

JULY 1, 2022 - JUNE 30, 2023 INSURANCE RATES

MEDICAL: Meritain Health (An Aetna Company)

Annual Salary ↓	Employee	Employee + Child(ren)	Employee + Spouse	Employee + Spouse + Child(ren)
Employee Per Pay Premium - Bi-weekly 26 Pay Cycle				
< \$30,000	\$27.71	\$73.52	\$102.85	\$137.23
\$30,000 - \$34,999	\$30.35	\$80.53	\$112.65	\$150.30
\$35,000 - \$39,999	\$33.65	\$89.28	\$124.89	\$166.64
\$40,000 - \$44,999	\$37.60	\$99.78	\$139.58	\$186.24
\$45,000 - \$49,999	\$41.56	\$110.29	\$154.28	\$205.85
\$50,000 - \$59,999	\$49.48	\$131.29	\$183.66	\$245.05
\$60,000 - \$69,999	\$57.40	\$152.30	\$213.05	\$284.27
\$70,000 - \$89,999	\$65.31	\$173.31	\$242.44	\$323.47
\$90,000 - \$109,999	\$69.27	\$183.81	\$257.13	\$343.08
>= \$110,000	\$73.23	\$194.31	\$271.82	\$362.68
Employee Per Pay Premium - Semi-monthly 24 Pay Cycle				
< \$30,000	\$30.02	\$79.65	\$111.42	\$148.67
\$30,000 - \$34,999	\$32.88	\$87.24	\$122.03	\$162.83
\$35,000 - \$39,999	\$36.45	\$96.72	\$135.30	\$180.53
\$40,000 - \$44,999	\$40.74	\$108.10	\$151.22	\$201.76
\$45,000 - \$49,999	\$45.03	\$119.48	\$167.14	\$223.00
\$50,000 - \$59,999	\$53.60	\$142.23	\$198.97	\$265.48
\$60,000 - \$69,999	\$62.18	\$164.99	\$230.81	\$307.96
\$70,000 - \$89,999	\$70.76	\$187.75	\$262.64	\$350.43
\$90,000 - \$109,999	\$75.04	\$199.13	\$278.56	\$371.67
>= \$110,000	\$79.33	\$210.51	\$294.47	\$392.91
Employee Per Pay Premium - Non-12 month 17 Pays				
< \$30,000	\$42.38	\$112.45	\$157.30	\$209.88
\$30,000 - \$34,999	\$46.41	\$123.16	\$172.28	\$229.87
\$35,000 - \$39,999	\$51.46	\$136.55	\$191.01	\$254.86
\$40,000 - \$44,999	\$57.51	\$152.61	\$213.48	\$284.84
\$45,000 - \$49,999	\$63.57	\$168.68	\$235.96	\$314.83
\$50,000 - \$59,999	\$75.67	\$200.80	\$280.89	\$374.79
\$60,000 - \$69,999	\$87.78	\$232.93	\$325.84	\$434.76
\$70,000 - \$89,999	\$99.89	\$265.06	\$370.78	\$494.72
\$90,000 - \$109,999	\$105.95	\$281.12	\$393.26	\$524.71
>= \$110,000	\$112.00	\$297.19	\$415.73	\$554.69

Employee Per Pay Premium	Employee (EE)	EE + Spouse or EE + Child	EE + Spouse + Child(ren) or EE + Children
<b style="color: blue;">DENTAL United Concordia <i>(Concordia Select) Low Option</i>	Bi-weekly 26 pays	\$9.54	\$19.34
	Semi-monthly 24 pays	\$10.33	\$20.95
	Non-12 month 17 pays	\$14.59	\$29.57
<b style="color: blue;">DENTAL United Concordia <i>(Concordia Choice) High Option</i>	Bi-weekly 26 pays	\$10.49	\$22.02
	Semi-monthly 24 pays	\$11.36	\$23.86
	Non-12 month 17 pays	\$16.04	\$33.68
<b style="color: blue;">VISION Vision Benefits of America	Bi-weekly 26 pays	\$1.41	\$3.29
	Semi-monthly 24 pays	\$1.53	\$3.56
	Non-12 month 17 pays	\$2.16	\$5.03

Please be advised of the following July 1, 2022 changes:

- **Medical** – Insurance premium changed due to increase in market. Transition from Aetna to Meritain Health (An Aetna Company) for claims administration. Meritain will issue new member ID Cards that will include the CVS Caremark Prescription Drug Plan information.
- **Health Care Flexible Spending Account** – Full-time employee contribution limit increased to \$2,850 for 2022 (previous year limit was \$2,750).
- **Dental** – United Concordia will issue new member ID Cards.

REMINDERS:

Flexible Spending Accounts administered by **HealthSmart** – Internal Revenue Service (IRS) accounts to set aside pre-tax income to cover anticipated health or dependent care expenses that are not covered by insurance.

HEALTH CARE EXPENSE ACCOUNT**	Due to IRS regulations, the maximum amount allowed is \$2,850 to help cover out of pocket health care expenses. Examples of covered expenses include copayments, deductibles, coinsurance or services not covered under a medical, prescription drug, dental or vision plan. Note: IRS publication 502 governs items that are reimbursable under a health care expense account.
DEPENDENT CARE EXPENSE ACCOUNT**	A \$5,000 maximum or up to the total salary of the lowest paid spouse (whichever is less) covers work related dependent care expenses. Note: IRS publication 503 governs items that are reimbursable under a dependent care expense account.

**** To avoid forfeiture, all claims must be expensed and paid in full by September 15.**

Retirement:

An excellent way to save for retirement and reduce current tax liability is to contribute part of your salary to an employer-sponsored retirement plan. At Dickinson, employees can contribute pre-tax dollars, effective from their date of employment, to plans administered by **TIAA** and/or **Fidelity**.

- **Defined Contribution Plan** – Eligibility occurs following the completion of one year of full-time service with the College. After the one-year waiting period, Dickinson College contributes an amount equal to 8% of your base salary. Dickinson has an employer match where employees must contribute at least .25% of their own salary to receive an additional .25% Dickinson match. The one-year waiting period is waived for persons presently employed (meaning you are employed now and in that organization's retirement plan) coming to Dickinson with an active, 100% vested and qualified retirement plan. The waiver was established so that candidates presently employed, in a retirement plan and 100% vested would not lose retirement benefits when they choose to join Dickinson.
- **Tax Deferred Annuity Plan** calendar year limits for employee contributions via payroll deduction increased from \$19,500 to **\$20,500** for calendar year **2022**.
 - **Employees age 50 and older** may contribute an additional \$6,500, through a catch-up provision, making the total elective deferral maximum **\$27,000**. These additional contributions are available to any eligible employee based solely on age, regardless of past contributions or length of service.