

Single Plan Contributions - January 2026 (per 24 pay periods)

Salary Range		C-78%	1.5%	Plan	Cost Per Pay	Annual EE Cost
Less than	\$20,000.00	4.50%	\$12.50	H-Value	\$14.67	\$352.09
				Horizon DA	\$29.03	\$696.67
				IAA	\$45.16	\$1,083.75
				OMNIA	\$16.29	\$391.06
\$20,000.00	\$24,999.99	5.50%	\$15.62	H-Value	\$17.93	\$430.33
				Horizon DA	\$35.48	\$851.49
				IAA	\$55.19	\$1,324.59
				OMNIA	\$19.91	\$477.96
\$25,000.00	\$29,999.99	7.50%	\$18.75	H-Value	\$24.45	\$586.82
				Horizon DA	\$48.38	\$1,161.12
				IAA	\$75.26	\$1,806.26
				OMNIA	\$27.16	\$651.76
\$30,000.00	\$34,999.99	10.00%	\$21.87	H-Value	\$32.60	\$782.42
				Horizon DA	\$64.51	\$1,548.16
				IAA	\$100.35	\$2,408.34
				OMNIA	\$36.21	\$869.02
\$35,000.00	\$39,999.99	11.00%	\$25.00	H-Value	\$35.86	\$860.67
				Horizon DA	\$70.96	\$1,702.97
				IAA	\$110.38	\$2,649.17
				OMNIA	\$39.83	\$955.92
\$40,000.00	\$44,999.99	12.00%	\$28.12	H-Value	\$39.12	\$938.91
				Horizon DA	\$77.41	\$1,857.79
				IAA	\$120.42	\$2,890.01
				OMNIA	\$43.45	\$1,042.82
\$45,000.00	\$49,999.99	14.00%	\$31.25	H-Value	\$45.64	\$1,095.39
				Horizon DA	\$90.31	\$2,167.42
				IAA	\$140.49	\$3,371.68
				OMNIA	\$50.69	\$1,216.62
\$50,000.00	\$54,999.99	20.00%	\$34.37	H-Value	\$65.20	\$1,564.85
				Horizon DA	\$129.01	\$3,096.31
				IAA	\$200.70	\$4,816.68
				OMNIA	\$72.42	\$1,738.03
\$55,000.00	\$59,999.99	23.00%	\$37.50	H-Value	\$74.98	\$1,799.58
				Horizon DA	\$148.36	\$3,560.76
				IAA	\$230.80	\$5,539.18
				OMNIA	\$83.28	\$1,998.74
\$60,000.00	\$64,999.99	27.00%	\$40.62	H-Value	\$88.02	\$2,112.54
				Horizon DA	\$174.17	\$4,180.02
				IAA	\$270.94	\$6,502.52
				OMNIA	\$97.76	\$2,346.34
\$65,000.00	\$69,999.99	29.00%	\$43.75	H-Value	\$94.54	\$2,269.03
				Horizon DA	\$187.07	\$4,489.65
				IAA	\$291.01	\$6,984.19
				OMNIA	\$105.01	\$2,520.15
\$70,000.00	\$74,999.99	32.00%	\$46.87	H-Value	\$104.32	\$2,503.76
				Horizon DA	\$206.42	\$4,954.10
				IAA	\$321.11	\$7,706.69
				OMNIA	\$115.87	\$2,780.85
\$75,000.00	\$79,999.99	33.00%	\$50.00	H-Value	\$107.58	\$2,582.00
				Horizon DA	\$212.87	\$5,108.91
				IAA	\$331.15	\$7,947.52
				OMNIA	\$119.49	\$2,867.75
\$80,000.00	\$94,999.99	34.00%	\$59.37	H-Value	\$110.84	\$2,660.24
				Horizon DA	\$219.32	\$5,263.73
				IAA	\$341.18	\$8,188.36
				OMNIA	\$123.11	\$2,954.65
\$95,000.00	and over	35.00%	\$59.38	H-Value	\$114.10	\$2,738.48
				Horizon DA	\$225.77	\$5,418.55
				IAA	\$351.22	\$8,429.19
				OMNIA	\$126.73	\$3,041.56

\*If cost per pay is lower than the 1.5% rate, the 1.5% rate applies

Employee Plus Plan Contributions - January 2026 (per 24 pay periods)

