



City of Ann Arbor
2026 Summary of Benefits – Non-Union Employees

Eligibility: All regular employees are eligible on the 1st of the month following your hire date. This applies to Medical, Dental, Vision, FSA, Life Insurance, STD and LTD Coverage.

Note: All other eligibility is noted in the description.

BENEFIT	PAID BY	DESCRIPTION
Medical Plan Blue Cross Blue Shield Community Blue PPO High Option / Low Option Prescription Drug Program Blue Cross Blue Shields/ Optum Rx	City Full-time employees pay pretax payroll contribution for High Option Plan. There is no contribution for Low Option Plan. Part-time employees pay a pro-rated contribution for both High Option and Low Option Plans based on budgeted part-time status	High Option: - Bi-Monthly Contribution as of January 1, 2026 (24 pays per year) \$50.83 / Employee Only \$86.87 / Employee + 1 \$130.30 / Employee + 2 \$173.75 / Employee + 3 \$217.17 / Employee + 4 or more - In-Network Deductible: \$300 / Single; \$600 / Family - In-Network Coinsurance: 80% Plan / 20% Employee - Out-Of-Network Deductible: \$600 / Single; \$1200 / Family - Out-Of-Network Coinsurance: 60% Plan / 40% Employee - \$10 Office visit copay - \$30 brand/\$10 generic Rx copay retail; 30-day supply - \$60 brand/\$20 generic Rx copay, mail order, 90-day supply, required for all maintenance Rx drugs Low Option: - No monthly contribution - In-Network Deductible: \$1,000 / Single; \$2,000 / Family - In-Network Coinsurance: 80% Plan / 20% Employee - Out-of-Network Deductible: \$2,000 / Single; \$4,000 / Family - Out-Of-Network Coinsurance: 60% Plan / 40% Employee - \$15 Office visit copay - \$40 brand/\$20 generic Rx copay retail; 30-day supply - \$80 brand/\$40 generic Rx copay, mail order, 90-day supply, required for all maintenance Rx drugs
Dental Plan Delta Dental Inc.	City Part-time employees pay a pro-rated contribution based on budgeted part-time status	Plan pays 75% for preventative, basic, restorative, endodontic and oral surgery services; 50% coverage for prosthodontic and orthodontic services (up to the age of 19). There is a \$2,000 annual maximum per family member (\$2,000 lifetime maximum for orthodontic).
Vision Plan EyeMed Vision	City Part-time employees pay a pro-rated contribution based on budgeted part-time status	In-Network exams are covered at 100%. You are allowed to receive an eye exam, glasses, or contact lenses every 12 months. You will receive maximum benefits when you receive care from an EyeMed provider. You may receive care from a non-EyeMed provider, but you'll pay more out-of-pocket.
Waiver Program	City Part-time employees receive a pro-rated amount based on budgeted part-time status	You may elect to waive coverage under the City's medical and/or dental and/or vision plans on an annual basis. The City will pay you a total annually of \$1,800 / medical, \$150 / dental and \$50 / vision each plan year on a biweekly basis.
Flexible Spending Account (Medical & Dependent Care) Flores & Associates	Employee	Under the Health Care Spending Account, you may elect to deduct on a pretax basis up to \$3,300 each plan year to cover medical, dental and vision expenses you pay out of your pocket (such as deductibles or copayments). Unused contributions up to \$660 may be rolled forward annually for future use. Under the Dependent Care Spending Account, up to \$7,500 (\$3,750 if married and filing single) may be deducted on a pretax basis each calendar year for day care expenses for your eligible dependents.
Health Reimbursement Account (HRA) Flores & Associates	City	The City will contribute up to \$500 to employees who participate in the Wellness Incentive Program based on the program's eligibility criteria for the plan year to be used for eligible health care expenses. Unused amounts may be rolled forward for future use. You will not receive any contribution if you waive medical coverage or do not participate in the Wellness Incentive Program.
Retirement Health Reimbursement Account (RHRA) Flores & Associates	City	The amount of your retirement benefit is based on your total years of service multiplied by \$3,500, which will be credited as of the date you first become eligible and commence your participation under the retirement plan. Amount is subject to change and union negotiation.
Employee Assistance Program (EAP) Ulliance	City	The Ulliance Employee Assistance Program (EAP) is a program designed to assist employees and their family members. Ulliance can help you resolve any concerns that are affecting your personal or work lives...no matter what the issue. The EAP is a confidential benefit. This means that Ulliance must keep your records, and even the fact that you called them, confidential from any other party. There is no cost to the employee for using Ulliance's services. Note: No eligibility waiting period



