



2017 Monthly COBRA Rates for Nonunion

Plan Name	Individual Coverage	Family Coverage
HUGHP HMO	\$618.12	\$1,668.72
HUGHP POS	\$651.78	\$1,759.50
HUGHP POS Plus	\$665.04	\$1,795.20
HUGHP HDHP	\$570.18	\$1,538.16
Harvard Pilgrim HMO	\$632.40	\$1,706.46
Harvard Pilgrim POS	\$666.06	\$1,798.26
Harvard Pilgrim POS Plus	\$679.32	\$1,833.96
Harvard Pilgrim HDHP	\$583.44	\$1,576.92
Global Plan	\$586.50	\$1,940.04
Delta Dental	\$47.94	\$136.68
Davis Vision	\$6.05	\$13.92



2017 Monthly COBRA Rates for Survivors (following employee death)
Nonunion

(Remaining 27 months following 9 months at employee rate)

Plan Name	Individual Coverage	Family Coverage
HUGHP HMO	\$618.12	\$1,668.72
HUGHP POS	\$651.78	\$1,759.50
HUGHP HDHP	\$570.18	\$1,538.16
HUGHP POS Plus	\$665.04	\$1,795.20
Harvard Pilgrim HMO	\$632.40	\$1,706.46
Harvard Pilgrim POS	\$666.06	\$1,798.26
Harvard Pilgrim HDHP	\$583.44	\$1,576.92
Harvard Pilgrim POS Plus	\$679.32	\$1,833.96
Delta Dental	\$ 47.92	\$ 136.68
Davis Vision	\$ 6.05	\$ 13.92



2017 Layoff and COBRA Rates for Nonunion
(Layoff rates during first 12 months, COBRA rate thereafter)

Individual Coverage	Layoff Rates				COBRA Rates
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	102%
HUGHP HMO	\$118.50	\$136.50	\$207.00	\$265.50	\$618.12
HUGHP POS	\$168.00	\$186.00	\$256.50	\$315.00	\$651.78
HUGHP POS Plus	\$187.50	\$205.50	\$276.00	\$334.50	\$665.04
HUGHP HDHP	\$48.00	\$66.00	\$136.50	\$195.00	\$570.18
Harvard Pilgrim HMO	\$139.50	\$157.50	\$228.00	\$286.50	\$632.40
Harvard Pilgrim POS	\$189.00	\$207.00	\$277.50	\$336.00	\$666.06
Harvard Pilgrim POS Plus	\$208.50	\$226.50	\$297.00	\$355.50	\$679.32
Harvard Pilgrim HDHP	\$67.50	\$85.50	\$156.00	\$214.50	\$583.44
Global Plan	\$127.50	\$142.50	\$205.50	\$255.00	\$586.50
Delta Dental	\$27.00	\$27.00	\$27.00	\$27.00	\$47.94
Davis Vision	\$5.93	\$5.93	\$5.93	\$5.93	\$6.05

Family Coverage	Layoff Rates				COBRA Rates
	<\$55k	\$55K - \$74,999	\$75k – \$99,999	\$100k and above	102%
HUGHP HMO	\$319.50	\$369.00	\$561.00	\$715.50	\$1,668.72
HUGHP POS	\$453.00	\$502.50	\$694.50	\$849.00	\$1,759.50
HUGHP POS Plus	\$505.50	\$555.00	\$747.00	\$901.50	\$1,795.20
HUGHP HDHP	\$127.50	\$177.00	\$369.00	\$523.50	\$1,538.16
Harvard Pilgrim HMO	\$375.00	\$424.50	\$616.50	\$771.00	\$1,706.46
Harvard Pilgrim POS	\$510.00	\$559.50	\$751.50	\$906.00	\$1,798.26
Harvard Pilgrim POS Plus	\$562.50	\$612.00	\$804.00	\$958.50	\$1,833.96
Harvard Pilgrim HDHP	\$184.50	\$234.00	\$426.00	\$580.50	\$1,576.92
Global Plan	\$429.00	\$480.00	\$682.50	\$846.00	\$1,940.04
Delta Dental	\$76.50	\$76.50	\$76.50	\$76.50	\$136.68
Davis Vision	\$13.65	\$13.65	\$13.65	\$13.65	\$13.92