of payroll above the total normal cost rate in effect at the time the employee contribution rate was last adjusted. The increase to the employee contribution in any given fiscal year shall not exceed one percent (1%) per year. (Article 8.7)

***Prefunding of Post-retirement Health Benefits:***

- Effective July 1, 2021, and each year thereafter, the employer and employee contribution percentages will be adjusted if the actuarially determined total normal costs have increased by more than half a percent from the total normal cost contribution percentages currently in effect. The increase to the employee contribution percentage in any given fiscal year shall not exceed 0.5 percent (0.5%). (Article 15.1)

**II. Health Benefits**

***Employer Contribution for Active State Employees***

- 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, 2020, January 1, 2021 and January 1, 2022. (Article 7.1)

### **III. Compensation**

#### ***General Salary Increases (GSI)***

- Effective January 1, 2020, all eligible CAPT represented classifications shall receive a two and three quarter percent (2.75%) GSI. (Article 4.2)
- Effective July 1, 2020, all eligible CAPT represented classifications shall receive a two and three quarter percent (2.75%) GSI. (Article 4.2)
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#### ***Special Salary Adjustments (SSA)***

- Effective the month following ratification by both the state and CAPT, the maximum salary of some alternate ranges within the Senior Psychiatric Technician, Psychiatric Technician, and Psychiatric Technician Assistant classifications, shall be adjusted by two and a half percent (2.5%). (Article 4.2)

#### ***Miscellaneous Compensation Increases***

- Effective July 1, 2021, Bargaining Unit 18 employees working on a regularly scheduled weekend shift shall receive a weekend differential of fifty-cents (\$0.50) per hour. (Article 4.14)

### **IV. Miscellaneous**

- Bilingual differential certification testing shall be offered at least every six (6) months. (Article 4.6)
- Commitment to reductions in mandated overtime. (Article 5.1)
- The state and the CAPT agree to meet quarterly to discuss the feasibility of a possible expansion of Enhanced Industrial Disability Leave benefits to include diagnosed PTSD. (Article 7.9)
- Within six (6) months after ratification of this agreement, the state will conduct a Safety Retirement Audit for employees at the Canyon Springs facility, DDS. (Article 8.7)
- CalHR agrees to meet quarterly with CAPT to review the Coleman court history, court orders, vacancy numbers at each department (DSH, DDS and CDCR/CCHCS) and recruitment efforts as well as identify best practices for recruitment. (Article 11.6)
- Eliminates furlough protection. (Article 14.3)

**V. Duration**

- July 2, 2019 through July 1, 2022

**VI. Fiscal**

- Fiscal Year 2019-20: \$12.3 million (\$11.7 million General Fund)
- Total 3-Year Incremental: \$69.0 million (\$65.7 million General Fund)
- Total 3-Year Budgetary: \$126.9 million (\$120.8 million General Fund)

**VII. Agreement**

- The complete Tentative Agreement between the state and CAPT is posted at:  
<https://calhr.ca.gov/labor-relations/Pages/Unit-18-Psychiatric-Technicians.aspx>