



## Welcome to the City of Menifee!

Situated at the heart of southern Riverside County, Menifee is a vibrant new city. With more than 92,000 residents, City of Menifee residents can enjoy a pleasant year-round climate, abundant recreational offerings, reasonably priced housing and a convenient proximity to some of southern California's premiere attractions and employment centers. The City of Menifee's business, retail and entertainment outlets are shaping the community's attractiveness. The rapidly growing economic base is contributing favorably to the City's strong financial position. Menifee's rising family-oriented residents value the City's ongoing commitment to public safety, community events and festivities, and all-around smart development. The culmination of these elements working together to support the City's strategic vision brand the City of Menifee as one of the state's most promising new cities.



**New. Better. Best.**

For additional information, please contact:

631-552-4141  
: g\_s DWagLW? S`SWW  
631-552-4141  
/+` #fi() S`Z))

S+) #&: Sg` DaSV  
? W|XW53 +S`\*(  
i i i |flaX W|XWge



## CITY OF MENIFEE Benefits Summary



# Benefits Summary

## Retirement

Employees are covered by the California Public Employees' Retirement System (CALPERS). The formula used is 2% at 62 for employees new to CALPERS, hired on or after January 1, 2013; and 2.7% at 55 for classic CALPERS members. The city pays the employer portion of CALPERS. Employees pay 100% of the employee's 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

The City offers a Flexible Spending Account which allows employees to set aside pre-tax dollars to pay for eligible health insurance premiums, healthcare expenses and/or childcare.

## Life Insurance

The City provides \$50,000.00 of term life insurance for regular, full-time employees.

## Sick/Vacation Leave

An employee accrues four hours of sick leave per pay period. There is no limit on the amount of sick leave accrual. 80 hours of vacation are earned per year, increasing to 120 hours after four years of employment and 160 hours after five years of employment. Vacation hours are accrued pro-rated per pay period.

## Holidays

There are 13.5 paid holidays per year.

## Education Reimbursement

Employees may request up to \$1,000 per fiscal year for expenses incurred for tuition, books and fees for college-level or job-related courses or degree curricula upon prior approval.

## Medical, Dental and Vision Insurance

The city provides a monthly allocation of \$1,500.00, up to \$1,702.32, which may be applied towards the cost of benefits 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 Insurance is available for employee and eligible dependents.



## CALPERS Medical Insurance – 2018

|                        | Employee | EE+One   | Family   |
|------------------------|----------|----------|----------|
| ANTHEM Select HMO      | 659.69   | 1,319.38 | 1,715.19 |
| ANTHEM Traditional HMO | 735.08   | 1,470.16 | 1,911.21 |
| Blue Shield ACCESS +   | 695.97   | 1,391.94 | 1,809.52 |
| Health Net Salud y Mas | 461.56   | 923.12   | 1,200.06 |
| Health Net SmartCare   | 607.68   | 1,215.36 | 1,579.97 |
| KAISER                 | 666.80   | 1,333.60 | 1,733.68 |
| PERS SELECT 80/20      | 654.74   | 1,309.48 | 1,702.32 |
| PERS SELECT 80/20 LA   | 573.21   | 1,146.42 | 1,490.35 |
| PERS CHOICE 80/20      | 698.96   | 1,397.92 | 1,817.30 |
| PERS CARE 90/10        | 733.50   | 1,467.00 | 1,907.10 |
| Kaiser LA County       | 642.70   | 1,285.40 | 1,671.02 |
| SHARP                  | 618.14   | 1,236.28 | 1,607.16 |
| United Health Care     | 616.66   | 1,233.32 | 1,603.32 |

## Dental Insurance

|            | Employee | EE+Spouse | EE+Children | Family |
|------------|----------|-----------|-------------|--------|
| Dental PPO | 50.12    | 99.68     | 122.46      | 172.03 |
| Dental HMO | 14.30    | 25.62     | 36.53       | 42.71  |

## Vision Care Insurance

|        | Employee | + Spouse | +Children | Family |
|--------|----------|----------|-----------|--------|
| Vision | 11.23    | 22.46    | 24.71     | 35.94  |

**Monthly Allocation:** \$1,500

**Mandatory Monthly CALPERS Employer Contribution:** \$133.00



**MENIFEE UNIVERSITY (Menifee U)** is a centralized and systemic city program that aims to enhance the skills, knowledge and leadership aptitudes of city employees, while also supporting organizational goals and needs. Menifee U offers seminars, continuing education and certificated programs that enrich our employees, both personally and professionally.

### Menifee U offers:

- Online library resources
- Hard copy library resources
- Enrichment courses and lectures
- Certificate courses
- Direct professor communication and mentoring