



2025 Domestic Partner Bi-Weekly Costs (For Salary \$0-\$70,000)

The IRS requires that you pay taxes for domestic partner and/or domestic partner's child(ren) coverage.

Additional taxable income represents the cost of covering the additional individual(s) without company sponsoring the costs.

The following table shows paycheck contributions and additional taxable income for each plan based on coverage of domestic partner and/or domestic partner's child(ren).

Employee + Domestic Partner Coverage	Meritain Copay Plan Salary \$0-\$70,000	Meritain CDHP Salary \$0-\$70,000	Kaiser CA HMO Salary \$0-\$70,000	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 15 -19	VSP Vision Enhanced Grades 15 -19
Pre-tax Contribution	\$ 78.00	\$ 73.00	\$ 78.00	\$ 73.00	\$ 6.00	\$ 15.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97
Employee + Domestic Partner + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$0-\$70,000	Meritain CDHP Salary \$0-\$70,000	Kaiser CA HMO Salary \$0-\$70,000	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 15 -19	VSP Vision Enhanced Grades 15 -19
Pre-tax Contribution	\$ 111.00	\$ 103.00	\$ 111.00	\$ 103.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Domestic Partner and Domestic Partner's Child(ren) Coverage	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner + Child(ren) OR Employee + Domestic Partner + Domestic Partner's Child(ren) + Child(ren)	Meritain Copay Plan Salary \$0-\$70,000	Meritain CDHP Salary \$0-\$70,000	Kaiser CA HMO Salary \$0-\$70,000	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 15 -19	VSP Vision Enhanced Grades 15 -19
Pre-tax Contribution	\$ 111.00	\$ 103.00	\$ 111.00	\$ 103.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Covering Domestic Partner and Domestic Partner's Child(ren) if applicable	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$0-\$70,000	Meritain CDHP Salary \$0-\$70,000	Kaiser CA HMO Salary \$0-\$70,000	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 15 -19	VSP Vision Enhanced Grades 15 -19
Pre-tax Contribution	\$ 67.00	\$ 62.00	\$ 67.00	\$ 62.00	\$ 8.00	\$ 18.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner's Child(ren) Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97

Note: Definition of Domestic Partner and Domestic Partner child(ren) includes same and opposite sex partners and their eligible child(ren). State tax law may apply. Imputed income applies to domestic partners and domestic partner children who are not IRS Tax dependents.



2025 Domestic Partner Bi-Weekly Costs (For Salary \$70,000-\$125,000)

The IRS requires that you pay taxes for domestic partner and/or domestic partner's child(ren) coverage.

Additional taxable income represents the cost of covering the additional individual(s) without company sponsoring the costs.

The following table shows paycheck contributions and additional taxable income for each plan based on coverage of domestic partner and/or domestic partner's child(ren).

Employee + Domestic Partner Coverage	Meritain Copay Plan Salary \$70k-\$125k	Meritain CDHP Salary \$70k-\$125k	Kaiser CA HMO Salary \$70k-\$125k	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 207.00	\$ 144.00	\$ 149.00	\$ 144.00	\$ 6.00	\$ 15.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97
Employee + Domestic Partner + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$70k-\$125k	Meritain CDHP Salary \$70k-\$125k	Kaiser CA HMO Salary \$70k-\$125k	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 293.00	\$ 187.00	\$ 210.00	\$ 187.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Domestic Partner and Domestic Partner's Child(ren) Coverage	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner + Child(ren) OR Employee + Domestic Partner + Domestic Partner's Child(ren) + Child(ren)	Meritain Copay Plan Salary \$70k-\$125k	Meritain CDHP Salary \$70k-\$125k	Kaiser CA HMO Salary \$70k-\$125k	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 293.00	\$ 187.00	\$ 210.00	\$ 187.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Covering Domestic Partner and Domestic Partner's Child(ren) if applicable	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$70k-\$125k	Meritain CDHP Salary \$70k-\$125k	Kaiser CA HMO Salary \$70k-\$125k	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 175.00	\$ 135.00	\$ 122.00	\$ 135.00	\$ 8.00	\$ 18.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner's Child(ren) Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97

Note: Definition of Domestic Partner and Domestic Partner child(ren) includes same and opposite sex partners and their eligible child(ren). State tax law may apply. Imputed income applies to domestic partners and domestic partner children who are not IRS Tax dependents.



2025 Domestic Partner Bi-Weekly Costs (For Salary \$125,000+)

The IRS requires that you pay taxes for domestic partner and/or domestic partner's child(ren) coverage.

Additional taxable income represents the cost of covering the additional individual(s) without company sponsoring the costs.

The following table shows paycheck contributions and additional taxable income for each plan based on coverage of domestic partner and/or domestic partner's child(ren).

Employee + Domestic Partner Coverage	Meritain Copay Plan Salary \$125,000+	Meritain CDHP Salary \$125,000+	Kaiser CA HMO Salary \$125,000+	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 227.00	\$ 158.00	\$ 163.00	\$ 158.00	\$ 6.00	\$ 15.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97
Employee + Domestic Partner + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$125,000+	Meritain CDHP Salary \$125,000+	Kaiser CA HMO Salary \$125,000+	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 321.00	\$ 204.00	\$ 230.00	\$ 204.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Domestic Partner and Domestic Partner's Child(ren) Coverage	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner + Child(ren) OR Employee + Domestic Partner + Domestic Partner's Child(ren) + Child(ren)	Meritain Copay Plan Salary \$125,000+	Meritain CDHP Salary \$125,000+	Kaiser CA HMO Salary \$125,000+	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 321.00	\$ 204.00	\$ 230.00	\$ 204.00	\$ 11.00	\$ 24.00	\$ 6.00	\$ 11.00
Additional Taxable Income For Covering Domestic Partner and Domestic Partner's Child(ren) if applicable	\$ 740.61	\$ 624.02	\$ 509.50	\$ 802.17	\$ 32.82	\$ 40.53	\$ 6.50	\$ 9.93
Employee + Domestic Partner's Child(ren)	Meritain Copay Plan Salary \$125,000+	Meritain CDHP Salary \$125,000+	Kaiser CA HMO Salary \$125,000+	HMSA PPO	Delta Dental Core	Delta Dental Enhanced	VSP Vision Core Grades 21-24	VSP Vision Enhanced Grades 21-24
Pre-tax Contribution	\$ 192.00	\$ 148.00	\$ 133.00	\$ 148.00	\$ 8.00	\$ 18.00	\$ 4.00	\$ 7.00
Additional Taxable Income For Domestic Partner's Child(ren) Coverage	\$ 370.30	\$ 312.01	\$ 254.75	\$ 401.08	\$ 16.41	\$ 20.27	\$ 3.25	\$ 4.97

Note: Definition of Domestic Partner and Domestic Partner child(ren) includes same and opposite sex partners and their eligible child(ren). State tax law may apply. Imputed income applies to domestic partners and domestic partner children who are not IRS Tax dependents.