

2023 KAISER BENEFIT DEDUCTIONS – CALIFORNIA

Kaiser <u>Monthly</u> Medical (Pre-Tax) – Tobacco/Smoking-Free Rates*				
Annual Base Pay**	Employee Only	Employee + Spouse/DP***	Employee + Child(ren)	Family including Spouse/DP*** and Child(ren)
Level 1 < \$50,000	\$161.19	\$354.62	\$290.74	\$500.22
Level 2 < \$50,000 - \$100,000	\$172.87	\$379.32	\$310.52	\$534.22
Level 3 > \$100,000	\$184.55	\$405.01	\$331.53	\$571.52

Kaiser <u>Weekly</u> Medical (Pre-Tax) – Tobacco/Smoking-Free Rates*				
Annual Base Pay**	Employee Only	Employee + Spouse/DP***	Employee + Child(ren)	Family including Spouse/DP*** and Child(ren)
Level 1 < \$50,000	\$37.20	\$81.84	\$67.09	\$115.44
Level 2 < \$50,000 - \$100,000	\$39.89	\$87.54	\$71.66	\$123.28
Level 3 > \$100,000	\$42.59	\$93.46	\$76.51	\$131.89

*\$50 additional monthly contribution if you or a covered family member smoke and/or use tobacco (applies if any covered family members are tobacco users).

**Annual Base Pay as of 10/1/2022 or as of hire date if mid-year new hire.

***Coverage of domestic partners will be subject to additional costs resulting from taxation of company-paid benefit (e.g. imputed taxable income).