

Detective Benefit Summary* - 2026

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 for single, \$2,000 for 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 family Out-of-network co-insurance: 50% - 50% to \$5,000 single / \$10,000 family 		
Medical Cost Share (7.5% Monthly)		EPO	PPO
	Single	\$ 52.25	\$ 51.30
	Couple	\$120.86	\$118.68
	Family	\$138.59	\$136.12
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 50% co-pay		
Insurance Opt Out	The City shall offer a medical insurance buyout at the rate of \$105.23 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	With a 5% Employee contribution, the City will make a 3% contribution of your base salary into a RHS savings account to assist with health-related expenses after you retire. Vest 10% per year with 100% vesting after 10 years of service.		

Additional Benefits

Salary	\$96,013
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 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 necessary uniforms and equipment provided by the City. \$780 quarterly clothing allowance. Cleaning and maintenance of uniforms and equipment provided by the City.
Tuition Reimbursement	<ul style="list-style-type: none"> Up to \$3,000 per year for undergraduate studies Up to \$4,000 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 5 times annual salary if covered by defined contribution plan
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

*Please refer to the latest Detective contract for the most up-to-date information.

www.auburnhills.org/departments/human_resources/employee_and_retiree_information