

# NON-EXEMPT 2022-23 FRINGE BENEFITS INSERT

## INSURANCE RATES

(For specific plan details please consult the Summary Plan Document for each plan)

The following are *employee per pay* contributions for **Medical: Meritain Health, An Aetna Company**

Annual Salary	Employee (EE)	EE + Child(ren)	EE + Spouse	EE + Spouse + Child(ren)
<b>BI-WEEKLY 26 PAYS</b>				
< \$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
<b>NON-12 MONTH 17 PAYS</b>				
< \$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

The following are *employee per pay* contributions for **Dental and Vision:**

		Employee (EE)	EE + Spouse or EE + Child	EE + Spouse + Child(ren) or EE + Children
<b>DENTAL</b> United Concordia (Concordia Select) Low Option	Bi-Weekly 26 pays	\$9.54	\$19.34	\$31.95
	Non-12 Month 17 pays	\$14.59	\$29.57	\$48.87
<b>DENTAL</b> United Concordia (Concordia Choice) High Option	Bi-Weekly 26 pays	\$10.49	\$22.02	\$41.03
	Non-12 Month 17 pays	\$16.04	\$33.68	\$62.75
<b>VISION</b> Vision Benefits of America	Bi-Weekly 26 pays	\$1.41	\$3.29	\$4.78
	Non-12 Month 17 pays	\$2.16	\$5.03	\$7.31

Dickinson

**Vacation** is earned on a monthly basis (vacation allotment for 12 months, July through June, is 15 days). Vacation is prorated based on date of hire.

<b>PRO-RATED VACATION SCHEDULE</b>			
July	15 days	January	8 days
August	14 days	February	6 days
September	12 days	March	5 days
October	11 days	April	4 days
November	10 days	May	2 days
December	9 days	June	0 days

## **RETIREMENT**

**Defined Contribution Plan** for eligible employees is 8%. Dickinson has an EMPLOYER retirement contribution match of .25% for eligible employees if employees contribute at least .25% of their own funds to retirement.

**Tax Deferred Annuity Plan** 2023 calendar year limits for employee contributions via payroll deduction are \$22,500. Employees age 50 and older may contribute an additional \$7,500, making the total elective deferral maximum \$30,000.

## **HOLIDAY SCHEDULE 2022 – 2023**

Monday, July 4, 2022	Independence Day
Wednesday, November 23, 2022*	Additional Paid Closing Day*
Thursday, November 24, 2022	Thanksgiving Day
Friday, November 25, 2022	Friday after Thanksgiving Day
Wednesday, December 21, 2022*	Additional Paid Closing Day*
Thursday, December 22, 2022*	Additional Paid Closing Day*
Friday, December 23, 2022*	Additional Paid Closing Day*
Saturday, December 24, 2022	Additional Holiday
Sunday, December 25, 2022	Christmas Day
Monday, December 26, 2022	Christmas Day Observed
Tuesday, December 27, 2022	Day after Christmas Day Observed
Wednesday, December 28, 2022	Additional Holiday
Thursday, December 29, 2022	Additional Holiday
Friday, December 30, 2022	Additional Holiday
Saturday, December 31, 2022*	Additional Paid Closing Day*
Sunday, January 1, 2023	New Year's Day
Monday, January 2, 2023	New Year's Day Observed
Tuesday, January 3, 2023*	Additional Paid Closing Day*
<i>Please note: the Dickinson College Children's Center will be closed from 12/19/22 – 12/30/22</i>	
Monday, May 29, 2023	Memorial Day
Monday, June 19, 2023	Juneteenth

**Three Floating Holidays**—New employees are eligible for three floating holidays if start date is prior to September 1<sup>st</sup>, Two floating holidays if start date is prior to December 1<sup>st</sup>, One floating holiday if start date is prior to March 1<sup>st</sup>.

*Please note that all departments will be open on Labor Day, Monday, September 5, 2022.*