

OUTREACH

January / February 2026

ISSUE 01, VOLUME 43

California Association of Psychiatric Technicians

Psychiatric Technician Bargaining Unit 18 Contract

Labor Agreement Between The California
Association of Psychiatric Technicians and
The State of California

July 1, 2025 - July 1, 2028

Your new
MOU
Is Live
Online,
Print
Editions
on the
Way

INSIDE:

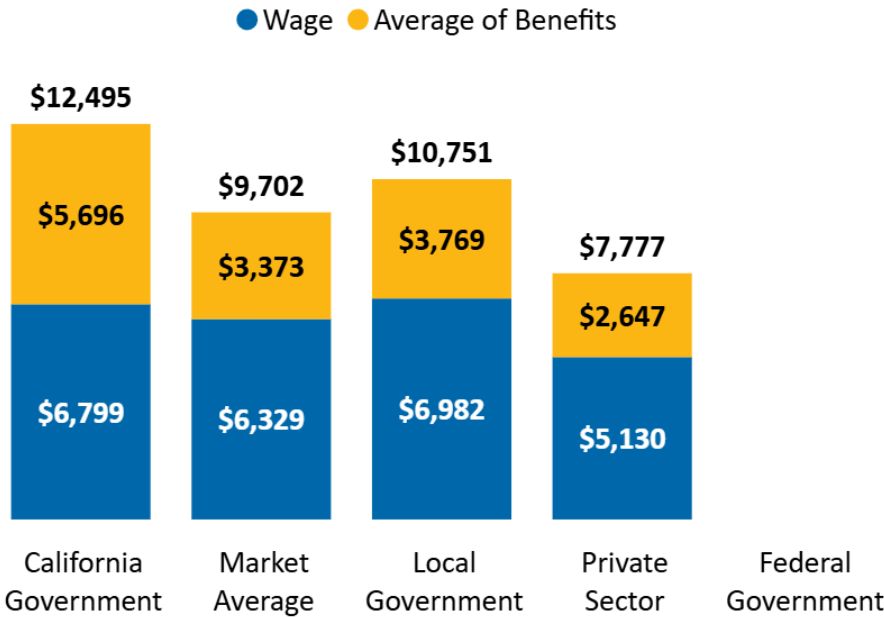
- Fast Track PT Apprentice Recognized for Life-Saving Action at DSH-Napa
- CAPT Chapter Officer Elections
- Beyond Wages

CAPT

Welcome.

California Association of Psychiatric Technicians

The California Association of Psychiatric Technicians is a non-profit corporation serving as the exclusive representative of all employees in Psychiatric Technician Bargaining Unit 18 in California State Civil Service. CAPT is also the professional association for approximately 11,000 state-licensed Psych Techs who work in California programs serving people with mental illnesses and developmental disabilities. The *Outreach* is CAPT's official publication and is published at least six times each year. A digital archive of the *Outreach* is maintained at www.psychtechs.net.




Total annual compensation for state-employed Psychiatric Technicians, based on the most recent data published by CalHR (2023 data). Total compensation includes wages and employer-paid benefits. Learn how it all adds up beginning on page 10.

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 You may contact your state and chapter officers directly. Their contact information is listed on page 4. Be sure to leave your name, work location, and phone number, as well as a short explanation of your issue.



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Important Reminders

CAPT's 2026 Board Meetings

CAPT's policies require publication of the dates and locations of the quarterly meetings of the statewide Board of Directors meetings. CAPT Board meetings are open to all CAPT members. For more information, or to RSVP, please contact State President Eric Soto at (909) 364 364-2486 or at eric.soto@psychtechs.net. The meeting dates and locations for the 2026 statewide quarterly meetings are provided below:

March 17-18	Virtual
May 12-13	Sacramento
August 4-5	Virtual
December 8-9	Sacramento

Retired? Keep Your CAPT Insurance Benefits!

Did you know CAPT offers its retired members insurance benefits similar to those available to active members? As a retired member, you will continue to receive:

- \$5,000 in Accidental Death and Dismemberment coverage
- \$5,000 in Life Insurance (with no age limit)

Important: To maintain your coverage for just \$5 per month, you must contact CAPT Headquarters at **(800) 677-2278** within 31 days of the last day of the month in which you retired. If you miss this deadline, your policy will lapse and cannot be reinstated.

psychtechs.net

Kept abreast of what's happening! CAPT updates its website frequently, making sure you have current information on state, department, and CAPT news, at your facility and statewide.

The President's View

Public Office, Public Employees: Why CAPT Engages in the Political Process



CAPT Brothers and Sisters,

Beginning in December 2025, CAPT's Board of Directors interviewed candidates for state office. CAPT contacted candidates from both sides of the aisle. The Board asked each candidate about their positions on issues important to working families and evaluated their commitment to core union values, such as strengthening collective bargaining, expanding workers' rights, and protecting workplace safety.

As public employees, it is imperative that we evaluate candidates' stated positions. We must review their voting history when applicable and assess their commitment to supporting those who provide essential services to California. When elected leaders make decisions about budgets, staffing, workplace standards, and agency priorities, those choices don't stay in Sacramento. These decisions affect our work lives, our families, and our future.

CAPT appreciates that our membership includes people with diverse political and social views. This diversity is reflected in our Board. Our team proves its dedication by putting the greater good before personal beliefs. Our goal is not partisan politics—it is protecting the rights, safety, and livelihoods of working people, of our Psych Tech Brothers and Sisters!

As your State President, I am responsible for informing you about matters that affect our union and our future. Here is the truth: Public employees are more directly affected by those in office than most.

Your union bargains across the table from a team that is appointed—and often directed—by the administration. The Governor's office influences the tone and priorities of state labor relations, the leadership of key agencies, and the broader approach to public services. It is the elected State Assembly and State Senate that vote to

approve our negotiated contracts. The decisions made by statewide elected officials, especially the Governor, can determine how California treats public service as a whole and Psych Techs specifically.

What You Can Do

Political action isn't just about endorsements or elections—it's about taking part and making sure working people are heard at every step. Here's how you can make a difference:

- Vote in every election—especially statewide elections that shape public employee policy and budgets.
- Stay informed about where candidates stand on collective bargaining, worker protections, and workplace safety.
- Encourage others: one conversation with a co-worker about why these elections matter can make a difference.

