

**City of Walnut Creek Benefits Summary for Regular, Full-Time Employees
As of January 1, 2017¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)																																																																																					
TERM OF AGREEMENT	7/1/16 – 6/30/19	10/1/14 – 9/30/17	7/1/14 – 6/30/17	7/1/16 – 6/30/19	7/1/16 – 6/30/19	Council Resolution adopted on 7/5/2016	10/1/15 – 9/30/18	8/1/15 – 7/31/18																																																																																					
SCHEDULED SALARY INCREASES	6/30/17 3% 6/29/18 3%	4/7/17: 1.5%		6/30/17 3% 6/29/18 3%	6/30/17 3% 6/29/18 3%	6/30/17 3% 6/29/18 3%	4/7/17: 1.5% 10/6/17: 1.5% 4/6/18: 1.5%	2/10/17: 1.5% 8/11/17: 1.5% 2/9/18: 1.5%																																																																																					
EMPLOYEE ORGANIZATION DUES	Yes MOU Section A.14	Yes MOU Section 17 Agency Shop	No	No	No	No	Yes	Yes MOU Section 30																																																																																					
HOLIDAYS AND HOLIDAY IN-LIEU PAY	12 paid holidays						Holiday in-lieu pay: Biweekly: 5 hours of straight-time pay (130 hours/year)** ² Also applies to the Chief of Police	Holiday in-lieu pay: Biweekly: 4.62 hours of straight-time pay (120 hours/year)																																																																																					
SPECIAL PAID TIME OFF	2016: 3 days (24 hours) (see MOU/Resolution for details)						N/A	N/A																																																																																					
BEREAVEMENT LEAVE	Up to 3 days See MOU	N/A See General Leave Plan	N/A See General Leave Plan	Up to 3 days See MOU	Up to 3 days See MOU	Up to 3 days	N/A See General Leave Plan	N/A See General Leave Plan																																																																																					
GENERAL LEAVE	<table border="1"> <thead> <tr> <th>Years of Completed Service</th> <th>Annual Accrual: Hours</th> <th>Annual Accrual: 8 Hour Days</th> <th>Accrual Per Pay Period</th> </tr> </thead> <tbody> <tr><td>Up to 4</td><td>160</td><td>20</td><td>6.16</td></tr> <tr><td>5 through 9</td><td>184</td><td>23</td><td>7.08</td></tr> <tr><td>10 through 14</td><td>208</td><td>26</td><td>8.00</td></tr> <tr><td>15 through 19</td><td>224</td><td>28</td><td>8.62</td></tr> <tr><td>20 through 24</td><td>232</td><td>29</td><td>8.93</td></tr> <tr><td>25 or more</td><td>240</td><td>30</td><td>9.24</td></tr> </tbody> </table>				Years of Completed Service	Annual Accrual: Hours	Annual Accrual: 8 Hour Days	Accrual Per Pay Period	Up to 4	160	20	6.16	5 through 9	184	23	7.08	10 through 14	208	26	8.00	15 through 19	224	28	8.62	20 through 24	232	29	8.93	25 or more	240	30	9.24	<table border="1"> <thead> <tr> <th>Years of Completed Service</th> <th>Annual Accrual: Hours</th> <th>Annual Accrual: 8 Hour Days</th> <th>Accrual Per Pay Period</th> </tr> </thead> <tbody> <tr><td>Up to 4</td><td>160</td><td>20</td><td>6.16</td></tr> <tr><td>5 through 9</td><td>184</td><td>23</td><td>7.08</td></tr> <tr><td>10 through 14</td><td>208</td><td>26</td><td>8.00</td></tr> <tr><td>15 through 19</td><td>232</td><td>29</td><td>8.93</td></tr> <tr><td>20 through 24</td><td>248</td><td>31</td><td>9.54</td></tr> <tr><td>25 or more</td><td>256</td><td>32</td><td>9.85</td></tr> </tbody> </table>				Years of Completed Service	Annual Accrual: Hours	Annual Accrual: 8 Hour Days	Accrual Per Pay Period	Up to 4	160	20	6.16	5 through 9	184	23	7.08	10 through 14	208	26	8.00	15 through 19	232	29	8.93	20 through 24	248	31	9.54	25 or more	256	32	9.85	<table border="1"> <thead> <tr> <th>Years of Completed Service</th> <th>Annual Accrual: Hours</th> <th>Annual Accrual: 8 Hour Days</th> <th>Accrual Per Pay Period</th> </tr> </thead> <tbody> <tr><td>Up to 4</td><td>160</td><td>20</td><td>6.16</td></tr> <tr><td>>4 - 9</td><td>184</td><td>23</td><td>7.08</td></tr> <tr><td>>9 - 14</td><td>208</td><td>26</td><td>8.00</td></tr> <tr><td>>14 - 19</td><td>224</td><td>28</td><td>8.62</td></tr> <tr><td>>19 - 24</td><td>232</td><td>29</td><td>8.93</td></tr> <tr><td>>24</td><td>240</td><td>30</td><td>9.24</td></tr> </tbody> </table>	Years of Completed Service	Annual Accrual: Hours	Annual Accrual: 8 Hour Days	Accrual Per Pay Period	Up to 4	160	20	6.16	>4 - 9	184	23	7.08	>9 - 14	208	26	8.00	>14 - 19	224	28	8.62	>19 - 24	232	29	8.93	>24	240	30	9.24
