

2026 Monthly COBRA Rates

Medical

	Employee Cost	Employer Cost	Total Cost	2% Admin Fee	Total COBRA Cost
PPO Health Plan					
Employee Only	\$219.78	\$623.76	\$843.55	\$16.87	\$860.42
Employee + Spouse	\$612.06	\$1,159.39	\$1,771.45	\$35.43	\$1,806.88
Employee + Child(ren)	\$569.06	\$1,067.43	\$1,636.49	\$32.73	\$1,669.22
Family	\$893.30	\$1,687.96	\$2,581.26	\$51.63	\$2,632.88
Healthy Premier with HRA					
Employee Only	\$160.00	\$663.00	\$822.99	\$16.46	\$839.45
Employee + Spouse	\$472.35	\$1,255.95	\$1,728.30	\$34.57	\$1,762.86
Employee + Child(ren)	\$437.01	\$1,159.59	\$1,596.60	\$31.93	\$1,628.54
Family	\$688.12	\$1,830.21	\$2,518.34	\$50.37	\$2,568.70
Healthy Plus with HSA					
Employee Only	\$98.76	\$667.21	\$765.98	\$15.32	\$781.30
Employee + Spouse	\$335.06	\$1,273.52	\$1,608.58	\$32.17	\$1,640.75
Employee + Child(ren)	\$310.16	\$1,175.87	\$1,486.02	\$29.72	\$1,515.75
Family	\$488.06	\$1,855.88	\$2,343.94	\$46.88	\$2,390.81

Dental

	Employee Cost	Employer Cost	Total Cost	2% Admin Fee	Total COBRA Cost
Dental PPO					
Employee Only	\$9.37	\$29.70	\$39.07	\$0.78	\$39.85
Employee + Spouse	\$22.30	\$55.83	\$78.13	\$1.56	\$79.69
Employee + Child(ren)	\$23.98	\$60.02	\$84.00	\$1.68	\$85.68
Family	\$35.12	\$87.93	\$123.05	\$2.46	\$125.51

Vision

	Employee Cost	Employer Cost	Total Cost	2% Admin Fee	Total COBRA Cost
Vision Option 1					
Employee Only	\$5.87	\$0.00	\$5.87	\$0.12	\$5.99
Employee + Spouse	\$11.15	\$0.00	\$11.15	\$0.22	\$11.37
Employee + Child(ren)	\$11.75	\$0.00	\$11.75	\$0.24	\$11.99
Family	\$17.26	\$0.00	\$17.26	\$0.35	\$17.61
Vision Option 2					
Employee Only	\$7.87	\$0.00	\$7.87	\$0.16	\$8.03
Employee + Spouse	\$14.93	\$0.00	\$14.93	\$0.30	\$15.23
Employee + Child(ren)	\$15.72	\$0.00	\$15.72	\$0.31	\$16.03
Family	\$23.12	\$0.00	\$23.12	\$0.46	\$23.58

Employee Assistance Program - EAP

	Employee Cost	Employer Cost	Total Cost	2% Admin Fee	Total COBRA Cost
Resources for Living	\$1.72	\$0.00	\$1.72	\$0.03	\$1.75