

Kimley-Horn

2026 Benefit Premiums and HSA Contributions

Medical Semi-Monthly Pre-Tax Premiums *(Full Time 35-40 hr. / week)*

Coverage Level	Low Plan	High Plan
Employee Only	\$17.25	\$0.00
Employee + Child(ren)	\$59.50	\$18.00
Employee + Spouse / Domestic Partner	\$74.25	\$25.50
Family	\$127.50	\$43.25

Medical Semi-Monthly Pre-Tax Premiums *(Part Time 30-34 hr. / week)*

Coverage Level	Low Plan	High Plan
Employee Only	\$41.50	\$23.50
Employee + Child(ren)	\$102.00	\$59.50
Employee + Spouse / Domestic Partner	\$122.00	\$72.50
Family	\$199.00	\$114.00

Kimley-Horn HSA Contributions *(Full year amount)*

Coverage Level	Low Plan	High Plan
Employee Only	\$450	\$700
Employee + Child(ren)	\$750	\$1,000
Employee + Spouse / Domestic Partner	\$750	\$1,000
Family	\$1,150	\$1,400

Dental Semi-Monthly Pre-Tax Premiums

Coverage Level	Basic Plan	Premium Plan
Employee Only	\$9.50	\$24.25
Employee + Child(ren)	\$22.75	\$53.75
Employee + Spouse / Domestic Partner	\$21.75	\$51.50
Family	\$31.25	\$73.50

Vision Semi-Monthly Pre-Tax Premiums

Coverage Level	
Employee Only	\$3.00
Employee + Child(ren)	\$5.00
Employee + Spouse / Domestic Partner	\$4.50
Family	\$7.50

Declining Medical Coverage

- Kimley-Horn will pay **\$50 per paycheck** in taxable income if medical coverage is declined. Amount prorated for employees working 30-34 hours per week.

Spousal / Domestic Partner Surcharge

- **\$50 per paycheck** surcharge will be added to medical premium. Applies to employees that choose to have their working spouse on Kimley-Horn's medical plan even though the spouse has employer-subsidized coverage available through their employer.

Accident Insurance Semi-Monthly Premiums

Coverage Level	
Employee Only	\$4.72
Employee + Child(ren)	\$9.39
Employee + Spouse / Domestic Partner	\$7.80
Family	\$12.47

Hospital Insurance Semi-Monthly Premiums

Coverage Level	
Employee Only	\$6.80
Employee + Child(ren)	\$10.21
Employee + Spouse / Domestic Partner	\$13.16
Family	\$16.58

Critical Illness Insurance Semi-Monthly Premiums

Critical illness insurance premiums are based on the level of coverage and the age of the employee.

- Employee Coverage Levels: \$10,000, \$20,000, \$30,000.
- Spouse Coverage Levels: \$5,000, \$10,000, \$15,000

[Click here](#) to estimate your premium using our premium calculator.

Supplemental Life Insurance Semi-Monthly Premiums

Supplemental life insurance coverage amounts range from \$10,000 to \$500,000, and for a spouse or domestic partner from \$5,000 to \$250,000, not to exceed 50% of the employee's amount. Employees may also purchase coverage for children up to age 26 in the amount of \$10,000 per child.

[Click here](#) to estimate your premium using our premium calculator.