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ADMINISTRATIVE LEAVE	N/A			(Admin. Policy 93-2) For eligible employees, annual amount granted in January of each calendar year (normally not to exceed 96 hours). May roll-over up to 40 hours of unused leave at the end of the calendar year.	(Admin. Policy 93-2) 96 hours granted in January of each calendar year. May roll-over up to 40 hours of unused leave at the end of the calendar year.	Captains: Up to 96 hours per calendar year Lieutenants: 80 hours per calendar year Sergeants: N/A May roll-over up to 60 hours of unused leave at the end of the calendar year.	N/A																																																																																						
COMPENSATORY TIME OFF Maximum Accrual	40 hours	80 hours	40 hours	N/A	N/A	N/A	Captains: N/A Lieutenants and Sergeants: 100 hours	100 hours																																																																																					

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As of January 1, 2017¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)
MEDICAL PLANS: HMO Kaiser Permanente Traditional HMO OR Blue Shield HMO	Calendar Year 2017: Plan Monthly Rates							
MEDICAL PLANS: HDHP Kaiser Permanente HDHP (HMO) OR Blue Shield HDHP (PPO)	Calendar Year 2017: Plan Monthly Rates							

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MEDICAL INSURANCE: Employee Cost-Sharing towards Kaiser or Blue Shield	12 ½% of “blended rate” premium for coverage level	14% of “blended rate” premium for coverage level	12 ½% of “blended rate” premium for coverage level	14% of “blended rate” premium for coverage level	15% of “blended rate” premium for coverage level	20% of “blended rate” premium for coverage level	12% of “blended rate” premium for coverage level 2018: 15%	12% of “blended rate” premium for coverage level 2018: 14%		
MEDICAL INSURANCE: In-lieu of Medical/Deferral of Unused Medical Premiums	In-lieu of any medical coverage: \$350/month redirected to 457 Plan				Tier I: Appointed prior to 7/1/09: No medical plan coverage: \$691/month to 457 Plan Single-party Coverage: \$456/month to 457 Plan Two-party Coverage: \$259/month to 457 Plan Tier II: Appointed on or after 7/1/09: No medical plan coverage: \$350/month to 457 Plan	No medical plan coverage: \$850/month to 401(a) Plan ² Single-party Coverage: \$560/month to 401(a) Plan ² Two-party Coverage: \$320/month to 401(a) Plan ² ² Chief of Police: 457 Plan	Tier I: Appointed prior to 7/1/10: No medical plan coverage: \$691/month to 457 Plan Single-party Coverage: \$456/month to 457 Plan Two-party Coverage: \$259/month to 457 Plan Tier II: Appointed on or after 7/1/10: No medical plan coverage: \$350/month to 457 Plan.	In-lieu of any medical coverage: \$350/month redirected to 457 Plan		
DENTAL: Delta Dental Plan of CA	Group Plan Self-insured; administered by Delta Dental Plan. Effective Date of Coverage Effective first day of the month following appointment. Date Coverage Ends Last day of separation month. Plan Description Plan pays 100% diagnostic and preventative, 80% other services Annual Deductible \$50 per person up to a maximum of \$150 per family Maximum annual benefit \$1,500 for Premier dentist (out-of-network) or \$1,600 for PPO dentist (in-network), per eligible employee and dependent each calendar year Dependent Coverage Up to end of 26 th birthday month Monthly Employer Cost \$114.15 per employee <i>Optional Buy-Up Plan with orthodontia benefit and increased annual maximum benefit: \$27.39 monthly employee cost (requires two-year commitment)</i>					Group Plan Self-insured; administered by Delta Dental