



# City of Aztec Benefits Package For Full-Time and Qualified Part-Time Employees

## **Public Employees Retirement Association (PERA)**

Mandatory retirement account with employee and employer contributions:

- 12.15% for municipal employee contribution / 11.30% employer contribution
- 19.30% for police officers contribution / 20.65% employer contribution

## **Retiree Health Plan**

- 1% employee / 2% employer
- 1.25% police officers / 2.5% employer

## **Annual Vacation**

Beginning with 80 hours annually and increasing with years of service up to 160 hours and Personal Holiday acquired upon employment. Part-time Employees will accrue vacation and sick leave at a lesser rate than identified.

## **Holiday Pay**

Eleven (11) paid holidays per calendar year.

## **Sick Leave**

Earned on the basis of eight hours for each month worked.

## **Insurance**

Major medical with dependent coverage, prescription, basic life, dental, vision and disability income benefits with the City paying 60% to 80% of premium based on employee's hourly rate. Additional supplemental insurance is available at full cost to the employee.

## **Deferred Compensation**

More than one supplemental retirement plan is available to employees who wish to participate.

## **Training**

The City may pay for expenses incurred for attending an accredited college or university class, training seminar, or certification program which is directly related to the employee's job.

## **Fitness Discount**

Employees have discount memberships to Anytime Fitness.