SOCCo

USW = Plan C or CDHP

2027 Monthly Rates

Portsmouth Active Employee	Employee Per Pay Period Cost	Company Per Pay Period Cost	Employee Monthly Cost	Company Monthly Cost	Total Monthly Cost
Medical/Rx					
USW - ORRCC Plan C					
Single	149.38	448.13	647.30	1,941.93	2,589.23
Dual	294.47	883.42	1,276.04	3,828.13	5,104.17
Family	414.48	1,243.46	1,796.10	5,388.32	7,184.42
USW - ORRCC CDHP					
Single	31.37	200.26	135.92	867.83	1,003.75
Dual	97.29	389.14	421.57	1,686.30	2,107.87
Family	138.98	555.92	602.25	2,408.98	3,011.23
Vision					
USW - ORRCC					
Single	0.65	1.93	2.80	8.40	11.20
Dual	0.94	2.81	4.06	12.20	16.26
Family	1.68	5.04	7.27	21.84	29.11
Dental					
USW - ORRCC					
Single	1.89	5.67	8.19	24.59	32.78
Family	5.67	17.00	24.56	73.69	98.25
Portsmouth Retiree (Pre-Age 65)			**Retiree Monthly Cost**	**Company Monthly Cost**	**Total Monthly Cost**
Medical/Rx					
Salaried/USW - ORRCC Retiree Plan E					
Single			453.78	1,058.85	1,512.63
Dual			962.03	2,244.75	3,206.78
Family			1,406.74	3,282.40	4,689.14
Vision					
Salaried/USW - ORRCC Retiree					
Single			3.36	7.84	11.20

Dual		4.87	11.39	16.26
Family		8.73	20.38	29.11
Dental				
Salaried - ORRCC Retiree Plan A				
Single		13.96	20.95	34.91
Dual		28.89	43.34	72.23
Family		43.91	65.87	109.78
USW - ORRCC Retiree Plan B				
Single		13.11	19.67	32.78
Family		39.30	58.95	98.25

ORRCC COBRA (monthly with 2%)				
Medical/Rx				
USW - Plan C		Base Rate	2% Admin	COBRA Rate
Single		2,589.23	51.78	2,641.01
Dual		5,104.17	102.08	5,206.25
Family		7,184.42	143.69	7,328.11
USW - CDHP				
Single		1,003.75	20.08	1,023.83
Dual		2,107.87	42.16	2,150.03
Family		3,011.23	60.22	3,071.45
Vision				
USW				
Single		11.20	0.22	11.42
Dual		16.26	0.33	16.59
Family		29.11	0.58	29.69
Dental				
Dental A1, A4 - UCOR (Oak Ridge) Active Salaried, USW				
Single		37.32	0.75	38.07
Dual		77.20	1.54	78.74
Family		117.36	2.35	119.71
Dental A2, A3 - ORRCC USW				

Single		34.91	0.70	35.61
Dual		72.23	1.44	73.67
Family		109.78	2.20	111.98
Dental B1, B2 - ORRCC USW				
Single		32.78	0.66	33.44
Family		98.25	1.97	100.22

ORRCC Salaried/USW Life Rates			
Employee Basic Life (monthly rate per $1,000) - Employee and Employer Paid			
Bargaining Unit Rate - Employer Paid			$0.280
Employee Cost Share - Salaried			$0.140
Employer Cost Share - Salaried			$0.140
Pre-65 Retiree Basic Life (monthly rate per $1,000) - SPLIT 50/50 BETWEEN EE AND ER			
	Employee	**Employer**	**Total**
50-54	$0.064	$0.064	$0.128
55-59	$0.104	$0.104	$0.208
60-64	$0.166	$0.167	$0.333
Retiree Basic Life (monthly rate per $1,000)- Employer Paid			
65-69			$0.525
70-74			$0.859
75-79			$1.465
80-84			$2.549
85-89			$4.466
90-94			$7.550
95+			$11.256
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 - Salaried Only			
< 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
65-69*	$1.720
Optional Dependent Life - Child - Rate per month for $10,000 coverage - Employee Paid - Salaried Only	
Per Employee per Month, for children up to age 26	$0.960

*Spouse Life coverage reduces by 10% per year once a spouse reaches 65, and terminates at age 70.