

**DEPARTMENT OF PERSONNEL ADMINISTRATION  
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT  
FOR BARGAINING UNIT 18  
2006-2008 MEMORANDUM OF UNDERSTANDING**

**Exclusive Employee Representative  
California Association of Psychiatric Technicians**

**Number of Employees:** Approximately 6,826 full-time equivalents

**I. Compensation**

***Cost-of-Living Adjustments***

- Effective July 1, 2006, all employees in Bargaining Unit 18 will receive a 2.5% General Salary Increase.
- Effective July 1, 2007, all employees in Bargaining Unit 18 will receive a 2.5% General Salary Increase.

***Equity Adjustments***

- Effective July 1, 2007, the top salary for all Bargaining Unit 18 Licensed Psychiatric Technician classifications will be raised 5%.

**II. Retirement**

***Benefit Calculation***

- For employees hired on or after January 1, 2007, retirement benefits will be based on the highest consecutive-three-year average salary.

**III. Health Benefits**

***Employer Contribution***

- Effective July 1, 2006, the State's monthly contribution to the health insurance portion of the employee's CoBen<sup>1</sup> allowance will be set at a dollar amount that equals the "80/80 formula",<sup>2</sup> resulting in the following CoBen allowance amounts: \$327 for 1-party, \$633 for 2-party, and \$824 for family coverage. When health premiums increase January 1, 2007, and January 1, 2008, the State will raise its contribution so the dollar amount continues to equal the 80/80 formula.

***Dependent Coverage***

- Employees hired on or after January 1, 2007, will become eligible for the full employer contribution for dependent health coverage after completing their first two years of State employment. The State will contribute half the normal amount for dependents during the first year and 75 percent during the second year.

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<sup>1</sup> CoBen, or Consolidated Benefits, is the State's combined contribution toward the employee's health, dental, and vision coverage.

<sup>2</sup> Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment; 80 percent for dependent coverage.

#### **IV. Other**

##### ***Mileage Reimbursement***

- Employees authorized to use a privately owned vehicle on State business will be entitled to claim mileage reimbursement at the federal standard mileage rate. The federal standard mileage rate is currently 44.5 cents per mile.

#### **V. Duration**

- July 1, 2006, through June 30, 2008

## Attachment A

Effective July 1, 2007, the maximum salary for the following licensed Psychiatric Technician classifications shall be raised 5% (by adding a step to the current pay ranges). To advance to the higher rate, an employee must be at the old maximum rate for at least 12 qualifying pay periods (as defined in DPA Rules 599.682(b) and 599.687).

<b>Class Code</b>	<b>Title</b>
8226	Psychiatric Technician Instructor
8231	Senior Psychiatric Technician
8232	Psychiatric Technician
8247	Developmental Specialist
8252	Senior Psychiatric Technician (Safety)
8253	Psychiatric Technician (Safety)