

Grossmont-Cuyamaca Community College District
5-Year Health Benefits Rates Comparison by Plan

| Annual Rates per Employee | | | | | | | | | |
|-------------------------------|-------------|----------------------------------|-------------|----------------------------------|-------------|----------------------------------|-------------|----------------------------------|-------------|
| | <u>2026</u> | <u>% Incr.</u> <u>from PY</u> | <u>2025</u> | <u>% Incr.</u> <u>from PY</u> | <u>2024</u> | <u>% Incr.</u> <u>from PY</u> | <u>2023</u> | <u>% Incr.</u> <u>from PY</u> | <u>2022</u> |
| Kaiser | | | | | | | | | |
| Single | \$11,256 | 11.7% | \$10,080 | 6.6% | \$9,456 | 12.4% | \$8,412 | 6.4% | \$7,908 |
| Employee + 1 | \$22,224 | 11.7% | \$19,896 | 6.8% | \$18,636 | 12.0% | \$16,644 | 6.6% | \$15,612 |
| Employee + Family | \$31,320 | 11.7% | \$28,044 | 6.8% | \$26,268 | 11.9% | \$23,472 | 6.7% | \$22,008 |
| VEBA Direct HMO | | | | | | | | | |
| Single | \$10,860 | 8.5% | \$10,008 | 5.4% | \$9,492 | 5.5% | \$9,000 | 2.6% | \$8,772 |
| Employee + 1 | \$21,600 | 8.5% | \$19,908 | 5.4% | \$18,888 | 5.5% | \$17,904 | 2.5% | \$17,460 |
| Employee + Family | \$30,300 | 8.5% | \$27,924 | 5.4% | \$26,496 | 5.4% | \$25,128 | 2.6% | \$24,492 |
| UHC Harmony | | | | | | | | | |
| Single | \$10,740 | 10.0% | \$9,768 | 6.3% | \$9,192 | 7.7% | \$8,532 | 3.3% | \$8,256 |
| Employee + 1 | \$21,144 | 10.0% | \$19,224 | 6.0% | \$18,132 | 7.7% | \$16,836 | 3.3% | \$16,296 |
| Employee + Family | \$29,640 | 10.0% | \$26,952 | 5.9% | \$25,452 | 7.7% | \$23,628 | 3.4% | \$22,860 |
| UHC Alliance \$20/\$30 | | | | | | | | | |
| Single | \$12,228 | 8.9% | \$11,232 | 6.2% | \$10,572 | 8.0% | \$9,792 | 3.4% | \$9,468 |
| Employee + 1 | \$22,668 | 8.8% | \$20,832 | 0.9% | \$20,652 | 8.0% | \$19,128 | 3.6% | \$18,456 |
| Employee + Family | \$31,704 | 8.8% | \$29,136 | 0.7% | \$28,920 | 8.0% | \$26,784 | 3.7% | \$25,824 |