

**2016 HEWT Medical/Vision  
Reduction of Force Rates**

Level of Coverage	Group Health Options		
	1 <sup>st</sup> 12 Months	2 <sup>nd</sup> 12 Months	3 <sup>rd</sup> 12 Months
Individual	\$163.27	\$ 346.96	\$ 693.92
Individual Plus One	\$298.79	\$ 634.92	\$1,269.85
Individual Plus More Than One	\$501.25	\$1,065.16	\$2,130.31

Level of Coverage	UnitedHealthcare PPO		
	1 <sup>st</sup> 12 Months	2 <sup>nd</sup> 12 Months	3 <sup>rd</sup> 12 Months
Individual	\$254.61	\$ 541.04	\$1,082.08
Individual Plus One	\$497.26	\$1,056.66	\$2,113.33
Individual Plus More Than One	\$713.93	\$1,517.09	\$3,034.18

**2016 HEWT Dental  
COBRA Monthly Rates**

Level of Coverage	Delta Dental Buy Up	Willamette Dental
Individual	\$ 43.72	\$ 42.48
Individual Plus One	\$ 79.01	\$ 85.17
Individual Plus More Than One	\$116.93	\$159.53

**2016 HEWT EAP  
COBRA Monthly Rates**

Level of Coverage	Employee Assistance Program
Employee	\$ 2.28

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) was created by a federal law and provides continuing benefits for eligible individuals.