Flexible Spending Accounts

✓ Options to set aside pre-tax dollars for medical, dependent care and parking/transit:
✓ Medical reimbursement account assists with a wide range of health-related expenses not covered by the medical, dental or vision plans.
✓ Dependent care reimbursement account assists with eligible dependent care expenses.
✓ Parking & Transit reimbursement accounts are also available.

Deferred Compensation

✓ Three (3) different deferred compensation programs are offered to help you meet your retirement goals.
✓ A deferred compensation plan allows you to set aside funds out of your paycheck with tax-free dollars.

Wellness

✓ The City has a unique employee wellness program. The Better Health Wellness Program provides health and well-being resources to our employees and their families.
✓ Physical fitness, better nutrition, smoking cessation, and other programs offers something for everyone.

Other Voluntary Programs

✓ Legal Insurance
✓ Homeowners Insurance
✓ Auto Insurance
✓ Small Loan Program

Career Opportunities

The City offers a wide variety of career opportunities and advancement throughout the city. To view job opportunities, go to http://www.cabq.gov/ To view additional information about employee benefits go to http://www.cabq.gov/humanresources/employee-benefits

City of Albuquerque
Human Resources Department
Mary Scott, Director
Karmela Ortiz, Employment Division Manager
Mark Saiz, Insurance and Benefits Manager
400 Marquette NW, 7th Floor
Albuquerque, NM 87102
505-768-3758

City of Albuquerque
Employment Benefits

A Great Place to Work....
The City of Albuquerque employs more than 6,300 individuals. Employees pride themselves in providing quality customer and community service. Whether you are new to working, seeking a second career, or looking to be part of a progressive team. The City of Albuquerque may be the place for you!

**BENEFITS START ON THE FIRST DAY OF EMPLOYMENT!**

All Regular employees are benefits eligible. The City offers a competitive benefit package.

**Public Employees Retirement Association (PERA)**

- Plans and contributions vary based on jobs.
- Up to 75% paid by the City of the employee contribution, for a majority of the plans, in addition to the 7.4 to 21.76% of salary for regular employer contributions.
- Employee contributions in the general population plan is 4.79% of salary.
- Eight (8) year vesting if hired after 7/1/2013
- Years of service and average of highest (3) three years of salary determine the defined retirement benefit.

**Affordable Medical Coverage**

- 80% City paid premium regardless of the number of covered dependents.
- Three (3) Presbyterian medical plans, each with an option of gym membership.
- Comprehensive provider network, with an option to elect out-of-network coverage.

**Dental Coverage**

- 80% City paid premium regardless of the number of covered dependents.
- Diagnostic and Preventative services covered at 100%.
- Basic services, Major services and Orthodontics are also covered.

**Vision Coverage**

- 80% City paid premium regardless of the number of covered dependents.
- Eye examinations covered at 100% after a low $10 co-pay.
- Eyeglasses and contact lenses are also covered.
- Providers represent all types of vision specialists.

**Basic Life and AD&D Insurance**

- The City provides a basic life and accidental death and dismemberment insurance plan.
- No cost to the employee
- The amount ranging from $25,000 to $50,000 is based on the employee’s base annual salary.
- The City continues to provide the coverage at 50% of the original amount upon retirement

**Optional Term Life Insurance**

- Employees can purchase additional life insurance coverage for themselves and their dependents in increments of $10,000 up to $500,000 at group rates.
- Limited coverage is guaranteed issue at the time of hire, regardless of health condition.

**Optional Disability Insurance**

- Short-term (STD) and long-term disability (LTD) plans are additional options.
- These employee paid benefits pay if you become disabled and are unable to do your job for a period of time.
- Coverage is guaranteed issue at the time of hire, regardless of health condition.