

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	2023	2024	% of Change
Contra Costa Health Plan A	Employee (EE)	\$ 1,102.58	\$ 1,185.45	7.52%
	EE + 1	\$ 2,205.11	\$ 2,370.85	7.52%
	EE + 2 or more	\$ 3,307.71	\$ 3,556.32	7.52%
Contra Costa Health Plan B	Employee (EE)	\$ 1,222.22	\$ 1,314.08	7.52%
	EE + 1	\$ 2,444.43	\$ 2,628.15	7.52%
	EE + 2 or more	\$ 3,666.66	\$ 3,942.25	7.52%
Kaiser Permanente Plan A	Employee (EE)	\$ 909.04	\$ 945.36	4.00%
	EE + 1	\$ 1,818.08	\$ 1,890.72	4.00%
	EE + 2 or more	\$ 2,727.12	\$ 2,836.08	4.00%
Kaiser Permanente Plan B	Employee (EE)	\$ 722.50	\$ 751.38	4.00%
	EE + 1	\$ 1,445.00	\$ 1,502.76	4.00%
	EE + 2 or more	\$ 2,167.50	\$ 2,254.14	4.00%
Kaiser Permanente HDHP	Employee (EE)	\$ 579.96	\$ 603.14	4.00%
	EE + 1	\$ 1,159.92	\$ 1,206.28	4.00%
	EE + 2 or more	\$ 1,739.88	\$ 1,809.42	4.00%
Teamsters Local 856 Kaiser Trust Health Plan	Employee (EE)	\$ 831.27	\$ 872.84	5.00%
	EE + 1	\$ 1,701.25	\$ 1,786.32	5.00%
	EE + 2 or more	\$ 2,435.77	\$ 2,557.56	5.00%
Health Net SmartCare HMO A	Employee (EE)	\$ 1,506.10	\$ 1,770.42	17.55%
	EE + 1	\$ 3,012.20	\$ 3,540.84	17.55%
	EE + 2 or more	\$ 4,518.30	\$ 5,311.26	17.55%
Health Net SmartCare HMO B	Employee (EE)	\$ 1,073.91	\$ 1,184.52	10.30%
	EE + 1	\$ 2,147.82	\$ 2,369.04	10.30%
	EE + 2 or more	\$ 3,221.73	\$ 3,553.56	10.30%
Health Net CA & OOS PPO Plan A	Employee (EE)	\$ 3,466.90	\$ 3,640.25	5.00%
	EE + 1	\$ 6,933.80	\$ 7,280.50	5.00%
	EE + 2 or more	\$ 10,400.70	\$ 10,920.75	5.00%

2 Tier Rate Structure *	Coverage	2023	2024	% of Change
Contra Costa Health Plan A	Employee (EE)	\$ 1,189.81	\$ 1,279.24	7.52%
	Family	\$ 2,834.75	\$ 3,047.81	7.52%
Contra Costa Health Plan B	Employee (EE)	\$ 1,318.91	\$ 1,418.04	7.52%
	Family	\$ 3,133.93	\$ 3,369.48	7.52%
Kaiser Permanente Plan A	Employee (EE)	\$ 993.36	\$ 1,033.06	4.00%
	Family	\$ 2,314.54	\$ 2,407.04	4.00%
Kaiser Permanente Plan B	Employee (EE)	\$ 809.92	\$ 842.28	4.00%
	Family	\$ 1,887.12	\$ 1,962.50	3.99%
Health Net HMO SmartCare Plan A	Employee (EE)	\$ 1,612.66	\$ 1,895.68	17.55%
	Family	\$ 3,951.02	\$ 4,644.42	17.55%
Health Net HMO SmartCare Plan B	Employee (EE)	\$ 1,149.89	\$ 1,268.33	10.30%
	Family	\$ 2,817.22	\$ 3,107.41	10.30%
Contra Costa Health Plan A2	Employee (EE)	\$ 908.43	\$ 976.71	7.52%
	Family	\$ 2,032.12	\$ 2,184.85	7.52%

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

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NonPERS Medicare Coordination of Benefits (COB) Plans