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Vacation Days	City Part-time employees receive a pro-rated amount based on budgeted part-time status	Years of Service
		Hire – 5 th anniversary
		5 th anniversary – 10 th anniversary
		10 th anniversary – 15 th anniversary
		15 th anniversary – 22 th anniversary
		Hours accumulated per pay period
		4.62 hours (15 days per year)
		5.54 hours (18 days per year)
		6.16 hours (20 days per year)
		6.77 hours (22 days per year)
		7.7 hours (25 days per year)
Sick Days	City Part-time employees receive a pro-rated amount based on budgeted part-time status	3.7 hours accrued per pay period. 12 days per calendar year. Time is accrued as you complete service.
Personal Days	City Part-time employees receive a pro-rated amount based on budgeted part-time status	You earn 8 hours for each three (3) months of service in the fiscal year.
Floating Holiday	City	You are given 8 hours per calendar year.
Paid Parental Leave	City	The City provides up to 12 weeks of Paid Parental Leave (480 hours)* to use in no less than 4 hours increments. Paid Parental Leave is used for the birth of child (ren) and/or adoption. Leave time runs concurrently with FMLA. Note: See HR PP 4.16
Life Insurance and AD & D Unum	City	You are provided up to 1x pay of group term life coverage. You are provided 1x pay for accidental death or loss of 2 limbs and 50% of pay for loss of 1 limb under the Accidental Death & Dismemberment Plan.
Life Insurance Unum (Voluntary) Employee and/or Dependent Life	City pays 50% of Optional Employee Life Premium only	You may elect to buy 2x or 3x pay of additional group term life insurance for yourself or \$10,000 for your spouse and \$7,000 for your children. <i>Premiums are deducted monthly on an after-tax basis.</i>
Short Term Disability Unum	City	You are paid 70% of your base pay to a maximum of \$1,500 per week for <u>up to</u> 15 weeks, after a 14-day elimination period. Unum makes the determination of approval or denial of this benefit.
Long-Term Disability Unum (Voluntary)	Employee	You are paid 60% of your base pay to a maximum of \$5,000 per month after 120 days of disability. <i>Premiums are deducted monthly on an after-tax basis.</i>
Accident Coverage Unum (Voluntary)	Employee	You may choose levels of benefits for specific injuries, additional accidental death or dismemberment and other general benefits. Eligibility: Regular employees who have met the required Unum waiting period. <i>Premiums are deducted monthly on an after-tax basis.</i>
Critical Illness Coverage Unum (Voluntary)	Employee	You may choose levels of coverage for 1 st occurrence benefit. Also includes benefits for Hospital confinement, Radiation / Chemotherapy treatments, and Screening and Wellness benefits. Eligibility: Regular employees who have met the required Unum waiting period. <i>Premiums are deducted monthly on an after-tax basis.</i>
Tuition Reimbursement Program	City *Employees need to be employed for 1 full year	The City will reimburse you up to \$5,000 per year for educational programs related to your position.
Prepaid Legal (Voluntary)	Employee	Two plans are available for purchase depending on your needs. Life Events Legal Plan and/or Identify Theft Shield. <i>Premiums are deducted monthly on an after-tax basis.</i>
Go Pass	City	Employees who work downtown and choose an alternative to single passenger auto commuting can receive a Go!Pass for their use. Provided upon request.
Parking Discount	Employee and City	Employees who work downtown may choose to park in the Ann Ashley Parking Structure. The City will contribute a portion to the monthly cost based on an approved budgeted amount to Republic Parking. Employee will be responsible for the remaining monthly cost, and a one-time fee of \$32 for the Hang-tag. If elected, this fee is deducted from the first pay of every month. Please see Payroll to sign up. *Depending on position*.
529 College Savings Plan (Voluntary)	Employee	You are able to save for college tuition for children or grandchildren through the tax-favored <i>Michigan Education Savings Program</i> 529 college savings plan. <i>Your contributions are deducted via direct deposit</i>