Salary Range		C-78%	1.5%	Plan	Cost Per Pay	Annual EE Cost
\$0.00	\$24,999.00	3.50%	\$15.62	H-Value	\$25.61	\$614.75
				Horizon DA	\$50.58	\$1,214.01
				IAA	\$76.35	\$1,832.43
				OMNIA	\$28.52	\$684.41
\$25,000.00	\$29,999.00	4.50%	\$18.75	H-Value	\$32.93	\$790.39
				Horizon DA	\$65.04	\$1,560.87
				IAA	\$98.17	\$2,355.98
				OMNIA	\$36.66	\$879.95
\$30,000.00	\$34,999.00	6.00%	\$21.87	H-Value	\$43.91	\$1,053.85
				Horizon DA	\$86.72	\$2,081.16
				IAA	\$130.89	\$3,141.30
				OMNIA	\$48.89	\$1,173.27
\$35,000.00	\$39,999.00	7.00%	\$25.00	H-Value	\$51.23	\$1,229.49
				Horizon DA	\$101.17	\$2,428.02
				IAA	\$152.70	\$3,664.85
				OMNIA	\$57.03	\$1,368.81
\$40,000.00	\$44,999.00	8.00%	\$28.12	H-Value	\$58.55	\$1,405.13
				Horizon DA	\$115.62	\$2,774.88
				IAA	\$174.52	\$4,188.40
				OMNIA	\$65.18	\$1,564.36
\$45,000.00	\$49,999.00	10.00%	\$31.25	H-Value	\$73.18	\$1,756.42
				Horizon DA	\$144.53	\$3,468.60
				IAA	\$218.15	\$5,235.50
				OMNIA	\$81.48	\$1,955.45
\$50,000.00	\$54,999.00	15.00%	\$34.37	H-Value	\$109.78	\$2,634.62
				Horizon DA	\$216.79	\$5,202.90
				IAA	\$327.22	\$7,853.26
				OMNIA	\$122.22	\$2,933.17
\$55,000.00	\$59,999.00	17.00%	\$37.50	H-Value	\$124.41	\$2,985.91
				Horizon DA	\$245.69	\$5,896.62
				IAA	\$370.85	\$8,900.36
				OMNIA	\$138.51	\$3,324.26
\$60,000.00	\$64,999.00	21.00%	\$40.62	H-Value	\$153.69	\$3,688.47
				Horizon DA	\$303.50	\$7,284.06
				IAA	\$458.11	\$10,994.56
				OMNIA	\$171.10	\$4,106.44
\$65,000.00	\$69,999.00	23.00%	\$43.75	H-Value	\$168.32	\$4,039.76
				Horizon DA	\$332.41	\$7,977.78
				IAA	\$501.74	\$12,041.66
				OMNIA	\$187.40	\$4,497.53
\$70,000.00	\$74,999.00	26.00%	\$46.87	H-Value	\$190.28	\$4,566.68
				Horizon DA	\$375.77	\$9,018.36
				IAA	\$567.18	\$13,612.31
				OMNIA	\$211.84	\$5,084.16
\$75,000.00	\$79,999.00	27.00%	\$50.00	H-Value	\$197.60	\$4,742.32
				Horizon DA	\$390.22	\$9,365.22
				IAA	\$588.99	\$14,135.86
				OMNIA	\$219.99	\$5,279.71
\$80,000.00	\$84,999.00	28.00%	\$53.12	H-Value	\$204.92	\$4,917.96
				Horizon DA	\$404.67	\$9,712.08
				IAA	\$610.81	\$14,659.41
				OMNIA	\$228.14	\$5,475.25
\$85,000.00	\$99,999.00	30.00%	\$62.50	H-Value	\$219.55	\$5,269.25
				Horizon DA	\$433.58	\$10,405.80
				IAA	\$654.44	\$15,706.51
				OMNIA	\$244.43	\$5,866.34
\$100,000.00	and over	35.00%	\$62.50	H-Value	\$256.14	\$6,147.46
				Horizon DA	\$505.84	\$12,140.10
				IAA	\$763.51	\$18,324.26
				OMNIA	\$285.17	\$6,844.07

