

PRORATION GRID

For new employees with an effective date after January 1st, the Deductible and HRA contributions will be pro-rated, based on the remaining number of months in the Plan Year (see chart below).

New Hire Table for Option 1						
Level of Coverage	Employee Only		Employee + Spouse Employee + Children		Family	
EFFECTIVE DATE	HRA	Remaining Deductible	HRA	Remaining Deductible	HRA	Remaining Deductible
January 1 st	\$1,000.00	\$500.00	\$1,500.00	\$750.00	\$2,000.00	\$1,000.00
February 1 st	\$917.00	\$458.00	\$1,375.00	\$688.00	\$1,833.00	\$917.00
March 1 st	\$833.00	\$417.00	\$1,250.00	\$625.00	\$1,667.00	\$833.00
April 1 st	\$750.00	\$375.00	\$1,125.00	\$563.00	\$1,500.00	\$750.00
May 1 st	\$667.00	\$333.00	\$1,000.00	\$500.00	\$1,333.00	\$667.00
June 1 st	\$583.00	\$292.00	\$875.00	\$438.00	\$1,167.00	\$583.00
July 1 st	\$500.00	\$250.00	\$750.00	\$375.00	\$1,000.00	\$500.00
August 1 st	\$417.00	\$208.00	\$625.00	\$313.00	\$833.00	\$417.00
September 1 st	\$333.00	\$167.00	\$500.00	\$250.00	\$667.00	\$333.00
October 1 st	\$250.00	\$125.00	\$375.00	\$188.00	\$500.00	\$250.00
November 1 st	\$167.00	\$83.00	\$250.00	\$125.00	\$333.00	\$167.00
December 1 st	\$83.00	\$42.00	\$125.00	\$63.00	\$167.00	\$83.00

New Hire Table for Option 2						
Level of Coverage	Employee Only		Employee + Spouse Employee + Children		Family	
EFFECTIVE DATE	HRA	Remaining Deductible	HRA	Remaining Deductible	HRA	Remaining Deductible
January 1 st	\$1,000.00	\$1,500.00	\$1,500.00	\$2,250.00	\$2,000.00	\$3,000.00
February 1 st	\$917.00	\$1,375.00	\$1,375.00	\$2,063.00	\$1,833.00	\$2,750.00
March 1 st	\$833.00	\$1,250.00	\$1,250.00	\$1,875.00	\$1,667.00	\$2,500.00
April 1 st	\$750.00	\$1,125.00	\$1,125.00	\$1,688.00	\$1,500.00	\$2,250.00
May 1 st	\$667.00	\$1,000.00	\$1,000.00	\$1,500.00	\$1,334.00	\$2,000.00
June 1 st	\$583.00	\$875.00	\$875.00	\$1,313.00	\$1,167.00	\$1,750.00
July 1 st	\$500.00	\$750.00	\$750.00	\$1,125.00	\$1,000.00	\$1,500.00
August 1 st	\$417.00	\$625.00	\$625.00	\$938.00	\$833.00	\$1,250.00
September 1 st	\$333.00	\$500.00	\$500.00	\$750.00	\$667.00	\$1,000.00
October 1 st	\$250.00	\$375.00	\$375.00	\$563.00	\$500.00	\$750.00
November 1 st	\$167.00	\$250.00	\$250.00	\$375.00	\$333.00	\$500.00
December 1 st	\$83.00	\$125.00	\$125.00	\$188.00	\$167.00	\$250.00