NP3 - Health Plan Premiums
Effective January 1, 2027

Full-time employees are eligible for the full monthly NP3 contributions based on the medical coverage selected.

KAISER TRADITIONAL (HMO)	Premium	Charter Contribution	Employee Cost[1]
Employee Only	1,176.34	1,051.97	124.37
Employee + Spouse	2,470.31	2,103.95	366.36
Employee + Child(ren)	2,117,41	2,103.95	13.46
Employee + Family	3,117.30	2,735.14	382.16
KAISER LOW (HMO)			
Employee Only	1,122.00	1,051.97	70.30
Employee + Spouse	2,356.19	2,103.95	252.24
Employee + Child(ren)	2,019.60	2,103.95	0.00[2]
Employee + Family	2,973.30	2,735.14	238.16
WESTERN HEALTH (HMO)			
Employee Only	1,097.69	1,051.97	45.72
Employee + Spouse	2,310.15	2,103.95	206.20
Employee + Child(ren)	1.980.17	2,103.95	0.00[2]
Employee + Family	2,912.39	2,735.14	177.25
WESTERN HEALTH LOW (HMO)			
Employee Only	997.24	1,051.97	0.00[2]
Employee + Spouse	2,098.74	2,103.95	0.00[2]
Employee + Child(ren)	1,798.96	2,103.95	0.00[2]
Employee + Family	2,645.88	2,735.14	0.00[2]
SUTTER PLUS (HMO)			
Employee Only	964.60	1,051.97	0.00[2]
Employee + Spouse	2,025.80	2,103.95	0.00[2]
Employee + Child(ren)	1,736.70	2,103.95	0.00[2]
Employee + Family	2,557.10	2,735.14	0.00[2]
SUTTER PLUS LOW (HMO)			
Employee Only	926.80	1,051.97	0.00[2]
Employee + Spouse	1,946.50	2,103.95	0.00[2]
Employee + Child(ren)	1,668.70	2,103.95	0.00[2]
Employee + Family	2,456.90	2,735.14	0.00[2]
DELTA DENTAL			
Employee Only	60.14	0.00	60.14
Employee + Spouse	114.27	0.00	114.27
Employee + Child(ren)	114.27	0.00	114.27
Employee + Family	174.41	0.00	174.41
DELTA DENTAL - WITH ORTHO			
Employee Only	61.95	0.00	61.95
Employee + Spouse	117.70	0.00	117.70
Employee + Child(ren)	117.70	0.00	117.70
Employee + Family	179.64	0.00	179.64
VISION SERVICE PLAN			
VSP - Composite	19.14	0.00	19.14

[1]Employee cost is based on full-time equivalency (1.0 FTE). Part-time employees who work at least four (4) hours but less than eight (8) hours each day are eligible for a prorated monthly NUSD contribution based on their full-time equivalent (FTE).

[2]Any unused NUSD contribution remaining after medical coverage is selected will be applied toward dental and/or vision.

New employees must enroll in benefits within thirty (30) days of their hire date.

All employee contributions are deducted on a pretax basis in accordance with Section 125 of the Internal Revenue Code.