

CRONA Retirement Medical Insurance Cost Calculation Worksheet

1 Step One: What is your planned age to retire? _____ years

2 Step Two: Multiply the monthly benefit cost by the number of months for which benefits will be needed.

>>> Under age 65: Use *Table 1*, below (Aetna/SHCA/Kaiser) to calculate benefits for months of retirement prior to age 65.

Number of months of benefits needed *under age 65*: _____

$$\frac{\text{_____}}{\text{(months of coverage needed)}} \times \frac{\text{_____}}{\text{(monthly cost of benefit)}} = \frac{\text{_____}}{\text{(total cost of benefit)}}$$

>>> Age 65 and over: Use *Table 2*, below (Kaiser Senior Advantage) to calculate benefits for each month from age at retirement through anticipated life expectancy.

Number of months of benefits needed *under age 65*: _____

$$\frac{\text{_____}}{\text{(months of coverage needed)}} \times \frac{\text{_____}}{\text{(monthly cost of benefit)}} = \frac{\text{_____}}{\text{(total cost of benefit)}}$$

3 Step Three: Calculate total cost of medical benefits in retirement (if retiring before age 65). Add together the total cost of benefits for *under age 65* and *age 65 and over*.

$$\frac{\text{_____}}{\text{(cost of benefits under age 65)}} + \frac{\text{_____}}{\text{(cost of benefits age 65 and over)}} = \frac{\text{_____}}{\text{(total cost of benefit)}}$$

Table 1. Monthly cost of benefits before age 65*

	Aetna (PPO)		SHCA EPO		Kaiser HMO	
	Employer Cost	Your Cost Per Month	Employer Cost	Your Cost Per Month	Employer Cost	Your Cost Per Month
Retiree Only	\$0	\$2,699	\$0	\$3,100	\$0	\$1,584
Retiree + Spouse	\$0	\$5,911	\$0	\$6,784	\$0	\$3,564
Retiree + Children	\$0	\$3,897	\$0	\$4,475	\$0	\$2,186
Retiree, Spouse + Children	\$0	\$7,109	\$0	\$8,159	\$0	\$4,166

Table 2. Monthly cost of benefits starting at age 65*

Kaiser Senior Advantage	Employer Cost	Your Cost Per Month
Retiree Only	\$0	\$285
Retiree + Spouse	\$0	\$570
Retiree + Children	\$0	\$887
Retiree, Spouse + Children	\$0	\$1,172

* Plans listed are those currently offered by the hospitals. Cost of benefits and plans offered are current as of March 2025.