



how to estimate the cost of COBRA coverage

COBRA continuation coverage allows eligible employees and their covered dependents to continue participation in company sponsored health care plans beyond the time when it would normally end, such as a termination of employment.

There are two ways to estimate your monthly COBRA premium costs ...



you do the math

We'll show you below how to find the facts and figures you need to estimate to monthly cost of coverage.



call benefitconnect COBRA

Call [BenefitConnect COBRA >](#), the COBRA coverage administrator. A representative can usually provide a monthly cost estimate for you for the plan(s) and coverage level(s) you desire.



you do the math

A

Standard COBRA Cost (no subsidy)

- Access your [My Total Rewards](#) statement > **Health & Protection** tab
- Locate the health plans on your statement.
- Add the **Your Cost** column (employee contribution) to the **From Chevron** column (company contribution)
- Calculate and add the 2% administration fee
- Divide by 12

This is a monthly premium cost estimate for the full cost of COBRA coverage for each health plan for the current plan year.

Important! The Wellness Credit discount ends when your employment ends and does not apply to COBRA.

Example:

HDHP (You Only)

Your Cost: \$276

From Chevron: \$7,380

Calculation:

$\$276 + \$7,380 = \$7,656$

$\$7,656 \times 2\% = \153.12

$\$7,656 + \$153.12 = \$7,809.12$

$\$7,809.12 / 12 = \650.76

\$650.76 per month estimated for HDHP (You Only)

B

Subsidized COBRA

If you're eligible for subsidized COBRA, it only applies to medical coverage and the Mental Health and Substance Use Disorder (MHSUD) plan.

- Access your [My Total Rewards](#) statement > **Health & Protection** tab
- Locate the medical and MHSUD plans on your statement.
- Divide the **Your Cost** column (employee contribution) by **12**

This is a monthly premium cost estimate for the subsidized cost of COBRA coverage for the current plan year.

Important! The Wellness Credit discount ends when your employment ends and does not apply to subsidized COBRA.

With subsidized COBRA, you don't pay the monthly 2% administrative fee.

Example:

HDHP (You Only)

Your Cost: \$276

Calculation:

$\$276 / 12 = \23

\$23 per month estimated for HDHP (You Only)