

THE CITY OF MALIBU



Full-Time Employment Benefits

Vacation Leave

1 - 5 years	_____	96 hours per year
6- 10 years	_____	120 hours per year
11 years or more	_____	160 hours per year

Sick Leave

96 hours per year.

Vacation and sick leave cash-out provision. Employees may cash out an unlimited number of hours of vacation time each calendar year. Employees may cash out up to eighty (80) hours of sick time each calendar year. Provided that the employee has a minimum of eighty (80) hours of vacation time and a minimum of eighty (80) hours of sick time remaining after the cash-out.

Holidays

11 fixed holidays per year.

Retirement

The City participates in the Public Employees' Retirement System (PERS). New members to CalPERS, new PEPRA formula 2% at 62, three-year average, 8.25% member contribution; classic CalPERS members 2% at 55, one-year average, the City pays the member contribution for classic CalPERS members. The City does not contribute to Social Security.

Insurance

Health, Dental, Long Term/Short Term Disability, Life and Vision Insurance are all covered. Health Insurance: A selection of health plans are available from CalPERS. City will provide 100% paid premiums-coverage for employee and dependents up to the PERS Platinum PPO health plan level. Dental and Vision: 100% paid premiums-coverage for employee and dependents.

Deferred Compensation

A voluntary 457 Deferred Compensation Plan is available for employee participation. The City will match up to \$50.00 per pay period of a contribution to our 457 Deferred Compensation Plan.

Credit Union

Employees have the option to sign up with the Ventura County Federal Credit Union.

Additional Benefits

The City offers an Alternative Work Schedule (9/80) and a hybrid work option; Employee Assistance Program; Tuition Reimbursement (\$2,500 per fiscal year).

Probation

New hire and promotional appointments shall be subject to a probationary period of not less than six months.

Medicare

Federal law requires mandatory contribution for each employee of 1.45%.

Special Note

In compliance with the Immigration & Control Act of 1986, all new employees must verify identity and entitlement to work in the United States by providing required documentation.

THE PROVISIONS OF THIS BULLETIN DO NOT CONSTITUTE AN EXPRESSED OR IMPLIED CONTRACT. ANY PROVISION CONTAINED IN THE BULLETIN MAY BE MODIFIED OR REVOKED WITHOUT NOTICE.

THE CITY OF MALIBU IS AN EQUAL OPPORTUNITY EMPLOYER

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