

**City of Walnut Creek Benefits Summary for Regular, Full-Time Employees  
As of January 1, 2018<sup>1</sup>**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) <sup>2</sup>	Police Management (PMA)	Police Officers (POA)
<b>TERM OF AGREEMENT</b>	7/1/16 – 6/30/19	10/1/14 – 9/30/17 Extended to 9/30/18	7/1/14 – 6/30/17 Extended to 6/30/18	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
<b>SCHEDULED SALARY INCREASES</b>	7/2/17 3% 7/1/18 3%	4/9/17 1.5% 9/24/17 3%	6/18/17 3%	7/2/17 3% 7/1/18 3%	7/2/17 3% 7/1/18 3%	7/2/17 3% 7/1/18 3%	4/9/17 1.5% 10/8/17 1.5% 4/8/18 1.5%	2/12/17 1.5% 8/13/17 1.5% 2/11/18 1.5%
<b>EMPLOYEE ORGANIZATION DUES</b>	Yes MOU Section A.14	Yes MOU Section 17 Agency Shop	No	No	No	No	Yes	Yes MOU Section 30
<b>HOLIDAYS AND HOLIDAY IN-LIEU PAY</b>	12 paid holidays						Holiday in-lieu pay: Biweekly: 5 hours of straight-time pay (130 hours/year)**  <sup>2</sup> Also applies to the Chief of Police	Holiday in-lieu pay: Biweekly: 4.62 hours of straight-time pay (120 hours/year)
<b>SPECIAL PAID TIME OFF</b>	2017: 3 days (24 hours) (see MOU/Resolution for details)						N/A	N/A
<b>BEREAVEMENT LEAVE</b>	Up to 3 days See MOU	Up to 3 days Personnel Rule 802	Up to 3 days Personnel Rule 802	Up to 3 days See MOU	Up to 3 days See MOU	Up to 3 days	Up to 3 days Personnel Rule 802	Up to 3 days Personnel Rule 802
<b>GENERAL LEAVE</b>	<b>Years of Completed Service</b>	<b>Annual Accrual: Hours</b>	<b>Annual Accrual: 8 Hour Days</b>	<b>Accrual Per Pay Period</b>	<b>Years of Completed Service</b>	<b>Annual Accrual: Hours</b>	<b>Annual Accrual: 8 Hour Days</b>	<b>Accrual Per Pay Period</b>
	Up to 4	160	20	6.16	Up to 4	160	20	6.16
<b>Maximum General Leave Accumulation is 540 hours</b>	5 through 9	184	23	7.08	5 through 9	184	23	7.08
	10 through 14	208	26	8.00	10 through 14	208	26	8.00
	15 through 19	224	28	8.62	15 through 19	232	29	8.93
	20 through 24	232	29	8.93	20 through 24	248	31	9.54
	25 or more	240	30	9.24	25 or more	256	32	9.85
<b>PROFESSIONAL/ MANAGEMENT LEAVE</b>	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
<b>COMPENSATORY TIME OFF Maximum Accrual</b>	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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<b>PARENTAL LEAVE PAY</b>	For eligible employees, 80 hours of leave with pay upon the birth or adoption of a child. See Personnel Rule Section 426 for further details.																						
