

## NonPERS Medical, Dental, Vision, CVC and Life Insurance Renewal Rates

EXISTING PLANS and PERCENTAGE of RATE INCREASE or DECREASE

### NonPERS Medical Plans

3 Tier Rate Structure	Coverage	2025	2026	% of Change
Contra Costa Health Plan A	Employee (EE)	\$ 1,262.51	\$ 1,357.37	7.51%
	EE + 1	\$ 2,524.98	\$ 2,714.69	7.51%
	EE + 2 or more	\$ 3,787.51	\$ 4,072.08	7.51%
Contra Costa Health Plan B	Employee (EE)	\$ 1,399.51	\$ 1,504.66	7.51%
	EE + 1	\$ 2,799.00	\$ 3,009.30	7.51%
	EE + 2 or more	\$ 4,198.53	\$ 4,513.98	7.51%
Kaiser Permanente Plan A	Employee (EE)	\$ 977.28	\$ 1,072.22	9.71%
	EE + 1	\$ 1,954.56	\$ 2,144.44	9.71%
	EE + 2 or more	\$ 2,931.84	\$ 3,216.66	9.71%
Kaiser Permanente Plan B	Employee (EE)	\$ 776.74	\$ 852.18	9.71%
	EE + 1	\$ 1,553.48	\$ 1,704.36	9.71%
	EE + 2 or more	\$ 2,330.22	\$ 2,556.54	9.71%
Kaiser Permanente HDHP	Employee (EE)	\$ 623.50	\$ 684.16	9.73%
	EE + 1	\$ 1,247.00	\$ 1,368.32	9.73%
	EE + 2 or more	\$ 1,870.50	\$ 2,052.48	9.73%
Teamsters Local 856 Kaiser Trust Health Plan	Employee (EE)	\$ 960.12	\$ 1,056.13	10.00%
	EE + 1	\$ 1,964.96	\$ 2,161.46	10.00%
	EE + 2 or more	\$ 2,813.32	\$ 3,094.65	10.00%
Health Net SmartCare HMO A	Employee (EE)	\$ 1,903.38	\$ 2,079.44	9.25%
	EE + 1	\$ 3,806.76	\$ 4,158.88	9.25%
	EE + 2 or more	\$ 5,710.14	\$ 6,238.32	9.25%
Health Net SmartCare HMO B	Employee (EE)	\$ 1,273.48	\$ 1,391.28	9.25%
	EE + 1	\$ 2,546.95	\$ 2,782.56	9.25%
	EE + 2 or more	\$ 3,820.43	\$ 4,173.84	9.25%
Health Net CA & OOS PPO Plan A	Employee (EE)	\$ 4,095.28	\$ 4,601.05	12.35%
	EE + 1	\$ 8,190.56	\$ 9,202.10	12.35%
	EE + 2 or more	\$ 12,285.84	\$ 13,803.15	12.35%

2 Tier Rate Structure *	Coverage	2025	2026	% of Change
Contra Costa Health Plan A	Employee (EE)	\$ 1,362.40	\$ 1,464.76	7.51%
	Family	\$ 3,245.94	\$ 3,489.82	7.51%
Contra Costa Health Plan B	Employee (EE)	\$ 1,510.22	\$ 1,623.69	7.51%
	Family	\$ 3,588.52	\$ 3,858.14	7.51%
Kaiser Permanente Plan A	Employee (EE)	\$ 1,067.95	\$ 1,171.70	9.71%
	Family	\$ 2,488.32	\$ 2,730.06	9.71%
Kaiser Permanente Plan B	Employee (EE)	\$ 870.72	\$ 955.28	9.71%
	Family	\$ 2,028.76	\$ 2,225.80	9.71%
Kaiser Permanente HDHP	Employee (EE)	\$ 703.10	\$ 771.50	9.73%
	Family	\$ 1,638.22	\$ 1,797.60	9.73%
Health Net HMO SmartCare Plan A	Employee (EE)	\$ 2,038.05	\$ 2,226.57	9.25%
	Family	\$ 4,993.22	\$ 5,455.09	9.25%
Health Net HMO SmartCare Plan B	Employee (EE)	\$ 1,363.58	\$ 1,489.71	9.25%
	Family	\$ 3,340.78	\$ 3,649.80	9.25%
Contra Costa Health Plan A2	Employee (EE)	\$ 1,040.20	\$ 1,118.36	7.51%
	Family	\$ 2,326.89	\$ 2,501.72	7.51%

