

AFSCME Employee Benefit Summary* - 2025

| Leave Time Bank | | |
|----------------------------------|-------------------|---------------|
| Length of Service | Allotment (Hours) | Hours / Month |
| Date of hire to end of year five | 120 | 10 |
| Six years to end of year nine | 160 | 13.33 |
| Ten years and over | 200 | 16.67 |

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| Sick Leave | 12 days per year |
| Holidays | 10 |
| Funeral Leave | up to 5 days per year |
| Employee Assistance Program (EAP) | First five (5) visits FREE per area of concern |

| Health Care Coverage | | | |
|--|---|----------------|----------------|
| Medical** | HMO / EPO <ul style="list-style-type: none">• \$500 single / \$1,000 family deductible• \$20 office visit co-pay (primary care) / \$40 specialist co-pay• \$40 urgent care co-pay, \$100 emergency room co-pay• Co-insurance: 80% / 20% to \$1,000 for single, \$2,000 for family PPO <ul style="list-style-type: none">• \$750 single / \$1,500 family deductible• \$25 office visit (primary care) / \$50 specialist co-pay• \$50 urgent care / \$100 emergency room co-pay• In-network co-insurance: 80% / 20% to \$1,000 single, \$2,000 family• Out-of-network co-insurance: 50% / 50% to \$5,000 single, \$10,000 family | | |
| Medical Cost Share (5% Monthly) | Single | EPO \$27.78 | PPO \$27.28 |
| | Couple | \$64.26 | \$63.11 |
| | Family | \$73.72 | \$72.41 |
| Dental*** | <ul style="list-style-type: none">· 20% co-pay on all preventative / basic care (exams, x-rays, fillings).· Annual benefit of \$1,500 per family member. | | |
| Optical** | \$10 yearly exam; \$140 frame allowance | | |
| Prescription Coverage** | \$10 generic, \$30 brand name, \$80 non-preferred, Specialty drugs 50% co-pay | | |
| Insurance Opt Out | The City shall offer a medical insurance buyout at the rate of \$83.92 Single or \$130.00 Couple/Family per pay period based on twenty-six pay periods per year should the employee elect to opt out of the City's health care insurance. Waiver does not apply to dental or optical. | | |
| Retirement Health Savings Plan | In lieu of Retiree Health Benefits, the City will make a 3% contribution of base salary into a 457 plan with no additional contribution from the employee. | | |
| Additional Benefits | | | |
| Defined Contribution Plan - 401(k) | City will contribute 9% of base salary into a 401(k) plan. City will also match up to 3% of any additional contribution (maximum City contribution is 12%). Vested 50% at 3 years, 75% at 4 years and 100% after 5 years. | | |
| Voluntary 457 Plan for DC Participants Only | City will match dollar for dollar with the Employee, on a pre-tax basis, contributions of \$10, \$20, or \$30. Election amount must be made annually. | | |
| Uniforms | <ul style="list-style-type: none">· Annual work uniform allowance of \$225 for employees required to wear one. | | |
| Tuition Reimbursement | <ul style="list-style-type: none">· Up to \$4,000 per year for undergraduate studies· Up to \$3,000 per year for post-graduate studies | | |
| Life Insurance | <ul style="list-style-type: none">· 1 ½ times annual salary with less than 5 yrs of service· 2 times annual salary with 5 yrs of service or more | | |
| Disability | Short -Term** <ul style="list-style-type: none">· 66 2/3 of weekly salary Long - Term*** <ul style="list-style-type: none">· 66 2/3 of monthly salary | | |
| **Benefits start after 30 days of employment ***Benefits start the first day of the month after 120 days of employment | | | |

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*Please refer to the latest AFSCME contract for the most up-to-date information.
www.auburnhills.org/departments/human_resources/employee_and_retiree_information