Why Your Voice Matters

When union members participate, elected leaders pay attention. When we sit out, decisions are made about us—without us. CAPT's strength at the bargaining table is directly tied to our strength in the political process. If we want safer workplaces, fair contracts, and respect for public service, we must be present where decisions are made.

Our collective action—at work, at the table, and at the ballot box—is how we protect what we have and build what we deserve.

Solidarity Forever!



Eric Soto
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Fast Track PT Apprentice Recognized for Life-Saving Action at DSH-Napa



From left: Joven Soriano, DSH-Napa P5 Nursing Coordinator, Brianna Vila, PT Apprentice and Sara Winsett, DSH-Napa P5 Program Director

Brianna Vila, a Psychiatric Technician Apprentice in the Fast Track Program at Napa State Hospital, was recently recognized by the DSH-Napa Executive Policy Team for her decisive, life-saving response during a patient emergency.

On September 25, 2025, during breakfast service in Program 5, Brianna observed that a patient had abruptly stopped eating, leaned back in their chair while attempting to cough, and exhibited facial redness—clear signs of choking. Brianna immediately assessed the situation and, upon identifying food lodged in the patient’s throat, initiated back blows. Her prompt action dislodged the obstruction, allowing the patient to resume normal breathing.

The Executive Policy Team credited Brianna’s keen observation and quick response with saving the patient’s life, noting that her actions exemplified professionalism, clinical awareness, and commitment to patient safety.

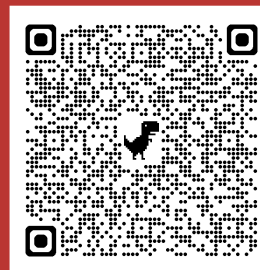
Brianna was formally presented with a letter of appreciation signed by members of the Executive Policy Team. The recognition was delivered by Sara Winsett, Program 5 Director, and Joven Soriano, Program 5 Nursing Coordinator, on behalf of executive leadership.

Brianna’s actions reflect the strength of the Psychiatric Technician Apprenticeship Fast Track Program and the critical role Psychiatric Technicians play in patient care. CAPT congratulates Brianna Vila on this well-earned recognition and applauds her dedication, readiness, and calm under pressure.

Psych Tech Apprenticeship Fast Track Program

[Expect More](#)

Napa Valley College
Napa State Hospital
Joint Apprenticeship Committee



[PT Fast Track Program](#)

Applications are now open for the Psychiatric Technician Paid Apprenticeship Program, Class of 2028. Follow the link or scan the QR code to learn more!

MOU Sent to Printer

February 24, 2026

CAPT is pleased to announce that the finalized 2025–2028 Memorandum of Understanding (MOU) has been sent to the printer. Our new MOUs are currently in production and will be distributed to members in the coming weeks under the previously approved distribution plan.

How You'll Receive Your Copy

Local Chapter Distribution

Members at single-worksite chapters will receive their printed MOU through their local CAPT chapter during regular office hours or at scheduled membership meetings. Chapter leadership will notify members when copies are available.

Mailed Distribution

Printed MOUs will be mailed directly to members in the Northern Corrections, Southern Corrections, and Integrated Community chapters, where worksites are regionally dispersed. Keeping your contact information up to date ensures you receive your copy without delay.

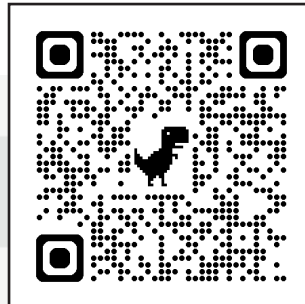
If you have recently moved or need to update your address, use [CAPT's address update form](#) or contact:

Aislynn Taylor
(916) 329-9140
taylor@psychtechs.net

Digital Copy Available Now

A digital copy of the full [2025–2028 BU 18 MOU](#) is available now on the CAPT website via the above link or QR code below.

For questions about the new contract, please contact your local chapter and stay connected at www.psychtechs.net.



CAPT Chapter Officer Elections

Are you
planning
to run for a
CAPT chapter
office?



December 1, 2025

CAPT will soon hold elections for Chapter Officers in all 11 chapters. Elections are conducted every even-numbered year according to CAPT's Constitution, Bylaws, and Operating Policies.

Offices up for Election

The Atascadero, Coalinga, Community Facilities, Northern Corrections, Integrated Community, Napa, Porterville, and Stockton chapters will hold elections for the following three offices: President, Vice President, and Secretary-Treasurer. The Metropolitan, Patton, and Southern Corrections chapters will hold elections for the following four offices: President, Vice President, Secretary, and Treasurer.

Eligibility

To qualify as a candidate, you must be a CAPT member in good standing and have completed Job Steward Training on or before **January 1, 2026**.

Candidacy Declaration

Candidacy Declarations must be **signed** and submitted to CAPT Headquarters by **5 p.m. on March 10, 2026**. Declarations may be filed by Mail, Fax, or Email. If submitting your declaration by mail, a Return Receipt Requested is recommended. Email filings must include a signed attachment. Declarations must include your address, non-state email, and phone number (for CAPT's internal use only). Hand-delivered filings will not be accepted. Upon receipt, candidates will be sent a summary of the remaining election procedures.

Candidate Statement

Candidates may submit a print ready one-page (8½ × 11) campaign statement for inclusion in the ballot packet mailed to members. Candidate statements may be Mailed, Emailed, or Faxed. Submissions delivered

by email must include a print-ready PDF attachment. Content may include your goals, background, and qualifications. Personal contact information must not be included unless specifically requested. Candidate Statements must be received by CAPT Headquarters by **5 p.m. on March 10, 2026**.

Mailing of Ballots

Ballot packets will be mailed first-class no later than **April 1, 2026**, to all eligible CAPT members. Each packet will include: *voting instructions, the ballot and candidate statements, a "Secret Ballot Envelope," and a postage-paid return envelope*. If you have not received your ballot by **April 15**, contact CAPT Headquarters to request a replacement.

Ballot Counting & Results

Ballots must be received by the close of business the day before the count to be valid. Counting will occur on or about May 15, 2026, by an independent firm. Candidates receiving the highest number of votes will be declared elected by the State President. New officers take office at 5 p.m. on the day results are announced.

If you have questions about the election process, please refer to the *Chapter Election Procedures* section in CAPT's *Operating Policies* or contact Aislynn Taylor at (916) 329-9140 or taylor@psychtechs.net.



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KEEP YOUR CONTACT INFO UP TO DATE!

