

Patrol Officer Benefit Summary* - 2025

Leave Time Bank	18 days per year through end of second year
Sick Leave	96 hrs. per year
Holidays	10 days per year
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 single, \$2,000 couple or family		
	PPO		
	<ul style="list-style-type: none">• \$750 single / \$1,500 family deductible• \$25 office visit co-pay (primary care) / \$50 specialist co-pay• \$50 urgent care co-pay, \$100 emergency room co-pay• In-network co-insurance: 80% / 20% to \$1,000 single, \$2,000 couple or family• Out-of-network co-insurance: 50% / 50% to \$5,000 single, \$10,000 couple or 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 \$1,000 per family member.		
Optical**	\$10 yearly exam; \$140 frame allowance		
Prescription Coverage**	\$10 generic, \$30 brand name and \$80 non-preferred Specialty drugs shall have 35% employee 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	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			
Starting Wage	\$67,184		
Defined Contribution Plan - 401(k)	9% of base salary will be contributed into a 401(k) account by the City. If the employee contributes an additional 3%, the City will match that 3%. Vested 20% per year with full vesting after 5 years of service.		
Voluntary 457 Plan for DC Participants Only	City will match dollar for dollar with the Employee, on a pre-tax basis, contributions of \$20, \$30, or \$40. Election amount must be made annually.		
Uniforms	<ul style="list-style-type: none">• All uniforms and equipment provided by the City.• Uniform and equipment cleaning also provided.		
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">• 5 times annual salary.		
Disability	Short -Term**	66 2/3 of monthly salary	
	Long - Term***	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 Patrol Officer contract for the most up-to-date information.
www.auburnhills.org/departments/human_resources/employee_and_retiree_information