<b>MEDICAL PLANS: HMO</b>  Kaiser Permanente Traditional HMO OR Blue Shield HMO	<b>Calendar Year 2018: Plan Monthly Rates</b>																						
	<table border="1"> <thead> <tr> <th>HMO Plans</th> <th>Kaiser Permanente</th> <th>Blue Shield</th> <th>"Blended Rate" Premium (for employee cost-sharing)</th> </tr> </thead> <tbody> <tr> <td>Single-Party</td> <td>\$722.00</td> <td>\$820.00</td> <td>\$750.68</td> </tr> <tr> <td>Two-Party</td> <td>\$1,328.00</td> <td>\$1,507.00</td> <td>\$1,369.31</td> </tr> <tr> <td>Family</td> <td>\$2,122.00</td> <td>\$2,409.00</td> <td>\$2,211.69</td> </tr> </tbody> </table>				HMO Plans	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)	Single-Party	\$722.00	\$820.00	\$750.68	Two-Party	\$1,328.00	\$1,507.00	\$1,369.31	Family	\$2,122.00	\$2,409.00	\$2,211.69	<p><b>Effective Date of Coverage</b> Effective first day of the month following appointment.</p> <p><b>Date Coverage Ends</b> Last day of separation month.</p> <p><b>Preventive Care Office Visit</b> No charge</p> <p><b>Office Visit Co-pay</b> \$20</p> <p><b>Retail Prescription Co-pay</b> \$10/\$20 for generic/brand (30 day supply)</p> <p><b>Emergency Room Co-Pay</b> \$50/visit (waived if admitted to a plan hospital)</p> <p><b>Dependent Coverage</b> Up to end of 26th birthday month</p>		
HMO Plans	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)																				
Single-Party	\$722.00	\$820.00	\$750.68																				
Two-Party	\$1,328.00	\$1,507.00	\$1,369.31																				
Family	\$2,122.00	\$2,409.00	\$2,211.69																				
<b>MEDICAL PLANS: HDHP</b>  Kaiser Permanente HDHP (HMO) OR Blue Shield HDHP (PPO)	<b>Calendar Year 2018: Plan Monthly Rates</b>																						
	<table border="1"> <thead> <tr> <th>High-Deductible Health Plans (HDHP)</th> <th>Kaiser Permanente</th> <th>Blue Shield</th> <th>"Blended Rate" Premium (for employee cost-sharing)</th> </tr> </thead> <tbody> <tr> <td>Single-Party</td> <td>\$502.00</td> <td>\$666.00</td> <td>\$553.35</td> </tr> <tr> <td>Two-Party</td> <td>\$922.00</td> <td>\$1,225.00</td> <td>\$1,003.08</td> </tr> <tr> <td>Family</td> <td>\$1,472.00</td> <td>\$1,957.00</td> <td>\$1,640.35</td> </tr> </tbody> </table>				High-Deductible Health Plans (HDHP)	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)	Single-Party	\$502.00	\$666.00	\$553.35	Two-Party	\$922.00	\$1,225.00	\$1,003.08	Family	\$1,472.00	\$1,957.00	\$1,640.35	<p><b>Effective Date of Coverage</b> Effective first day of the month following appointment.</p> <p><b>Date Coverage Ends</b> Last day of separation month.</p> <p><b>Preventive Care Office Visit</b> No charge</p> <p><b>For deductible, out of pocket, and co-pay information</b> See Plan Description</p> <p><b>Dependent Coverage</b> Up to end of 26th birthday month</p> <p><b>PILOT PROGRAM: Health Savings Account (HSA) for 2018 Plan Year</b> Employer contribution for HDHP enrollees for 2018 Plan Year of \$1,500 for single coverage or \$3,000 for two-party or family coverage.</p>		
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<b>BENEFIT</b>	<b>General Employees (WCEA)</b>	<b>Civilian Police (Teamsters 856)</b>	<b>Confidential</b>	<b>Professional</b>	<b>General Management</b>	<b>Department Directors (Unrepresented)<sup>2</sup></b>	<b>Police Management (PMA)</b>	<b>Police Officers (POA)</b>
<b>MEDICAL INSURANCE:</b>  <b>Employee Cost-Sharing towards Kaiser or Blue Shield</b>	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	15% of “blended rate” premium for coverage level	14% of “blended rate” premium for coverage level
