

Health Care Cost

The following table shows the semi-monthly cost for health care coverage for **July 2025 – June 2026**

Health Care			
	Semi-Monthly Premium	Fred Hutch Pays	Employee Pays
<u>Medical</u>			
Premera Plan A			
Employee Only	\$539	\$484	\$55
Employee & Spouse/Domestic Partner	\$1,102	\$930	\$172
Employee & Child(ren)	\$913	\$775	\$138
Employee & Family	\$1,446	\$1,190	\$256
Premera Plan B			
Employee Only	\$502	\$455	\$47
Employee & Spouse/Domestic Partner	\$1,027	\$876	\$151
Employee & Child(ren)	\$850	\$730	\$120
Employee & Family	\$1,347	\$1,116	\$231
Kaiser Permanente HMO			
Employee Only	\$415	\$362	\$53
Employee & Spouse/Domestic Partner	\$863	\$726	\$137
Employee & Child(ren)	\$697	\$594	\$103
Employee & Family	\$1,120	\$898	\$222
<u>Dental</u>			
Plan A			
Employee Only	\$30	\$26	\$4
Employee & Spouse/Domestic Partner	\$77	\$49	\$28
Employee & Child(ren)	\$56	\$35	\$21
Employee & Family	\$103	\$59	\$44
Plan B			
Employee Only	\$21	\$21	\$0
Employee & Spouse/Domestic Partner	\$44	\$32	\$12
Employee & Child(ren)	\$33	\$25	\$8
Employee & Family	\$59	\$38	\$21

(Please turn over for payment details)

Paying for Health Care Benefits

Fred Hutch pays a portion of the premium to cover you and your family. Your portion of the premium is paid through salary reduction. This means the contribution you make reduces your taxable compensation, so you won't pay federal income and Social Security taxes on your contribution.

If you choose to waive medical *and/or* dental coverage because you're covered by another group plan, you are eligible to receive either \$42.50 (for medical only) or \$7.50 (for dental only) or \$50 (for both) taxable compensation semi-monthly.

Note: *Employees who enroll a domestic partner or child of a domestic partner (and Postdoctoral Research Associates receiving a training stipend that provides at least 50% of total compensation) may not contribute through a salary reduction. Instead, the cost of family coverage will be deducted from your paycheck as a salary deduction. Salary deductions are subject to federal income and Social Security taxes. Additionally, the employer-paid portion of domestic partner coverage is considered taxable income.*