

2024 HEALTH PLAN RATES

Amazon shares the cost of health benefits with you. Your cost depends on your work status, the plan you choose, and the dependents you cover. These rates are effective through **December 31, 2024**.

	Monthly Paycheck Deductions								Biweekly Paycheck Deductions								Weekly Paycheck Deductions							
	30 – 40 Hours/Week				Part-Time 20 – 29 Hours/Week				30 – 40 Hours/Week				Part-Time 20 – 29 Hours/Week				30 – 40 Hours/Week				Part-Time 20 – 29 Hours/Week			
	You Only	You + Spouse/Domestic Partner	You + Children	You + Family	You Only	You + Spouse/Domestic Partner	You + Children	You + Family	You Only	You + Spouse/Domestic Partner	You + Children	You + Family	You Only	You + Spouse/Domestic Partner	You + Children	You + Family	You Only	You + Spouse/Domestic Partner	You + Children	You + Family	You Only	You + Spouse/Domestic Partner	You + Children	You + Family
MEDICAL PLANS																								
Cigna In-Network Only Basic Plan	\$33.00	\$225.00	\$184.00	\$374.00	\$49.50	\$337.50	\$276.00	\$561.00	\$15.23	\$103.85	\$84.92	\$172.62	\$22.85	\$155.77	\$127.38	\$258.92	\$7.62	\$51.92	\$42.46	\$86.31	\$11.42	\$77.88	\$63.69	\$129.46
Cigna In-Network Only Enhanced Plan	\$77.00	\$338.00	\$281.00	\$515.00	\$115.50	\$507.00	\$421.50	\$772.50	\$35.54	\$156.00	\$129.69	\$237.69	\$53.31	\$234.00	\$194.54	\$356.54	\$17.77	\$78.00	\$64.85	\$118.85	\$26.65	\$117.00	\$97.27	\$178.27
Shared Deductible Plan	\$75.00	\$321.00	\$268.00	\$512.00	\$112.50	\$481.50	\$402.00	\$768.00	\$34.62	\$148.15	\$123.69	\$236.31	\$51.92	\$222.23	\$185.54	\$354.46	\$17.31	\$74.08	\$61.85	\$118.15	\$25.96	\$111.12	\$92.77	\$177.23
Standard Plan	\$108.00	\$385.00	\$301.00	\$567.00	\$162.00	\$577.50	\$451.50	\$850.50	\$49.85	\$177.69	\$138.92	\$261.69	\$74.77	\$266.54	\$208.38	\$392.54	\$24.92	\$88.85	\$69.46	\$130.85	\$37.38	\$133.27	\$104.19	\$196.27
Health Savings Plan	\$55.00	\$281.00	\$232.00	\$456.00	\$82.50	\$421.50	\$348.00	\$684.00	\$25.38	\$129.69	\$107.08	\$210.46	\$38.08	\$194.54	\$160.62	\$315.69	\$12.69	\$64.85	\$53.54	\$105.23	\$19.04	\$97.27	\$80.31	\$157.85
SIMNSA Mexico Care Plan (SoCal)	\$33.00	\$110.00	\$138.00	\$193.00	\$49.50	\$165.00	\$207.00	\$289.50	\$15.23	\$50.77	\$63.69	\$89.08	\$40.15	\$153.35	\$120.12	\$223.27	\$7.62	\$25.38	\$31.85	\$44.54	\$11.42	\$38.08	\$47.77	\$66.81
Kaiser HMO (CA, CO, DC, MD, VA, WA)	\$119.00	\$384.00	\$339.00	\$566.00	\$178.50	\$576.00	\$508.50	\$849.00	\$54.92	\$177.23	\$156.46	\$261.23	\$82.38	\$265.85	\$234.69	\$391.85	\$27.46	\$88.62	\$78.23	\$130.62	\$41.19	\$132.92	\$117.35	\$195.92
Kaiser HMO Hawaii ¹	\$19.00	\$384.00	\$339.00	\$566.00	\$19.00	\$576.50	\$508.50	\$849.00	\$8.77	\$177.23	\$156.46	\$261.23	\$8.77	\$265.85	\$234.69	\$391.85	\$4.38	\$88.62	\$78.23	\$130.62	\$4.38	\$132.92	\$117.35	\$195.92
HMSA Hawaii ¹	\$19.00	\$385.00	\$301.00	\$567.00	\$19.00	\$577.50	\$451.50	\$850.50	\$8.77	\$177.69	\$138.92	\$261.69	\$8.77	\$266.54	\$208.38	\$392.54	\$4.38	\$88.85	\$69.46	\$130.85	\$4.38	\$133.27	\$104.19	\$196.27
DENTAL PLANS																								
Enhanced	\$9.00	\$46.00	\$46.00	\$73.00	\$13.50	\$69.00	\$69.00	\$109.50	\$4.15	\$21.23	\$21.23	\$33.69	\$6.23	\$31.85	\$31.85	\$50.54	\$2.08	\$10.62	\$10.62	\$16.85	\$3.12	\$15.92	\$15.92	\$25.27
Basic	\$3.00	\$28.00	\$28.00	\$44.00	\$4.50	\$42.00	\$42.00	\$66.00	\$1.38	\$12.92	\$12.92	\$20.31	\$2.08	\$19.38	\$19.38	\$30.46	\$0.69	\$6.46	\$6.46	\$10.15	\$1.04	\$9.69	\$9.69	\$15.23
VISION PLANS																								
Enhanced	\$16.00	\$32.00	\$30.00	\$46.00	\$17.00	\$34.00	\$32.00	\$47.00	\$7.38	\$14.77	\$13.85	\$21.23	\$7.85	\$15.69	\$14.77	\$21.69	\$3.69	\$7.38	\$6.92	\$10.62	\$3.92	\$7.85	\$7.38	\$10.85
Basic	\$4.00	\$8.00	\$8.00	\$12.00	\$6.00	\$12.00	\$10.00	\$16.00	\$1.85	\$3.69	\$3.69	\$5.54	\$2.77	\$5.54	\$4.62	\$7.38	\$0.92	\$1.85	\$1.85	\$2.77	\$1.38	\$2.77	\$2.31	\$3.69

¹ Hawaii employees have access to the Kaiser HMO Hawaii and HMSA Hawaii plans.

If you cover your domestic partner or their children, the IRS may consider the amount you and Amazon contribute toward the cost of their coverage as taxable income. This is known as imputed income, and it reduces your take-home pay.