

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>

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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.