

Oak Ridge (UCOR)

All Actives = Medical PPO, HSA CDHP or CDHP

2025 **Monthly** Rates

UCOR Active Employee	Employee Per Pay Period Cost	Employee Monthly Cost	Company Monthly Cost	Total Monthly Cost
Medical/Rx				
<i>All Actives - UCOR Medical PPO</i>				
Single	40.97	163.88	655.66	819.54
Employee + Spouse	86.05	344.20	1,376.81	1,721.01
Employee + 1 Child	86.05	344.20	1,376.81	1,721.01
Family	127.02	508.08	2,032.48	2,540.56
<i>All Actives - UCOR HSA CDHP</i>				
Single	34.75	139.00	556.02	695.02
Employee + Spouse	72.97	291.88	1,167.63	1,459.51
Employee + 1 Child	72.97	291.88	1,167.63	1,459.51
Family	104.25	417.00	1,668.01	2,085.01
<i>All Actives - UCOR CDHP</i>				
Single	28.30	113.20	541.03	654.23
Employee + Spouse	59.42	237.68	1,136.17	1,373.85
Employee + 1 Child	59.42	237.68	1,136.17	1,373.85
Family	84.89	339.56	1,623.08	1,962.64
Employer HSA Contributions (Annual)				
<i>All Actives - UCOR HSA CDHP</i>				
Single			\$1,000 / year	
Dual			\$2,000 / year	
Family			\$2,000 / year	
Vision				
<i>All Actives - UCOR</i>				
Single	0.60	2.40	9.74	12.14
Dual	0.88	3.52	14.11	17.63
Family	1.57	6.28	25.28	31.56

Dental				
Salaried				
Single	3.73	14.92	22.40	37.32
Dual	7.72	30.88	46.32	77.20
Family	11.73	46.92	70.44	117.36
ATLC				
Single	1.86	7.44	29.88	37.32
Dual	3.86	15.44	61.76	77.20
Family	5.86	23.44	93.92	117.36

ORRCC Salaried, USW, ATLC Life Rates			
Employee Basic Life (Monthly rate per \$1,000) - Employee and Employer Paid			
Total Rate (Monthly)			\$0.280
Employee Cost Share (Rate per \$1,000)			\$0.140
Employer Cost Share (Rate per \$1,000)			\$0.140
Pre-65 Retiree Basic Life (Monthly rate per \$1,000) - SPLIT 50/50 BETWEEN EE AND ER			
	Employee	Employer	Total
50-54	\$0.051	\$0.051	\$0.102
55-59	\$0.083	\$0.083	\$0.166
60-64	\$0.133	\$0.133	\$0.266
Retiree Basic Life (Monthly rate per \$1,000 per month) - Employer Paid			
65-69			\$0.420
70-74			\$0.687
75-79			\$1.172
80-84			\$2.039
85-89			\$3.573
90-94			\$6.040
95+			\$9.005
Employee Supplemental Life (Monthly rate per \$1,000) - Employee Paid			
< 30			\$0.060
30-34			\$0.080
35-39			\$0.092
40-44			\$0.100
45-49			\$0.188
50-54			\$0.300
55-59			\$0.504
60-64			\$0.800
65-69			\$1.272
70-74			\$2.060
75-79			\$3.340
80-84			\$5.412
85-89			\$8.760

Optional Dependent Life - Spouse (Monthly rate per \$1,000) - Employee Paid	
< 30	\$0.060
30-34	\$0.080
35-39	\$0.108
40-44	\$0.168
45-49	\$0.268
50-54	\$0.420
55-59	\$0.660
60-64	\$1.068
65+	\$1.720
Optional Dependent Life - Child - Rate per month for \$10,000 coverage - Employee Paid	
Per Employee per Month	\$0.960