

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:

BPSEA, BSPA (Pro/Con, Sup), Police Managers, Mid Managers, Senior Managers, Elected Officials, & Unrepresented

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

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	1,015.82	762.00	253.82
Emp +1	2,031.64	1,594.00	437.64
Emp+Family	2,702.08	2,180.00	522.08

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

	Total Premium	Maximum City Contribution	Employee Contribution
Employee only	949.35	762.00	187.35
Emp +1	1,898.70	1,594.00	304.70
Emp+Family	2,525.27	2,180.00	345.27

Kaiser - Option 3 (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	676.33	762.00	85.67
Emp +1	1,352.66	1,594.00	241.34
Emp+Family	1,799.04	2,180.00	380.96

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

	Total Premium	City Pays	Employee Contribution
Employee only	1,254.85	762.00	492.85
Emp +1	2,509.70	1,594.00	915.70
Emp+Family	3,337.90	2,180.00	1,157.90

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

*Unrepresented position tied to BSPA: HR Analyst

updated 5/9/23