



Memorandum

Date: September 15, 2025

To: Jennifer Allen
Human Resources Director

Thru: Eddie Jimenez
Supervising HR Analyst

From: Martha Mendoza
Benefits Analyst

Subject: CalPERS Health Insurance Premiums for Calendar Year 2026

The new CalPERS health insurance premiums, effective January 1, 2026 to December 31, 2026, are outlined below and detailed in the attached rate sheets from CalPERS.

The Districts' maximum contribution is based on the Kaiser Family Plan premium increase in either Region 2 (Other So CA) or Region 3 (Los Angeles) being greater than \$75 per month. Both the Kaiser Family Plan premiums for Region 2 and Region 3 will increase by 4.59% in 2026. The employee's cumulative cost sharing is updated when the higher increase in the Kaiser Family Plan premiums in either Region 2 or Region 3 is greater than \$75 per month. Since Region 2 and Region 3 both increased by the same percentage, the highest *premium* (Region 2) is used in the calculation below.

The Kaiser Family Plan premium for Region 2 **increased** 4.59%. Therefore, the Districts' cost-sharing amount will be calculated as follows:

\$2,567.99	2026 premium
- 2,455.28	2025 premium
<u>\$ 112.71</u>	Increase of Kaiser Family Plan premium
\$ 37.71	Amount of increase in excess of \$75 (\$112.71 - \$75.00)
\$ <u> </u> /2	Divided by 2 (Employees' share and Districts' share)
\$ 18.86	
\$ 20.00	Maximum employee cost sharing amount per Salary Resolution, Section 5.9 Medical Insurance

Once cost sharing is triggered in any year the amount of the monthly cost sharing continues through the term of the agreement. The cost sharing contribution is \$150.00 through 2025, and a new cost sharing contribution of \$18.86 is calculated for 2026. The total is \$168.86. However, the cost sharing provision for all bargaining units states that the maximum cumulative employees' cost sharing contribution shall not exceed \$150.00 per month. Therefore, the employees' cumulative cost sharing amount for CY 2026 will be \$150.00.

The Districts' maximum contribution for CY 2026 will be **\$2,417.99** (\$2,567.99 - \$150.00) for employees in the Blue Collar, Confidential, Energy Recovery, Management, Professional, Professional Supervisory, Supervisory, Technical Support and White Collar Units.

A summary of the Kaiser premium is shown below.

Maximum Monthly Contributions:

Highest Kaiser premium, Region 2	\$2,567.99
Cost Sharing Amount	<u>- 150.00</u>
Maximum Monthly Contribution for Monthly employees	<u>\$2,417.99</u>

A summary of the Kaiser premium is shown below:

Kaiser Premium for Employee & 2 or More Dependents				
Region (Service Area)	CY 2025	CY 2026	CY 2025-2026 Change (\$)	CY 2025-2026 Change (%)
Region 2 (Other So CA)	\$2,455.28	\$2,567.99	\$112.71	4.59%
Region 3 (Los Angeles)	\$2,408.95	\$2,519.53	\$110.58	4.59%

Attachments