CITY OF MENIFEE BENEFIT SUMMARY

RETIREMENT: Employees are covered by the Public Employees' Retirement System. The formula used is 2.7% at 55. The City pays the Employer portion of CALPERS. Employees hired on or after December 6, 2011 will pay 3% effective 07/01/12, 6% effective 07/01/13 and 8% effective 07/01/14 of the employees share of the CALPERS retirement contribution. The City does not participate in Social Security, except for the mandatory Medicare Program.

DEFERRED COMPENSATION: The City offers a 457 deferred compensation program through ICMA. Each employee may defer up to the maximum allowed by the IRS

FLEXIBLE SPENDING ACCOUNT/DEPENDENT CARE: The City offers a Flexible Spending Account which allows employees to set aside pre-tax dollars to pay for eligible health insurance premiums, health care expenses and/or childcare.

SICK LEAVE: An employee accrues 4 hours of sick leave per pay period. There is no limit on the amount of accrual.

PERSONAL LEAVE: 10 (8 hour) working days of paid leave are earned per year, increasing to 15 (8 hour) workings days after 3 years of employment and 20 (8 hour) working days after 5 years of employment. Subject to rules and regulations determined by the City Manager. Employees may accrue up to 240 hours. Hours are accrued pro-rated per pay period. There are 13.5 paid holidays per year.

MEDICAL, DENTAL AND VISION INSURANCE: The City provides a monthly allocation of $1500 which may be applied towards the cost of any benefit made available by the City at the option of the employee. Medical insurance is available through CALPERS for employee and eligible dependents.

Dental and Vision is available for employee and eligible dependents.

EDUCATION REIMBURSEMENT: Employees may request up to $1000 per fiscal year for expenses incurred for tuition, books, and fees for college-level or job related courses or degree curricula upon prior approval.