*Have you moved
recently?*



Please update your mailing address with CAPT so that CAPT can successfully send you important union materials – including upcoming chapter election information. If you are unsure whether CAPT has your correct address on file, call CAPT headquarters directly at (916) 329-9140 or email Aislynn Taylor at taylor@psychtechs.net. If you know an update is needed, follow the link below to update your new mailing address.

[CAPT Address Update Form](#)

All licensed Psychiatric Technicians must also report any change of address to the [California Board of Vocational Nursing and Psychiatric Technicians](#) (BVNPT) within 30 days of a move. This is a legal requirement enforceable under [Business and Professions Code §136](#) and explained in the BVNPT enforcement guidance. Failure to update an address change with the BVNPT can delay receipt of renewal notices, licensure documents, disciplinary notices, and other official communications.

[BVNPT Address Change Form](#)

You are just a click away from ensuring you receive union mailings on time and from preventing communication delays from the BVNPT.

Update your info today!

Catastrophic Leave



*Helping one
another
through
Catastrophic
Leave
Donations*

BU 18 MEMBER(S) CURRENTLY IN
NEED OF C.L. DONATIONS:

Jomer Bais -- (CMF)

CAPT got the concept of Catastrophic Leave off the ground three decades ago; the program's been in our state Bargaining Unit 18 contract since 1989.

Article 6.9 of the CAPT contract gives state-employed Psych Techs and related professionals the right to request leave donations from coworkers in cases of financial hardship due to injury or the prolonged illness of the state Bargaining Unit 18 member or his or her family member, or for parental or adoption leave purposes.

You can help state-employed coworkers by donating vacation, annual leave, personal leave, CTO and holiday credits. Simply contact your personnel office to fill out a Catastrophic Leave donation form. And don't forget: You can donate to state employees who work in different departments or facilities.

If you need help and have received department approval to get leave donations, contact CAPT to be included in our publications. You also may qualify for reduced union dues while you recuperate. Contact your chapter president to find out more.

Those requesting donations on our online and magazine lists will automatically be removed by the next *Outreach* publication date unless CAPT is informed of ongoing needs. If you still need to remain on our lists -- no problem! Just contact Chris Caro at (800) 677-2278 or chris@psychtechs.net.

Beyond Wages

Understanding and Maximizing Compensation for BU 18 Psych Techs



Total Compensation



Wages



Supplemental Pay



Paid Leave



Health Coverage



Retirement

Beyond Wages

Breaking Down Total Compensation Beyond Base Pay

The value of compensation for Psychiatric Technicians in Bargaining Unit 18 lies in the total package—structured benefits, paid leave, and income protection—providing long-term financial stability beyond hourly wages and short-term pay.

The California Department of Human Resources calculates total compensation to include base wages, overtime, premium pay, and employer-paid benefits. Because overtime and incentives fluctuate, this report distinguishes variable earnings from structural compensation to present a clearer view of the long-term value of state service.

Structural Salary Growth

Under the Bargaining Unit 18 Memorandum of Understanding (July 1, 2025 – July 1, 2028), employees benefit from negotiated General Salary Increases (GSIs), annual 5% Merit Salary Adjustments (MSAs) until the top step, and longevity differentials of up to 5% for extended service—providing predictable wage progression tied to years of employment and professional advancement.

Paid Leave as Compensation

Paid leave is a substantial and often overlooked component of total compensation. Long-term employees may receive:

- Up to 168 hours of vacation annually
- 96 hours of paid holidays
- 96 hours of sick leave per year (accruing without cap)
- 16 hours of Professional Development Days

For long-term employees, paid leave alone accounts for roughly 18% of annual base

compensation, translating to over 9 weeks of paid time away from work each year.

Insurance and Income Protection

The MOU provides layered income protection to preserve earnings during illness or injury:

- Non-Industrial Disability Insurance (NDI/ENDI)
- Industrial Disability Leave (IDL)
- Enhanced Industrial Disability Leave (EIDL)

These safeguards provide reliable protection suited to Psychiatric Technician work.

Defined Benefit Retirement

BU 18 employees receive a CalPERS defined benefit pension, providing lifetime monthly income based on years of service, an age factor, and final compensation.

This model ensures predictable retirement income, not tied to market fluctuations. Eligible employees may also receive retiree health benefits, subject to vesting requirements.

Taking all components together, state employment offers a compensation model built on structure, stability, and long-term value. While private employers may emphasize higher immediate earnings, BU 18 compensation compounds over time through negotiated wage growth, pension security, paid leave, and income protection.

The analysis in this report is derived from the California Department of Human Resources' Total Compensation Report using 2023 data, the most recent year reported and the BU 18 Memorandum of Understanding, July 1, 2025 – July 1, 2028.



Total Compensation

What the Numbers Really Mean

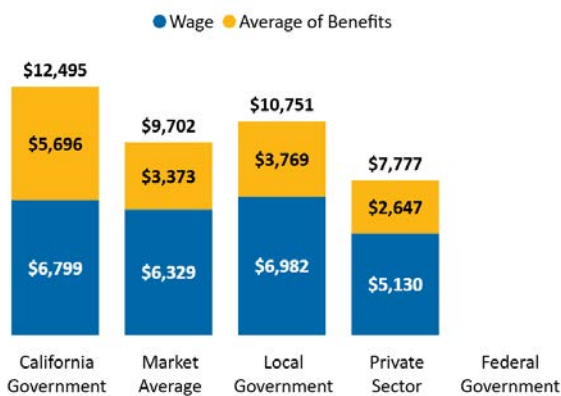
When considering the value of our state service employment, compensation is often reduced to a single comparison: hourly or monthly pay. While wages matter, they tell only part of the story. For Psychiatric Technicians working in high-acuity clinical settings, total compensation—the combined value of wages, benefits, and protections—provides a clearer picture of what state service actually offers.

As shown in the CalHR chart below, 2023 statewide data shows that state-employed Psychiatric Technicians received an average monthly total compensation of \$12,495, compared to \$9,702 for the overall market average and \$7,777 in the private sector. Importantly, this difference is not driven solely by wages. State employee wages average \$6,799 per month, only modestly higher than market average (\$6,329). The larger distinction lies in employer-provided benefits, which average \$5,696 per month for state employees—nearly double the private-sector average of \$2,647.

