

## 2026 Dental Plan Semi-Monthly Rates

**For employees represented by the San Jose Police Officers' Association  
and the International Association of Fire Fighters, Local 230**

Effective from 1/1/2026 (PP 1) through 12/31/2026 (PP 26)  
Dental plan premiums are deducted the first 2 paydays of each month and are pre-tax.

### Delta Dental Plans

	Delta Dental PPO	DeltaCare HMO
<b>100% Benefits: Full-time employees including RWW employees that work 35-39 hours</b>		
Employee Contribution	\$2.65	\$0.00
City Contribution	\$50.30	\$20.91
<b>Total</b>	<b>\$52.95</b>	<b>\$20.91</b>
<b>75% Benefits: Full-time employees including RWW employees that work 30-34 hours</b>		
Employee Contribution	\$15.22	\$5.23
City Contribution	\$37.73	\$15.68
<b>Total</b>	<b>\$52.95</b>	<b>\$20.91</b>
<b>62.5% Benefits: Full-time employees including RWW employees that work 25-29 hours</b>		
Employee Contribution	\$21.51	\$7.84
City Contribution	\$31.44	\$13.07
<b>Total</b>	<b>\$52.95</b>	<b>\$20.91</b>
<b>50% Benefits: Full-time employees including RWW employees that work 20-24 hours</b>		
Employee Contribution	\$27.80	\$10.45
City Contribution	\$25.15	\$10.46
<b>Total</b>	<b>\$52.95</b>	<b>\$20.91</b>

### DENTAL IN-LIEU PLAN PAYMENTS

Payment in-lieu of coverage is available for qualified enrollees (full-time and RWW who work 35+ hours)  
Payments are made every payday and are subject to tax withholding

<b>If eligible for EE only coverage</b>	<b>\$19.95</b>
<b>If eligible for EE+SP/DP and/or Child(ren) coverage:</b>	<b>\$19.95</b>