

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 | 2020 | 2021 | % of Change |
|---------------------------------------|----------------|-------------|-------------|-------------|
| Contra Costa Health Plan A | Employee (EE) | \$ 892.18 | \$ 979.31 | 9.77% |
| | EE + 1 | \$ 1,784.34 | \$ 1,958.59 | 9.77% |
| | EE + 2 or more | \$ 2,676.54 | \$ 2,937.92 | 9.77% |
| Contra Costa Health Plan B | Employee (EE) | \$ 989.00 | \$ 1,085.58 | 9.77% |
| | EE + 1 | \$ 1,978.00 | \$ 2,171.16 | 9.77% |
| | EE + 2 or more | \$ 2,967.00 | \$ 3,256.75 | 9.77% |
| Kaiser Permanente Plan A | Employee (EE) | \$ 879.23 | \$ 909.04 | 3.39% |
| | EE + 1 | \$ 1,758.46 | \$ 1,818.08 | 3.39% |
| | EE + 2 or more | \$ 2,637.69 | \$ 2,727.12 | 3.39% |
| Kaiser Permanente Plan B | Employee (EE) | \$ 698.82 | \$ 722.50 | 3.39% |
| | EE + 1 | \$ 1,397.64 | \$ 1,445.00 | 3.39% |
| | EE + 2 or more | \$ 2,096.46 | \$ 2,167.50 | 3.39% |
| Kaiser Permanente HDHP | Employee (EE) | \$ 560.90 | \$ 579.96 | 3.40% |
| | EE + 1 | \$ 1,121.80 | \$ 1,159.92 | 3.40% |
| | EE + 2 or more | \$ 1,682.70 | \$ 1,739.88 | 3.40% |
| Teamsters Local Union No. 856 | Employee (EE) | \$ 690.80 | \$ 724.50 | 4.88% |
| Trust Fund KP Health Plan | EE + 1 | \$ 1,423.76 | \$ 1,487.83 | 4.50% |
| | EE + 2 or more | \$ 2,043.36 | \$ 2,132.70 | 4.37% |
| Health Net SmartCare HMO A (new plan) | Employee (EE) | \$ 1,322.48 | \$ 1,305.65 | -1.27% |
| | EE + 1 | \$ 2,644.96 | \$ 2,611.30 | -1.27% |
| | EE + 2 or more | \$ 3,967.44 | \$ 3,916.95 | -1.27% |
| Health Net SmartCare HMO B (new plan) | Employee (EE) | \$ 942.98 | \$ 930.98 | -1.27% |
| | EE + 1 | \$ 1,885.96 | \$ 1,861.96 | -1.27% |
| | EE + 2 or more | \$ 2,828.94 | \$ 2,792.94 | -1.27% |
| Health Net CA & OOS PPO Plan A | Employee (EE) | \$ 2,691.46 | \$ 2,967.02 | 10.24% |
| | EE + 1 | \$ 5,382.92 | \$ 5,934.04 | 10.24% |
| | EE + 2 or more | \$ 8,074.38 | \$ 8,901.06 | 10.24% |

