

City of Benicia Kaiser Plan Rates for 07/01/24-06/30/25

Reflects Premium, City Contribution, and Employee Contribution

Chart applies to employees in the bargaining group of:

Benicia Firefighter's Assn. (BFA) and Unrepresented*

(Chart updated 10/16/2024)

Kaiser - Option 1 (High - \$0.00 co-pay plan)

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	1,118.20	722.00	396.20
Emp +1	2,236.40	1,494.00	742.40
Emp+Family	2,974.41	2,030.00	944.41

Kaiser - Option 2 (Mid - \$20.00 co-pay plan)

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	1,045.03	722.00	323.03
Emp +1	2,090.06	1,494.00	596.06
Emp+Family	2,779.78	2,030.00	749.78

Kaiser - Option 3 (Low - High Deductible Health Plan - HDHP)

	Total Premium	Maximum City Contribution	City Contribution into Health Savings Account up to annual H.S.A. Max (this is NOT an employee deduction for the HDHP)
Employee only	738.94	722.00	(16.94)
Emp +1	1,477.88	1,494.00	16.12
Emp+Family	1,965.58	2,030.00	64.42

Kaiser - Option 4 (Point of Service HMO/PPO plan)

	Total Premium	City Pays	Employee Contribution
Employee only	1,381.33	722.00	659.33
Emp +1	2,762.65	1,494.00	1,268.65
Emp+Family	3,674.32	2,030.00	1,644.32

Note: Cash In Lieu for Qualifying Opt Out: BFA = \$682

*Unrepresented position tied to BFA: Para/FF Trainee

updated: 10/16/2024