

	Confidential Employees	Confidential Management	Executive Management	Brisbane Fire Management	General Employees	IAFF 2400 (Fire)	Mid-Management/ Professionals	Police Chief	Police Commander	Police Officers Association	Hourly (per ACA)	Council Members
Benefit												
PERS Health	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)	\$157/month (PERS employer required contribution)
Cafeteria Plan (Health, Medical FSA, Dependent Care FSA)	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30	Single: up to \$964.23	Single: \$1,060.37 Double: \$2,138.10 Family: \$2,784.79 No plan: \$735.30
Self-Insured Dental Plan	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	\$145/month	Benefits eligible prior to January 1, 2014: Prorated up to \$145/month	\$145/month
VSP Vision Plan	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	\$30.90/month	Benefits eligible prior to January 1, 2014: Prorated up to \$30.90/month	\$30.90/month
Life Insurance	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	0.108 per \$1,000. Up to \$150,000 max	N/A	N/A
AD&D	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	\$0.027 per \$1,000, up to \$150,000 max	N/A	N/A
Long Term Disability	\$0.61 per \$100	\$0.61 per \$100	\$0.61 per \$100	\$0.61 per \$100	\$0.61 per \$100	\$29.50/month	\$0.61 per \$100	\$0.61 per \$100	\$0.61 per \$100	\$0.61 per \$100	\$24.50/month	N/A
Employee Assistance Program	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month currently \$3.56/month effective 7/1/2023
Vacation	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 Year: 112 hours, after 4 year: 192 hours, after 9 years 240 hours, after 15 years 264 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	Shift Personnel 1-4 years: 84 hours, After 4 years: 126 hours, After 9 years: 168 hours; Non-Shift Personnel 1-4 years: 80 hours, After 4 years: 120 hours, After 9 years: 160 hours	Prorated based on hours worked
Maximum Vacation Accrual	400 hours	320 hours	320 hours	352 hours	320 hours	528 hours	320 hours	320 hours	320 hours	320 hours	Shift Personnel: 336 hours, Non-Shift Personnel: 320 hours	240 hours
Sick Leave	96 hours	96 hours	96 hours	96 hours	96 hours	144 hours	96 hours	96 hours	96 hours	96 hours	Non-shift personnel: 96 hours, Shift personnel: 101 hours	40 hours annually
Holidays	14 days plus 16 hours floating holiday	14 days plus 8 hours floating holiday	14 days plus 16 hours floating holiday	14 days plus 16 hours floating holiday	14 days plus 16 hours floating holiday	6% of base in lieu of holiday (included in base)	14 days plus 16 hours floating holiday	14 days plus 16 hours floating holiday	14 days plus 16 hours floating holiday	14 days plus 16 hours floating holiday	Shift Personnel: 6% of base in lieu of holiday, Non-shift Personnel: 14 days; All shift and non-shift employees are eligible for 16 hours of floating holiday	N/A
Longevity Incentive	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service as of January 1, 2023	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service as of January 1, 2023	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service as of January 1, 2023	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service	As of January 2023, 1.0% step increase after 10 years of service; 1.0% step increase after 15 years of service, 3% increase after 20 years of service	40 hours after 12 years of service. Effective January 1, 2023, 3% incentive after 20 years of consecutive service.	Effective July 1, 2008, 40 hours after 12 years of service. Effective January 1, 2023, 3% incentive after 20 years of consecutive service.	Effective July 1, 2008, 40 hours after 12 years of service. Effective January 1, 2023, 3% incentive after 20 years of consecutive service.	As of January 2023, 1% step increase for 10 years of service; 1.0% step increase after 15 years of service; 3.0% step increase after 20 years of service.	N/A	N/A
Admin Leave	Up to 80 hours per year	Up to 80 hours per year	Up to 80 hours per year	Up to 80 hours per year	Recognition	N/A	Up to 80 hours per year	Up to 80 hours per year	Up to 80 hours per year	N/A	N/A	N/A
Education Incentive	N/A	N/A	N/A	N/A	N/A	AA degree = 2.5%, Bachelor's = 5%	N/A	N/A	N/A	Plan A: 3.5% of base salary= intermediate POST Certificate, Another 2.5%= Advanced POST certificate MAX 6% Plan B: AA degree = 5%, Bachelor's = 10% Hired before April 1, 2001 A or B. Hired after April 1, 2001 - Plan B available only	N/A	N/A
Deferred Comp 457	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after January 1, 2013: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	Employees hired after July 1, 2008: 1.5% of employee's base monthly salary. Additional 3.5% employer contribution with employee contribution of 5%	Employees hired on or after July 1, 2016: 1.5% of employee's base monthly salary. Additional 3.5% employer contribution with employee contribution of 5%	Employees hired on or after January 1, 2013: 1.5% of employee's base monthly salary. Additional 3.5% employer contribution with employee contribution of 5%	Employees hired after January 1, 2013: 1.5% of base employer contribution. Additional 3.5% with employee contribution of 5%	N/A	N/A
City Paid Retiree Stipend	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	Employees hired prior to July 1, 2008 receive equivalent amount to Kaiser Health Insurance depending on level of insurance in retirement.	For employees who retire after July 1, 2002, a stipend will be paid that is equal to the single party premium rate charged to the City by Kaiser if specified conditions are met	N/A	N/A

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