

## Active Employee Cost - Calendar Year 2025

### COBRA RATE SCHEDULE

**102% OF ACTIVE EMPLOYEE RATE**

Effective January 1, 2025

		COBRA Rate Cost	
		MONTHLY	ANNUAL
<b>Cigna OAP</b>	Individual	818.28	9,819.36
	Individual + Spouse	1,636.52	19,638.24
	Individual + Child	1,636.52	19,638.24
	Family (Individual + Spouse + Child(ren))	2,226.70	26,720.40
	Family (Individual + Children)	2,226.70	26,720.40
	<b>Cigna OAPIN</b>	Individual	591.36
Individual + Spouse		1,111.48	13,337.76
Individual + Child		1,111.48	13,337.76
Family (Individual + Spouse + Child(ren))		1,820.99	21,851.88
Family (Individual + Children)		1,820.99	21,851.88
<b>Kaiser Permanente HMO</b>		Individual	691.69
	Individual + Spouse	1,380.41	16,564.92
	Individual + Child	1,380.41	16,564.92
	Family (Individual + Spouse + Child(ren))	2,000.24	24,002.88
	Family (Individual + Children)	2,000.24	24,002.88
	<b>Caremark Prescription</b>	Individual	222.62
Individual + Spouse		444.76	5,337.12
Individual + Child		444.76	5,337.12
Family (Individual + Spouse + Child(ren))		548.85	6,586.20
Family (Individual + Children)		548.85	6,586.20
<b>Kaiser Permanente Prescription</b>		Individual	89.11
	Individual + Spouse	176.56	2,118.72
	Individual + Child	176.56	2,118.72
	Family (Individual + Spouse + Child(ren))	255.27	3,063.24
	Family (Individual + Children)	255.27	3,063.24
	<b>CareFirst PPO Dental</b>	Individual	37.98
Individual + Spouse		76.01	912.12
Individual + Child		76.01	912.12
Family (Individual + Spouse + Child(ren))		111.66	1,339.92
Family (Individual + Children)		111.66	1,339.92
<b>Aetna DMO Dental</b>		Individual	21.98
	Individual + Spouse	43.98	527.76
	Individual + Child	43.98	527.76
	Family (Individual + Spouse + Child(ren))	64.55	774.60
	Family (Individual + Children)	64.55	774.60
	<b>Davis Vision</b>	Individual	1.89
Individual + Spouse		3.47	41.64
Individual + Child		3.47	41.64
Family (Individual + Spouse + Child(ren))		4.40	52.80
Family (Individual + Children)		4.40	52.80

Component Cost		
Vendor	MCPS	2% COBRA
20.50	781.74	16.04
20.50	1,583.93	32.09
20.50	1,583.93	32.09
20.50	2,162.54	43.66
20.50	2,162.54	43.66
20.50	559.26	11.60
20.50	1,069.19	21.79
20.50	1,069.19	21.79
20.50	1,764.78	35.71
20.50	1,764.78	35.71
678.13	0.00	13.56
1,353.34	0.00	27.07
1,353.34	0.00	27.07
1,961.02	0.00	39.22
1,961.02	0.00	39.22
0.00	218.25	4.37
0.00	436.04	8.72
0.00	436.04	8.72
0.00	538.09	10.76
0.00	538.09	10.76
87.36	0.00	1.75
173.10	0.00	3.46
173.10	0.00	3.46
250.26	0.00	5.01
250.26	0.00	5.01
1.53	35.71	0.74
1.53	72.99	1.49
1.53	72.99	1.49
1.53	107.94	2.19
1.53	107.94	2.19
21.55	0.00	0.43
43.12	0.00	0.86
43.12	0.00	0.86
63.28	0.00	1.27
63.28	0.00	1.27
0.12	1.73	0.04
0.12	3.28	0.07
0.12	3.28	0.07
0.12	4.19	0.09
0.12	4.19	0.09