3 Tier Rate Structure	Coverage	2023	2024	% of Change
Contra Costa COB Health Plan A	Retiree	\$ 547.22	\$ 588.35	7.52%
	2 Medicare	\$ 1,094.43	\$ 1,176.70	7.52%
Contra Costa COB Health Plan B	Retiree	\$ 563.64	\$ 606.00	7.52%
	2 Medicare	\$ 1,127.28	\$ 1,212.01	7.52%
Health Net HMO A COB Plan	Retiree	\$ 904.28	\$ 934.49	3.34%
	2 Medicare	\$ 1,808.56	\$ 1,868.98	3.34%
Health Net HMO B COB Plan	Retiree	\$ 820.41	\$ 847.82	3.34%
	2 Medicare	\$ 1,640.82	\$ 1,695.64	3.34%
Health Net CA & OOS COB PPO Plan A	Retiree	\$ 1,269.16	\$ 1,316.83	3.76%
	2 Medicare	\$ 2,538.32	\$ 2,633.66	3.76%
2 Tier Rate Structure*	Coverage	2023	2024	% of Change
Contra Costa COB Health Plan A	Retiree	\$ 547.22	\$ 588.35	7.52%
	2 Medicare	\$ 1,094.43	\$ 1,176.70	7.52%
Contra Costa COB Health Plan B	Retiree	\$ 563.64	\$ 606.00	7.52%
	2 Medicare	\$ 1,127.28	\$ 1,212.01	7.52%
Health Net HMO A COB Plan	Retiree	\$ 904.28	\$ 934.49	3.34%
	2 Medicare	\$ 1,808.56	\$ 1,868.98	3.34%
Health Net HMO B COB Plan	Retiree	\$ 820.41	\$ 847.82	3.34%
	2 Medicare	\$ 1,640.82	\$ 1,695.64	3.34%
Health Net CA & OOS COB PPO Plan A	Retiree	\$ 1,269.16	\$ 1,316.83	3.76%
	2 Medicare	\$ 2,538.32	\$ 2,633.66	3.76%

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

Medicare Senior Advantage Plans

3 Tier Rate Structure	Coverage	2023	2024	% of Change
Kaiser Senior Advantage Plan A	Retiree	\$ 298.59	\$ 357.44	19.71%
	2 Medicare	\$ 805.81	\$ 964.86	19.74%
Kaiser Senior Advantage Plan B	Retiree	\$ 226.43	\$ 270.99	19.68%
	2 Medicare	\$ 610.82	\$ 731.23	19.71%
Health Net Seniority Plus Plan A	Retiree	\$ 716.88	\$ 759.85	5.99%
	2 Medicare	\$ 1,433.76	\$ 1,519.70	5.99%
Health Net Seniority Plus Plan B	Retiree	\$ 601.83	\$ 637.90	5.99%
	2 Medicare	\$ 1,203.66	\$ 1,275.80	5.99%
2 Tier Rate Structure	Coverage	2023	2024	% of Change
Kaiser Senior Advantage Plan A	Retiree	\$ 298.64	\$ 357.51	19.71%
	2 Medicare	\$ 806.46	\$ 965.55	19.73%
Kaiser Senior Advantage Plan B	Retiree	\$ 226.48	\$ 271.06	19.68%
	2 Medicare	\$ 611.47	\$ 731.92	19.70%
Health Net Seniority Plus Plan A	Retiree	\$ 716.88	\$ 759.85	5.99%
	2 Medicare	\$ 1,433.76	\$ 1,519.70	5.99%
Health Net Seniority Plus Plan B	Retiree	\$ 601.83	\$ 637.90	5.99%
	2 Medicare	\$ 1,203.66	\$ 1,275.80	5.99%

Dental PPO

2 Tier & 3 Tier Rate Structure	Coverage	2023	2024	% of Change
Delta Dental PPO ASO Fees	N/A	\$5.03	\$4.93	-1.99%
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%

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Dental DHMO

2 Tier & 3 Tier Rate Structure	Coverage	2023	2024	% of Change
Delta Care HMO	Employee (EE)	\$25.35	\$24.17	-4.65%
	EE + 1 (Family)	\$54.78	\$52.23	-4.65%
	EE + 2 or more (Family)	\$54.78	\$52.23	-4.65%

Vision

		2023	2024	% of Change
VSP Computer Vision Care Plan (CVC)	Employee (EE)	\$1.78	\$1.78	0.00%
VSP Voluntary Vision Plan (3-tier)	Employee (EE)	\$9.00	\$9.00	0.00%
	EE + 1	\$17.99	\$17.99	0.00%
	EE + 2 or more	\$28.98	\$28.98	0.00%

Life Insurance

	2023	2024	% of Change
VOYA Basic Life AD&D Program	\$0.074/\$1,000	\$0.074/\$1,000	0.00%
VOYA Supplemental Life AD&D Program			
Employee and Spouse Age:	Rate per \$1,000	Rate per \$1,000	
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%