

Active Employee Cost - Calendar Year 2025

COBRA RATE SCHEDULE

102% OF ACTIVE EMPLOYEE RATE

Effective January 1, 2025

		COBRA Rate Cost	
		MONTHLY	ANNUAL
Cigna OAP	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
	Cigna OAPIN	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
Kaiser Permanente HMO	Individual	691.69	8,300.28
	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
	Caremark Prescription	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
Kaiser Permanente Prescription	Individual	89.11	1,069.32
	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
	CareFirst PPO Dental	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
Aetna DMO Dental	Individual	21.98	263.76
	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
	Davis Vision	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