

City of Benicia Kaiser Plan Rates for 7/1/23 - 6/30/24

Reflects Premium, City Contribution, and Employee Contribution

Chart applies to employees in the bargaining groups of:

Benicia Firefighter's Association (BFA), Benicia Dispatcher Association (BDA), and Benicia Police Officer's Association (BPOA)

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

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	1,015.82	722.00	293.82
Emp +1	2,031.64	1,494.00	537.64
Emp+Family	2,702.08	2,030.00	672.08

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

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	949.35	722.00	227.35
Emp +1	1,898.70	1,494.00	404.70
Emp+Family	2,525.27	2,030.00	495.27

Kaiser - Option 3 (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	676.33	722.00	45.67
Emp +1	1,352.66	1,494.00	141.34
Emp+Family	1,799.04	2,030.00	230.96

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

	Total Premium	City Pays	Employee Contribution
Employee only	1,254.85	722.00	532.85
Emp +1	2,509.70	1,494.00	1,015.70
Emp+Family	3,337.90	2,030.00	1,307.90

Note: Cash In Lieu for Qualifying Opt Out: BFA & BDA = \$682 BPOA Officer = \$366; BPOA Sergeant = \$296

updated: 5/9/23