

City of Albuquerque Employment Benefits

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.

A GREAT PLACE TO WORK

City offers one of the best defined pension plan in the country

- » Great Leave Benefits
- » Training & Professional Development
- » Great Work/ Life Balance
- » Jobs for Every Interest
- » Employee Assistance Program
- » Stability/ Job Security
- » Serving the Public

Public Employees Retirement Association (PERA)

- Plans and contributions vary based on jobs.
- The City contributes up to 75% of the employee required contribution, for regular employees.
- In addition, the City pays 7.4% to 21.76% of salary for regular employer contributions.
- Five (5) years to vest.
- Defined benefit plan based on years of service and average of highest 36 months



for Tier 1 and highest 60 consecutive months for Tier 2.

Affordable Medical Coverage

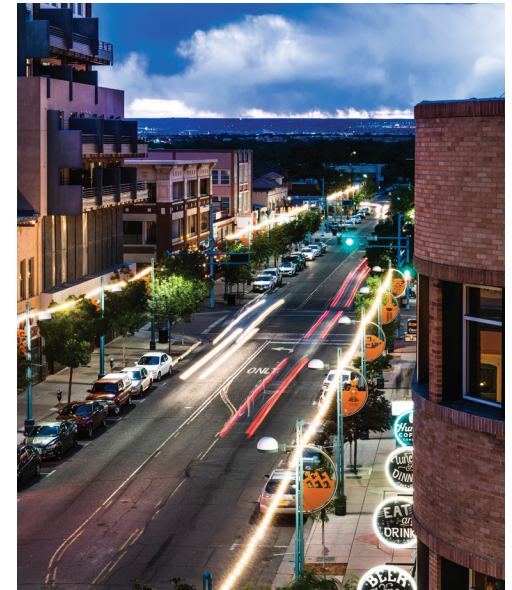
- Eighty percent (80%) City paid premium regardless of the number of covered dependents.
- Three (3) Presbyterian medical plans, each with an option of gym membership.
- Comprehensive provider network, with an option to elect out-of-network coverage.

Dental Coverage

- Eighty percent (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

- Eighty percent (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.



CAREER OPPORTUNITIES

The City offers a wide variety of career opportunities and advancement throughout the city.

To view job opportunities, go to cabq.gov/jobs.

To view additional information about employee benefits go to cabq.gov/benefits.

- 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 and are fully paid by the employee.
- These employee paid benefits will pay if you are unable to work due to an illness or non-occupational injury for a period of time.
- Coverage is guaranteed issue at the time of hire, regardless of health condition.

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

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 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.



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 pre-tax 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 offer something for everyone.

Other Voluntary Programs

- Other programs/benefits that the City offers include: Legal Insurance, Homeowners Insurance, Auto Insurance, Small Loan Program, and 529 College Savings Plan.



Contact Us

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