Plan. Effective Date of Coverage Effective first day of the month following appointment. Date Coverage Ends Last day of separation month. Plan Description Plan pays 100% diagnostic and preventative, 80% other services. Annual Deductible \$50 per person up to a maximum of \$150 per family Maximum annual benefit \$1,500 for Premier dentist (out-of-network) or \$1,600 for PPO dentist (in-network), per eligible employee and dependent each calendar year Orthodontia Benefit \$2,000 lifetime max. orthodontia benefit available to all eligible employees and dependents Dependent Coverage Up to end of 26 th birthday month Monthly Employer Cost \$128.62 per employee <i>Optional Buy-Up Plan with increased annual maximum benefit: \$18.00 monthly employee cost (requires two-year commitment)</i>			² Also applies to Chief of Police	

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VISION	<table border="0" style="width: 100%;"> <tr> <td style="width: 30%;">Administrator</td> <td>Vision Service Plan (VSP)</td> </tr> <tr> <td>Group Plan Number</td> <td>#12-022494-0042</td> </tr> <tr> <td>Effective Date of Coverage</td> <td>Effective first day of the month following appointment.</td> </tr> <tr> <td>Date Coverage Ends</td> <td>Last day of separation month.</td> </tr> <tr> <td>Plan Description</td> <td>Exam and lenses every 12 months; frame every 24 months</td> </tr> <tr> <td>Co-payments</td> <td>\$10 co-pay for exam, \$25 co-pay for materials</td> </tr> <tr> <td>Dependent Coverage</td> <td>Up to end of 26th birthday month</td> </tr> <tr> <td>Monthly Employer Cost</td> <td>\$13.00 per employee</td> </tr> </table>								Administrator	Vision Service Plan (VSP)	Group Plan Number	#12-022494-0042	Effective Date of Coverage	Effective first day of the month following appointment.	Date Coverage Ends	Last day of separation month.	Plan Description	Exam and lenses every 12 months; frame every 24 months	Co-payments	\$10 co-pay for exam, \$25 co-pay for materials	Dependent Coverage	Up to end of 26 th birthday month	Monthly Employer Cost	\$13.00 per employee
Administrator	Vision Service Plan (VSP)																							
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EMPLOYEE ASSISTANCE PROGRAM (EAP)	<p style="text-align: center;">Program administered by MHN. Up to 3 sessions per incident per calendar year for employee and/or dependents. Monthly Employer cost: \$2.33 per employee. No employee cost.</p> <p style="text-align: center;">members.mhn.com Access code: wceap 1-800-977-7593</p>																							
FLEXIBLE SPENDING ACCOUNTS (FSA)	<table border="0" style="width: 100%;"> <tr> <td style="width: 30%;">Administrator</td> <td>Discovery Benefits</td> </tr> <tr> <td>Effective Date of Coverage</td> <td>Effective first day of the month following appointment.</td> </tr> <tr> <td>Date Coverage Ends</td> <td>Last day in paid status</td> </tr> <tr> <td>Plan Descriptions</td> <td> Pursuant to I.R.C. Section 125 Voluntary pre-tax employee contribution via payroll deduction each plan year (1/1-12/31) No employer contribution Dependent Care Account: \$5,000 annual maximum Health Flexible Spending Account: \$2,600 annual maximum Premium Contribution Plan </td> </tr> <tr> <td>Monthly Employer Cost</td> <td>\$4.50 per participating employee</td> </tr> </table>								Administrator	Discovery Benefits	Effective Date of Coverage	Effective first day of the month following appointment.	Date Coverage Ends	Last day in paid status	Plan Descriptions	Pursuant to I.R.C. Section 125 Voluntary pre-tax employee contribution via payroll deduction each plan year (1/1-12/31) No employer contribution Dependent Care Account: \$5,000 annual maximum Health Flexible Spending Account: \$2,600 annual maximum Premium Contribution Plan	Monthly Employer Cost	\$4.50 per participating employee						
Administrator	Discovery Benefits																							
Effective Date of Coverage	Effective first day of the month following appointment.																							