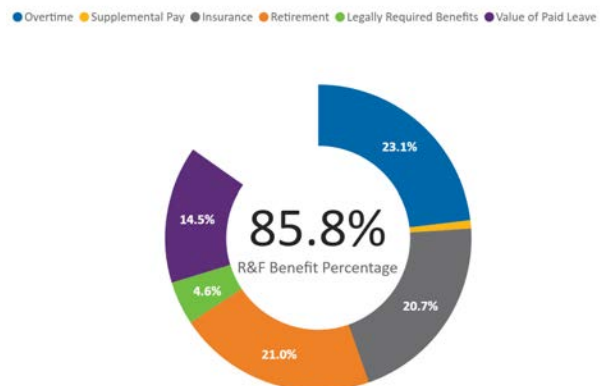
For prospective recruits, this distinction matters. Private or registry positions may offer higher hourly rates or short-term incentives, but these often come without paid leave, employer-funded retirement, or income protection during illness or injury. In contrast, state service is structured to provide consistent earnings, predictable benefits, and long-term financial security, even when life or health circumstances change.

Another critical factor reflected in statewide compensation data, as shown in the CalHR chart below, is overtime. Overtime accounts for approximately 23% of reported benefit value relative to wages, making it one of the largest contributors to total compensation figures. While overtime can increase earnings, it is not guaranteed, evenly distributed, or intended as a primary compensation strategy. Its prevalence reflects ongoing staffing shortages and the operational demands of 24-hour care environments. For many Psych Techs, the goal of entering state service is not excessive overtime, but career longevity and economic stability in retirement.

Statewide Monthly Total Compensation



Value of Each Benefit Compared to Wage





Wages

Classes, Safety Designation, Adjusted Pay Ranges, Salary Ranges, and Range Changes

Let's break down PT wages by classification, safety designation, and salary range. The wage and salary structures for licensed and non-licensed BU 18 state employees vary based on the PT classi-

fication, salary range and range changes. Within BU 18, there are 11 PT classifications with corresponding salary ranges.

PT Classes

Below, you'll find the PT classifications and their respective maximum monthly base wages

Class Code/Class Title	Max. Monthly Base Salary	
	Effective 10/01/25	07/01/27
8233 Pre-Licensed Psychiatric Technician	\$4,440	\$4,573
8254 Pre-Licensed Psychiatric Technician (Safety)	\$4,440	\$4,573
7425 Psychiatric Technician Assistant	\$4,360	\$4,491
8236 Psychiatric Technician Assistant (Safety)	\$4,360	\$4,491
8238 Psychiatric Technician Trainee (Safety)	\$3,871	\$3,987
8232 Psychiatric Technician (Range U)	\$7,466	\$7,690
8253 Psychiatric Technician (Safety, Range R)	\$7,843	\$8,078
8229 Psychiatric Technician Apprentice (Range E)	\$4,168	\$4,293
8231 Senior Psychiatric Technician (Range U)	\$8,733	\$8,995
8252 Senior Psychiatric Technician (Safety, Range R)	\$9,169	\$9,444
8226 Psychiatric Technician Instructor	\$9,174	\$9,449

"Safety" Designation

In BU 18, a "safety" designation primarily matters because it can place a Psychiatric Technician under CalPERS State Safety retirement coverage, as described in Article 8.7 of the MOU. CalPERS pensions are calculated using a standard formula:

$$\text{Years of Service} \times \text{Age Factor} \times \text{Final Compensation} = \text{Annual Pension Benefit}$$

Here's a hypothetical example:

$$25 \text{ years of service} \times 2\% \text{ age factor} = 50\%$$

$$50\% \times \$90,000 \text{ final compensation} = \$45,000$$

Annual Pension Benefit

Under the BU 18 State Safety formulas in Article 8.7, the applicable age factor depends on your retirement tier: State Safety A provides 2.5% per year at age 55, State Safety B provides 2% per

year at age 55, and PEPRA State Safety provides 2% per year at age 57. In practice, this means that a safety-designated PT retiring under State Safety A at age 55 earns 2.5% of final compensation for each year of service; under State Safety B at age 55, or under PEPRA State Safety at age 57, the amount is 2% per year at the designated age.

In addition to retirement benefits, safety designation is closely tied to injury and disability protections outlined in Articles 7.6 through 7.9 of the BU 18 MOU. These provisions include Non-Industrial Disability Insurance (NDI), Industrial Disability Leave (IDL), and Enhanced Industrial Disability Leave (EIDL). Together, they are designed to protect income following work-related injuries or qualifying incidents, including those resulting from assaults or patient restraint, by providing partial or full income continuation during recovery.

Together, these provisions recognize the physical demands and risks of Psychiatric Technician work. In BU 18, the safety designation reflects a long-term commitment to employee protection—providing retirement security and income stability that extend well beyond base compensation.

Adjusted Pay Ranges

Wages for Bargaining Unit 18 Psychiatric Technicians are set through Adjusted Pay Ranges under Article 4.2 of the MOU. These ranges establish base salary levels for each classification and are updated through collective bargaining between the California Association of Psychiatric Technicians (CAPT) and the State.

Adjusted Pay Ranges are most commonly updated through a General Salary Increase (GSI). When CAPT negotiates a GSI, it is applied uniformly across all BU 18 classifications and salary ranges, ensuring that every Psychiatric Technician receives the same percentage increase to base pay. GSIs are typically negotiated as percentage increases and have historically averaged around three percent annually.

Because GSIs are built into base salary, they not only increase take-home pay but also the value of overtime, leave cash-outs, and retirement calculations, making them a key long-term wage provision in the BU 18 contract.

Salary Ranges

The salary ranges for licensed and non-licensed Psychiatric Technicians and PT Apprentices establish the minimum and maximum salary rates authorized for each classification. New hires typically begin at the minimum rate of their classification's salary range and may progress toward the maximum through Merit Salary Adjustments (MSAs), as outlined in Article 4.4 of the MOU.

