



**Health Benefit Program
January 1 - December 31, 2026**

Health Plan	Eligible Dependents	2026 Employee Monthly Deduction	2026 Employee Semi-Monthly Deduction	Employer Monthly Contribution
Blue Cross HMO*	Employee Only	\$86.72	\$43.36	\$999.47
Plan A	Employee + 1 Dependent	\$259.92	\$129.96	\$1,908.27
	Employee + 2 or more	\$429.24	\$214.62	\$2,638.95
Kaiser Permanente	Employee Only	\$79.52	\$39.76	\$916.67
\$20 Copay Plan	Employee + 1 Dependent	\$238.56	\$119.28	\$1,751.63
	Employee + 2 or more	\$393.96	\$196.98	\$2,422.23
Blue Cross - High Option	Employee Only	\$115.84	\$57.92	\$1,334.35
PPO Plan 9060	Employee + 1 Dependent	\$347.88	\$173.94	\$2,553.31
	Employee + 2 or more	\$574.14	\$287.07	\$3,529.05
Blue Cross - Low Option	Employee Only	\$81.18	\$40.59	\$1,274.01
PPO Plan 8060	Employee + 1 Dependent	\$243.90	\$121.95	\$2,468.29
	Employee + 2 or more	\$459.96	\$229.98	\$3,375.23
Vision - VSP	Employee Only	\$0.00	\$0.00	\$9.90
(100% employer paid)	Employee + 1 Dependent	\$0.00	\$0.00	\$13.90
	Employee + 2 or more	\$0.00	\$0.00	\$24.10
Dental - Delta Dental	Employee Only	\$0.00	\$0.00	\$48.10
(100% employer paid)	Employee + 1 Dependent	\$0.00	\$0.00	\$96.10
	Employee + 2 or more	\$0.00	\$0.00	\$148.80

100% Employer Paid Plans	Eligible Dependents	2026 Employee Monthly Deduction	2026 Employee Semi-Monthly Deduction	Employer Monthly Contribution
Life Insurance (\$50,000)	Employee Only	\$0.00	\$0.00	based on salary
(AD&D) Accident Insurance (\$50,000)	Employee Only	\$0.00	\$0.00	\$0.50
Long Term Disability (up to 60% of earnings)	Employee Only	\$0.00	\$0.00	based on salary
Retirement (10% of gross, after 6 months)	Employee Only	\$0.00	\$0.00	based on salary
Workers Compensation	Employee Only	\$0.00	\$0.00	based on role
Other State and Federal Contributions		2026 Employee Monthly Deduction	2026 Employee Semi-Monthly Deduction	Employer Monthly Contribution
Medicare + Social Security (7.65%)		7.65%	7.65%	7.65%
Federal Income Tax		based on salary	based on salary	based on salary
State Income Tax		based on salary	based on salary	0.00%
Unemployment Insurance		0.00%	0.00%	1.07%%
SDI, PFL		1.10%	1.10%	0.00%

***Plan available outside Monterey County only**