

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

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	7/1/2024 – 6/30/2027	7/1/2024 – 6/30/2027	7/1/2024 – 6/30/2027	7/1/2024 – 6/30/2027	7/1/2024 – 6/30/2027	Council Resolution adopted on 7/16/2024	8/1/2021 – 7/31/2025	7/1/2021 – 6/30/2025
SCHEDULED SALARY INCREASES IN CURRENT LABOR AGREEMENT	6/23/2024 7% 6/22/2025 4% 6/21/2026 5%	6/23/2024 7% 6/22/2025 4% 6/21/2026 5% 6/23/2024 + 3.5% Special Equity Adjustment for Dispatcher Classes	6/23/2024 7% 6/22/2025 4% 6/21/2026 5%	6/23/2024 7% 6/22/2025 4% 6/21/2026 5%	6/23/2024 7% 6/22/2025 4% 6/21/2026 5%	7/7/2024 6% 6/22/2025 5% 6/21/2026 4%	9/19/2021 4% 7/24/2022 4% 7/23/2023 4% 7/21/2024 4% 9/29/2024 3% special wage adjustment	6/27/2021 4% 6/26/2022 4% 6/25/2023 4% 6/23/2024 4% 9/29/2024 3% special wage adjustment
EMPLOYEE ORGANIZATION DUES	Yes MOU Section A.14	Yes MOU Section 19	No			Yes		Yes MOU Section 32
HOLIDAYS AND HOLIDAY IN-LIEU PAY	12 Paid Holidays/Year 1 DEIB Floating Holiday/Year					Holiday in-lieu pay: Biweekly: 5 hours of straight-time pay (130 hours/year) ² 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	3 days (24 hours) (see MOU/Resolution for details)					N/A		
BEREAVEMENT LEAVE	Up to three days (24 hours) paid, two days unpaid [may use own accrued leave] Personnel Rule 802							
GENERAL LEAVE	Years of Completed Service	Annual Accrual: Hours	Annual Accrual: 8 Hour Days	Accrual Per Pay Period	Years of Completed Service	Annual Accrual: Hours	Annual Accrual: 8 Hour Days	Accrual Per Pay Period
	Up to 4	160	20	6.16	Up to 4	160	20	6.16
Maximum General Leave Accumulation is 540 hours	5 to 9	184	23	7.08	5 to 9	184	23	7.08
	10 to 14	208	26	8.00	10 to 14	208	26	8.00
	15 to 19	224	28	8.62	15 to 19	224	28	8.62
	20 to 24	232	29	8.93	20 to 24	232	29	8.93
	25 or more	240	30	9.24	25 or more	240	30	9.24
PROFESSIONAL/ MANAGEMENT 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.		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.	

