

## **New Mexico Tech Employee Benefit Package**

The following benefits are either paid for in full or supplemented by New Mexico Tech. Employee Benefits not listed below include FICA, Medicare, Workers Compensation and Unemployment Taxes. In addition to those, a rich package of benefits offered to regular employees includes:

### **Health Insurance, Dental, and Vision – Regardless of Plan Selection**

Annual Salary	New Mexico Tech Contribution Employee Pays	
\$15,000-19,999.	80%	20%
20,000-24,999.	70%	30%
\$25,000 and up	60%	40%

### **Life Insurance**

\$10,000. paid fully by New Mexico Tech  
Supplemental/Voluntary Life is elected and paid by Employee

### **New Mexico Educational Retirement Board (ERB)**

Member Rate	New Mexico Tech Rate	
7.9%	14.15%	Employees earning less than \$24,000. annually
10.9%	14.15%	Employees earning greater than \$24,000. annually

### **403(b) Tax Deferred Plans**

- Fidelity Investment Retirement Services
- TIAA Cref
- Valic
- Nationwide Retirement Solutions

### **EMPLOYEE LEAVES**

#### **Annual Leave Accrual**

Professional Staff	6.46 hours per pay period = 21 days per year
Support Staff	.05769 hours per pay period = 15 days per year

#### **Sick Leave Accrual**

Professional Staff	4.62 hours per pay period = 15 days per year
Support	.05769 hours per pay period = 15 days per year

#### **Personal Leave**

All Regular Full Time Employees 8 hours per calendar year – leave is prorated by FTE

#### **Other Leaves**

Emergency and Funeral Leave are given on a cases by case basis

Employees may also take advantage of Tuition Waivers for NMT courses, Employee Assistance Program, Gym Privileges, Skeen Library, Day Care Center, Swimming Pool, PAS, and Golf Course at either no cost or reduced rates.