

2026 U.S. Benefits Employee Bi-Weekly Contributions

	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Medical				
Kaiser (CA Only)	\$45	\$90	\$84	\$129
Aetna PPO	\$58	\$116	\$107	\$163
Aetna HDHP	\$21	\$42	\$39	\$60
HMSA (Hawaii Only)	\$42	\$83	\$83 (1 child) / \$123 (2+)	\$123
Dental				
MetLife Basic PPO	\$3	\$6	\$6	\$10
MetLife Buy Up PPO	\$12	\$23	\$26	\$39
Vision				
VSP Basic Plan	\$1	\$2	\$2	\$2
VSP Buy Up Plan	\$4	\$6	\$6	\$9
Other				
Accident Insurance	\$3.41	\$5.29	\$6.52	\$8.41
ARAG Pre-Paid Legal			\$11.28	
Aura Identity & Fraud Protection			\$3.90 employee / \$6.44 family	