

## ADMINISTRATIVE OFFICE OF THE COURTS OVERVIEW OF BENEFITS

### RETIREMENT:

**TIER 1: MEMBER HIRED PRIOR TO 7/1/13** - Member can retire after 25 years REGARDLESS of age at approximately 75% of the average highest 36 consecutive months of salary earned during their PERA career or after 26 years 8 months at approximately 80% of the average highest 36 consecutive months of salary earned during their PERA career. In addition members can retire at any age with 25 or more years of service credit, or at age 65 with 5 or more years of service credit. Please reference PERA Tier 1 Membership Handbook.

**TIER 2: MEMBER HIRED AFTER 7/1/13** – Member can retire after 30 years REGARDLESS of age at approximately 75% of the average highest 60 consecutive months of salary earned during their PERA career. In addition members can retire at any age if the sum of member's age and years of service credit equals at least 85 or at age 65 with 5 or more years of service credit. Please reference PERA Tier 2 Membership Handbook.

**Note:** General members who were hired on or after July 1, 2010 and were originally employed in plans are now members of TIER 1. Effective July, 1, 2013, new legislation established two benefit tiers under each PERA coverage plan, Tier 1 and Tier 2. You are in Tier 1 if you are hired for the first time on or before June 30, 2013; had member contributions on account as of June 30, 2013, or were retired as of June 30, 2013. You are in Tier 2 if you are hired for the first time on or after July 1, 2013; or refunded your employee contributions on or before June 30, 2013, and returned to work for PERA affiliate on or after July 1, 2013.

**PERA CONTRIBUTIONS:** Employee's contribution is 10.92% of gross annual salary and the NMJB contributes 19.24% of gross salary to PERA. Retiree Health Care: Employee's contribution is 1% of gross annual salary and the NMJB contributes 2%.

**ANNUAL LEAVE (per pay period):** Day 1 – 3 years of service = 5.00 hours; 3 – 7 years of service = 6.00 hours; 7 – 14 years of service = 7.00 hours; 14+ years of service = 8.00 hours.

**SICK LEAVE:** 4.00 hours per pay period. May receive payment of accumulated unused sick leave over 600 hours (maximum of 120 hours) at a rate equal to 50% of employee's hourly wage once per fiscal year.

**HOLIDAYS:** 11 paid National Holidays

### BENEFITS:

- Medical/Dental/Vision/Rx, Short and Long Term Disability Insurance Programs, employee assistance program (EAP) [<http://www.mybenefitsnm.com/>]
- State paid life insurance, supplemental and dependent life insurance
- Optional flexible spending accounts for medical, day-care, and travel expenses
- Paid time off, up to eight (8) weeks
- Paid time off and retirement buyback
- Eleven (11) paid holidays
- Up to 12 weeks of paid parental leave
- Deferred Compensation 457(b) plan

- Lifetime Defined Benefits Retirement Plan [<http://www.nmpera.org/>]
- Flexible work schedules and alternative work locations\*
- Free health care, Rx, lab work at facility (Stay Well Health Center) in Santa Fe, NM
- Bilingual compensation\*
- Training and career development opportunities
- Higher education opportunities, educational leave, and tuition reimbursement
- May qualify for the Public Service Loan Forgiveness Program (PSLF)
- May receive overtime holiday or shift differential pay\*
- May receive physical fitness leave\*

\*These benefits may vary by job classification or need

*Disclosure Statement: The above-mentioned benefits are subject to change and revisions without notice. For more specific guidelines, please see PERA, GSD, and NMJB Personnel Rules and/or Policies.*

*Revised: created 7/12/2012; 10/15/21; 1/28/2022  
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