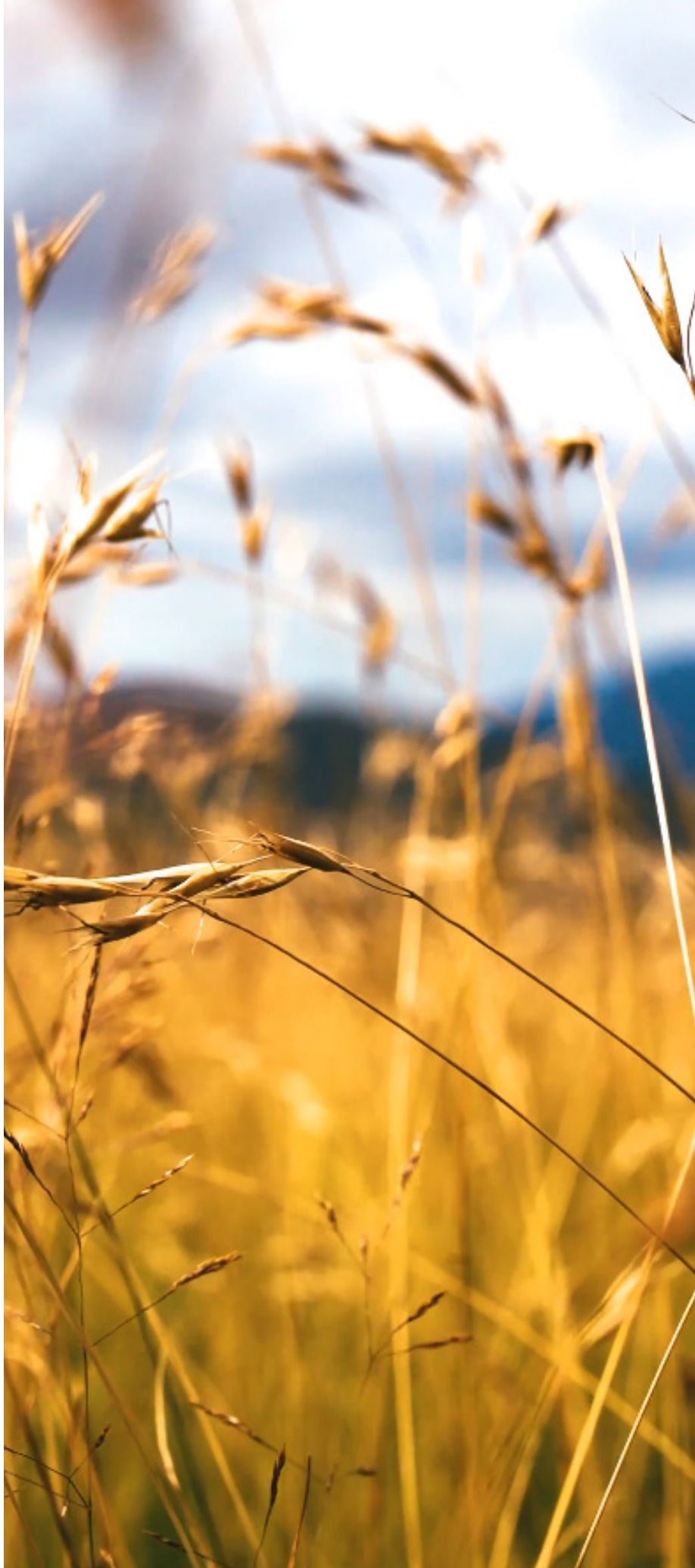
Psychiatric Technicians are eligible for a 5 percent MSA after each 12-month period of satisfactory performance. MSAs continue annually until the employee reaches the maximum rate of their salary range. Once the maximum rate is reached, no further MSAs are available unless the salary range is increased through collective bargaining or the employee is promoted to another classification.

Range Changes

Once a Psychiatric Technician reaches the maximum rate of their salary range, further increases to base pay occur through limited mechanisms. These include negotiated General Salary Increases (GSIs) that adjust the salary range itself, promotion to a higher classification (such as from Psychiatric Technician Assistant to Psychiatric Technician or from Psychiatric Technician to Senior Psychiatric Technician), or advancement to a higher licensed salary range, where applicable.

Licensed Psychiatric Technicians may advance to higher salary ranges under Article 4.3 of the MOU by meeting educational and experience requirements and maintaining satisfactory performance. Placement into a higher range restores eligibility for Merit Salary Adjustments (MSAs) until the maximum of the new range is reached.

The Psychiatric Technician Instructor (PTI) classification does not provide licensed salary progression beyond its established monthly salary range, which currently spans \$6,331.41-\$9,174.21 and increases to \$6,520.94-\$9,449.23 during the term of the agreement. PTI remains the highest-compensated classification within Bargaining Unit 18.





Supplemental Pay

Overtime and Holiday Pay, Pay Differentials, Retention, Bonus Payments, and Reimbursements

Supplemental pay refers to compensation earned in addition to base wages. Employers commonly use supplemental pay—such as bonuses or incentives—to recognize additional effort, address staffing needs, or support retention. Common examples include signing, referral, and retention payments.

In state employment, supplemental pay takes several forms and is governed by negotiated contract provisions. The BU 18 MOU provides multiple opportunities for Psychiatric Technicians to earn supplemental compensation, including overtime, premium holiday pay, pay differentials, retention pay, and negotiated bonus payments. These provisions are designed to compensate employees for extended hours, nonstandard schedules, specialized skills, and service in hard-to-staff settings.

Overtime Pay

The BU 18 MOU establishes work hours and overtime provisions for state-employed Psychiatric Technicians under Article 5.1, including rules governing both voluntary and mandatory overtime. Overtime generally applies to hours worked in excess of 40 per workweek, as defined by departmental work schedules.

Overtime is compensated at one and one-half times an employee's regular rate of pay and may be paid in cash or as compensatory time off (CTO). CTO accrual is subject to a 100-hour cap, and the State may require a periodic reduction of accrued

CTO in accordance with contract and policy provisions. While overtime can increase earnings, its use often reflects staffing needs and operational demands rather than guaranteed or predictable compensation.

Holiday Pay

Under Article 6.1, state-employed Psychiatric Technicians receive compensation for 11 observed holidays and one personal holiday each year. Six of these holidays are designated as premium holidays.

When a premium holiday is worked, employees receive an additional half-hour of pay for every hour worked, on top of their regular holiday compensation. This premium recognizes the impact of working holidays while maintaining consistency across classifications and schedules.

Pay Differentials

Pay differentials recognize factors that affect work schedules, specialized skills, and long-term service. The BU 18 MOU provides for several differentials, including shift, weekend, bilingual, and longevity pay.

Shift and Weekend Differentials

Under Article 4.5, employees are eligible for additional compensation if they work nonstandard shifts, as defined by specific hours below:

- PM Shift Differential: \$1.50 per hour for shifts between 6:00 p.m. and 12:00 midnight
- NOC Shift Differential: \$1.75 per hour for shifts between 12:00 midnight and 6:00 a.m.

The Weekend Differential (Article 4.14) provides an additional \$0.50 per hour for regular shifts worked from Friday PM through Monday NOC.

