

2023 Retiree & COBRA Rates – Qwest Non-Union

01/01/2023



Qwest Non-Union Retiree rate sheets included in this document:

1. 100% Pay – No Company Subsidy
2. Qwest Non-Union Retiree Rates
3. COBRA Active Rates
4. COBRA Retiree Rates (excluding Qwest Union Represented)

Please locate your applicable Qwest Non-Union Retiree Rate sheet below. If you have trouble determining which rate sheet applies to you, please refer to the [Retiree Healthcare Matrix](#) to determine your group.

2023 Retiree Rates - 100% Pay – No Company Subsidy

2023 Non-Medicare Retiree Medical Plans & Total Monthly Rates

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Surest Health Plan	\$1,056.28	\$1,056.28	\$2,112.55	\$1,531.60	\$1,531.60	\$2,587.87	\$475.32
HDHP w/ Optional HSA	\$1,058.63	\$1,058.63	\$2,117.25	\$1,535.01	\$1,535.01	\$2,593.63	\$476.38
Doctors Plan (CO/AZ)	\$1,130.78	\$1,130.78	\$2,261.57	\$1,639.64	\$1,639.64	\$2,770.43	\$508.85
CDHP	\$1,175.31	\$1,175.31	\$2,350.62	\$1,704.21	\$1,704.21	\$2,879.52	\$528.89

2023 Medicare Advantage Plan Medical + Dental Plan & Total Monthly Rate

2023 Total Cost Per Month	Per Covered Medicare Individual in MAPD
Group Retiree MAPD PPO + Dental	\$150.00

2023 Retiree Dental Plan Total Monthly Rates

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Retiree Dental	\$36.43	\$36.43	\$72.86	\$63.75	\$63.75	\$109.29	\$27.32

Medicare eligible retirees or dependents should contact Via Benefits at 888-825-4252 to enroll in a Medicare Supplement Plan if not otherwise enrolling in new Group Retiree MAPD PPO + Dental plan.

2023 Retiree Rates - Qwest Non-Union

2023 Non-Medicare Retiree Medical and Dental Plans & Total Monthly Rates

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Surest Health Plan	\$1,056.28	\$1,056.28	\$2,112.55	\$1,531.60	\$1,531.60	\$2,587.87	\$475.32
HDHP with Optional HSA	\$1,058.63	\$1,058.63	\$2,117.25	\$1,535.01	\$1,535.01	\$2,593.63	\$476.38
Doctors Plan (CO/AZ)	\$1,130.78	\$1,130.78	\$2,261.57	\$1,639.64	\$1,639.64	\$2,770.43	\$508.85
CDHP	\$1,175.31	\$1,175.31	\$2,350.62	\$1,704.21	\$1,704.21	\$2,879.52	\$528.89
Retiree Dental	\$36.43	\$36.43	\$72.86	\$63.75	\$63.75	\$109.29	\$27.32
LQ Mgmt Company Subsidy Cap	\$390.00	\$390.00	\$780.00	\$663.00	\$663.00	\$1,053.00	\$273.00

2023 Non-Medicare Retiree Monthly Contribution

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Surest Health Plan	\$666.28	\$666.28	\$1,332.55	\$868.60	\$868.60	\$1,534.87	\$202.32
HDHP with Optional HSA	\$668.63	\$668.63	\$1,337.25	\$872.01	\$872.01	\$1,540.63	\$203.38
Doctors Plan (CO/AZ)	\$740.78	\$740.78	\$1,481.57	\$976.64	\$976.64	\$1,717.43	\$235.85
CDHP	\$785.31	\$785.31	\$1,570.62	\$1,041.21	\$1,041.21	\$1,826.52	\$255.89
Retiree Dental	\$16.43	\$16.43	\$32.86	\$28.75	\$28.75	\$54.29	\$12.32

New in 2023 for Medicare Individuals—Retiree Medicare Advantage (MAPD PPO + Dental) Plan

Starting in 2023, Medicare eligible individuals will have a new option to elect the Group Retiree MAPD PPO + Dental plan in lieu of receiving HRA company contributions as described below. Monthly employee contributions for this plan are shown below.