<b>MEDICAL INSURANCE:</b>  <b>In-lieu of Medical/Deferral of Unused Medical Premiums</b>	<b>In-lieu of any medical coverage:</b> \$350/month redirected to 457 Plan				<b>Tier I:</b> <b>Appointed prior to 7/1/09:</b> <b>No medical plan coverage:</b> \$691/month to 457 Plan  <b>Single-party Coverage:</b> \$456/month to 457 Plan  <b>Two-party Coverage:</b> \$259/month to 457 Plan  <b>Tier II:</b> <b>Appointed on or after 7/1/09:</b> <b>No medical plan coverage:</b> \$350/month to 457 Plan	<b>No medical plan coverage:</b> \$850/month to 401(a) Plan <sup>2</sup>  <b>Single-party Coverage:</b> \$560/month to 401(a) Plan <sup>2</sup>  <b>Two-party Coverage:</b> \$320/month to 401(a) Plan <sup>2</sup>  <sup>2</sup> Chief of Police: 457 Plan	<b>Tier I:</b> <b>Appointed prior to 7/1/10:</b> <b>No medical plan coverage:</b> \$691/month to 457 Plan  <b>Single-party Coverage:</b> \$456/month to 457 Plan  <b>Two-party Coverage:</b> \$259/month to 457 Plan  <b>Tier II:</b> <b>Appointed on or after 7/1/10:</b> <b>No medical plan coverage:</b> \$350/month to 457 Plan.	<b>In-lieu of any medical coverage:</b> \$350/month redirected to 457 Plan
<b>DENTAL:</b>  <b>Delta Dental Plan of CA</b>	<b>Group Plan</b> Self-insured; administered by Delta Dental Plan. <b>Effective Date of Coverage</b> Effective first day of the month following appointment. <b>Date Coverage Ends</b> Last day of separation month. <b>Plan Description</b> Plan pays 100% diagnostic and preventative, 80% other services <b>Annual Deductible</b> \$50 per person up to a maximum of \$150 per family <b>Maximum annual benefit</b> \$1,500 for Premier dentist (out-of-network) or \$1,600 for PPO dentist (in-network), per eligible employee and dependent each calendar year <b>Dependent Coverage</b> Up to end of 26 <sup>th</sup> birthday month <b>Monthly Employer Cost</b> \$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>						<b>Group Plan</b> Self-insured; administered by Delta Dental Plan. <b>Effective Date of Coverage</b> Effective first day of the month following appointment. <b>Date Coverage Ends</b> Last day of separation month. <b>Plan Description</b> Plan pays 100% diagnostic and preventative, 80% other services. <b>Annual Deductible</b> \$50 per person up to a maximum of \$150 per family <b>Maximum annual benefit</b> \$1,500 for Premier dentist (out-of-network) or \$1,600 for PPO dentist (in-network), per eligible employee and dependent each calendar year <b>Orthodontia Benefit</b> \$2,000 lifetime max. orthodontia benefit available to all eligible employees and dependents <b>Dependent Coverage</b> Up to end of 26 <sup>th</sup> birthday month <b>Monthly Employer Cost</b> \$128.62 per employee <i>Optional Buy-Up Plan with increased annual maximum benefit: \$18.00 monthly employee cost (requires two-year commitment)</i>	

<sup>2</sup> Also applies to Chief of Police

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VISION			<b>Administrator</b> <b>Group Plan Number</b> <b>Effective Date of Coverage</b> <b>Date Coverage Ends</b> <b>Plan Description</b> <b>Co-payments</b> <b>Dependent Coverage</b> <b>Monthly Employer Cost</b>	Vision Service Plan (VSP) #12-022494-0042 Effective first day of the month following appointment. Last day of separation month. Exam and lenses every 12 months; frame every 24 months \$10 co-pay for exam, \$25 co-pay for materials Up to end of 26 <sup>th</sup> birthday month \$13.00 per employee				
EMPLOYEE ASSISTANCE PROGRAM (EAP)	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.  <a href="http://members.mhn.com">members.mhn.com</a> Access code: wceap 1-800-977-7593							
FLEXIBLE SPENDING ACCOUNTS (FSA)			<b>Administrator</b> <b>Effective Date of Coverage</b> <b>Date Coverage Ends</b>  <b>Plan Descriptions</b>	Benefits Coordinators Corporation (BCC) - My SmartCare Effective first day of the month following appointment. Last day in paid status  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 <b>Dependent Care Account:</b> \$5,000 annual maximum <b>Health Flexible Spending Account:</b> \$2,600 annual maximum <b>Premium Contribution Plan</b>				
WORKERS' COMPENSATION	The City's Workers' Compensation program is self-insured, with claims administered by York Insurance Services. Workers' Compensation benefits provided consistent with State law.							
