

## Police Command Benefit Summary\* - 2026

<b>Leave Time Bank</b>	18 days per year through end of second year
<b>Sick Leave</b>	96 hrs. per year
<b>Holidays</b>	10 days per year
<b>Funeral Leave</b>	up to 5 days per year
<b>Employee Assistance Program (EAP)</b>	First five (5) visits FREE per area of concern

### Health Care Coverage

<b>Medical**</b>	<b>HMO / EPO</b> <ul style="list-style-type: none"> <li>• \$500 single / \$1,000 family deductible</li> <li>• \$20 office visit co-pay (primary care) / \$40 specialist co-pay</li> <li>• \$40 urgent care co-pay, \$100 emergency room co-pay</li> <li>• Co-insurance: 80% / 20% to \$1,000 for single, \$2,000 for family</li> </ul> <b>PPO</b> <ul style="list-style-type: none"> <li>• \$750 single / \$1,500 family deductible</li> <li>• \$25 office visit (primary care) / \$50 specialist co-pay</li> <li>• \$50 urgent care / \$100 emergency room co-pay</li> <li>• In-network co-insurance: 80% / 20% to \$1,000 single, \$2,000 family</li> <li>• Out-of-network co-insurance: 50% - 50% to \$5,000 single / \$10,000 family</li> </ul>		
<b>Medical Cost Share (7.5% Monthly)</b>		EPO	PPO
	Single	\$ 52.25	\$ 51.30
	Couple	\$120.86	\$118.68
	Family	\$138.59	\$136.12
<b>Dental***</b>	<ul style="list-style-type: none"> <li>• 20% co-pay on all preventative / basic care (exams, x-rays, fillings).</li> <li>• Annual benefit of \$1,000 per family member.</li> </ul>		
<b>Optical**</b>	\$10 yearly exam; \$140 frame allowance		
<b>Prescription Coverage**</b>	\$10 generic, \$30 brand name and \$80 non-preferred, Specialty drugs 50% co-pay		
<b>Insurance Opt Out</b>	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.		
<b>Retirement Health Savings Plan</b>	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.		
<b>Additional Benefits</b>			
<b>Defined Contribution Plan - 401(k)</b>	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.		
<b>Voluntary 457 Plan for DC Participants Only</b>	City will match dollar for dollar with the Employee, on a pre-tax basis, contributions of \$20, \$30, or \$40. Can only change amount once a year.		
<b>Uniforms</b>	Technical Services Commanders / Operations Commanders / Patrol Sergeants <ul style="list-style-type: none"> <li>• All necessary uniforms and equipment provided by the City.</li> <li>• Cleaning and maintenance of uniforms and equipment provided by the City.</li> </ul> Investigations Division Commander: <ul style="list-style-type: none"> <li>• All of the above, and \$780 quarterly clothing allowance.</li> </ul>		
<b>Tuition Reimbursement</b>	<ul style="list-style-type: none"> <li>• Up to \$4,000 per year for undergraduate studies</li> <li>• Up to \$6,000 per year for post-graduate studies</li> </ul>		
<b>Life Insurance</b>	<ul style="list-style-type: none"> <li>• 1 ½ times annual salary with less than 5 yrs of service</li> <li>• 2 times annual salary with 5 yrs of service or more</li> <li>• 5 times annual salary if covered by defined contribution plan</li> </ul>		
<b>Disability</b>	Short -Term** <ul style="list-style-type: none"> <li>• 66 2/3 of weekly salary</li> </ul> Long - Term*** <ul style="list-style-type: none"> <li>• 66 2/3 of monthly salary</li> </ul>		

\*\*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 Command Officer contract for the most up-to-date information.  
[www.auburnhills.org/departments/human\\_resources/employee\\_and\\_retiree\\_information](http://www.auburnhills.org/departments/human_resources/employee_and_retiree_information)