

# Kimley-Horn 2026 COBRA Premiums

When an employee terminates employment with Kimley-Horn, they are eligible to continue the medical, dental, and vision plan they were enrolled in at the time of termination. The former employee is responsible for the full cost of the coverage plus a 2% COBRA administrative fee.

COBRA plans are administered by [Clarity](#). Enrollment and 1<sup>st</sup> month's payment must be received by Clarity before enrollment will be processed.

The typical duration of eligibility after termination is 18 months. There are certain instances that would allow the former employee to continue COBRA coverage for more than 18 months.

For questions contact the Benefits team at [benefits@kimley-horn.com](mailto:benefits@kimley-horn.com).

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## Medical Monthly COBRA Premiums

Cigna

Coverage Level	Low Plan	High Plan
Employee Only	\$612.10	\$557.40
Employee + Child(ren)	\$1,132.38	\$1,026.70
Employee + Spouse / Domestic Partner	\$1,285.40	\$1,165.44
Family	\$1,958.73	\$1,775.92

## Dental Monthly COBRA Premiums

Delta Dental

Coverage Level	Basic Plan	Premium Plan
Employee Only	\$31.72	\$61.90
Employee + Child(ren)	\$66.29	\$129.40
Employee + Spouse / Domestic Partner	\$63.44	\$123.81
Family	\$90.71	\$177.05

## Vision Monthly COBRA Premiums

EyeMed

Coverage Level	Plan
Employee Only	\$10.37
Employee + Child(ren)	\$17.07
Employee + Spouse / Domestic Partner	\$16.22
Family	\$27.29