2027 monthly cost of coverage for eligible full-time and part-time employees

	Employee only	Employee + 1*	Family*
Surest Advantage Plan	$162	$317	$499
UHC Value PPO	$157	$305	$483
UHC Premium HSA	$136	$254	$403
UHC Basic HSA	$73	$98	$134
UHC Out-of-Area	$147	$280	$443
Kaiser Permanente of Northern California	$239	$438	$689
Kaiser Permanente of Southern California	$223	$395	$586
HMSA	$44	$383	$595
Dental	$20	$40	$60
Vision	$5	$10	$15

*Employee + 1 represents Employee + Spouse/Domestic Partner or Employee + Child. Family represents Employee + Children or Employee + Family (Employee + Spouse/Domestic Partner + Child[ren]).

Note: You can only change your healthcare plan election (e.g., from an HSA plan to a PPO plan) during Annual Enrollment (unless you have a mid-year qualifying life event that changes your eligibility).

How do your costs compare?

Our coverage continues to be comprehensive, high-quality and affordable compared to other companies. Take a look at how 2027 monthly employee costs for medical coverage compare to other Fortune 500 companies last year.

	Stryker	Stryker	Fortune 500	Stryker	Fortune 500
	Surest Advantage Plan	**UHC Value PPO Plan**	**PPO average**	**UHC Basic HSA Plan**	**HSA average**
Employee-only coverage	$162	$157	$179	$73	$100
Family coverage	$499	$483	$641	$134	$368

Source: Mercer's 2025 National Survey of Employer-Sponsored Health Plans

In 2027, Stryker expects to continue to pay, on average, approximately, **80% of the cost of medical benefits**, or an estimated **$13,462** per covered employee.