



2026 **Per Pay Period** Rates for Kaiser Permanente

Effective 1/1/2026

2026 PER PAY PERIOD KAISER PERMANENTE: MEDICAL/Rx/VISION						
Coverage Level	Full Premium	**City Pays	Fulltime Employee 35 ≥ hours	* Part-time 30>35 hrs	* Part-time 25>30 hrs	* Part-time 20>25 hrs
Cost Share	100%	91%	9%	25%	37.5%	50%
Employee	401.04	364.95	36.09	36.09	36.09	36.09
Employee and Spouse**	1,012.11	906.09	106.02	203.79	280.17	356.56
Employee and Child	693.89	631.44	62.45	109.30	145.91	182.52
Employee and Children**	949.69	858.32	91.37	179.15	247.73	316.32
Employee, Spouse, and Child**	1,304.94	1,166.25	138.69	283.32	396.30	509.29
Employee, Spouse, and Children**	1,560.73	1,368.40	192.33	377.87	522.83	667.80

PAY PERIOD HMA: DENTAL ONLY						
Coverage Level	Full Premium	City Pays	Fulltime Employee 35 ≥ hours	* Part-time 30>35 hrs	* Part-time 25>30 hrs	* Part-time 20>25 hrs
Cost Share	100%	91%	9%	25%	37.5%	50%
Employee	33.51	30.49	3.02	3.02	3.02	3.02
Employee and Spouse	70.45	64.12	6.33	12.25	16.87	21.49
Employee and Child	65.55	59.66	5.89	11.03	15.02	19.05
Employee and Children	95.62	87.02	8.60	18.55	26.31	34.08
Employee, Spouse, and Child	102.51	93.29	9.22	20.27	28.89	37.51
Employee, Spouse, and Children	132.56	120.63	11.93	27.79	40.16	52.54

*Regular part-time employees, scheduled to work between 20 and 35 hours a week have the same premium cost share as full time employees for themselves only. Their dependent cost share is prorated based on scheduled hours: 25% for 30 > 35 hours a week; 37.5% for 25 > 30 hours a week; 50% for 20 > 25 hours a week.

**What the city pays for the Kaiser Permanente Plan is capped at what the city pays for the HMA Medical/Rx/Vision plans. Employee is responsible for paying the difference.