

## 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	ı	ain Copay Plan \$0-\$70,000	1 -	Meritain CDHP Salary \$0-\$70,000	 niser CA HMO lary \$0-\$70,000	Н	HMSA PPO	D	Pelta Dental Core	ſ	Delta Dental Enhanced		SP Vision Core Grades 15 -19	VSP Vision Enhanced rades 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)		ain Copay Plan \$0-\$70,000	1	Meritain CDHP Salary \$0-\$70,000	niser CA HMO Nary \$0-\$70,000	Н	HMSA PPO	D	elta Dental Core	I	Delta Dental Enhanced		P Vision Core Grades 15 -19	VSP Vision Enhanced rades 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 Chil(dren) + Child(ren)		ain Copay Plan \$0-\$70,000	۱ ،	Meritain CDHP Salary \$0-\$70,000	niser CA HMO alary \$0-\$70,000	Н	HMSA PPO	D	Pelta Dental Core	ı	Delta Dental Enhanced	_	SP Vision Core Grades 15 -19	VSP Vision Enhanced rades 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)		ain Copay Plan \$0-\$70,000	1 7	Meritain CDHP Salary \$0-\$70,000	niser CA HMO Nary \$0-\$70,000	H	HMSA PPO	D	Pelta Dental Core	ı	Delta Dental Enhanced		SP Vision Core Grades 15 -19	VSP Vision Enhanced rades 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 Cop Plan Salary \$70k-\$1		Meritain CDHP Salary \$70k-\$125k		aiser CA HMO ary \$70k-\$125k	HN	MSA PPO		a Dental Core		Ita Dental nhanced	VSP Visio			/SP Vision Enhanced rades 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	\$ 370.3	0	\$ 312.01	\$	254.75	\$	401.08	\$	16.41	\$	20.27	\$	3.25	\$	4.97
Employee + Domestic Partner + Domestic Partner's Child(ren)	Meritain Cop Plan Salary \$70k-\$1		Meritain CDHP Salary \$70k-\$125k	Ka Sala	aiser CA HMO ary \$70k-\$125k	HN	MSA PPO		a Dental Core	_	Ita Dental nhanced	VSP Visio			/SP Vision Enhanced rades 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 Chil(dren) + Child(ren)	Meritain Copay Plan Salary \$70k-\$125k		Meritain CDHP Salary \$70k-\$125k		Kaiser CA HMO Salary \$70k-\$125k		MSA 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 Cop Plan Salary \$70k-\$1		Meritain CDHP Salary \$70k-\$125k		aiser CA HMO lary \$70k-\$125k	HN	MSA PPO		a Dental Core		Ita Dental nhanced	VSP Visio			/SP Vision Enhanced rades 21-24
Pre-tax Contribution	\$ 175.0	0	\$ 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		tain Copay Plan / \$125,000+	Meritain CDF Salary \$125,00			CA HMO 125,000+	н	MSA PPO	Delta Dental Core	_	Delta Dental Enhanced	VSP Vision 0 Grades 21-		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	2.01	\$	254.75	\$	401.08	\$ 16.41	\$	20.27	\$	3.25	\$ 4.97	
Employee + Domestic Partner + Domestic Partner's Child(ren)		tain Copay Plan / \$125,000+	Meritain CDF Salary \$125,00			CA HMO 125,000+	н	MSA PPO	Delta Dental Core	_	Delta Dental Enhanced	VSP Vision ( Grades 21-		VSP Vision Enhanced Grades 21-24	
Pre-tax Contribution	\$	321.00	\$ 204	1.00	\$	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	1.02	\$	509.50	\$	802.17	\$ 32.82	\$	40.53	\$	6.50	\$ 9.93	
Employee + Domestic Partner + Child(ren) OR Employee + Domestic Partner + Domestic Partner's Chil(dren) + 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	1.00	\$	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	1.02	\$	509.50	\$	802.17	\$ 32.82	\$	40.53	\$	6.50	\$ 9.93	
Employee + Domestic Partner's Child(ren)		tain Copay Plan y \$125,000+	Meritain CDF Salary \$125,00			CA HMO 5125,000+	нм	ISA PPO	Delta Dental Core	_	Delta Dental Enhanced	VSP Vision ( Grades 21-		VSP Vision Enhanced Grades 21-24	
Pre-tax Contribution	\$	192.00	\$ 148	3.00	\$	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	2.01	\$	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.