HEALTH, SAFETY, AND WELLNESS PROGRAMS	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.							

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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	\$0.118 per \$1,000 of benefit				
			Monthly Employee Cost	\$0				
		Additional Coverage	Voluntary additional coverage available for employee, spouse, and dependent children.					
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	<p><b>Local Miscellaneous:</b></p> <p><b>Classic Formulas: Employee contribution: 7%</b> 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><b>New (PEPRA) Formula: Employee contribution: 6.75%:</b> For employees hired after 1/1/13 If deemed "new" by CalPERS: 2% @ 62 If deemed "classic" by CalPERS, applicable classic formula.</p> <p><b>Employer Rate:</b> 7/1/17 – 6/30/18 8.565% + 15.076% UAL (for all formulas)</p> <p><b>Optional Benefits</b> 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>					<p><b>Local Safety:</b></p> <p><b>Classic Formulas: Employee Contribution: 9%</b> 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><b>New (PEPRA) Formula: Employee Contribution: 12.25%</b> 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> <p><b>Employer Rate:</b> 7/1/17 – 6/30/18 3% @ 50: 21.418% + 26.843% UAL 3% @ 55: 18.487% + 0.109% UAL 2.7% @ 57: 12.729% + 0.167% UAL</p> <p><b>Optional Benefits</b> 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					<b>Administrator Plan</b>  <b>Voluntary Employee Contributions</b>  <b>Monthly Employer Cost</b>	ICMA-RC #300147 2018 Calendar Year Limits: Individual contribution: \$18,500 "Pre-retirement" catch-up: \$18,500 (\$37,000 total) "Age 50" catch-up: \$6,000 (\$24,500 total) No employer contributions																										
RETIREMENT:  Retirement Health Savings (RHS) Plan	<b>Administrator</b>  <b>Employer Contributions</b>  <b>Vesting</b>	ICMA-RC  <b>General Employees:</b> Following completion of 15 years of regular service.  <b>Civilian Police:</b> Following completion of 15 years of regular service through separation or the 25 <sup>th</sup> year of service, whichever is sooner.  General Employees and Civilian Police: \$900/year per employee  100% immediate vesting	<b>Administrator</b>  <b>Employer Contributions</b>  <b>Vesting</b>	ICMA-RC  Following completion of 15 years of regular service.  \$1,500/year per employee  100% immediate vesting	<b>Administrator</b>  <b>Employer Contributions</b>  <b>Vesting (Employee Contributions)</b>  <b>Mandatory Employee Contributions</b>  <b>Vesting (Employee Contributions)</b>	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	<b>1. Employer Contributions:</b> Vesting based on age and years of service. See MOU for specific details. <b>Employer Contribution Schedule:</b> <b><u>TIER 1: Sworn Officer On or After 7/1/1997</u></b> <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>&gt;5-10</td><td>\$2,500</td></tr> <tr><td>&gt;10-15</td><td>\$3,500</td></tr> <tr><td>&gt;15-20</td><td>\$4,000</td></tr> <tr><td>&gt;20-25</td><td>\$4,500</td></tr> <tr><td>&gt;25</td><td>\$5,000</td></tr> </tbody> </table> <b><u>Tier 2: Sworn Officer Prior to 7/1/1997</u></b> <b><u>AND</u></b> <b><u>5 years WC service as of 9/7/2007</u></b> <table border="0"> <tbody> <tr><td>0-10</td><td>N/A</td></tr> <tr><td>&gt;10-15</td><td>\$4,810 + \$2,000* = \$6,810</td></tr> <tr><td>&gt;15-20</td><td>\$5,408 + \$2,000* = \$7,408</td></tr> <tr><td>&gt;20-25</td><td>\$6,006 + \$2,000* = \$8,006</td></tr> <tr><td>&gt;25</td><td>\$6,604 + \$2,000* = \$8,604</td></tr> </tbody> </table> <p align="right">*See MOU for details</p> <b>2. Mandatory Employee Contributions:</b> 1% employee contribution 100% immediate vesting <b>3. Mandatory General Leave Conversion to RHS (see MOU: General Leave Plan)</b>		<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