Monthly Contributions for MAPD PPO + Dental Plan	You Only	Spouse Only	You + Spouse	You + Spouse + Child	You + Spouse + Children	You + Child	You + Children	Spouse + Child	Spouse + Children	Child Only	Children Only
Qwest Non-Union	\$18.00	\$18.00	\$36.00	\$0.00	\$105.60	\$0.00	\$87.60	\$0.00	\$87.60	\$0.00	\$69.60

2023 Medicare Eligible Health Reimbursement Account (HRA) Annual Company Subsidy

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
<i>Medical HRA Subsidy</i>	\$1,740	\$1,740	\$3,480	\$5,016	\$5,016	\$6,756	\$3,276
<i>Dental HRA Subsidy</i>	<u>\$240</u>	<u>\$240</u>	<u>\$480</u>	<u>\$420</u>	<u>\$420</u>	<u>\$660</u>	<u>\$180</u>
Overall Medical & Dental HRA Subsidy	\$1,980	\$1,980	\$3,960	\$5,436	\$5,436	\$7,416	\$3,456

Medicare eligible retirees or dependents should contact Via Benefits at 888-825-4252 to enroll in a Medicare Supplement Plan if not otherwise enrolling in new Group Retiree MAPD PPO + Dental plan.

2023 Total Monthly Active COBRA Rates

Medical 2023 COBRA Rates	Total Monthly Cost			
	Employee	EE+Spouse	EE+Children	EE+Family
Surest Health Plan	\$699.25	\$1,468.45	\$1,258.69	\$2,027.86
HDHP with Optional HSA	\$701.31	\$1,472.76	\$1,262.35	\$2,033.82
Doctors Plan (CO/AZ)	\$750.16	\$1,575.35	\$1,350.31	\$2,175.47
CDHP	\$784.75	\$1,647.97	\$1,412.57	\$2,275.79
Dental 2023 COBRA Rates	Total Monthly Cost			
	Employee	EE+Spouse	EE+ Children	EE+Family
Dental Option 1	\$29.74	\$68.46	\$74.41	\$113.11
Dental Option 2	\$36.77	\$84.64	\$92.00	\$139.83
Vision 2023 COBRA Rates	Total Monthly Cost			
	Employee	EE+Spouse	EE+Children	EE+Family
Vision	\$7.16	\$15.06	\$12.95	\$20.80

2023 Total Monthly Retiree COBRA Rates (excluding Qwest Union Represented)

2023 Non-Medicare Medical COBRA Rates

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Surest Health Plan	\$1,077.40	\$1,077.40	\$2,154.80	\$1,562.23	\$1,562.23	\$2,639.63	\$484.83
HDHP w/Optional HSA	\$1,079.80	\$1,079.80	\$2,159.60	\$1,565.71	\$1,565.71	\$2,645.50	\$485.91
Doctors Plan (CO/AZ)	\$1,153.40	\$1,153.40	\$2,306.80	\$1,672.43	\$1,672.43	\$2,825.84	\$519.03
CDHP	\$1,198.82	\$1,198.82	\$2,397.63	\$1,738.29	\$1,738.29	\$2,937.11	\$539.46

2023 Medicare Advantage Plan Medical + Dental COBRA Rate

2023 Total Cost Per Month	Per Covered Medicare Individual in MAPD
Group Retiree MAPD PPO + Dental	\$153.00

2023 Dental Plan COBRA Rates

	Retiree Only	Spouse Only	Retiree & Spouse	Retiree & Child(ren)	Spouse & Child(ren)	Retiree & Family	Child(ren)
Retiree Dental	\$37.16	\$37.16	\$74.32	\$65.03	\$65.03	\$111.48	\$27.87