



BetterHealth

PROGRESS REPORT
FISCAL YEAR 2017

City of Albuquerque and Participating Government Entities

MISSION & VISION

for the BetterHealth
Employee Wellness Program

MISSION

To reduce chronic conditions associated with tobacco use, lack of physical activity, and nutrition.

VISION

Employees and family members avoid tobacco, eat nutritiously, engage in adequate levels of physical activity, achieve and maintain a healthy weight, blood pressure, blood cholesterol, and blood glucose, and experience improved mental health.

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PROMOTIONAL MATERIALS FISCAL YEAR 2017

Self-monitoring BLOOD PRESSURE Station




BetterHealth
CITY OF ALBUQUERQUE AND
PARTICIPATING GOVERNMENT ENTITIES

American Heart Association | American Stroke Association
Life is why.

Check. Change. Control.™

Has food become the enemy?



Have you had little to no success with diet and exercise plans?
Do you sometimes feel out of control with food and eating?
Do you use food to deal with stress?
Are you currently experiencing an unhealthy or uncomfortable body weight?

If you answer yes to any of these questions, the skill of mindfulness can help

Mindfulness Based Stress Reduction 8 Week Program for Weight Loss and Nutrition

ONLINE REGISTRATION: April 10 - April 28
PROGRAM DATES: Tuesdays, May 9 - June 27, 5:45 - 7:15pm
**Location: Manzano Mesa Multigenerational Center, West Social Hall
501 Elizabeth St. SE, 87123**

WHO IS ELIGIBLE:
CABQ benefits-eligible employees, spouses, and domestic partners
HOW TO REGISTER:
Go to this link: <https://www.surveymonkey.com/r/MBSR2017-2>
IF YOU HAVE QUESTIONS:
Contact Lisa Gatan, CABQ Health and Wellness Coordinator, Insurance and Benefits Division, 768-2921, TTY 711

Instructor Michelle Dufal, MA, is leading provider of mindfulness trainings in the Southwest, with her programs offered at Sandia National Labs, NM Heart Institute, University of New Mexico, Presbyterian, and in Albuquerque Public School System. She is the director of The Mindful Center and has taught tens of thousands of people the invaluable skills of mindfulness for health, healing, and stress reduction. All of her programs are non-religious and evidence based. For more info go to www.themindfulcenter.com



I quit so I'd be more than a memory to my daughter.

Rico, age 48, California
Gabby, daughter, age 20

After surviving cancer, I quit smoking. Quitting not only increased his chances of survival, it was the start of a new happier life for him and his family. In 2013, he witnessed his daughter graduate high school and go off to college.

1-866-QUIT-4-LIFE (1-866-784-8454)
www.quitnow.net

Lisa Gatan
Health and Wellness Program Coordinator
Insurance and Benefits Division
505-768-2921 TTY 711



BetterHealth
CITY OF ALBUQUERQUE AND
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Better you.

you're only ONE WORKOUT away from a GOOD MOOD

USE YOUR GYM MEMBERSHIP!

If you enrolled in the Presbyterian gym benefit, you and your enrolled dependents (ages 18 and up) are encouraged to use it often.




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Better you.

Lisa Gatan
Health and Wellness Program Coordinator
Insurance and Benefits Division
505-768-2921 TTY 711

Check It!

Program Kick Off • Wednesday, February 1

Sign up for **Check, Change. Control.®**, and new blood pressure monitoring program designed by the American Heart Association

WANT TO IMPROVE YOUR HEALTH?

Grab your coworkers and family members 18 and over to join the **Check, Change. Control.®** program: a fun and interactive way to track your blood pressure and make some lifestyle changes to reduce your risk of heart disease and stroke!

Register January 23 - February 1
Sign up here: <https://www.research.net/r/CCCCARQ>

For more information about the program, visit the following website link:
<http://eweb.cabq.gov>




Check. Change. Control.™

For more information please contact:
Lisa Gatan
Health and Wellness Program Coordinator
Insurance and Benefits Division
505-768-2921 TTY 711



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Better you.

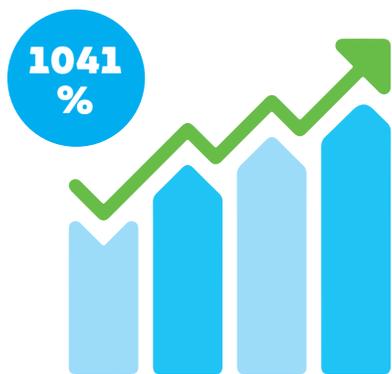
EXECUTIVE SUMMARY OF PROGRESS

Progress was made in Fiscal Year 2017 toward achieving the overarching mission of reducing chronic health conditions associated with inadequate physical activity, poor nutrition, and tobacco use. Evaluation methods such as program satisfaction surveys, behavior change tracking, and pre and post assessments demonstrate the BetterHealth vision has become a reality. With new BetterHealth programs, policies, and environmental supports to facilitate healthy choices, City of Albuquerque employees and family members achieved higher levels of physical activity, improved nutrition, quit or reduced tobacco use, and obtained healthier weight, blood pressure, cholesterol, and glucose levels.

Over the 5-year timeframe of the Strategic Plan, goals were met and remarkable progress was made. The number of wellness encounters in Fiscal Year 2017 increased by 1041% compared to wellness encounters in Fiscal Year 2012. Fifteen new health improvement programs were adopted and 9 new sustainable projects and policies were implemented during the 5 year period.

