

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

Chart applies to employees in the bargaining groups of:
BPSEA, BSPA (Pro/Con, Sup), BDA, BPOA, Mid-Managers, Senior Managers, and Elected Officials 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	951.00	167.20
Emp +1	2,236.40	1,902.00	334.40
Emp+Family	2,974.41	2,525.00	449.41

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

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	1,045.03	951.00	94.03
Emp +1	2,090.06	1,902.00	188.06
Emp+Family	2,779.78	2,525.00	254.78

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

	Total Premium	Maximum City Contribution	City Contribution into Health Savings Account (this is NOT an employee deduction for the HDHP) up to the annual max allowed
Employee only	738.94	951.00	212.06
Emp +1	1,477.88	1,902.00	424.12
Emp+Family	1,965.58	2,525.00	559.42

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

	Total Premium	City Pays	Employee Contribution
Employee only	1,381.33	951.00	430.33
Emp +1	2,762.65	1,902.00	860.65
Emp+Family	3,674.32	2,525.00	1,149.32

Note: Cash In Lieu for Qualifying Opt Out: BPSEA, BDA, BPOA, Senior Managers, Elected = \$682 BSPA, Police Managers, Mid Managers = \$762

*Unrepresented position tied to BSPA: HR Analyst

*Unrepresented position tied to BPOA: Police Trainee

Updated 10/16/2024