Shift differentials are PERSable, while the weekend differential is not.

Bilingual Differential

Under Article 4.6, employees are eligible for bilingual pay if they have been certified by their department, approved by CalHR, and utilize bilingual skills at least 10% of their work time.

Compensation may be provided as:

- \$200 per month (or pro rata)
- \$1.15 per hour or
- \$9.23 per day

Payments are subject to standard payroll deductions and administered in accordance with CalHR guidelines.

Longevity Pay Differential

The Longevity Pay Differential (Article 4.15) provides additional compensation to employees who have attained qualifying years of full-time state service. The differential is not cumulative; employees receive the highest applicable percentage based on their years of service.

This differential is PERSable.

Effective July 1, 2023 – June 30, 2024:

17–19 years: 2%

20+ years: 3%

Effective July 1, 2024 – June 30, 2025:

17–19 years: 2%

20–22 years: 3%

23+ years: 4%

Effective July 1, 2025:

17–19 years: 2%

20–22 years: 3%

23–24 years: 4%

25+ years: 5%

Recruitment and Retention

Recruitment and Retention (R&R) payments are targeted differentials provided to specific classifications and facilities experiencing documented staffing challenges. These payments are intended to support workforce stability in locations or environments where recruitment and retention have proven difficult.

R&R differentials provide additional monthly compensation but are not PERSable and are subject to standard payroll deductions. While they may increase take-home pay, they do not factor into retirement calculations.

In accordance with the MOU, the State may discontinue R&R payments with advance written notice to CAPT, consistent with contractual provisions.

The current monthly R&R differentials for our bargaining unit are as follows:

Classification	Location	Monthly Amount
PTIs (8226)	All Facilities	\$300 or \$3,600 annually
PTs (8253) and Sr. PTs (8252)	DSH: Atascadero	\$400 or \$4,800 annually
PTs (8253) and Sr. PTs (8252)	DSH: Coalinga	\$200 or \$2,400 annually
PTs (8253) and Sr. PTs (8252)	DSH: Metropolitan	\$200 or \$2,400 annually
PTs (8253) and Sr. PTs (8252)	DSH: Napa	\$200 or \$2,400 annually

Bonus Payments

Bonus payments are lump-sum payments negotiated outside of base salary increases. While the current 2025–2028 MOU does not include ongoing bonus provisions, prior agreements secured targeted, time-limited payments in response to extraordinary workforce conditions.

For example, previous contracts included a one-time Health Care Facility Retention Payment and a Mental Health and Wellness Stipend designed to recognize frontline service during the COVID-19 pandemic. These payments were temporary measures and are no longer active under the current agreement.

Unlike General Salary Increases or longevity differentials, bonus payments are non-recurring and do not become part of base pay or retirement calculations.

Reimbursements

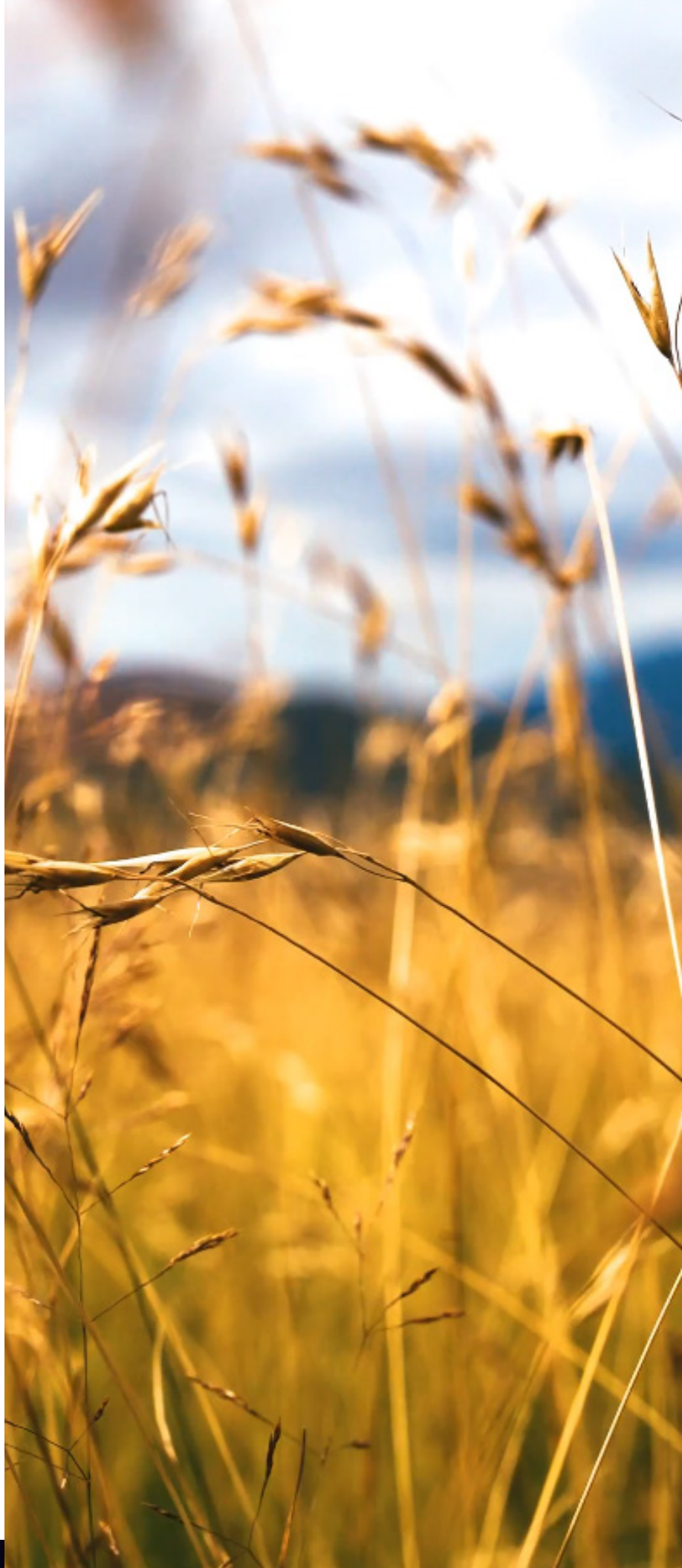
The BU 18 MOU includes reimbursement provisions that support professional licensure and required certifications.