| 2 Tier Rate Structure * | Coverage | 2020 | 2021 | % of Change |
|--------------------------------|---------------|-------------|-------------|-------------|
| Contra Costa Health Plan A | Employee (EE) | \$ 962.77 | \$ 1,056.79 | 9.77% |
| | Family | \$ 2,293.83 | \$ 2,517.84 | 9.77% |
| Contra Costa Health Plan B | Employee (EE) | \$ 1,067.24 | \$ 1,171.46 | 9.77% |
| | Family | \$ 2,535.93 | \$ 2,783.58 | 9.77% |
| Kaiser Permanente Plan A | Employee (EE) | \$ 960.76 | \$ 993.36 | 3.39% |
| | Family | \$ 2,238.57 | \$ 2,314.54 | 3.39% |
| Kaiser Permanente Plan B | Employee (EE) | \$ 783.35 | \$ 809.92 | 3.39% |
| | Family | \$ 1,825.21 | \$ 1,887.12 | 3.39% |
| Health Net HMO Plan A | Employee (EE) | \$ 1,885.66 | \$ 1,861.66 | -1.27% |
| | Family | \$ 4,619.87 | \$ 4,561.07 | -1.27% |
| Health Net HMO Plan B | Employee (EE) | \$ 1,311.25 | \$ 1,294.56 | -1.27% |
| | Family | \$ 3,212.56 | \$ 3,171.67 | -1.27% |
| Health Net CA & OOS PPO Plan A | Employee (EE) | \$ 2,783.36 | \$ 3,068.33 | 10.24% |
| | Family | \$ 6,624.40 | \$ 7,302.63 | 10.24% |
| Kaiser Permanente HDHP | Employee (EE) | \$ 632.50 | \$ 653.99 | 3.40% |
| | Family | \$ 1,473.73 | \$ 1,523.80 | 3.40% |
| Contra Costa Health Plan A2 | Employee (EE) | \$734.56 | \$ 806.54 | 9.80% |
| | Family | \$1,643.16 | \$ 1,804.18 | 9.80% |

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

NonPERS Medicare Coordination of Benefits (COB) Plans

| 3 Tier Rate Structure | Coverage | 2020 | 2021 | % of Change |
|------------------------------------|-----------------|-------------|-------------|--------------------|
| Contra Costa COB Health Plan A | Retiree | \$ 442.80 | \$ 486.04 | 9.77% |
| | 2 Medicare | \$ 885.61 | \$ 972.08 | 9.76% |
| Contra Costa COB Health Plan B | Retiree | \$ 456.09 | \$ 500.63 | 9.77% |
| | 2 Medicare | \$ 912.18 | \$ 1,001.26 | 9.77% |
| Health Net HMO A COB Plan | Retiree | \$ 899.85 | \$ 899.85 | 0.00% |
| | 2 Medicare | \$ 1,799.70 | \$ 1,799.70 | 0.00% |
| Health Net HMO B COB Plan | Retiree | \$ 836.62 | \$ 836.62 | 0.00% |
| | 2 Medicare | \$ 1,673.24 | \$ 1,673.24 | 0.00% |
| Health Net CA & OOS COB PPO Plan A | Retiree | \$ 1,231.57 | \$ 1,231.57 | 0.00% |
| | 2 Medicare | \$ 2,463.14 | \$ 2,463.14 | 0.00% |
| 2 Tier Rate Structure* | Coverage | 2020 | 2021 | % of Change |
| Contra Costa COB Health Plan A | Retiree | \$ 442.80 | \$ 486.04 | 9.77% |
| | 2 Medicare | \$ 885.61 | \$ 972.08 | 9.76% |
| Contra Costa COB Health Plan B | Retiree | \$ 456.09 | \$ 500.63 | 9.77% |
| | 2 Medicare | \$ 912.18 | \$ 1,001.26 | 9.77% |
| Health Net HMO A COB Plan | Retiree | \$ 899.85 | \$ 899.85 | 0.00% |
| | 2 Medicare | \$ 1,799.70 | \$ 1,799.70 | 0.00% |
| Health Net HMO B COB Plan | Retiree | \$ 836.62 | \$ 836.62 | 0.00% |
| | 2 Medicare | \$ 1,673.24 | \$ 1,673.24 | 0.00% |
| Health Net CA & OOS COB PPO Plan A | Retiree | \$ 1,231.57 | \$ 1,231.57 | 0.00% |
| | 2 Medicare | \$ 2,463.14 | \$ 2,463.14 | 0.00% |

