

Dickinson

To Dickinson Faculty & Staff:

We are pleased to share some updates regarding benefits. Again this year, the benefits subcommittee of the all-college committee on planning and budget, comprised of faculty and staff, brought forward recommendations for consideration. Here is an outline of the benefits updates and other important information:

Health Care Premiums

The budget, which will be presented to the Board of Trustees on May 2, includes a 6% increase to employee health care premiums. While health insurance costs continue to rise exponentially each year, the college was able to reduce the increase from initial estimates of 15.7% in part by implementing moderate plan design changes as discussed below.

Dental/Vision Premiums

There are no changes to dental or vision premiums again this year.

Premium Deductions

As a reminder, employees who are paid on a biweekly basis have 24 deductions annually. Premiums are withheld from the first two pay dates which occur each month. In the two months which contain a third pay date, premiums will not be withheld.

Medical/Prescription Plan Design

Deductibles, co-pays and out-of-pocket maximums, which have not changed since July 1, 2023, have moderate changes beginning July 1, 2026, which are [shown in this chart](#).

Flexible Spending Accounts

In accordance with the IRS, health care flexible spending account limits will increase by \$100 to \$3,400 per year. Dependent care flexible spending account limits will increase to \$7,500 this year.

Open Enrollment

Open enrollment will begin on Monday, May 11, and run through Monday, May 25. This will be the first year that this process will occur in Workday. Stay tuned for more information.

Benefits & Wellness Fair

The Benefits & Wellness Fair is on Tuesday, April 21, from 10:30 a.m. to 1:30 p.m. in the HUB Social Hall. Additional information about these updates will be available at this event. It is also an opportunity to meet with new and returning benefits vendors and wellness program providers, as well as participate in free health screenings and have a chance to win prizes. We look forward to seeing you there!

Sincerely,

Debra Hargrove
Vice President for Human Resource Services

David Walker
Vice President for Finance & Administration

For news and events, check out dickinson.edu/news

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