City of Albuquerque healthcare costs remained steady for 3 consecutive years even with added benefits in Fiscal Year 2017. One cannot assume the steady costs were caused by the BetterHealth wellness program because measuring return on investment is complex and the endeavor was not initiated as part of the 5-year strategic plan. However, worksite wellness researchers demonstrate that maintaining

a healthy workforce on a grand scale can have a positive effect on insurance premiums and worker productivity. By keeping healthy people healthy and preventing employees with health risks from getting worse, workplace wellness programs can transform corporate culture and change lives. City of Albuquerque will continue striving for this aim in the years to come.



**Increase in
Wellness Encounters**



**New Health Improvement
Programs Adopted**



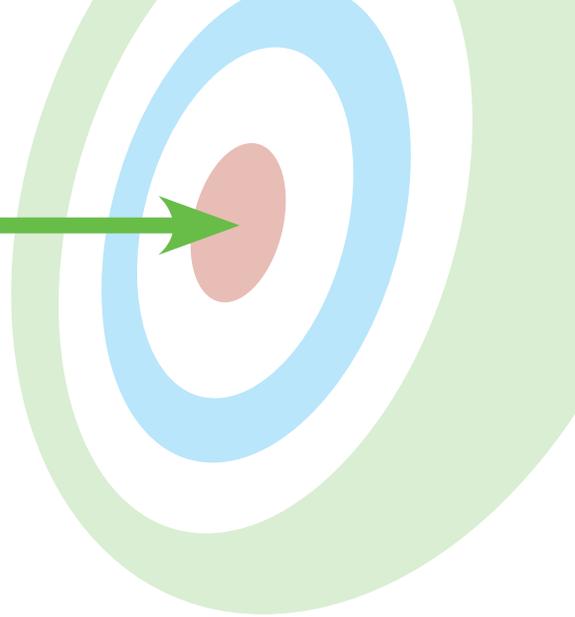
**New Sustainable Projects
and Policies Implemented**

BetterHealth PROGRAM GOALS

Goal 1:

Prevent, detect, and reduce modifiable risk factors for diabetes, heart disease, stroke, cancer, lower respiratory diseases, and arthritis

- 6,525 City of Albuquerque and participating government entity employees, spouses, domestic partners and dependents 18 and older received the new **Presbyterian Gym Membership Benefit** as part of the city's medical insurance plan. 64% utilized the gym during the year. An additional 1,208 added the gym benefit for Fiscal Year 2018, an increase of 19%.
- 304 City of Albuquerque employees and family members participated in the 8-week team-based **Nuvita Fitness League**. Each player on the 40 teams received a heart rate monitor and an individualized website and app to track the number of minutes they exercised in and above their cardio zone. Players also received coaching from exercise physiologists and registered dietitians, and 3 onsite classes.
 - Each player averaged 186 minutes in and above their cardio zone per week.
 - 77% of players were active in above their cardio zones an average of 60 minutes per week or more.
 - Among 48 players who completed pre and post program screenings,
 - > 36 players lost 171 pounds total, an average of 4.75 pounds each.
 - > 31 players lost 56 inches total from their waists, an average of 1.8 inches each.
 - 232 City of Albuquerque and Water Authority employees and family members enrolled in the American Heart Association's **Check. Change. Control.**[™] blood pressure monitoring program. Among 110 participants with two blood pressure readings more than 7 days apart:
 - 78% improved blood pressure.
 - 16% moved out of the hypertension stage to either prehypertension or normal stage.
 - 25% improved systolic (top number) more than or equal to 10 mm Hg.
 - 35% improved diastolic (bottom number) more than or equal to 4 mm Hg.
 - 209 City of Albuquerque employees and family members 16 and older registered for the **Good Measures nutrition program**. The 4-month program included a personalized robust website and app to track food intake, physical activity, and weight. Phone consultations with registered dietitians, nutrition challenges, and onsite classes were also provided to participants.
 - The average Good Measures Index improved by 15%. The index is used to measure healthfulness of diet.
 - Out of 60 who completed pre and post screenings for the Summer/Fall program,
 - > 28% reduced cholesterol
 - > 34% reduced fasting glucose by 5% or more
 - > 79% lost or maintained weight. Total weight lost: 354 pounds.
 - Out of 29 who completed pre and post screenings for the Winter/Spring program,
 - > 50% reduced cholesterol
 - > 2.7% average A1C reduction
 - > 62% lost or maintained weight. Total weight lost: 131 pounds.
 - 167 employees and family members attended the **Healthy Weight Academy**, which included a cooking demonstration, mindful eating education, and the book *Intuitive Eating* for all participants. Two sessions were held to accommodate shift workers.
 - 71 city employees, spouses, and domestic partners enrolled in 8-week **Mindfulness Based Stress Reduction (MBSR)** courses, one for tobacco cessation and one for healthy weight and nutrition. Participants learned techniques to stabilize the mind with guided meditations. They also began a daily practice of breathing meditations.
 - > 9 participants rated their stress level before and after the 8-week MBSR tobacco cessation program. *Results:* 31% decrease in stress level.
 - > 9 participants stated how many cigarettes they smoked daily before and after the program. *Results:* 54% decrease in daily cigarettes.
 - > Among 15 participants who completed the 8-week MBSR healthy weight and nutrition course, 79% reported feeling less stressed, 64% reported less overeating, and 26% reported weight loss due to the program.
 - 15 participants with prediabetes enrolled in the new **Good Measures Diabetes Prevention Program (DPP)**. The 12-month program is proven to cut participants' risk of developing type 2 diabetes by more than 50%. Participants typically lose 7 - 10% of their body weight and work toward achieving at least 150 minutes of physical activity each week. Presbyterian Mobile Health Center and Healthy Solutions Disease Management teams started referring their program participants with prediabetes to DPP.



