

Hofstra's 2012 Total Health Care Costs Per Employee (Monthly)

	Family	Individual
EPO Plan	1,620.00	683.00
POS Plan	2,429.00	1,047.00
Individual Dental		61.00
HIP HMO	1,807.00	738.00
HIP POS	2,457.00	1,003.00
Oxford	2,256.00	845.00

The next chart shows the required contribution amounts.

Employee Semi-Monthly Contributions	Family	Contribution Percent	Individual	Contribution Percent
<i>Faculty Hired Before 9/1/06</i>				
EPO Plan	162.00	20%	61.47	18%
POS Plan	273.26	22.5%	104.70	20%
Individual Dental			6.06	
HIP HMO	225.88	25%	92.25	25%
HIP POS	307.13	25%	125.38	25%
Oxford	282.00	25%	105.63	25%
<i>Faculty Hired After 9/1/06</i>				
EPO Plan	162.00	20%	61.47	18%
POS Plan	303.63	25%	130.88	25%
Individual Dental			6.06	
HIP HMO	225.88	25%	92.25	25%
HIP POS	307.13	25%	125.38	25%
Oxford	282.00	25%	105.63	25%
<i>Adjunct Faculty w/16 Semesters (monthly)</i>				
EPO Plan	1,215.00	Inc. 25% credit	443.95	Inc. 35% credit
POS Plan	2,024.00	Inc. 25% of EPO credit	807.95	Inc. 35% of EPO credit
Individual Dental			61.00	
HIP HMO	1,402.00	Inc. 25% of EPO credit	498.95	Inc. 35% of EPO credit
HIP POS	2,052.00	Inc. 25% of EPO credit	763.95	Inc. 35% of EPO credit
Oxford	1,851.00	Inc. 25% of EPO credit	605.95	Inc. 35% of EPO credit
<i>Adjunct Faculty w/40 Semesters (monthly)</i>				
EPO Plan	1,134.00	Inc. 30% credit	409.80	Inc. 40% credit
POS Plan	1,943.00	Inc. 30% of EPO credit	773.80	Inc. 40% of EPO credit
Individual Dental			61.00	
HIP HMO	1,321.00	Inc. 30% of EPO credit	464.80	Inc. 40% of EPO credit
HIP POS	1,971.00	Inc. 30% of EPO credit	729.80	Inc. 40% of EPO credit
Oxford	1,770.00	Inc. 30% of EPO credit	571.80	Inc. 40% of EPO credit

Employee Monthly Contributions	Family	Individual
<i>Retirees (Post-65)</i>		
More than 10 years as of 9/1/06	25% of full family rate	25% of full individual rate
More than 5 years but less than 10 as of 9/1/06	50% of (full family rate - full individual rate) + (25% of full individual rate)	25% of full individual rate
Less than 5 years as of 9/1/06	(full family rate - full individual rate) + (25% of full individual rate)	25% of full individual rate