Date Coverage Ends	Last day in paid status																							
Plan Descriptions	Pursuant to I.R.C. Section 125 Voluntary pre-tax employee contribution via payroll deduction each plan year (1/1-12/31) No employer contribution Dependent Care Account: \$5,000 annual maximum Health Flexible Spending Account: \$2,600 annual maximum Premium Contribution Plan																							
Monthly Employer Cost	\$4.50 per participating employee																							
WORKERS' COMPENSATION	<p style="text-align: center;">The City's Workers' Compensation program is self-insured, with claims administered by York Insurance Services. Workers' Compensation benefits provided consistent with State law.</p>																							
HEALTH, SAFETY, AND WELLNESS PROGRAMS	<p style="text-align: center;">Training offered throughout the year to engage all employees in maintaining a safe and healthy work place. Voluntary wellness programs and activities available throughout the year.</p>																							

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DISABILITY INSURANCE			Administrator	The Hartford				
			Effective Date of Coverage	Effective first day of the month following the completion of one month of continuous service.				
			Date Coverage Ends	Last day in paid status				
			Maximum Benefit	2/3 of employee's monthly base salary				
			Monthly Employer Cost (for Long-term Disability)	\$0.386 per \$100 covered payroll				
			Monthly Employee Cost	\$0				
LIFE INSURANCE			Administrator	The Hartford				
			Effective Date of Coverage	Effective first day of the month following the completion of one month of continuous service.				
			Date Coverage Ends	Last day in paid status				
			Maximum Benefit	See below for benefit by bargaining unit				
			Monthly Employer Cost	\$0.136 per \$1,000 of benefit				
			Monthly Employee Cost	\$0				
LIFE INSURANCE: Benefit	2x annual base salary to maximum benefit of \$86,000.		1x annual base salary with a minimum benefit of \$86,000			1x annual base salary		
	RETIREMENT: CalPERS	Local Miscellaneous:						Local Safety:
Benefit Formula		<p>Classic Formulas: Employee contribution: 7% For employees hired on or prior to 3/2/12: 2% @ 55, One-Year Final Compensation For employees hired after 3/2/12, and prior to 1/1/13: 2% @ 60, Three-Year Final Compensation</p> <p>New (PEPRA) Formula: Employee contribution: 6.75%: For employees hired after 1/1/13 If deemed "new" by CalPERS: 2% @ 62 If deemed "classic" by CalPERS, applicable classic formula.</p>				Benefit Formula	<p>Classic Formulas: Employee Contribution: 9% For employees hired on or prior to 11/23/12: 3% @ 50, One-Year Final Compensation For employees hired after 11/23/12, and prior to 1/1/13: 3% @ 55, Three-Year Final Compensation</p> <p>New (PEPRA) Formula: Employee Contribution: 12.25% For employees hired on/after 1/1/13 If deemed "new" by CalPERS: 2.7% @ 57 If deemed "classic" by CalPERS, applicable classic formula.</p>	
Employer Rate: 7/1/16 – 6/30/17		22.598% (for all formulas)				Employer Rate: 7/1/16 – 6/30/17	<p>3% @ 50: 21.23% + 19.204% UAL 3% @ 55: 18.301% 2.7% @ 57: 12.821% + 0.288% UAL</p>	
Optional Benefits	<p>Sections 21624, 21626, and 21628: Post-Retirement Survivor Allowance Section 20965: Credit for Unused Sick Leave Section 21536: Local System Service Credit Included in Basic Death Benefit Section 21574: Fourth Level of 1959 Survivor Benefits Section 21024: Military Service Credit as Public Service</p>				Optional Benefits	<p>Sections 21624 and 21626: Post-Retirement Survivor Allowance Section 20965: Credit for Unused Sick Leave Section 21536: Local System Service Credit Included in Basic Death Benefit Section 21574: Fourth Level of 1959 Survivor Benefits Section 21024: Military Service Credit as Public Service</p>		
SOCIAL SECURITY						N/A See CalPERS		

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MEDICARE TAX	<p align="center">Applies to employees hired or rehired after 3/31/86. Employee cost: 1.45% Employer cost: 1.45% Employees may also be subject to the Additional Medicare Tax of 0.9%.</p>																																