Goal 2: Create a healthy worksite culture

- 2,906 visits were made to the **Presbyterian Mobile Health Center**. The Mobile Health Center celebrated 5 years of exclusive service to City of Albuquerque and participating government entity employees and family members. The unit travels to 10 work locations each month, and there is no co-pay for services. Since opening in 2012 there have been 13,765 medical office visits.
- 90 new **JohnnyBoards** were installed at work locations where field employees are based because field employees are harder to reach with BetterHealth promotional materials than office employees who use computers daily. **JohnnyBoards** are framed advertisements posted in restrooms, near timeclocks and above water fountains. Boards are now inside Municipal Development, Solid Waste, Transit, and Parks and Recreation buildings, fueling stations, and fleet maintenance facilities. BetterHealth promotional materials are changed monthly in the boards.
- 79 **self-monitoring blood pressure stations** were established in City of Albuquerque and Water Authority offices. The blood pressure monitors are always available to employees in an effort to control high blood pressure and related health care costs from heart disease and stroke.
- 3 new dedicated **lactation rooms** were created for employees at BioPark, 311 Citizen Contact Center and West Mesa Aquatic Center.
- The new **Wellness at Work** online portal was introduced. The platform houses the Personal Health Assessment

and is designed to help employees create personalized health improvement plans, announce CABQ wellness program offerings, and include several wellness challenges.

- American Heart Association worked with Albuquerque City Council to unanimously adopt Council Resolution R-16-52 to establish guidelines for healthy foods and beverage options in vending machines on city property. The new city guidelines must align with Federal vending guidelines. BetterHealth staff subsequently drafted revisions to **Administrative Instruction 3-15 Nutrition Standards for Vending Machine Beverages and Snacks** to align with the Resolution. The draft revisions require calorie labeling; eliminate items with trans fat; limit sodium in snack items; and require 25% of packaged food choices and 50% of beverage choices to meet nutrition criteria outlined in the instruction. The revisions are being reviewed in the Mayor's Office.
- Employees received information about Administrative Instructions adopted in Fiscal Year 2016 which allow flexible break time for lactation and prohibit use of electronic cigarettes and smokeless tobacco inside buildings, city vehicles, and near building entrances.

Goal 3: Build wide support and collaboration

- 31 City of Albuquerque **BetterHealth Ambassadors** were recruited for 2017. Ambassadors are employees with a keen interest in health who volunteered to creatively inspire their co-workers to live healthfully. Between the new Ambassadors and 23 Ambassadors from 2016, their activities in Fiscal Year

2017 resulted in over 1,062 wellness encounters. Ambassadors arranged onsite nutrition and stress reduction workshops, nutritious luncheons, healthy snacks, and physical activity projects for co-workers. Many set-up self-monitoring blood pressure stations and recruited co-workers to join programs listed under Goal 1. Several recruited co-workers to run or walk in annual community fun runs. Some developed weekly wellness emails and bulletin boards. One created an employee wellness library at the airport.

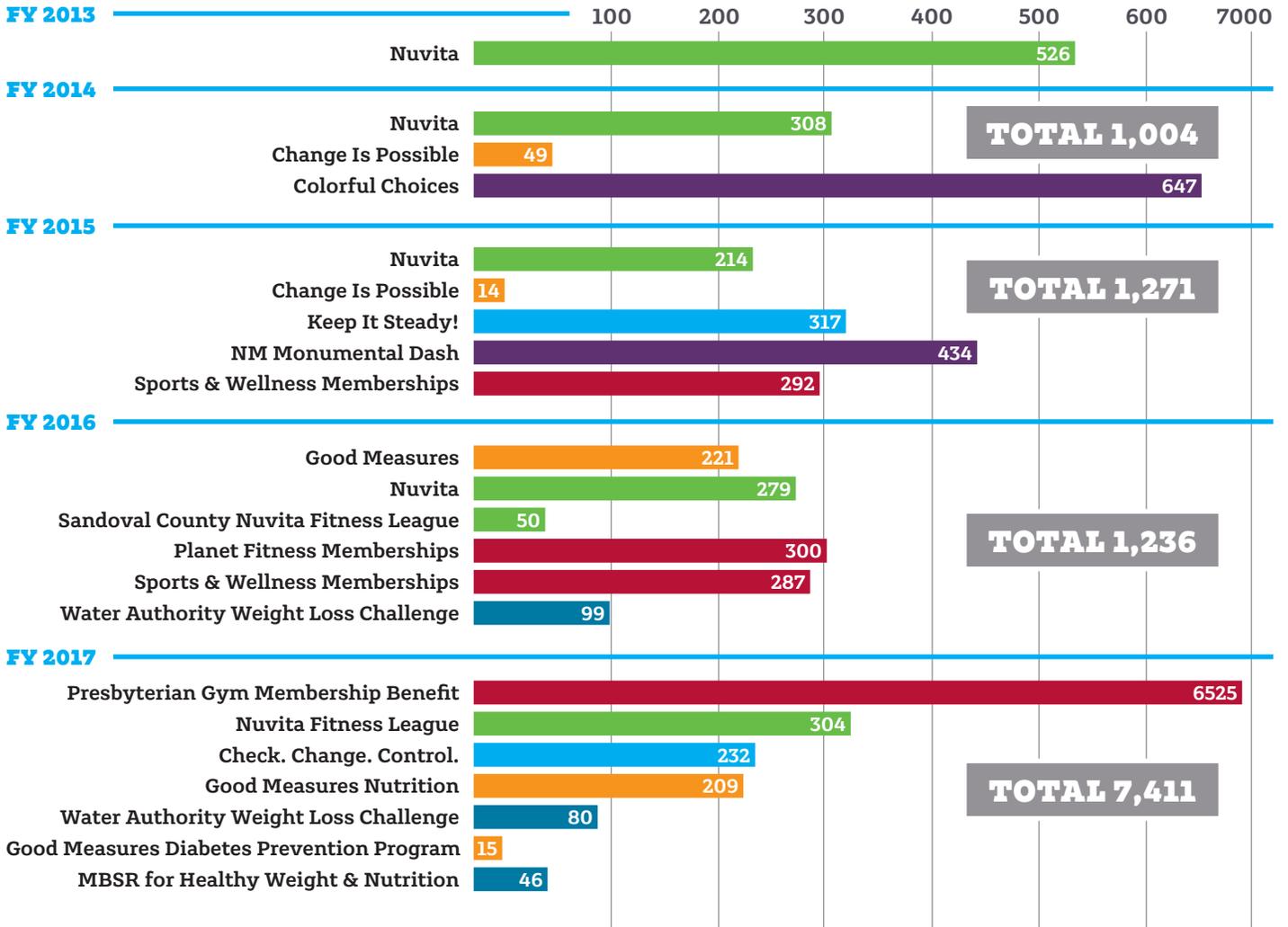
- 5 nutrition education videos produced for BetterHealth programs by The Solutions Group were provided to **GOV TV** for broadcast, and one 30-minute colorectal cancer prevention interview was taped with a representative from the American Cancer Society. The local government programs are broadcast on GOV TV Channel 16 to 90,000 Comcast subscribers in the community.

