



2025 Per Pay Period Rates for Kaiser Permanente Effective 1/1/2025

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	371.18	337.77	33.41	33.41	33.41	33.41
Employee and Spouse	936.76	852.45	84.31	174.81	245.50	316.20
Employee and Child	642.23	584.43	57.80	101.17	135.05	168.94
Employee and Children	878.99	799.88	79.11	160.36	223.84	287.32
Employee, Spouse, and Child	1,207.79	1,099.09	108.70	242.56	347.14	451.72
Employee, Spouse, and Children**	1,444.54	1,291.91	152.63	324.37	458.54	592.71

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

*Premiums for part-time employees: If you are an active regular employee scheduled for at least 20 hours per week, you and your dependents are eligible for full coverage. The premium cost share for employee coverage is the same regardless of full-time or part-time status. The premium cost share for dependents is prorated for part-time employee's based on scheduled hours as noted: • 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.