RETIREMENT: 457 Deferred Compensation Plan					Administrator Plan Voluntary Employee Contributions Monthly Employer Cost	ICMA-RC #300147 2017 Calendar Year Limits: Individual contribution: \$18,000 "Pre-retirement" catch-up: \$18,000 (\$36,000 total) "Age 50" catch-up: \$6,000 (\$24,000 total) No employer contributions																											
RETIREMENT: Retirement Health Savings (RHS) Plan	Administrator Employer Contributions Vesting	ICMA-RC General Employees: Following completion of 15 years of regular service. Civilian Police: Following completion of 15 years of regular service through separation or the 25 th year of service, whichever is sooner. General Employees and Civilian Police: \$900/year per employee 100% immediate vesting			Administrator Employer Contributions Vesting	ICMA-RC Following completion of 15 years of regular service. \$1,500/year per employee 100% immediate vesting	Administrator Employer Contributions Vesting (Employee Contributions) Mandatory Employee Contributions Vesting (Employee Contributions)	ICMA-RC Annual contributions: Captain \$8,500 Lieutenant \$7,500 Sergeant \$6,000 Requires 10 years of sworn service with the City. (100% vested upon service or disability retirement) 1% employee contribution; 1 hour general leave per pay period. First 50% of General Leave balance at separation of employment to 457 Plan; remaining balance to RHS. 100% immediate vesting	1. Employer Contributions: Vesting based on age and years of service. See MOU for specific details. Employer Contribution Schedule: <u>TIER 1: Sworn Officer On or After 7/1/1997</u> <table border="0"> <thead> <tr> <th><u>Years of Service</u></th> <th><u>Annual Contribution</u></th> </tr> </thead> <tbody> <tr><td>0-5</td><td>\$2,000</td></tr> <tr><td>>5-10</td><td>\$2,500</td></tr> <tr><td>>10-15</td><td>\$3,500</td></tr> <tr><td>>15-20</td><td>\$4,000</td></tr> <tr><td>>20-25</td><td>\$4,500</td></tr> <tr><td>>25</td><td>\$5,000</td></tr> </tbody> </table> <u>Tier 2: Sworn Officer Prior to 7/1/1997</u> <u>AND</u> <u>5 years WC service as of 9/7/2007</u> <table border="0"> <tbody> <tr><td>0-10</td><td>N/A</td></tr> <tr><td>>10-15</td><td>\$4,810 + \$2,000* = \$6,810</td></tr> <tr><td>>15-20</td><td>\$5,408 + \$2,000* = \$7,408</td></tr> <tr><td>>20-25</td><td>\$6,006 + \$2,000* = \$8,006</td></tr> <tr><td>>25</td><td>\$6,604 + \$2,000* = \$8,604</td></tr> </tbody> </table> <p align="center">*See MOU for details</p> 2. Mandatory Employee Contributions: 1% employee contribution 100% immediate vesting 3. Mandatory General Leave Conversion to RHS (see MOU: General Leave Plan)	<u>Years of Service</u>	<u>Annual Contribution</u>	0-5	\$2,000	>5-10	\$2,500	>10-15	\$3,500	>15-20	\$4,000	>20-25	\$4,500	>25	\$5,000	0-10	N/A	>10-15	\$4,810 + \$2,000* = \$6,810	>15-20	\$5,408 + \$2,000* = \$7,408	>20-25	\$6,006 + \$2,000* = \$8,006	>25	\$6,604 + \$2,000* = \$8,604
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RETIREMENT: ICMA-RC 401(a) Money Purchase Plan: Annual EMPLOYER Contribution	\$1,200/year	\$650/year	\$1,200/year	\$2,000/year	\$2,600/year	\$2,600/year ² Does not include the Chief of Police. Chief of Police receives \$14,275 employer annual contribution to 457 Plan.	N/A																														
RETIREMENT: ICMA-RC 401(a) Money Purchase Plan: Mandatory EMPLOYEE Contributions	N/A				Mandatory EMPLOYEE Contribution: \$300/month Irrevocable Individual Election: Contribute 1 - 100% of General Leave at separation to 401(a) plan	Mandatory EMPLOYEE Contribution: \$361.92 bi-weekly ² Does not include the Chief of Police	Mandatory EMPLOYEE Contribution for Captains and Lieutenants only: 1% base pay/bi-weekly	N/A																													
TUITION REIMBURSEMENT	Employer pays 75% of tuition and registration fees up to a maximum of \$1,400 per fiscal year (see Administrative Policy 77-1 "Tuition Refund Plan" and Personnel Rules Chapter 16)																																				
