

(PEBB) Employer’s Payment for Health Care Benefits

The Employer’s Payment for Health Care Benefits (Cockle Rates) are applicable to employees of state agencies and institutions of higher education only.

As of effective January 1, 2020, the Employer’s Payment for Health Care Benefits (Cockle Rate) is determined by the tier the subscriber is enrolled in.

Below are examples of how to calculate the Employer’s Payment for Health Care Benefits. View the current rates on the [Rates webpage](#).

Example A

The employee is enrolled in the Subscriber and Child(ren) tier for medical, dental and vision.

A1 – Medical	\$1,000
A2 – Dental	\$100
A3 – Vision	\$14
Total	\$1,114

Example B

The employee is enrolled in the Subscriber only tier for medical and the Full Family tier for dental/vision.

B1 – Medical	\$600
B2 – Dental	\$135
B3 – Vision	\$22
Total	\$757

Example C

The employee waives medical coverage but is enrolled in the Subscriber & Spouse tier for dental/vision.

C1 – Medical	\$0
C2 – Dental	\$95
C3 – Vision	\$16
Total	\$111

Employer Paid Benefits by Tier	Subscriber	Subscriber and Spouse	Subscriber and Child(ren)	Full Family
Medical	\$600	\$1,300	\$1,000	\$1,800
Dental	\$50	\$95	\$100	\$135
Vision	\$8	\$16	\$14	\$22

The diagram below shows boxes for each tier with lines connecting them to the corresponding rows in the table above:

- C1** (green box) connects to the Medical row.
- B1** (orange box) connects to the Medical row.
- C2** (green box) connects to the Dental row.
- C3** (green box) connects to the Vision row.
- A1** (blue box) connects to the Medical row.
- A2** (blue box) connects to the Dental row.
- A3** (blue box) connects to the Vision row.
- B2** (orange box) connects to the Dental row.
- B3** (orange box) connects to the Vision row.