

NON-EXEMPT 2023-24 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)
BI-WEEKLY 26 PAYS				
< \$30,000	\$28.93	\$76.88	\$108.15	\$144.24
\$30,000 - \$34,999	\$31.69	\$84.20	\$118.46	\$157.98
\$35,000 - \$39,999	\$35.13	\$93.36	\$131.33	\$175.15
\$40,000 - \$44,999	\$39.26	\$104.34	\$146.78	\$195.76
\$45,000 - \$49,999	\$43.40	\$115.32	\$162.23	\$216.37
\$50,000 - \$59,999	\$51.66	\$137.28	\$193.13	\$257.57
\$60,000 - \$69,999	\$59.93	\$159.25	\$224.04	\$298.79
\$70,000 - \$89,999	\$68.19	\$181.22	\$254.94	\$340.00
\$90,000 - \$109,999	\$72.32	\$192.20	\$270.39	\$360.60
> = \$110,000	\$76.46	\$203.18	\$285.84	\$381.21
NON-12 MONTH 17 PAYS				
< \$30,000	\$44.25	\$117.58	\$165.41	\$220.60
\$30,000 - \$34,999	\$48.46	\$128.78	\$181.17	\$241.61
\$35,000 - \$39,999	\$53.73	\$142.78	\$200.86	\$267.88
\$40,000 - \$44,999	\$60.05	\$159.57	\$224.49	\$299.39
\$45,000 - \$49,999	\$66.37	\$176.37	\$248.12	\$330.91
\$50,000 - \$59,999	\$79.01	\$209.96	\$295.38	\$393.93
\$60,000 - \$69,999	\$91.65	\$243.56	\$342.64	\$456.97
\$70,000 - \$89,999	\$104.29	\$277.15	\$389.90	\$520.00
\$90,000 - \$109,999	\$110.61	\$293.95	\$413.53	\$551.51
> = \$110,000	\$116.94	\$310.75	\$437.16	\$583.03

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
DENTAL 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
DENTAL 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
VISION 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.

PRO-RATED VACATION SCHEDULE			
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 .50% for eligible employees if employees contribute at least .50% 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 2023 – 2024

Tuesday, July 4, 2023	Independence Day
Wednesday, November 22, 2023*	Additional Paid Closing Day*
Thursday, November 23, 2023	Thanksgiving Day
Friday, November 24, 2023	Friday after Thanksgiving Day
Wednesday, December 20, 2023*	Additional Paid Closing Day*
Thursday, December 21, 2023*	Additional Paid Closing Day*
Friday, December 22, 2023*	Additional Paid Closing Day*
Saturday, December 23, 2023*	Additional Paid Closing Day*
Sunday, December 24, 2023*	Additional Paid Closing Day*
Monday, December 25, 2023	Christmas Day
Tuesday, December 26, 2023	Day after Christmas Day
Wednesday, December 27, 2023	Additional Holiday
Thursday, December 28, 2023	Additional Holiday
Friday, December 29, 2023	Additional Holiday
Saturday, December 30, 2023	Additional Holiday
Sunday, December 31, 2023	Additional Holiday
Monday, January 1, 2024	New Year’s Day
Tuesday, January 2, 2024*	Additional Paid Closing Day*
Wednesday, January 3, 2024*	Additional Paid Closing Day*
Friday, May 24, 2024* (biennial maintenance)	Additional Paid Closing Day*
Monday, May 27, 2024	Memorial Day
Wednesday, June 19, 2024	Juneteenth

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

Please note that all departments will be open on Labor Day, Monday, September 4, 2023.