CAREER DEVELOPMENT Annual EMPLOYER Contribution	N/A		\$700/year	\$700/year (See Admin. Policy 79-5)	Designated Division Managers: \$1,075/year Other Unit Employees: \$800/year (See Admin. Policy 79-5)	\$1,425/year	Police Captains: \$875/year Police Lieutenants/Sergeants: \$600/year	N/A																													
VEHICLE ALLOWANCE	N/A				<table border="0"> <thead> <tr> <th><u>Title</u></th> <th><u>Monthly Allowance</u></th> </tr> </thead> <tbody> <tr><td>Admin. Services Director</td><td>\$500</td></tr> <tr><td>Arts and Recreation Director</td><td>\$500</td></tr> <tr><td>Assistant City Manager</td><td>\$500</td></tr> <tr><td>Chief Information Officer</td><td>\$300</td></tr> <tr><td>Chief of Police</td><td>n/a (City vehicle)</td></tr> <tr><td>City Clerk</td><td>\$500</td></tr> <tr><td>City Manager</td><td>\$500</td></tr> <tr><td>Communications and Community Relations Manager</td><td>\$500</td></tr> <tr><td>Community and Economic Development Director</td><td>\$500</td></tr> <tr><td>Finance Manager</td><td>\$300</td></tr> <tr><td>Human Resources Manager</td><td>\$300</td></tr> <tr><td>Manager of Engineering Services</td><td>\$300</td></tr> <tr><td>Public Works Director</td><td>\$500</td></tr> <tr><td>Public Works Manager (Two positions)</td><td>\$300</td></tr> </tbody> </table>	<u>Title</u>	<u>Monthly Allowance</u>	Admin. Services Director	\$500	Arts and Recreation Director	\$500	Assistant City Manager	\$500	Chief Information Officer	\$300	Chief of Police	n/a (City vehicle)	City Clerk	\$500	City Manager	\$500	Communications and Community Relations Manager	\$500	Community and Economic Development Director	\$500	Finance Manager	\$300	Human Resources Manager	\$300	Manager of Engineering Services	\$300	Public Works Director	\$500	Public Works Manager (Two positions)	\$300	N/A	
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**City of Walnut Creek Benefits Summary for Regular, Full-Time Employees
As of January 1, 2017¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented)²	Police Management (PMA)	Police Officers (POA)
UNIFORM ALLOWANCE	N/A	Police Services Officer (including Lead): \$600 annual allowance paid bi-weekly			N/A		\$1,013 annual allowance paid bi-weekly** (50% by check and 50% by voucher OR 100% by voucher) ² Also applies to the Chief of Police	\$1,000 annual allowance paid bi-weekly (50% by check and 50% by voucher OR 100% by voucher)
SPECIAL ASSIGNMENT OVERTIME				N/A			Captains, Lieutenants: N/A Sergeants: For applicable assignments (see MOU for assignments) 2.67 hours of assignment overtime at time and one-half of base pay per pay period	For applicable assignments (see MOU for assignments) 2.67 hours of assignment overtime at time and one-half of base pay per pay period
MASTER OFFICER PROGRAM					N/A			Senior Officer 3% of base pay Master Officer I 6% of base pay Master Officer II 9% of base pay
EDUCATIONAL INCENTIVE PAY				N/A			Captains and Lieutenants: \$420 paid bi-weekly for Master's degree (\$10,920/year) Sergeants: \$420 bi-weekly for Master's degree (\$10,920/year) OR \$333 bi-weekly for Bachelor's degree/POST Advanced Certificate (\$8,658/year)	\$252.89 paid bi-weekly (\$6,575 annually) for Bachelor's degree or POST Advanced Cert.
SHIFT DIFFERENTIAL	N/A	Police Dispatcher/ Assistant (including Lead): Graveyard Shifts 5% of base salary			N/A		Captains, Lieutenants: N/A Sergeants: Graveyard Shifts: 5% of base salary	Graveyard Shifts: 5% of base salary

¹ Note: This summary of benefits provided to full-time City of Walnut Creek employees is for informational purposes only. For primary source materials, please refer to the applicable bargaining unit agreement or resolution, summary plan descriptions, or contact the Human Resources Department. The information contained herein does not constitute either an expressed or implied contract.

² Chief of Police: Uniform allowance, holiday in-lieu pay, and dental insurance benefits are equal to those of Police Captains (Police Management). As a sworn employee, the Chief is covered under the safety CalPERS benefit formula.