Goal 4: Evaluate and improve initiatives

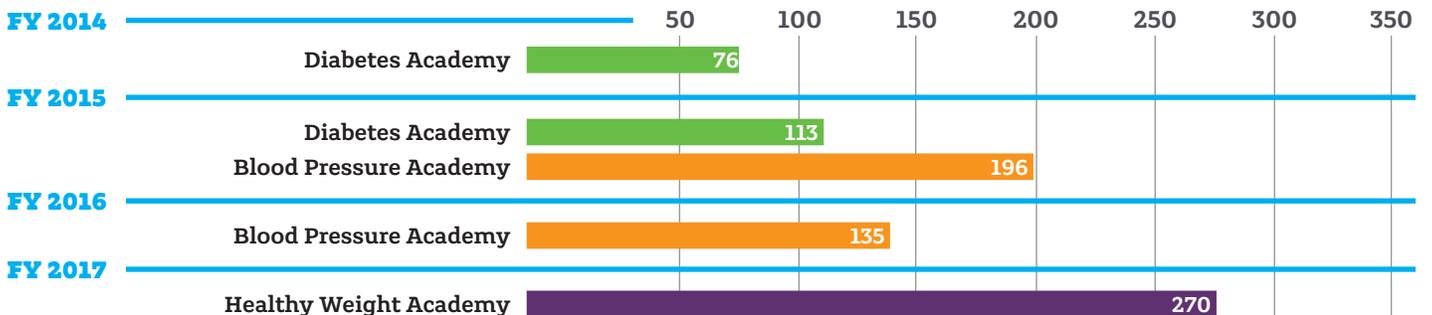
- All BetterHealth initiatives were evaluated with program satisfaction surveys, participation and behavior change tracking, and/or pre and post assessments. Evaluation results were used to monitor progress and inform subsequent campaigns.

FISCAL YEAR 2017 WELLNESS RESULTS

Enrollment in Multi-Week Nutrition, Physical Activity, Healthy Weight, and Blood Pressure Reduction Programs



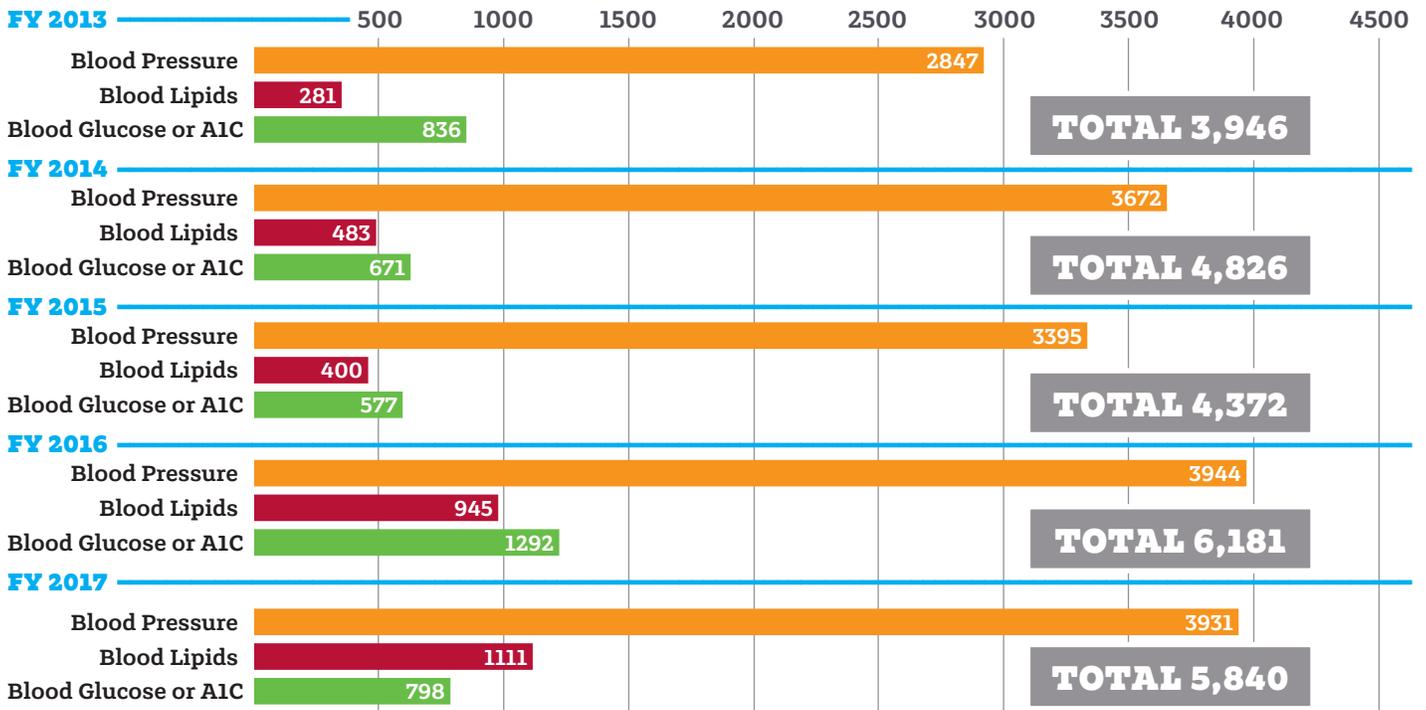
Employees and Family Members Enrolled in Health Academies



