The value of a Kaiser Permanente job

Kaiser Permanente is proud to offer competitive pay, outstanding benefits, and a mission-driven work culture. It's one of many reasons Alliance-represented employees join Kaiser Permanente — and stay.

People stay

Overall staff turnover rate* is only 8% versus the health care industry average of 20%.

*Employees who leave Kaiser Permanente or retire

9 years is the average length of time current Alliance-represented employees **have worked at Kaiser Permanente.**

Upon retirement, Alliance-represented employees have worked at Kaiser Permanente an average of **23 years.**

The benefits of a Kaiser Permanente job

Kaiser Permanente rewards employees for the excellent care they provide.

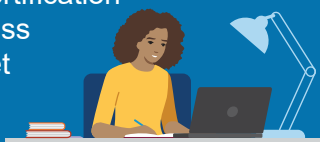
Competitive pay: Kaiser Permanente's philosophy is to pay at or above local market wages to attract and retain the best employees.

Excellent benefits mean more money in your pocket:

- **Low-cost, high-value medical and dental plans** for employees and their eligible dependents
- **Life and disability insurance plans** that help employees build safety for their future
- **Generous time-off programs**, wellness tools, discount programs, and more
- **Learning and development opportunities** to build skills and advance your career through training courses, tuition reimbursement programs, and educational trusts
- **Retirement benefits and retirement income plans** to support our employees in their next phase of life

In 2025, **Kaiser Permanente** was **named to LinkedIn's Top Companies 2025 list** as one of the **50 best workplaces** to grow your career in the United States.

Since 2021, Kaiser Permanente employees have received over **$186 million in tuition reimbursement**, helping them to attain a higher degree or certification with much less out-of-pocket cost.



Scan this QR code to learn more about the specific value of your job, or talk to your manager.

Highlights of our latest offer

Our proposal equals money in the bank. It includes:

- Across-the-board wage increases
- Enhancements to active medical benefits and retiree medical benefits
- Increases to educational trust funds and tuition reimbursement program

Scan this QR code to get more details