Under Article 7.14 (License Renewal Fees), the State reimburses employees who are required, as a condition of employment, to maintain a license. Eligible employees must hold positions in specified classifications, such as Psychiatric

Technicians, Senior Psychiatric Technicians, and Psychiatric Technician Instructors. Reimbursement covers the actual cost of license renewal and is prorated for less-than-full-time employees.

Article 7.14 reimburses CNA certificate costs for employees in positions requiring the CNA certificate, specifically Psychiatric Technician Assistants and Psychiatric Technician Assistants (Safety), with reimbursement capped at \$15 for a first-time certificate and \$20 for renewals.

Additionally, under Article 7.16, newly licensed Psychiatric Technicians may qualify for a one-time \$840 payment upon completion of their initial 12-month probationary period. To be eligible, the employee must be appointed to a State Psychiatric Technician position within 12 months of receiving the initial license. This payment reimburses the tuition, books, and fees needed to obtain licensure.





Paid Leave

Holiday, Vacation, Sick, and Professional Development Days

Paid leave is compensated time away from work, including vacation, sick leave, and holidays. These provisions allow employees to maintain income while taking approved time off.

Holiday

Under Article 6.1, state-employed Psychiatric Technicians receive 11 observed holidays and one personal holiday each year, totaling 12 paid holidays. Six of these are designated as premium holidays. When a premium holiday is worked, employees receive their regular holiday compen-

sation plus an additional half-time premium (0.5×) for each hour worked.

Collectively, these provisions provide employees with 96 hours of paid holiday leave annually, equivalent to more than two full workweeks. In economic terms, paid holidays represent approximately 4.6% of annual base compensation (96 hours out of a 2,080-hour work year), independent of overtime or premium earnings. Because holiday pay is calculated using an employee’s regular rate of pay, its total annual value increases as salary increases.

Vacation

Under Article 6.2, Psychiatric Technicians accrue vacation leave based on length of state service:

State Service	Monthly Accrual	Annual Accrual	Percent of Annual Base Compensation.*
7 months–3 years	7 hours	84 hours	4.0%
37 months–10 years	10 hours	120 hours	5.8%
121 months–15 years	12 hours	144 hours	6.9%
181 months–20 years	13 hours	156 hours	7.5%
241+ months	14 hours	168 hours	8.1%

*Based on a 2,080-hour work year (84 ÷ 2,080 = 4.0%, etc.).

Because vacation leave is paid at the employee’s regular rate of pay, its economic value increases as salary increases. Depending on years of service, vacation alone represents 4% to more than 8% of annual base compensation.

Employees may carry over up to 640 hours of accrued vacation into the following calendar year. Upon separation from state service, unused vacation is paid out at the employee’s current rate of pay. At the 640-hour maximum, accrued vacation

equals approximately 31% of annual base compensation ($640 \div 2,080$), representing more than four months of salary.

Leave Type	Annual Hours	Percent of Annual Base Compensation
<i>Based on a 2,080-hour work year</i>		
Vacation	168 hours	8.1%
Holidays	96 hours	4.6%
Sick Leave	96 hours	4.6%
PDDs	16 hours	0.8%
Total Paid Leave	376 hours	18.1%

Sick

State-employed Psychiatric Technicians accrue eight hours of paid sick leave per month, totaling 96 hours per year. Sick leave accrues without maximum limitation and may be used in accordance with contract and departmental guidelines. In economic terms, 96 hours of paid sick leave represents approximately 4.6% of annual base compensation (based on a 2,080-hour work year). Because sick leave is paid at the employee's regular rate of pay, its value increases as salary increases.

While unused sick leave is not paid out upon separation, accumulated sick leave may convert to additional service credit at retirement under CalPERS rules, providing long-term retirement value.

Professional Development Days

Under Article 7.16 (H), Psychiatric Technicians are entitled to two Professional Development Days (PDDs) per fiscal year without loss of compensation. These days are intended to support professional or

personal development and may be used for activities such as attending professional association meetings, seminars, or other development opportunities, subject to departmental approval.

Two PDDs equal 16 hours of paid time annually, representing approximately 0.8% of annual base compensation (based on a 2,080-hour work year). Because PDDs are paid at the employee's regular rate of pay, their economic value increases as salary increases.

PDDs must be used within the fiscal year in which they are granted and are not payable upon separation from state service.

For long-term employees, paid leave alone equals:

- 376 hours annually
- More than 9 full workweeks of compensated time
- Approximately 18% of annual base compensation, before accounting for overtime, differentials, retirement, or other benefits



Health Coverage

CoBen, NDI, IDL, and EIDL

Consolidated Benefits (CoBen) Program

Under Article 7.1, state-employed Psychiatric Technicians participate in the Consolidated Benefits (CoBen) Program. CoBen provides a monthly employer contribution toward health, dental, and vision benefits. Contribution amounts vary based on enrollment category (Self, Self + One, or Family) and are adjusted annually.

For employees enrolled in Basic health benefit plans, the State's contribution is calculated at 80% of the weighted average premium of Basic plans, consistent with CalPERS guidelines. Because the employer contribution is formula-driven and adjusted annually, its dollar value fluctuates and increases with premium trends.

CoBen is one of the most significant components of total compensation, offsetting a substantial portion of eligible employees' and their dependents' healthcare costs.

Income Protection Benefits

Psychiatric Technician work carries inherent physical and environmental risks. The BU 18 MOU recognizes this reality by providing structured income protection programs designed to preserve earnings when employees are unable to work due to illness or injury.

Unlike overtime or premium pay, these benefits are not earnings enhancements; they are risk-mitigation safeguards. Income protection provisions ensure that when employees cannot work due to illness, injury, or assault, their financial stability is not immediately jeopardized.

Non-Industrial Disability Insurance

Under Article 7.6, eligible employees who are temporarily disabled due to non-work-related illness or injury may receive benefits through the State's Non-Industrial Disability Insurance (NDI) program. NDI provides income replacement equal to 60% of full pay, up to a maximum of \$135 per week, for up to 26 weeks per disability benefit period, following a 10-day waiting period. Employees may use accrued leave credits during the waiting period and may supplement NDI benefits with available leave, subject to program rules.

Employees enrolled in the Annual Leave Program participate instead in Enhanced NDI (ENDI) under Article 7.7. ENDI provides 50% of gross salary, with the option to supplement benefits using leave credits to increase take-home income. ENDI is subject to a 7-day waiting period and applicable eligibility rules.