On-site Body Composition Screenings with Feedback for Employees and Family Members



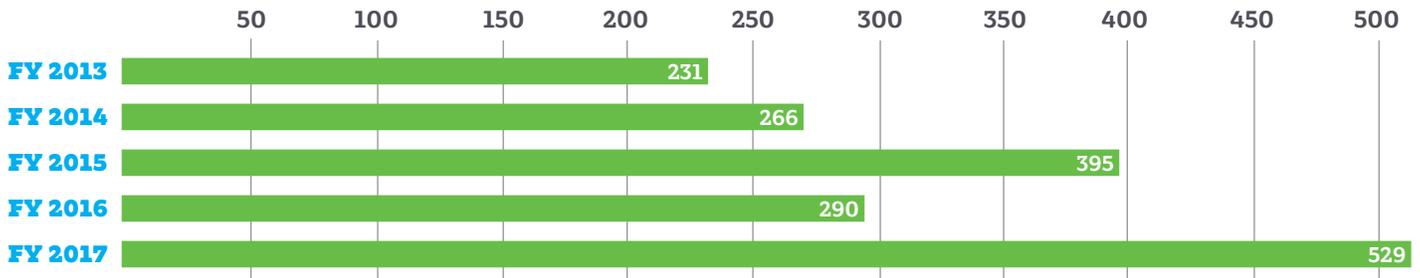
On-site Health Screenings with Feedback (includes all screening events, program screenings, and Mobile Health Center)



"I lowered my LDL by 41 points! And I have lost 5 pounds and intend to lose more."

Good Measure Participant

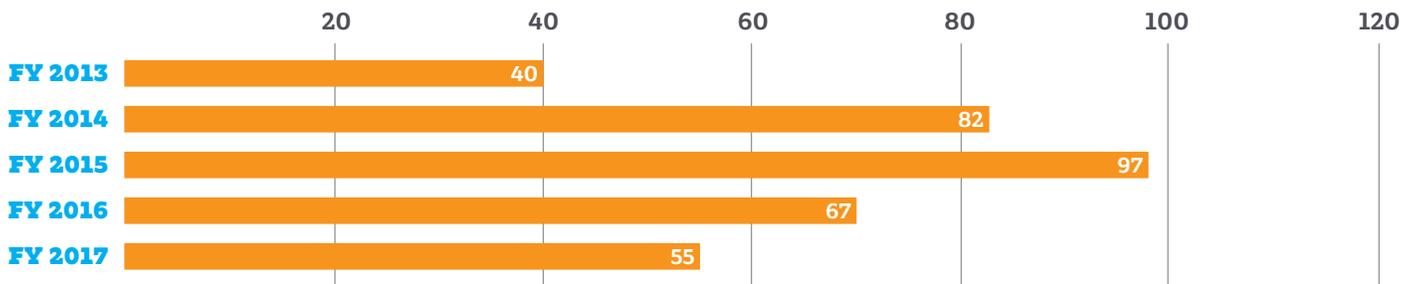
Personal Health Assessments Completed by Employees, Spouses, Domestic Partners



