

Proration Grid

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

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