Industrial Disability Leave

For injuries or illnesses arising out of and in the course of employment, Industrial Disability Leave (IDL) provides structured income protection.

IDL provides:

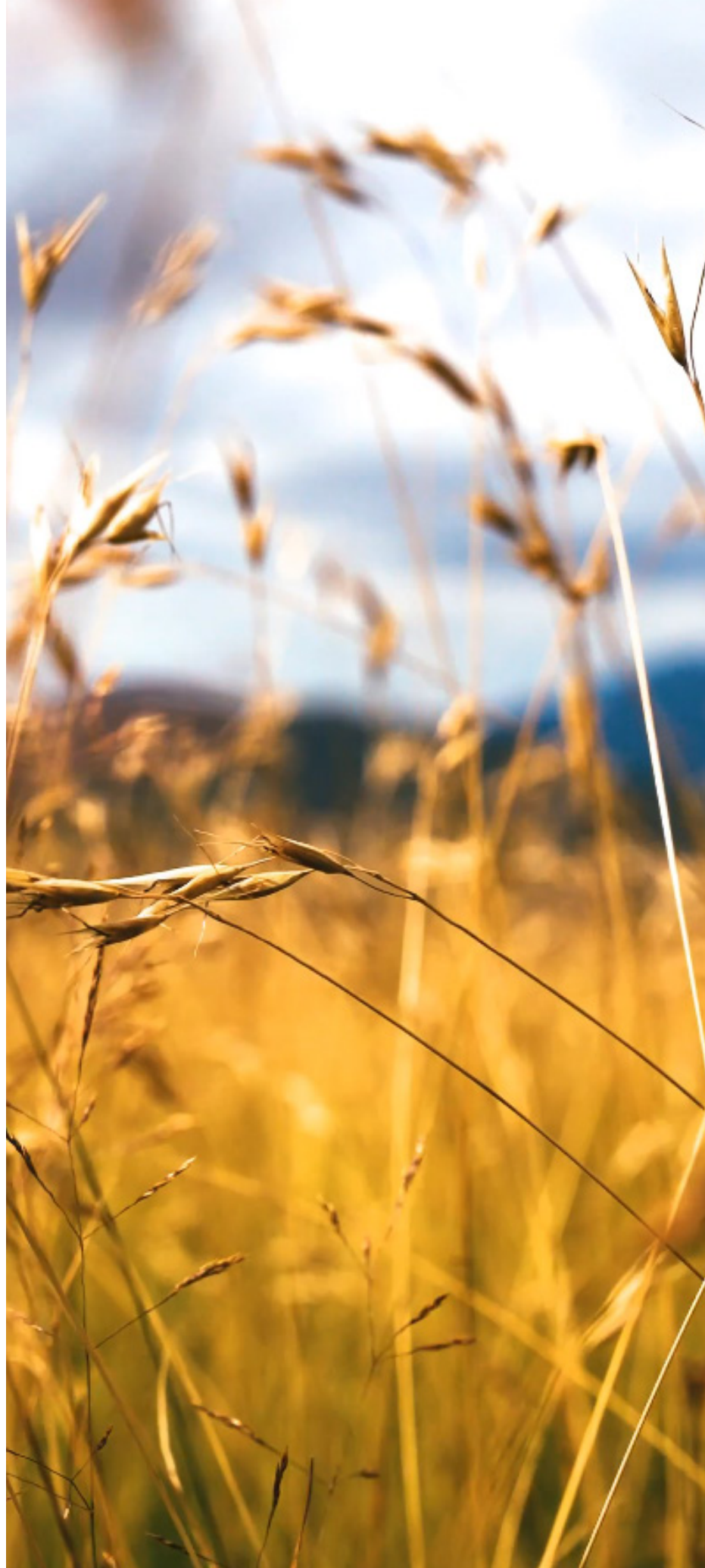
- Full net pay for the first 22 workdays, and
- 66⅔% of gross pay from the 23rd workday through the 52nd week of disability.

Beginning on the 23rd workday, employees may supplement IDL payments with accrued leave credits to maintain income stability, consistent with program rules and statutory limits.

Enhanced Industrial Disability Leave

Recognizing the elevated risks in psychiatric and correctional environments, Enhanced Industrial Disability Leave (EIDL) provides additional protection for employees who sustain qualifying serious physical injuries in the official performance of duties, particularly those resulting from assaults or the restraint of assaultive individuals using approved techniques.

EIDL is designed to maintain take-home pay during qualifying periods of disability and may be provided for up to 52 weeks within a two-year period, subject to filing requirements and eligibility criteria.





Retirement

California Public Employee Retirement Savings (CalPERS)

CalPERS – Defined Benefit Retirement

Psychiatric Technicians employed by the State participate in the California Public Employees' Retirement System (CalPERS), one of the largest defined benefit retirement systems in the nation.

Unlike defined contribution plans such as 401(k)s, a CalPERS pension provides a guaranteed lifetime monthly benefit calculated using a formula:

Years of Service × Age Factor × Final Compensation

The applicable formula depends on hire date and membership tier (e.g., State Safety A, State Safety B, or PEPR State Safety). Because the benefit is formula-driven rather than market-dependent, retirement income is predictable and not subject to investment volatility.

Disability Retirement

CalPERS also provides disability retirement benefits for members who are permanently unable to perform the duties of their position due to injury or illness. Benefits differ depending on whether the disability is service-connected, but both provide monthly income protection.

Survivor Benefits

Members may elect beneficiary options that provide continuing monthly benefits to surviving spouses or eligible dependents, offering long-term financial stability for families.

Sick Leave Conversion

Unused sick leave is not paid out in cash; however, CalPERS converts it into additional service credit at retirement, which may increase the pension benefit.

Retiree Health Eligibility

CalPERS administers health plans for eligible retirees and their dependents. Eligibility for retiree health benefits is subject to vesting rules and state contribution formulas in effect at the time of retirement.

Cost-of-Living Adjustments (COLA)

CalPERS provides annual cost-of-living adjustments to retirees, subject to statutory limits, helping preserve purchasing power over time.

Supplemental Savings

In addition to the defined benefit pension, state employees may participate in optional tax-advantaged retirement savings plans, such as the State's Savings Plus 401(k) and 457(b) programs.

Why This Matters

A defined benefit pension represents structural retirement security. While short-term compensation in other employment models may fluctuate, a CalPERS pension provides predictable lifetime income based on years of service, a benefit that compounds over the course of a career.



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CHANGE SERVICE REQUESTED