**Family Plan Contributions - January 2026 (per 24 pay periods)**

<b>Salary Range</b>		<b>C-78%</b>	<b>1.5%</b>	<b>Plan</b>	<b>Cost Per Pay</b>	<b>Annual EE Cost</b>
\$0.00	\$24,999.00	3.00%	\$15.62	H-Value	\$27.83	\$667.90
				Horizon DA	\$56.03	\$1,344.83
				IAA	\$74.97	\$1,799.24
				OMNIA	\$29.96	\$718.95
\$25,000.00	\$29,999.00	4.00%	\$18.75	H-Value	\$37.11	\$890.54
				Horizon DA	\$74.71	\$1,793.11
				IAA	\$99.96	\$2,398.99
				OMNIA	\$39.94	\$958.59
\$30,000.00	\$34,999.00	5.00%	\$21.87	H-Value	\$46.38	\$1,113.17
				Horizon DA	\$93.39	\$2,241.39
				IAA	\$124.95	\$2,998.74
				OMNIA	\$49.93	\$1,198.24
\$35,000.00	\$39,999.00	6.00%	\$25.00	H-Value	\$55.66	\$1,335.81
				Horizon DA	\$112.07	\$2,689.67
				IAA	\$149.94	\$3,598.49
				OMNIA	\$59.91	\$1,437.89
\$40,000.00	\$44,999.00	7.00%	\$28.12	H-Value	\$64.94	\$1,558.44
				Horizon DA	\$130.75	\$3,137.95
				IAA	\$174.93	\$4,198.24
				OMNIA	\$69.90	\$1,677.54
\$45,000.00	\$49,999.00	9.00%	\$31.25	H-Value	\$83.49	\$2,003.71
				Horizon DA	\$168.10	\$4,034.50
				IAA	\$224.91	\$5,397.73
				OMNIA	\$89.87	\$2,156.84
\$50,000.00	\$54,999.00	12.00%	\$34.37	H-Value	\$111.32	\$2,671.62
				Horizon DA	\$224.14	\$5,379.34
				IAA	\$299.87	\$7,196.98
				OMNIA	\$119.82	\$2,875.78
\$55,000.00	\$59,999.00	14.00%	\$37.50	H-Value	\$129.87	\$3,116.89
				Horizon DA	\$261.50	\$6,275.89
				IAA	\$349.85	\$8,396.47
				OMNIA	\$139.79	\$3,355.08
\$60,000.00	\$64,999.00	17.00%	\$40.62	H-Value	\$157.70	\$3,784.79
				Horizon DA	\$317.53	\$7,620.73
				IAA	\$424.82	\$10,195.72
				OMNIA	\$169.75	\$4,074.02
\$65,000.00	\$69,999.00	19.00%	\$43.75	H-Value	\$176.25	\$4,230.06
				Horizon DA	\$354.89	\$8,517.28
				IAA	\$474.80	\$11,395.21
				OMNIA	\$189.72	\$4,553.32
\$70,000.00	\$74,999.00	22.00%	\$46.87	H-Value	\$204.08	\$4,897.97
				Horizon DA	\$410.92	\$9,862.12
				IAA	\$549.77	\$13,194.46
				OMNIA	\$219.68	\$5,272.26
\$75,000.00	\$79,999.00	23.00%	\$50.00	H-Value	\$213.36	\$5,120.60
				Horizon DA	\$429.60	\$10,310.39
				IAA	\$574.76	\$13,794.20
				OMNIA	\$229.66	\$5,511.91
\$80,000.00	\$84,999.00	24.00%	\$53.12	H-Value	\$222.63	\$5,343.24
				Horizon DA	\$448.28	\$10,758.67
				IAA	\$599.75	\$14,393.95
				OMNIA	\$239.65	\$5,751.56
\$85,000.00	\$89,999.00	26.00%	\$56.25	H-Value	\$241.19	\$5,788.50
				Horizon DA	\$485.63	\$11,655.23
				IAA	\$649.73	\$15,593.45
				OMNIA	\$259.62	\$6,230.86
\$90,000.00	\$94,999.00	28.00%	\$59.37	H-Value	\$259.74	\$6,233.77
				Horizon DA	\$522.99	\$12,551.78
				IAA	\$699.71	\$16,792.94
				OMNIA	\$279.59	\$6,710.16
\$95,000.00	\$99,999.00	29.00%	\$62.50	H-Value	\$269.02	\$6,456.41
				Horizon DA	\$541.67	\$13,000.06
				IAA	\$724.70	\$17,392.69
				OMNIA	\$289.58	\$6,949.80
\$100,000.00	\$109,999.00	32.00%	\$68.75	H-Value	\$296.85	\$7,124.31
				Horizon DA	\$597.70	\$14,344.90
				IAA	\$799.66	\$19,191.94
				OMNIA	\$319.53	\$7,668.75
\$110,000.00	and over	35.00%	\$68.75	H-Value	\$324.68	\$7,792.22
				Horizon DA	\$653.74	\$15,689.73
				IAA	\$874.63	\$20,991.18
				OMNIA	\$349.49	\$8,387.69