

**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 6,008 full-time equivalents

**I. General Provisions:**

**Compensation**

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

- Effective the first day of the pay period following ratification by both parties, all Bargaining Unit (BU) 18 classifications shall receive a general salary increase of three percent (3%).
- Effective July 1, 2027, all BU 18 classifications shall receive a general salary increase of three percent (3%).

***Personal Leave Program (PLP 2025) (New)***

- Effective the first day of the pay period following ratification by both parties through the June 2027 pay period, PLP 2025 will apply to BU 18-represented employees.
- Employees will continue to work their assigned work schedules and receive a three percent (3%) pay reduction.
- Each full-time employee shall be credited with five (5) hours of PLP 2025 on the first day of each pay period for the duration of the PLP 2025.
- PLP 2025 may be cashed out upon separation from state service.
- PLP 2025 leave shall not be considered as "time worked" for overtime purposes except when an employee is "mandated" to work overtime.

***Bilingual Pay Differential (Section 4.6)***

- Effective the first day of the pay period following ratification by both parties, the bilingual pay differential will increase from \$100 to \$200 per month.

## **II. 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, 2026, January 1, 2027, and January 1, 2028.

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

- Notwithstanding Government Code sections 22940, 22942, 22943, 22944, 22944.2, 22944.3, and 22944.5, the employees' and employer's monthly contribution for prefunding other post-employment benefits for the 2025-26 and 2026-27 fiscal years, is suspended and shall not be withheld from employees' salaries or contributed by the employer beginning July 1, 2025, and ending June 30, 2027.
- Beginning July 1, 2027, with the goal of reestablishing a 50 percent (50%) cost sharing agreement of actuarially determined normal costs for both employer and employees, the amount of employees and matching employer contributions required to prefund retiree healthcare shall be phased in as follows:
  - July 1, 2027: by one and a half percent (1.5%)
  - July 1, 2028: by one and a half percent (1.5%), for a total of three percent (3%)
  - July 1, 2029: by one and a half percent (1.5%), for a total of four and a half percent (4.5%).
- Effective July 1, 2030, both the employer and employee contribution percentages will be increased or decreased to maintain a 50 percent (50%) cost sharing of actuarially determined normal costs. The increase or decrease to the employer or employee contribution in any given fiscal year shall not exceed one half percent (0.5%) per year.

## **III. Retirement**

### ***State Miscellaneous/Industrial – First Tier A Retirement Formula (2% at age 55), First Tier B Retirement Formula (2% at age 60) and Public Employees'***

***Pension Reform Act (PEPRA) First Tier Retirement Formula (2% at age 62)/Employee Contribution/Final Compensation (Section 8.6)***

- Effective July 1, 2025, the employee contribution for Miscellaneous and Industrial members shall remain in place through June 30, 2027.
- Costing sharing – effective July 1, 2027, when CalPERS determines the employee contribution rate for miscellaneous or industrial members State Safety members increases or decreases by more than 1 percent from the 2026-27 fiscal year total normal cost, the rate shall be adjusted to 50 percent (50%) of the normal cost rate rounded to the nearest quarter of one percent on July 1 of the fiscal year after the determination, not exceed one percent (1%) per year.

***State Safety A Retirement Formula (2.5% at age 55), State Safety B Retirement Formula (2% at age 55), and Public Employees' Pension Reform Act (PEPRA) Retirement Formula (2% at age 57) / Employees Contribution/Final Compensation (Section 8.7)***

- Effective July 1, 2025, the employee contribution for State Safety members shall remain in place through June 30, 2027.
- Costing sharing – effective July 1, 2027, when CalPERS determines the employee contribution rate for State Safety increases or decreases by more than 1 percent from the 2021-22 fiscal year total normal cost, the rate shall be adjusted to 50 percent (50%) of the normal cost rate rounded to the nearest quarter of one percent (.25%) on July 1 of the fiscal year after the determination, not exceed one percent (1%) per year.

**IV. Miscellaneous**

***Recruitment and Retention (Section 4.13)***

- The parties shall meet twice each year through June 30, 2028, to discuss methods and opportunities to increase the recruitment and retention of Unit 18 employees.

***Overtime (Section 5.1)***

- Reduces mandatory overtime from four (4) shifts per month [five (5) shifts for the Department of Developmental Services Stabilization, Treatment, Integration, and Reintegration (STAR) homes], to three (3) shifts per month [four (4) shifts for STAR homes], effective June 30, 2028.

***Bereavement Leave (Section 6.6)***

- Provides five (5) days of unpaid bereavement leave for permanent, probational, and non-permanent employees, unless the employee is eligible for leave, as defined. All bereavement leave must be taken within three (3) months of the date of death.

***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.

***Floating (Section 9.15)***

- Adds that contracted registry staff shall normally be floated before any Unit 18 employees.

***Union Release Time (Sections 12.9 and 12.10)***

- Increases the rate union shall reimburse the state for union release time from one hundred thirty percent 130% over three years to:
  - One hundred thirty-four percent (134%) effective July 1, 2026,
  - One hundred thirty-eight percent (138%) effective July 1, 2027,
  - One hundred forty-two percent (142%) effective July 1, 2028, to cover costs associated with employee salary and benefits.

***Contracting Out Committee (Section 12.15 - NEW)***

- The State agrees to meet with CAPT twice a year to examine existing personal services contracts that call for services found in Bargaining Unit 18 class specifications. The purpose of these meetings includes, but is not limited to, providing the opportunity for CAPT to present alternatives, which mitigate or avoid the need for contracting out, while still satisfying the needs of the State to provide services.

**V. Term**

- July 1, 2025, through July 1, 2028

## **VI. Fiscal**

- Fiscal Year 2025-26 cost: \$2.8 million (\$2.7 million General Fund)
- Total 5-Year Incremental Cost: \$28.4 million (\$27.7 million General Fund)
- Total 5-Year Budgetary Cost: \$174.6 million (\$170.2 million General Fund)

## **VII. Agreement**

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