



IT ALL HAPPENS HERESM

**Why You'll Love
Working With Us!**



HEALTH & WELLNESS

Medical Insurance:

PPO plan through Surest by United Healthcare

Dental Coverage:

Cleanings, major services, orthodontia

Vision Plan:

Annual exams, frames, lenses, or contacts

Flexible Spending Accounts:

Use pre-tax dollars for eligible health/dependent care expenses

Need glasses and braces?

We've got your back (and your teeth and eyes)





EXTRAS THAT MAKE A DIFFERENCE

\$20K Life Insurance

(City-paid)

Supplemental Life Insurance: Up to \$300K

(Voluntary)

Short-Term Disability

(City-paid)

Long-Term Disability

(Voluntary)

Critical Illness, Accident & Hospital Indemnity

(Voluntary)





FUTURE-PROOF YOUR FINANCES

P.E.R.A. Retirement :

Public Safety: 25-year retirement

Regular Employees: Rule of 85 or age 65 with 5 years of service

Deferred Compensation 457(b) Plan (Voluntary)

Pre-Tax Premiums (Section 125)

Direct Deposit





PAID TIME OFF & HOLIDAYS

Regular Employees

12 hrs PTO/month

Fire Employees

17.04 hrs PTO/month

13 Paid Holidays

Floating Holiday

Bereavement Leave

Military Leave & Jury Duty Leave





REWARDING WHAT MATTERS

Effort and Dedication Deserve a Round of Applause (and a Boost in Pay)

Bilingual Incentive

Retention Incentive

Longevity Incentive

Education Incentive

Job-Specific Incentives Available

Sponsored Learning and Development





EMPLOYEE SOCIAL EVENTS

Employee Appreciation Breakfasts

Start your day with pancakes, coffee, and some serious gratitude.

Annual Company Picnic

Sun, games, food, and maybe a three-legged race or two.

Chili Cook Off

Who makes the spiciest? Who makes the tastiest?
Only one way to find out.

And So Much More

Costume contests, theme days, you
never know what's next.

**Because work should be a place where you
feel connected, appreciated, and part of
something fun.**



The top corners of the slide feature decorative geometric patterns. These patterns consist of overlapping triangles in shades of red, teal, and light gray, arranged in a star-like or snowflake-like design.

Still not convinced?

Let's get into the

Nitty-Gritty

details that make working

with us a

no-brainer!

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MEDICAL

Surest PPO (UnitedHealthcare)

Copay-Driven Plan – *No deductibles or coinsurance*

Uses UnitedHealthcare Network – Lower out-of-pocket costs with in-network providers

Transparent Pricing – Know costs upfront via the Surest app

Coverage Overview:

- **Out-of-Pocket Max:**
 - In-Network: \$5,000 (Individual) / \$10,000 (Family)
 - Out-of-Network: \$10,000 / \$20,000
- **Virtual Care & Preventive Visits:** \$0 (In-Network)
- **Office Visits:** \$10–\$65 (In-Network) vs. \$195 (Out-of-Network)
- **Emergency Room:** \$375
- **Hospital / Surgery:** \$150–\$2,500 (In-Network) vs. up to \$7,000 (Out-of-Network)
- **Pharmacy (Retail 30-day):**
 - Tier 1: \$5
 - Tier 2: \$40
 - Tier 3: \$60

DENTAL & VISION

Ameritas

DENTAL

- **Deductible:**
 - **Type 1** - Waived
 - **Type 2 & 3** : \$50 Ind. / \$150 Fam
- **Annual Max: \$1,500/person**
- **Orthodontia**
 - Adults and children
 - 50% up to \$3,000 per person lifetime maximum

VISION


- **Two Plans:** Base & Buy-Up
- **Network:** VSP – Best value in-network
- **Eye Exam:** \$10 deductible (In-Network), Up to \$50 (OON)
- **Frames or Contacts:**
 - **Base:** \$180 allowance
 - **Buy- Up:** \$225 allowance



FLEXIBLE SPENDING ACCOUNT

Chard Snyder

Pre-tax savings for eligible health & dependent care expenses

- **Use on:** Medical, dental, vision, prescriptions, etc.
 - **Annual contribution limit (2025):**
 - Up to \$3,200
 - Roll over \$660
 - **Easy access:** Pay with FSA debit card or submit claims for reimbursement
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FUTURE-PROOF YOUR FINANCES

Let's Grow Together—Now and Later

- **P.E.R.A. Retirement :**
 - Public Safety: 25-year retirement
 - Regular Employees: Rule of 85 or age 65 with 5 years of service

	Employee Contribution	City Match
Regular Non-Union >\$25k	12.65%	11.80%
Regular Non-Union <\$25k	9.15%	11.80%
Police	19.80%	21.15%
Fire	21.20%	23.90%

- **VOYA (457b)**



REWARDING WHAT MATTERS

Bilingual Incentive

\$1,500 annually

Retention Incentive

\$600 annually for years 1-3

\$750 annually for years 4-6

\$900 annually for years 7-9

Longevity Incentive

\$1,200 + \$120/ 10th year through year 19

Year 20: \$2,400 + 3% of base pay

Year 25: \$2,400 + 5% of base pay

Education Incentive

(Relevant to position)

Associate's: \$1,000

Bachelor's: \$4,000

Master's: \$6,000

Job-Specific Incentives Available



The top corners of the slide feature decorative geometric patterns. On the left, a cluster of triangles in teal, red, and light gray forms a partial star-like shape. A similar pattern is on the right. The triangles are of various sizes and are arranged in a way that they appear to be part of a larger, repeating design.

READY TO JOIN US?

Let's talk
about *Your*
future with us !

575-397-9230

<https://www.governmentjobs.com/careers/hobbsnm>

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