\* The 2 Tier Rate Structure only applies to CNA Actives and Early Retirees

## NonPERS Medical, Dental, Vision, CVC and Life Insurance Renewal Rates

EXISTING PLANS and PERCENTAGE of RATE INCREASE or DECREASE

### NonPERS Medicare Coordination of Benefits (COB) Plans

3 Tier Rate Structure	Coverage	2025	2026	% of Change
Contra Costa COB Health Plan A	Retiree	\$ 626.60	\$ 673.68	7.51%
	2 Medicare	\$ 1,253.20	\$ 1,347.36	7.51%
Contra Costa COB Health Plan B	Retiree	\$ 645.40	\$ 693.89	7.51%
	2 Medicare	\$ 1,290.79	\$ 1,387.78	7.51%
Health Net HMO A COB Plan	Retiree	\$ 976.54	\$ 1,051.34	7.66%
	2 Medicare	\$ 1,953.08	\$ 2,102.68	7.66%
Health Net HMO B COB Plan	Retiree	\$ 885.97	\$ 953.84	7.66%
	2 Medicare	\$ 1,771.94	\$ 1,907.68	7.66%
Health Net CA &OOS COB PPO Plan A	Retiree	\$ 1,381.35	\$ 1,516.31	9.77%
	2 Medicare	\$ 2,762.70	\$ 3,032.62	9.77%
2 Tier Rate Structure*	Coverage	2025	2026	% of Change
Contra Costa COB Health Plan A	Retiree	\$ 626.60	\$ 673.68	7.51%
	2 Medicare	\$ 1,253.20	\$ 1,347.36	7.51%
Contra Costa COB Health Plan B	Retiree	\$ 645.40	\$ 693.89	7.51%
	2 Medicare	\$ 1,290.79	\$ 1,387.78	7.51%
Health Net HMO A COB Plan	Retiree	\$ 976.54	\$ 1,051.34	7.66%
	2 Medicare	\$ 1,953.08	\$ 2,102.68	7.66%
Health Net HMO B COB Plan	Retiree	\$ 885.97	\$ 953.84	7.66%
	2 Medicare	\$ 1,771.94	\$ 1,907.68	7.66%
Health Net CA &OOS COB PPO Plan A	Retiree	\$ 1,381.35	\$ 1,516.31	9.77%
	2 Medicare	\$ 2,762.70	\$ 3,032.62	9.77%

\* The 2 Tier Rate Structure only applies to CNA Actives and Early Retirees

### Medicare Senior Advantage Plans

3 Tier Rate Structure	Coverage	2025	2026	% of Change
Kaiser Senior Advantage Plan A	Retiree	\$ 414.28	\$ 470.62	13.60%
	2 Medicare	\$ 1,118.44	\$ 1,270.71	13.61%
Kaiser Senior Advantage Plan B	Retiree	\$ 314.03	\$ 356.68	13.58%
	2 Medicare	\$ 847.52	\$ 962.79	13.60%
Health Net Seniority Plus Plan A	Retiree	\$ 809.24	\$ 849.70	5.00%
	2 Medicare	\$ 1,618.48	\$ 1,699.40	5.00%
Health Net Seniority Plus Plan B	Retiree	\$ 679.36	\$ 713.33	5.00%
	2 Medicare	\$ 1,358.72	\$ 1,426.66	5.00%
2 Tier Rate Structure	Coverage	2025	2026	% of Change
Kaiser Senior Advantage Plan A	Retiree	\$ 414.37	\$ 470.71	13.60%
	2 Medicare	\$ 1,119.18	\$ 1,271.46	13.61%
Kaiser Senior Advantage Plan B	Retiree	\$ 314.12	\$ 356.77	13.58%
	2 Medicare	\$ 848.26	\$ 963.54	13.59%
Health Net Seniority Plus Plan A	Retiree	\$ 809.24	\$ 849.70	5.00%
	2 Medicare	\$ 1,618.48	\$ 1,699.40	5.00%
Health Net Seniority Plus Plan B	Retiree	\$ 679.36	\$ 713.33	5.00%
	2 Medicare	\$ 1,358.72	\$ 1,426.66	5.00%

## NonPERS Medical, Dental, Vision, CVC and Life Insurance Renewal Rates

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### Dental PPO

2 Tier & 3 Tier Rate Structure	Coverage	2025	2026	% of Change
Delta Dental PPO ASO Fees	N/A	\$4.93	\$4.93	0.00%
Delta Dental PPO	Employee (EE)	\$46.52	\$46.52	0.00%
	EE + 1 (Family)	\$105.08	\$105.08	0.00%
	EE + 2 or more (Family)	\$105.08	\$105.08	0.00%

### Dental DHMO

2 Tier & 3 Tier Rate Structure	Coverage	2025	2026	% of Change
Delta Care HMO	Employee (EE)	\$24.17	\$24.17	0.00%
	EE + 1 (Family)	\$52.23	\$52.23	0.00%
	EE + 2 or more (Family)	\$52.23	\$52.23	0.00%

### Vision

		2025	2026	% of Change
VSP Computer Vision Care Plan (CVC)	Employee (EE)	\$1.69	\$1.69	0.00%
VSP Voluntary Vision Plan (3-tier)	Employee (EE)	\$8.55	\$8.55	0.00%
	EE + 1	\$17.10	\$17.10	0.00%
	EE + 2 or more	\$27.54	\$27.54	0.00%

### Life Insurance

	2025	2026	% of Change
VOYA Basic Life AD&D Program	\$0.074/\$1,000	\$0.074/\$1,000	0.00%
VOYA Supplemental Life AD&D Program	2025	2026	% of Change
Employee and Spouse Age:	Rate per \$1,000	Rate per	
0-24	\$0.07	\$0.07	0.00%
25-29	\$0.08	\$0.08	0.00%
30-34	\$0.10	\$0.10	0.00%
35-39	\$0.11	\$0.11	0.00%
40-44	\$0.14	\$0.14	0.00%
45-49	\$0.22	\$0.22	0.00%
50-54	\$0.34	\$0.34	0.00%
55-59	\$0.59	\$0.59	0.00%
60-64	\$0.99	\$0.99	0.00%
65-69	\$1.82	\$1.82	0.00%
≥ 70	\$3.52	\$3.52	0.00%
Dependent Children (Supp. Life only):			
\$5,000	\$0.80	\$0.80	0.00%
\$10,000	\$1.60	\$1.60	0.00%