On-site Cancer Screenings with Feedback for Employees and Family Members

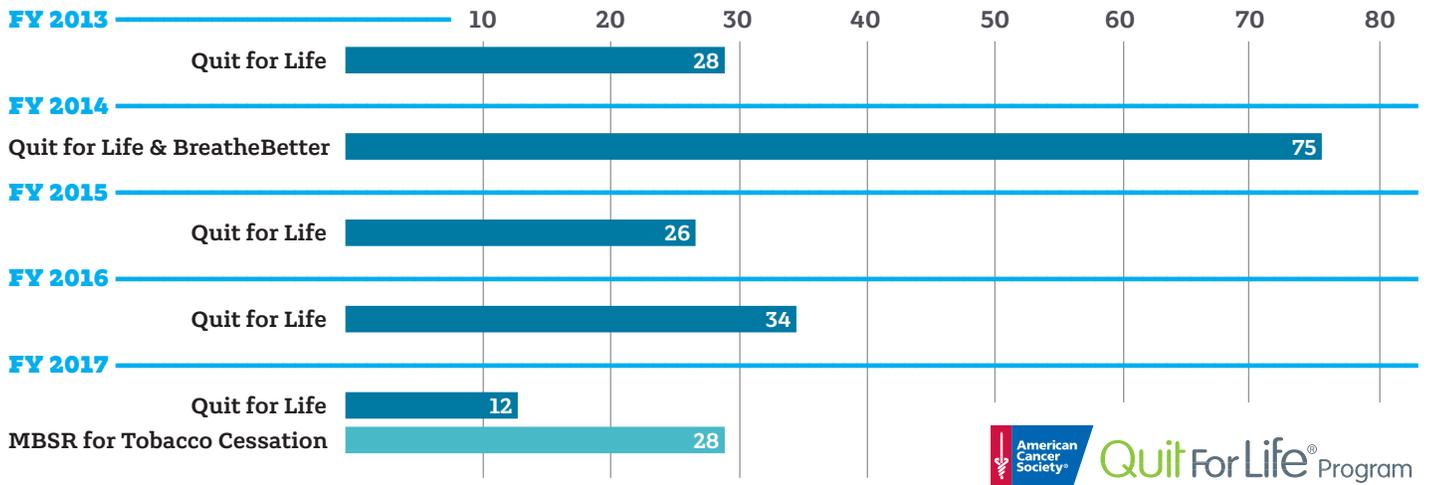


Employees Trained with Wellness for Supervisors Module

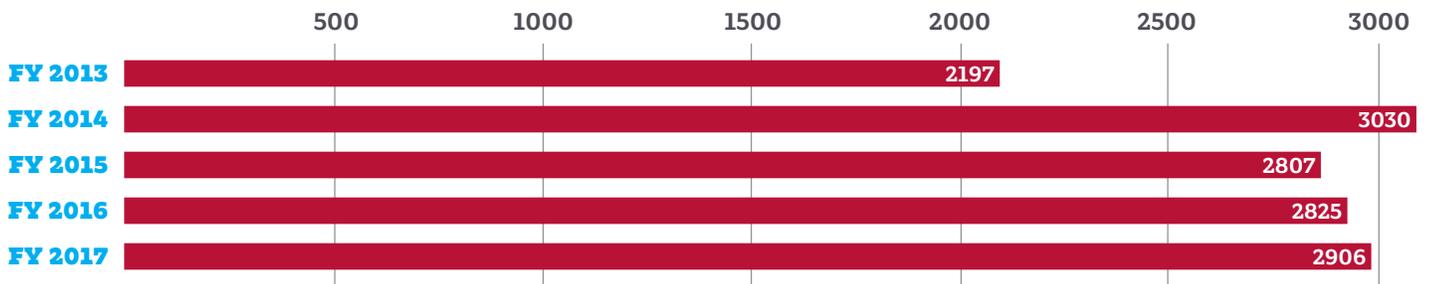


Colorectal cancer screening saves lives and keeps people from getting the disease.

Employees, Spouses, Domestic Partners Enrolled in Tobacco Cessation Program



Mobile Health Center Visits by Enrolled Employees and Family Members



Employees and Family Member Attendance at Annual Health & Benefits Fairs*

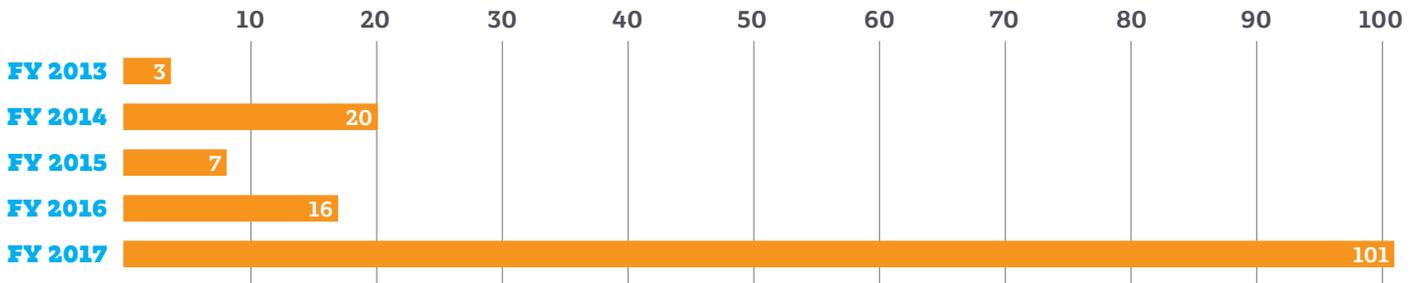


*Bernalillo County included in FY13 and FY14, but not in FY15, FY16, FY17

"...because of your efforts you may have saved my husband's life."

Employee regarding Self-Monitoring Blood Pressure Station

Employees and Family Members Completed Healthy Solutions Disease Management Program