<u>Years of Service</u>	<u>Annual Contribution</u>																															
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<b>RETIREMENT:</b>  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  <sup>2</sup> Does not include the Chief of Police. Chief of Police receives \$14,275 employer annual contribution to 457 Plan.		N/A																													
<b>RETIREMENT:</b>  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  <sup>2</sup> Does not include the Chief of Police	Mandatory EMPLOYEE Contribution for Captains and Lieutenants only:  1% base pay/bi-weekly	N/A																													
<b>TUITION REIMBURSEMENT</b>	Effective 8/1/2017, employer pays 100% of tuition and registration fees up to a maximum of \$2,500 per fiscal year (see Administrative Policy 77-1 "Tuition Refund Plan" and Personnel Rule 1404)																																				
<b>CAREER DEVELOPMENT Annual EMPLOYER Contribution</b>	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																													
<b>VEHICLE ALLOWANCE</b>	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>n/a</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	n/a	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
<u>Title</u>	<u>Monthly Allowance</u>																																				
Admin. Services Director	\$500																																				
Arts and Recreation Director	n/a																																				
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																																				

**City of Walnut Creek Benefits Summary for Regular, Full-Time Employees  
As of January 1, 2018<sup>1</sup>**

<b>BENEFIT</b>	<b>General Employees (WCEA)</b>	<b>Civilian Police (Teamsters 856)</b>	<b>Confidential</b>	<b>Professional</b>	<b>General Management</b>	<b>Department Directors (Unrepresented)<sup>2</sup></b>	<b>Police Management (PMA)</b>	<b>Police Officers (POA)</b>
<b>UNIFORM ALLOWANCE</b>	N/A	<b>Police Services Officer (including Lead):</b> \$600 annual allowance paid bi-weekly	N/A				\$1,013 annual allowance paid bi-weekly <sup>2</sup> <i><sup>2</sup> Also applies to the Chief of Police</i>	\$1,000 annual allowance paid bi-weekly
<b>SPECIAL ASSIGNMENT OVERTIME</b>	N/A						<b>Captains, Lieutenants:</b> N/A <b>Sergeants:</b> 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
<b>MASTER OFFICER PROGRAM</b>	N/A						Senior Officer 3% of base pay Master Officer I 6% of base pay Master Officer II 9% of base pay	
<b>EDUCATIONAL INCENTIVE PAY</b>	N/A						<b>Captains and Lieutenants:</b> \$420 paid bi-weekly for Master's degree (\$10,920/year)  <b>Sergeants:</b> \$420 bi-weekly for Master's degree (\$10,920/year) <b>OR</b> \$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.
<b>SHIFT DIFFERENTIAL</b>	N/A	<b>Police Dispatcher/ Assistant (including Lead):</b> Graveyard Shifts 5% of base salary	N/A				<b>Captains, Lieutenants:</b> N/A <b>Sergeants:</b> Graveyard Shifts: 5% of base salary	Graveyard Shifts: 5% of base salary

<sup>1</sup> 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.

<sup>2</sup> 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.