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)															
COMPENSATORY TIME OFF Maximum Accrual	100 hours; 150 hours for employees assigned to Leshar Theatre Production	80 hours	80 hours			N/A	Captains: N/A Lieutenants and Sergeants: 100 hours	100 hours															
PARENTAL LEAVE PAY	160 hours of paid leave upon the birth or adoption of a child. See Personnel Rule Section 426 for further details.						80 hours of paid leave upon the birth or adoption of a child. See Personnel Rule Section 426 for further details.																
MEDICAL PLANS: HMO Kaiser Permanente Traditional HMO OR Blue Shield HMO	Calendar Year 2024: Plan Monthly Rates																						
	<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 align="right">\$719.00</td> <td align="right">\$807.00</td> <td align="right">\$743.72</td> </tr> <tr> <td>Two-Party</td> <td align="right">\$1,322.00</td> <td align="right">\$1,483.00</td> <td align="right">\$1,370.30</td> </tr> <tr> <td>Family</td> <td align="right">\$2,113.00</td> <td align="right">\$2,369.00</td> <td align="right">\$2,201.44</td> </tr> </tbody> </table>				HMO Plans	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)	Single-Party	\$719.00	\$807.00	\$743.72	Two-Party	\$1,322.00	\$1,483.00	\$1,370.30	Family	\$2,113.00	\$2,369.00	\$2,201.44	<p>Effective Date of Coverage Effective first day of the month following appointment.</p> <p>Date Coverage Ends Last day of separation month.</p> <p>Preventive Care Office Visit No charge</p> <p>Office Visit Co-pay \$20</p> <p>Retail Prescription Co-pay \$10/\$20 for generic/brand (30 day supply)</p> <p>Emergency Room Co-Pay \$50/visit (waived if admitted to a plan hospital)</p> <p>Dependent Coverage Up to end of 26th birthday month</p>		
HMO Plans	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)																				
Single-Party	\$719.00	\$807.00	\$743.72																				
Two-Party	\$1,322.00	\$1,483.00	\$1,370.30																				
Family	\$2,113.00	\$2,369.00	\$2,201.44																				
MEDICAL PLANS: HDHP Kaiser Permanente HDHP (HMO) OR Blue Shield HDHP (PPO)	Calendar Year 2024: Plan Monthly Rates																						
	<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 align="right">\$501.00</td> <td align="right">\$655.00</td> <td align="right">\$548.94</td> </tr> <tr> <td>Two-Party</td> <td align="right">\$917.00</td> <td align="right">\$1,206.00</td> <td align="right">\$1,026.62</td> </tr> <tr> <td>Family</td> <td align="right">\$1,467.00</td> <td align="right">\$1,924.00</td> <td align="right">\$1,656.49</td> </tr> </tbody> </table>				High-Deductible Health Plans (HDHP)	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)	Single-Party	\$501.00	\$655.00	\$548.94	Two-Party	\$917.00	\$1,206.00	\$1,026.62	Family	\$1,467.00	\$1,924.00	\$1,656.49	<p>Effective Date of Coverage Effective first day of the month following appointment.</p> <p>Date Coverage Ends Last day of separation month.</p> <p>Preventive Care Office Visit No charge</p> <p>For deductible, out of pocket, and co-pay information See Plan Descriptions</p> <p>Dependent Coverage Up to end of 26th birthday month</p> <p>Pilot Program Health Savings Account (HSA) for 2024 Plan Year Employer contribution for HDHP enrollees for 2024 Plan Year of \$750 for single coverage or \$1,500 for two-party or family coverage.</p>		
High-Deductible Health Plans (HDHP)	Kaiser Permanente	Blue Shield	"Blended Rate" Premium (for employee cost-sharing)																				
Single-Party	\$501.00	\$655.00	\$548.94																				
Two-Party	\$917.00	\$1,206.00	\$1,026.62																				
Family	\$1,467.00	\$1,924.00	\$1,656.49																				

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented)²	Police Management (PMA)	Police Officers (POA)
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	15% of “blended rate” premium for coverage level	15% of “blended rate” premium for coverage level	14% of “blended rate” premium for coverage level
MEDICAL INSURANCE: Employer Contribution 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 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 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 \$1,600 for PPO in-network dentist; \$1,500 for Non-PPO dentists; 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	

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)														
VISION	<table border="0"> <tr> <td>Administrator</td> <td>Vision Service Plan (VSP)</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>\$13.52 per employee</td> </tr> </table>								Administrator	Vision Service Plan (VSP)	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	\$13.52 per employee
Administrator	Vision Service Plan (VSP)																					
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	\$13.52 per employee																					
EMPLOYEE ASSISTANCE PROGRAM (EAP)	<p align="center">Program administered by Claremont/Uprise Health. Up to 8 sessions per incident per calendar year for employee and/or dependents. Monthly employer cost: \$3.60 per employee. No employee cost. www.claremonteap.com 1-800-834-3773</p>																					
FLEXIBLE SPENDING ACCOUNTS (FSA)	<table border="0"> <tr> <td>Administrator</td> <td>Benefits Coordinators Corporation (BCC)</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: \$3,200 annual maximum Commuter Savings Account: \$3,780 [new plan for 2024] Premium Contribution Plan </td> </tr> </table>								Administrator	Benefits Coordinators Corporation (BCC)	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: \$3,200 annual maximum Commuter Savings Account: \$3,780 [new plan for 2024] Premium Contribution Plan						
Administrator	Benefits Coordinators Corporation (BCC)																					
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: \$3,200 annual maximum Commuter Savings Account: \$3,780 [new plan for 2024] Premium Contribution Plan																					
WORKERS' COMPENSATION	<p align="center">The City's Workers' Compensation program is self-insured, with claims administered by Sedgwick. Workers' Compensation benefits provided consistent with State law.</p>																					
HEALTH, SAFETY, AND WELLNESS PROGRAMS	<p 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>																					

