

# MENIFEE POLICE DEPT. BENEFITS SUMMARY



## POLICE OFFICER

Salary Range: \$75,702 - \$97,143  
Employee Group: Police

### THE FOLLOWING IS A SUMMARY OF THE BENEFITS PROVIDED TO FULL-TIME SWORN EMPLOYEES

**RETIREMENT:** The city participates in the California Public Employees' Retirement System (CalPERS).

- Formula: 2.7% at 57 (both "Classic" and "New" Members)
- Member Contribution: 50% of normal cost (currently 12.75% of compensation)
- Final Compensation: Highest thirty-six (36) consecutive month period
- The City does not participate in Social Security

**HIRING INCENTIVE:** \$5,000 upon hire.

**RETENTION INCENTIVE:** \$5,000 annual payment upon completion of one year of employment, and payable upon each year's employment anniversary.

**MEDICAL, DENTAL, AND VISION INSURANCE:** The City contributes a monthly allowance toward the cost of medical, dental, and vision insurances. The monthly allowance is determined by the number of eligible dependents an employee has:

- Employee Only - \$1,500.00 per month
- Employee +1 Dependent - \$1,702.32 per month
- Employee +2 (or more) Dependents - \$1,702.32 per month

**DEFERRED COMPENSATION:** Employees are eligible to participate in a deferred compensation plan through ICMA-RC. The City contributes the following amounts to an employee's account:

- Captain - \$5,000 per year
- Lieutenant - \$4,000 per year
- Sergeant - \$3,000 per year
- Officer - \$3,000 per year

**EDUCATION INCENTIVE PAY:** 3.0% of base of pay for a Bachelor's Degree or 5.0% of base pay for a Master's Degree (education incentive pay is not cumulative and only eligible for degrees exceeding the minimum job requirements).

**BILINGUAL INCENTIVE PAY:** 3.0% of base pay.

**UNIFORM ALLOWANCE:** \$1,000 per year.

**TUITION REIMBURSEMENT:** \$1,500 per year.

**Note: The provisions of this summary do not constitute an expressed or implied contract.**



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[menifeepolice.org](http://menifeepolice.org)



## MEET CHIEF WALSH

Chief Walsh has an outstanding reputation, an impressive track record, and sets the bar high for Menifee's Police Department. As a visionary leader, he is an experienced team builder and expert communicator who acts with the highest level of respect, fairness and compassion. Menifee PD will set the bar for a safe, respectful and inclusive culture where people come first.

Chief Walsh is a decorated 35-year law enforcement leader. A graduate of the prestigious United States Naval Postgraduate School – Center for Homeland Defense and Security, Walsh is widely known in the law enforcement community as an innovative reformer, passionate about training and accountability.

Read more about Chief Walsh and the Menifee PD mission vision at [menifeepolice.org](http://menifeepolice.org).



## WELCOME TO MENIFEE

Menifee is a vibrant, young city situated in the heart of Southwest Riverside County along Interstate 215. With a 40% population growth since incorporation in 2008, Menifee has become the 7th fastest growing city in California.

Menifee was recently recognized by SafeHome.org. as one of the safest cities in California, and Menifee leadership is committed to maintaining this standard. Public safety continues to be a priority for the City Council, as they recognize the importance of a safe community for the success of Menifee's increased quality of life for residents.



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