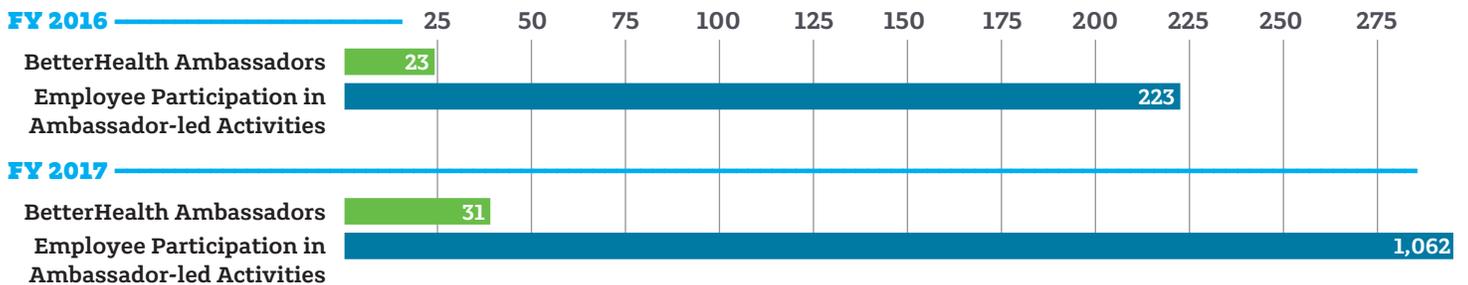


Flu Shots at Work Locations*

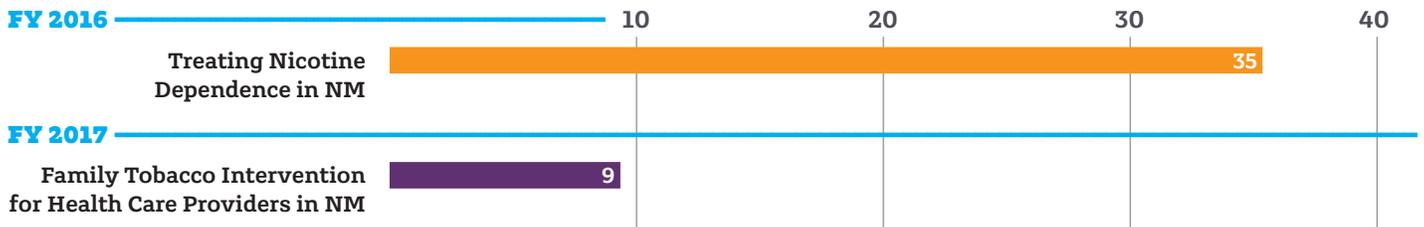


*Bernalillo County included in FY13 and FY14, but not in FY15, FY16, FY17

BetterHealth Ambassadors



Health Professionals Completed Tobacco Cessation Training



“The gym benefit is a valuable benefit and greatly appreciated for our family. As a family, we have lost a total of 60 pounds between 3 active gym members. If we didn’t have this benefit, we would not have lost the weight or taken the incentive to join a gym.”

Employee with Presbyterian Gym Benefit

BetterHealth WELLNESS COMMITTEE

Albuquerque Bernalillo County Water Utility Authority	Kathy Leonard Erica Jaramillo
Albuquerque Housing Authority	Anita Sanchez-Triviso
City of Albuquerque ABQ Volunteers/ Constituent Services, Mayor's Office	Sofia Sanchez
City of Albuquerque BetterHealth Program	Lisa Gatan Shannon Brady
City of Albuquerque Employee Assistance Program	Julia Bain
City of Albuquerque Employee Health Services	Dave Pulliam
City of Albuquerque Insurance and Benefits Division	Mark Saiz
City of Albuquerque Police Academy	John D (JD) Maes
City of Albuquerque Risk Management Division	Peter Ennen
City of Belen	LaShae Latasa
Delta Dental of New Mexico	Rich Bolstad Jesus Galván
Middle Rio Grande Conservancy District	Christine Nardi Lonnie Ben
Nuvita	Jess Biggs Ana Hernandez
Presbyterian Health Plan	Amy Garcia
Presbyterian Healthy Solutions Disease Management Program	Crystal Spain
Sandoval County	Patricia Miller Katrina Smedley
Southern Sandoval County Arroyo Flood Control Authority	Catherine Conran
The Solutions Group a Division of Presbyterian Healthcare Services	Liz Chavez Sean McKenzie
Tivity Health	Marlene Sena
Town of Bernalillo	Troy Martinez
Town of Cochiti Lake	Jeri Chenelle Dolly Kauley
Town of Edgewood	Carla Sanchez
Town of Mountainair	Kathy Anglin
Village of Bosque Farms	Michelle Fryhover
Village of Corrales	Jennifer Hise
Village of Cuba	Vandora Casados
Village of Los Ranchos de Albuquerque	Stephanie Dominguez
Village of San Ysidro	Christina Lucero
Village of Tijeras	Diane Klaus

Wellness Committee members provide program updates at quarterly meetings and identify ways to integrate initiatives. The committee is comprised of City of Albuquerque staff with health and wellness responsibilities; representatives from organizations selected by City of Albuquerque to provide health and wellness initiatives; and representatives from 16 government entities participating in the City's medical, dental, and vision plans.

Two examples of integrated efforts in FY17 are Delta Dental's development of 10 infant oral health flyers to post in the Mother's Room, and Mobile Health Center employee referrals to tobacco cessation and diabetes prevention programs.

"Nuvita keeps you inspired to be healthy. Love the lunch and learns"

Nuvita Fitness League Participant



**BetterHealth
AMBASSADOR**
CITY OF ALBUQUERQUE

2017 BetterHealth AMBASSADORS

BetterHealth Ambassadors are City of Albuquerque employees who volunteer to champion wellness efforts at their work sites and encourage co-workers to get involved. They commit to a 1-year term and may use 2 hours each month for wellness activities. Ambassadors listed with two asterisks served in 2016 and were selected for a second year.



Animal Welfare - Lucky Paws Coronado Center	Cathryn Collins** Sandra Calderon
APD - SE Area Command	Angie Casias**
Aviation - Custodial	Byron Lueras**
Aviation - Operations	Rebecca Stansifer
City Clerk - Plaza del Sol	Lucinda Montoya**
Cultural Services - Lomas/Tramway Library	Sandy Morris**
Cultural Services - Main Library	Tracy Agee
Cultural Services - Erna Ferguson Library	Olivia Warren
Economic Development - City Hall	Carrie Wells
Environmental Health - City Hall	Isreal Tavarez**
Family & Community Services - Child Development Administrative Office	Anita Fernandez
Finance & Administration - City Hall	Leslie Martin Gladys Norton
Finance & Administration - 311 - Plaza del Sol	David Chavez** Monica Allen
Fire - Fire Academy	Emily Jaramillo
Fire - Fire Station 3	David Auge
Internal Audit/Inspector General - City Hall	Peter Pacheco
Municipal Development - City Hall	raChelle Karmin
Parks & Recreation - Golf & Event Center at Balloon Fiesta Park	Stephen Madrid
Parks & Recreation - Balloon Fiesta Park	Asia Stuart
Planning - Plaza del Sol	Debbie Dombroski** Brandi Salazar**
Solid Waste Management - Administrative Office	Angel Urrutia
Senior Affairs - Los Volcanes Sports & Fitness Center	Charlene Wicker
Senior Affairs - North Domingo Baca Multigenerational Center	Thomas Gallagher
Technology & Innovation - City Hall	Sylvia Martinez**
Transit - Yale Transit Facility	Lewis Casey

[The program] "motivated me to start checking my blood pressure regularly."