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)
DISABILITY INSURANCE: SHORT-TERM AND LONG-TERM	<p>Administrator The Hartford</p> <p>Plan(s) Short-Term and Long-Term Disability</p> <p>Effective Date of Coverage Effective first day of the month following the completion of one month of continuous service.</p> <p>Date Coverage Ends Last day in paid status</p> <p>Maximum Benefit Short-Term Disability: 2/3 of employee's weekly salary; up to 22 weeks Long-Term Disability: 2/3 of employee's monthly salary</p> <p>Monthly Employer Cost Short-Term Disability: \$0.140 per \$10 covered benefits Long-Term Disability: \$0.390 per \$100 covered payroll</p> <p>Monthly Employee Cost \$0</p> <p align="center">Note: The City of Walnut Creek does not participate in the State Disability Insurance (SDI) program.</p>							
LIFE INSURANCE	<p>Administrator The Hartford</p> <p>Effective Date of Coverage Effective first day of the month following the completion of one month of continuous service.</p> <p>Date Coverage Ends Last day in paid status</p> <p>Maximum Benefit See below for benefit by bargaining unit</p> <p>Monthly Employer Cost \$0.095 per \$1,000 of benefit</p> <p>Monthly Employee Cost \$0</p> <p>Additional Coverage Voluntary additional coverage available for employee, spouse, and dependent children.</p>							
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>Local Miscellaneous:</p> <p>Benefit Formula Classic Formulas: Employee contribution: 7% Hired on or prior to 3/2/12: 2% @ 55, One Year Final Compensation Hired after 3/2/12, and prior to 1/1/13: 2% @ 60, Three Year Final Compensation Hired on/after 1/1/13 and deemed "Classic" by CalPERS, applicable classic formula.</p> <p>New (PEPRA) Formula: Employee contribution: 8% For employees hired on/after 1/1/13: 2% @ 62</p> <p>Employer Rate: 7/1/24 – 6/30/25 10.35% + UAL</p> <p>Optional Benefits 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>Local Safety:</p> <p>Benefit Formula Classic Formulas: Employee Contribution: 9% + 3% cost-sharing of the employer rate Hired on or prior to 11/23/12: 3% @ 50, One Year Final Compensation Hired after 11/23/12, and prior to 1/1/13: 3% @ 55, Three Year Final Compensation Hired on/after 1/1/13 and deemed "Classic" by CalPERS, applicable classic formula.</p> <p>New (PEPRA) Formula: Employee Contribution: 14.5% For employees hired on/after 1/1/13: 2.7% @ 57</p> <p>Employer Rate: 7/1/24 – 6/30/25 3% @ 50: 29.3% + UAL (less 3% ee cost-sharing) 3% @ 55: 24.96% + UAL (less 3% ee cost-sharing) 2.7% @ 57: 14.72% + UAL</p> <p>Optional Benefits 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>		

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)															
SOCIAL SECURITY	N/A See CalPERS																						
MEDICARE TAX	Applies to employees hired or rehired after 3/31/1986 Employee cost: 1.45% Employer cost: 1.45% Employees may also be subject to the Additional Medicare Tax of 0.9%																						
RETIREMENT: MissionSquare Retirement (ICMA-RC) 457 Deferred Compensation Plan					Voluntary Employee Contributions	2024 Calendar Year Limits: Individual contribution: \$23,000 "Age 50" catch-up: \$7,500 (\$30,500 total) "Pre-retirement" catch-up: Additional \$23,000																	
					Monthly Employer Cost	No employer contributions (other than in-lieu medical for eligible employees).																	
RETIREMENT: MissionSquare Retirement (ICMA-RC) Retirement Health Savings (RHS) Plan	Employer Contributions Following completion of 15 years of regular service. \$900/year per employee					Employer Contributions Following completion of 15 years of regular service. \$1,500/year per employee	Employer Contributions Annual contributions: Captain \$9,220 Lieutenant \$8,220 Sergeant \$6,720	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>															
	Vesting 100% immediate vesting					Vesting 100% immediate vesting	Vesting (Employer Contributions) Requires 10 years of sworn service with the City. (100% vested upon service or disability retirement)	Years of Service <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Annual Contribution</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>		Years of Service	Annual Contribution	0-5	\$2,000	>5-10	\$2,500	>10-15	\$3,500	>15-20	\$4,000	>20-25	\$4,500	>25	\$5,000
Years of Service	Annual Contribution																						
0-5	\$2,000																						
>5-10	\$2,500																						
>10-15	\$3,500																						
>15-20	\$4,000																						
>20-25	\$4,500																						
>25	\$5,000																						
						Mandatory Employee Contributions 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.	Tier 2: Sworn Officer Prior to 7/1/1997 AND 5 years WC service as of 9/7/2007 <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Annual Contribution</th> </tr> </thead> <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>		Years of Service	Annual Contribution	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			
Years of Service	Annual Contribution																						
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																						
						Vesting (Employee Contributions) 100% immediate vesting	2. Mandatory Employee Contributions: 1% employee contribution 100% immediate vesting 3. Mandatory General Leave Conversion to RHS (see MOU: General Leave Plan)																

