	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)				
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: 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	\$0.027 per \$1,000, up to	\$0.027 per \$1,000, up to	\$0.027 per \$1,000, up to	\$0.027 per \$1,000, up to	\$0.027 per \$1,000, up to	N/A	N/A				
Long Term Disability	\$150,000 max \$0.61 per \$100	\$150,000 max \$29.50/month	\$150,000 max \$0.61 per \$100	\$150,000 max \$0.61 per \$100	\$150,000 max \$0.61 per \$100	\$150,000 max \$24.50/month	N/A	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	\$3.14/month currently \$3.56/month effective 7/1/2023	\$3.14/month, plus 5 additional counseling sessions per incident. In total 10 sessions per incident; \$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	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	N/A
Maximum Vacation Accrual	400 hours	320 hours	320 hours	352 hours	320 hours	528 hours	320 hours	320 hours	320 hours	Shift Personnel: 336 hours, Non-Shift Personnel: 320 hours	240 hours	N/A
Sick Leave	96 hours	144 hours	96 hours	96 hours	96 hours	Non-shift personnel: 96 hours, Shift personnel: 101 hours	40 hours annually	N/A				
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	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	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	service; 3% incentive in	40 hours after 12 years of service; 3% incentive in recognition of 20 years of service	40 hours after 12 years of service if hired on or before July 1, 2006; 40 hours after 15 years of service if hired after July 1, 2006; 3% incentive in recognition of 20 years of service as of January 1, 2023	years of service, 3% increase after 20 years of	40 hours after 12 years of service. Effective January 1, 2023, 3% incentive after 20 years of consecutive service.	hours after 12 years of service. Effective January 1, 2023, 3% incentive	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	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. Adde tional 3.5% with employee contribution of 5%	n/a	N/A
City Paid Retiree	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

	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												
Uniform Pay	N/A	N/A	N/A	Up to \$800	N/A	Up to \$800 (cleaning provided); New employees shall receive \$1,250 in their first month of employment.	N/A	Provided and cleaned	Provided and cleaned	Provided and cleaned	N/A	N/A
Call Back	N/A	N/A	N/A		Minimum of 2 hours	Minimum of 3 hours	N/A	N/A	N/A	Minimum 2 hours pay	N/A	N/A
Tuition Reimbursement	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C or higher grade. Or a passing grade of "CR" in a pass/fail course	Equivalent to CSU tuition rates with C or higher grade. Or a passing grade of "Pass" in a pass/fail course	Equivalent to CSU tuition rates with C+ or higher grade.	Equivalent to CSU tuition rates with C or higher grade. Or a passing grade of "Pass" in a pass/fail course	Equivalent to CSU tuition rates with C+ or higher grade.	N/A	N/A
Wellness Benefit	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	Up to \$300 per fiscal year for eligible wellness expense	N/A	N/A
Automobile Allowance	Up to \$300/month	Up to \$300/month	Up to \$300/month	N/A	N/A	N/A	N/A	City vehicle provided or up to \$300/month	N/A	N/A	N/A	\$300/month
	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$50/month
Cellular Allowance	Up to \$35/month	Up to \$35/month	Up to \$35/month	N/A	N/A	N/A	Up to \$35/month	Up to \$35/month	N/A	N/A	N/A	\$30/month
Acting Pay	10% first 30 days, 15% there after.	10% first 30 days, 15% there after.	10% first 30 days, 15% there after.	N/A	10% first 30 days, 15% there after.	5% of base pay	10% first 30 days, 15% there after.	10% when appointed to Deputy City Manager	10% when appointed to Police Chief for the first 30 days, 15% there after	5% for duration of assignment	N/A	N/A
• .	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$250 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$200 per month starting July 2023; must pass state exam to be eligible	\$100 per month starting July 2023; must pass state exam to be eligible	N/A	N/A
CalPERS Retirement		Tier 1 (2.7%@55): Brisbane members on or before July 1, 2008; Tier 2 (2.0%@60): Classic members after July 1, 2008; Tier 3 (2%@62) New members after January 1, 2013.	Tier 1 (2.7%@55): Brisbane members on or before July 1, 2008; Tier 2 (2.0%@60): Classic members after July 1, 2008; Tier 3 (2%@62) New members after January 1, 2013.	Tier 1 (3%@55) Brisbane members before January 1, 2013 and Classic members. Tier 2 (2.7%@57) New members on or after January 1, 2013.	Tier 1 (2.7%@55): Brisbane members on or before July 1, 2008; Tier 2 (2.0%@60): Classic members after July 1, 2008; Tier 3 (2%@62) New members after January 1, 2013.	Tier 1 (3%@55) Brisbane members before January 1, 2013 and Classic members. Tier 2 (2.7%@57) New members on or after January 1, 2013.		Tier 1 (3%@55) Brisbane members before January 1, 2013 and Classic members. Tier 2 (2.7%@57) New members on or after January 1, 2013.	Tier 1 (3%@55) Brisbane members before January 1, 2013 and Classic members. Tier 2 (2.7%@57) New members on or after January 1, 2013.	Tier 1 (3%@55) Brisbane members before January 1, 2013 and Classic members. Tier 2 (2.7%@57) New members on or after January 1, 2013.	If eligible: Tier 1 (2.7%@55): Brisbane members on or before July 1, 2008; Tier 2 (2.0%@60): Classic members after July 1, 2008; Tier 3 (2%@62) New members after January 1, 2013.	Tier 1 (2.7%@55): Brisbane members on or before July 1, 2008; Tier 2 (2.0%@60): Classic members after July 1, 2008; Tier 3 (2%@62) New members after Januar 1, 2013.
	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 9%, Tier 2: 13%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 12%, Tier 2: 13%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 9%, Tier 2: 13%	Tier 1: 9%, Tier 2: 13%	Tier 1: 9%, Tier 2: 13%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.75%
CalPERS Employer Rates Effective July 1, 2015		Tier 1: 14.03% + \$29,832/month, Tier 2: 9.12% + \$8/month, Tier 3: 7.47%	Tier 1: 14.03% + \$29,832/month, Tier 2: 9.12% + \$8/month, Tier 3: 7.47%	Tier 1: 21.84%, Tier 2: 12.78%	Tier 1: 14.03% + \$29,832/month, Tier 2: 9.12% + \$8/month, Tier 3: 7.47%	Tier 1: 21.84% Tier 2: 12.78%	Tier 1: 14.03% + \$29,832/month, Tier 2: 9.12% + \$8/month, Tier 3: 7.47%	Tier 1: 21.84%, Tier 2: 12.78%	Tier 1: 21.84%, Tier 2: 12.78%	Tier 1: 21.84%, Tier 2: 12.78%	Tier 1: 14.03% + \$29,832/month, Tier 2: 9.12% + \$8/month, Tier 3: 7.47%	Tier 1: 14.03% + \$29,832/month, Tier 2 9.12% + \$8/month, Tie 3: 7.47%