Check. Change. Control. Participant

COMMUNITY PARTNERS



The organizations below generously collaborated with BetterHealth staff and provided evidence-based programs, free resources, onsite presentations, and educational materials.

<p>American Cancer Society, South Region</p>	<p>Dorine Conley Health Systems Manager, State-Based</p>
<p>American Heart Association</p>	<p>Joshua Martinez Health Equity Director</p>
<p>Defined Fitness</p>	<p>Laura George Wellness Manager</p>
<p>New Mexico Breastfeeding Task Force</p>	<p>Monica Esparza, Workplace Liaison Cindy Chavez, Project Lead Breastfeeding Friendly Workplace Initiative</p>
<p>New Mexico Department of Health, Tobacco Use Prevention and Control Program</p>	<p>Jennie Lee New Mexico Cessation Specialist</p>

“My blood pressure was getting a little high. The gym benefit has helped me get it back down to a healthy level.”

Employee with Presbyterian Gym Benefit

CITY OF ALBUQUERQUE AWARDED *for* EMPLOYEE WELLNESS ACTIVITIES



City of Albuquerque was recognized for the 4th year as a Fruits & Veggies—More Matters® role model organization by the **Produce for Better Health Foundation.**

The award was given for increasing employees' consumption of fruits and vegetables and heightening awareness that all forms of fruit vegetables count – fresh, frozen, canned, dried, and juice. BetterHealth uses the organization's free educational materials, which are available at www.fruitsandveggiesmorematters.org.



"I left with motivation to eat better and exercise more."

Healthy Weight Academy Participant

KEY

WELLNESS ACCOMPLISHMENTS

by Participating Government Entities

Albuquerque Bernalillo County Water Utility Authority



Kathy Leonard, Health and Wellness Specialist

- **60% of Water Authority employees** enrolled in the **Presbyterian Gym Benefit**.
- **80 Water Authority employees** participated in the **6-week weight loss challenge**. Since January 2016, **twenty-seven percent of employees** have participated in this challenge. The challenge includes weigh-ins, weekly tips, and personalized nutrition and workout information for participants.
- Water Authority enhanced a policy which provides employees with **4 hours of paid time for an annual physical**. Now employees can use the time for mammograms as well.
- Water Authority collaborated with **APD Gym** to bring a yoga instructor once a week for **free yoga** during the lunch hour. Approximately 15 Water Authority and City of Albuquerque employees participated each week.
- A new and **free weekly Pilates class** was initiated primarily for Water Authority employees at Compass Bank.



Sandoval County

Patricia Miller, Human Resources Director
Katrina Smedley, Human Resources Analyst

- Throughout the year **67 participants** engaged in **Fun Fitness** and **Dance Fitness** activities, **cooking classes** and a **grocery store tour**.
- **100 employees** attended **Sandoval County Health Fair**.
 - 63 blood pressure screenings
 - 61 body mass index, body fat, and waist circumference screenings
 - 26 lipid panel and fasting glucose screenings
 - Colorectal cancer screening assessments

Worksite wellness programs can make it easier for employees to make voluntary behavior changes that improve their health.

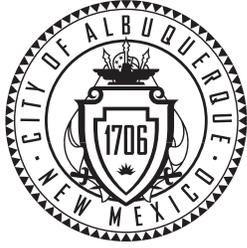


RECOMMENDATIONS *for* FISCAL YEAR 2018

- Introduce new weight management programs.
- Provide general Mindfulness Based Stress Reduction courses in addition to those courses tailored to tobacco cessation, healthy weight, and nutrition.
- Replace no smoking signs at building entrances with consistent and accurate signs.
- Adopt new BetterHealth Ambassador initiatives
 - Collaborate with Presbyterian Gym Membership Benefit to increase gym utilization and prepare employees and family members for a 5K walk or run, 10K run, or half marathon at the **2018 Run for the Zoo...and Walk with us Too**. The initiative would simultaneously improve health and benefit the Albuquerque community.
 - Adopt **Fresh Option Produce** program, which includes delivery of individual pieces of fresh produce for Ambassadors to offer co-workers during meetings and events with wellness topics.
 - Consider promoting an onsite or nearby farmers' market where fresh fruits and vegetables are sold.
- Promote health screenings and provide measureable action items to employees and their families in accordance with the U.S. Preventive Services Task Force recommendations. This will require collaboration with all business partners to improve clinical performance measures which follow the same recommendations, eliminate unnecessary screenings, and promote value based decision making.
- Extend by one year the current priorities outlined in the BetterHealth 5-Year Strategic Plan and prepare a new 5-year plan for Fiscal Years 2019 – 2023. Present the new 5-year plan to the upcoming newly elected mayor and administration to gain their full support at the start of their 4-year term. Request continued support and increased participation from all levels of management. BetterHealth program ownership needs to be shared with all staff levels.

"I am so appreciative of the efforts for year 2 of this benefit. I am down 42 pounds and owe it all to CABQ Insurance and Benefits, BetterHealth, Good Measures, and various other health benefits, like the Healthy Weight Academy, free Garmin tools, and access to further resources."

Employee with Presbyterian Gym Benefit



City of Albuquerque

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