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented)²	Police Management (PMA)	Police Officers (POA)
RETIREMENT: MissionSquare Retirement (ICMA-RC) 401(a) Money Purchase Plan: Annual EMPLOYER Contribution	\$1,400/year	\$850/year	\$1,400/year	\$2,200/year	\$2,800/year	\$10,000/year ² Does not include the Chief of Police. Chief of Police receives \$14,275 employer annual contribution to 457 Plan.	N/A	
RETIREMENT: MissionSquare 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 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)							
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	

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented) ²	Police Management (PMA)	Police Officers (POA)							
VEHICLE ALLOWANCE	N/A				<table border="1"> <thead> <tr> <th>Job Title</th> <th>Allowance</th> </tr> </thead> <tbody> <tr> <td>City Manager Administrative Services Director Arts and Recreation Director Assistant City Manager City Clerk Communications & Comm. Rel. Manager Community Development Director Human Resources Director Public Works Director</td> <td>\$500/month</td> </tr> <tr> <td>Asst. Arts and Recreation Director Asst. Community Dev. Director Asst. Public Works Director Chief Information Officer Deputy City Manager Economic Development Manager Finance Manager Human Resources Manager Manager of Engineering Services Public Works Manager</td> <td>\$300/month</td> </tr> <tr> <td>Chief of Police</td> <td>n/a (City vehicle)</td> </tr> </tbody> </table>	Job Title	Allowance	City Manager Administrative Services Director Arts and Recreation Director Assistant City Manager City Clerk Communications & Comm. Rel. Manager Community Development Director Human Resources Director Public Works Director	\$500/month	Asst. Arts and Recreation Director Asst. Community Dev. Director Asst. Public Works Director Chief Information Officer Deputy City Manager Economic Development Manager Finance Manager Human Resources Manager Manager of Engineering Services Public Works Manager	\$300/month	Chief of Police	n/a (City vehicle)	N/A	
					Job Title	Allowance									
City Manager Administrative Services Director Arts and Recreation Director Assistant City Manager City Clerk Communications & Comm. Rel. Manager Community Development Director Human Resources Director Public Works Director	\$500/month														
Asst. Arts and Recreation Director Asst. Community Dev. Director Asst. Public Works Director Chief Information Officer Deputy City Manager Economic Development Manager Finance Manager Human Resources Manager Manager of Engineering Services Public Works Manager	\$300/month														
Chief of Police	n/a (City vehicle)														
UNIFORM ALLOWANCE	N/A	Police Services Officer (including Lead): \$800 annual allowance paid bi-weekly	N/A				\$1,013 annual allowance paid bi-weekly ² <i>² Also applies to the Chief of Police</i>	\$1,000 annual allowance paid bi-weekly							
SPECIAL ASSIGNMENT PAY FOR SWORN EMPLOYEES	N/A				N/A		Captains, Lieutenants: N/A Sergeants: For applicable assignments (see MOU for assignments): 5% of base salary	For applicable assignments (see MOU for assignments): 5% of base salary; 7.5% for Corporal							
MASTER OFFICER PROGRAM	N/A				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				N/A		Captains and Lieutenants Master's Degree \$13,887.27/year; paid bi-weekly Sergeants Master's Degree \$13,887.27/year; paid bi-weekly OR Bachelor's Degree OR POST Advanced \$12,151.36/year; paid bi-weekly	Equivalent to 6.5% of base pay paid bi-weekly for Bachelor's degree OR POST Advanced Certificate							

**City of Walnut Creek Benefits Summary for Regular Full-Time Employees
As of September 29, 2024¹**

BENEFIT	General Employees (WCEA)	Civilian Police (Teamsters 856)	Confidential	Professional	General Management	Department Directors (Unrepresented)²	Police Management (PMA)	Police Officers (POA)
SHIFT DIFFERENTIAL	N/A	Police Dispatcher/ Assistant (including Lead): Graveyard Shift 5% of base salary; Swing Shift 2.5% of base salary			N/A		Captains, Lieutenants: N/A Sergeants: Graveyard Shift: 5% of base salary	Graveyard Shift: 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.