

Benefit	Confidential Employees	Confidential Management	Executive Management	General Employees	IAFF 2400 (Fire)	Mid-Management/ Professionals	Police Chief
PERS Health Employer Required Contribution	\$136/month	\$136/month	\$136/month	\$136/month	\$136/month	\$136/month	\$136/month
Cafeteria Plan (Health, Medical FSA, Dependent Care FSA)	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57
Self-Insured Dental Plan	\$95/month	\$95/month	\$95/month	\$95/month	\$95/month	\$95/month	\$95/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
Life Insurance	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max
AD&D	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max
Long Term Disability	\$0.631 per \$100	\$0.631 per \$100	\$0.631 per \$100	\$0.631 per \$100	\$24.50/month	\$0.631 per \$100	\$0.631 per \$100
Employee Assistance Program	\$3.14/month	\$3.14/month	\$3.14/month	\$3.14/month	\$3.14/month	\$3.14/month	\$3.14/month
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 (Note: received as personal leave)	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
Maximum Vacation Accrual	320 hours	N/A	320 hours	320 hours	528 hours	320 hours	320 hours
Sick Leave	96 hours	96 hours (Note: received as personal leave)	96 hours	96 hours	144 hours	96 hours	96 hours
Holidays	13 days plus 24 hours floating holiday	13 days plus 24 hours floating holiday	13 days plus 24 hours floating holiday	13 days plus 24 hours floating holiday	6% of base in lieu of holiday (included in base)	13 days plus 24 hours floating holiday	13 days plus 24 hours floating holiday
Longevity Leave	40 hours after 12 years of service	40 hours after 12 years of service	40 hours after 12 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	N/A	40 hours after 12 years of service	40 hours after 12 years of service
Admin Leave	Up to 80 hours per year	Up to 80 hours per year	Up to 80 hours per year	N/A	N/A	Up to 80 hours per year	Up to 80 hours per year
Education Incentive	N/A	N/A	N/A	N/A	AA degree = 2.5%, Bachelor's = 5%	N/A	N/A
Deferred Comp 457	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%
City Paid Retiree Stipend	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Single	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Single	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family
Uniform Pay	N/A	N/A	N/A	N/A	Up to \$500 (cleaning provided)	N/A	Provided and cleaned
Call Back	N/A	N/A	N/A	Minimum of 2 hours	Minimum of 3 hours	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.	Equivalent to CSU tuition rates with C+ or higher grade.
Automobile Allowance	Up to \$300/month	Up to \$300/month	Up to \$300/month	N/A	N/A	N/A	City vehicle provided or up to \$300/month
Internet Allowance	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Cellular Allowance	Up to \$35/month	Up to \$55/month	Up to \$55/month	N/A	N/A	Up to \$35/month	Up to \$55/month
Acting Pay	10% first 30 days, 15% there after.	10% first 30 days, 15% there after.	10% first 30 days, 15% there after.	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
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 (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.
CalPERS Employee Rates	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 9%, Tier 2: 11.5%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 9%, Tier 2: 11.5%
CalPERS Employer Rates Effective July 1, 2018	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 18.677%, Tier 2: 12.141%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 18.677%, Tier 2: 12.141%
CalPERS Employer Rates Effective July 1, 2019	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 20.073%, Tier 2: 13.034%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 20.073%, Tier 2: 13.034%

Benefit	Police Commander	Police Officers Association	Hourly (per ACA)	Council Members
PERS Health Employer Required Contribution	\$136/month	\$136/month	\$136/month	\$136/month
Cafeteria Plan (Health, Medical FSA, Dependent Care FSA)	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57	Single: \$945.21; Double: \$2,019.39; Family: \$2,665.56; No Plan: \$750.66	Single: up to \$631.01	Single: \$742.75; Double: \$1,628.87; Family: \$2,160.58; No Plan: \$604.57
Self-Insured Dental Plan	\$95/month	\$95/month	Benefits eligible prior to January 1, 2014: Prorated up to \$95/month	\$95/month
VSP Vision Plan	\$30.90/month	\$30.90/month	Benefits eligible prior to January 1, 2014: Prorated up to \$30.90/month	\$30.90/month
Life Insurance	0.111per \$1,000. Up to \$150,000 max	0.111per \$1,000. Up to \$150,000 max	N/A	N/A
AD&D	\$0.028 per \$1,000, up to \$150,000 max	\$0.028 per \$1,000, up to \$150,000 max	N/A	N/A
Long Term Disability	\$0.631 per \$100	\$24.50/month	N/A	N/A
Employee Assistance Program	\$3.14/month	\$3.14/month	\$3.14/month	\$3.14/month
Vacation	1-4 year: 80 hours After 4 years: 120 hours After 9 years: 160 hours	1-4 years: 84 hours, After 4 years: 126 hours, After 9 years: 168 hours	Prorated based on hours worked	N/A
Maximum Vacation Accrual	320 hours	336 hours	240 hours	N/A
Sick Leave	96 hours	96 hours	24 hours annually, with additional hours annually prorated based on hours worked	N/A
Holidays	13 days plus 24 hours floating holiday	6% of base in lieu of holiday	N/A	N/A
Longevity Leave	40 hours after 12 years of service	N/A	N/A	N/A
Admin Leave	Up to 80 hours per year	N/A	N/A	N/A
Education Incentive	N/A	AA degree = 5%, Bachelor's = 10%	N/A	N/A
Deferred Comp 457	Employees hired after July 1, 2008: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	Employees hired after January 1, 2013: 1.5% of base employer contribution. Additional 1% with employee contribution of 2.5%	N/A	N/A
City Paid Retiree Stipend	Employees hired prior to July 1, 2008 receive equivalent to Kaiser Family	Employees hired prior to January 1, 2013 receive equivalent to Kaiser Single	N/A	N/A
Uniform Pay	Provided and cleaned	Provided and cleaned	N/A	N/A
Call Back	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.	N/A	N/A
Automobile Allowance	N/A		N/A	\$300/month
Internet Allowance	N/A	N/A	N/A	\$50/month
Cellular Allowance	N/A	N/A	N/A	\$30/month
Acting Pay	10% when appointed to Police Chief	5% for duration of assignment	N/A	N/A
CalPERS Retirement	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 January 1, 2013.
CalPERS Employee Rates	Tier 1: 9%, Tier 2: 11.5%	Tier 1: 9%, Tier 2: 11.5%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.25%
CalPERS Employer Rates Effective July 1, 2018	Tier 1: 18.677%, Tier 2: 12.141%	Tier 1: 18.677%, Tier 2: 12.141%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%	Tier 1: 12.212%, Tier 2: 8.099%, Tier 3: 6.842%
CalPERS Employer Rates Effective July 1, 2019	Tier 1: 20.073%, Tier 2: 13.034%	Tier 1: 20.073%, Tier 2: 13.034%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%	Tier 1: 13.182%, Tier 2: 8.563%, Tier 3: 6.985%