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

Medicare Senior Advantage Plans

| 3 Tier Rate Structure | Coverage | 2020 | 2021 | % of Change |
|----------------------------------|-----------------|-------------|-------------|--------------------|
| Kaiser Senior Advantage Plan A | Retiree | \$ 386.21 | \$ 372.65 | -3.51% |
| | 2 Medicare | \$ 1,042.60 | \$ 1,005.97 | -3.51% |
| Kaiser Senior Advantage Plan B | Retiree | \$ 292.77 | \$ 282.50 | -3.51% |
| | 2 Medicare | \$ 790.08 | \$ 762.35 | -3.51% |
| Health Net Seniority Plus Plan A | Retiree | \$ 663.07 | \$ 663.07 | 0.00% |
| | 2 Medicare | \$ 1,326.14 | \$ 1,326.14 | 0.00% |
| Health Net Seniority Plus Plan B | Retiree | \$ 556.65 | \$ 556.65 | 0.00% |
| | 2 Medicare | \$ 1,113.30 | \$ 1,113.30 | 0.00% |
| 2 Tier Rate Structure | Coverage | 2020 | 2021 | % of Change |
| Kaiser Senior Advantage Plan A | Retiree | \$ 386.24 | \$ 372.70 | -3.51% |
| | 2 Medicare | \$ 1,043.20 | \$ 1,006.62 | -3.51% |
| Kaiser Senior Advantage Plan B | Retiree | \$ 292.80 | \$ 282.55 | -3.50% |
| | 2 Medicare | \$ 790.68 | \$ 763.00 | -3.50% |
| Health Net Seniority Plus Plan A | Retiree | \$ 663.07 | \$ 663.07 | 0.00% |
| | 2 Medicare | \$ 1,326.14 | \$ 1,326.14 | 0.00% |
| Health Net Seniority Plus Plan B | Retiree | \$ 556.65 | \$ 556.65 | 0.00% |
| | 2 Medicare | \$ 1,113.30 | \$ 1,113.30 | 0.00% |

Dental

| 2 Tier & 3 Tier Rate Structure | Coverage | 2020 | 2021 | % of Change |
|---|-------------------------|-------------|-------------|--------------------|
| Delta Dental PPO ASO Fees | N/A | \$5.03 | \$5.03 | No change |
| 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 (Cont.)

| 2 Tier & 3 Tier Rate Structure | Coverage | 2020 | 2021 | % of Change |
|---|-------------------------|-------------|-------------|--------------------|
| Delta Care HMO | Employee (EE) | \$29.06 | \$25.35 | -12.77% |
| | EE + 1 (Family) | \$62.81 | \$54.78 | -12.78% |
| | EE + 2 or more (Family) | \$62.81 | \$54.78 | -12.78% |

Vision

| | | 2020 | 2021 | % of Change |
|-------------------------------------|----------------|-------------|-------------|--------------------|
| VSP Computer Vision Care Plan (CVC) | Employee (EE) | \$3.51 | \$3.47 | -1.14% |
| VSP Voluntary Vision Plan (3-tier) | Employee (EE) | \$10.08 | \$9.98 | -0.99% |
| | EE + 1 | \$20.14 | \$19.94 | -0.99% |
| | EE + 2 or more | \$32.44 | \$32.12 | -0.99% |

Life Insurance

| | 2020 | 2021 | % of Change |
|---------------------------------------|-----------------|-----------------|--------------------|
| VOYA Basic Life AD&D Program | \$0.08/\$1000 | \$0.074/\$1000 | -7.50% |
| VOYA Supplemental Life AD&D Program | | | |
| Employee and Spouse Age: | Rate per \$1000 | Rate per \$1000 | |
| 0-24 | \$0.07 | \$0.07 | No change |
| 25-29 | \$0.08 | \$0.08 | No change |
| 30-34 | \$0.10 | \$0.10 | No change |
| 35-39 | \$0.11 | \$0.11 | No change |
| 40-44 | \$0.16 | \$0.14 | -12.50% |
| 45-49 | \$0.26 | \$0.22 | -15.38% |
| 50-54 | \$0.42 | \$0.34 | -19.05% |
| 55-59 | \$0.65 | \$0.59 | -9.23% |
| 60-64 | \$1.01 | \$0.99 | -1.98% |
| 65-69 | \$1.82 | \$1.82 | No change |
| > 70 | \$3.52 | \$3.52 | No change |
| Dependent Children (Supp. Life only): | | | |
| \$5,000 | \$0.80 | \$0.80 | No change |
| \$10,000 | \$1.60 | \$1.60 | No change |