



Employee Benefits Summary June 1, 2024 – May 31, 2025

HEALTH INSURANCE

Drury will offer a traditional plan administered by **United Healthcare** utilizing its nationwide “Choice Plus” Provider Network which includes both Cox and Mercy as in-network. Regular employees scheduled to work for the university at least 30 hours per week for at least nine months each year may participate in the health plan. Drury contributes much of employee premium; employees may generally add dependents to the plan at an additional cost (spouses must take other coverage if available).

2024-25 Health Premiums - United Healthcare as TPA Monthly Amounts

Employee Only		Additional Dependents	
Annual Salary	Monthly	Coverage	Monthly
<\$25,000	\$ 15.00	Spouse	\$342.41
\$25,000-\$29,999	\$ 20.00	Child(ren)	\$303.65
\$30,000-\$39,999	\$ 33.83	Family	\$646.06
\$40,000-\$49,999	\$ 45.10		
\$50,000-\$59,999	\$ 56.38		
\$60,000-\$69,999	\$ 67.65		
\$70,000-\$79,999	\$ 78.93		
\$80,000-\$89,999	\$ 90.20		
\$90,000-\$99,999	\$ 101.48		
\$100,000-\$149,999	\$ 117.88		
>\$150,000	\$ 165.03		
FULL PREMIUM (RETIREEES)	\$ 679.30		

***If you are covering dependents, you must add your employee amount to the dependent amount above to get the total premium.**

DENTAL INSURANCE

Drury will offer dental insurance through **MetLife**. Regular employees scheduled to work for the university at least 20 hours per week for at least nine months each year may participate in the dental plan. Employees contribute 100% of the premium.

MetLife Dental

Coverage Option	Monthly
Employee Only	\$ 33.30
Employee + Spouse	\$ 67.78
Employee + Child(ren)	\$ 62.25
Family	\$ 96.73

VISION INSURANCE

Drury will offer dental insurance through **MetLife**. Regular employees scheduled to work for the university at least 20 hours per week for at least nine months each year may participate in the vision plan. Employees contribute 100% of the premium.

MetLife Vision

Coverage Option	Monthly
Employee Only	\$ 6.98
Employee + Spouse	\$ 13.26
Employee + Child(ren)	\$ 13.94
Family	\$ 20.51

COMPANY PAID LIFE, AD&D, AND LTD

Drury provides life insurance, accidental death and dismemberment insurance, and long-term disability through **MetLife** for regular employees scheduled to work for the university at least 30 hours per week for at least nine months each year. Employees are responsible for adding their dependents to ADP so that the appropriate company-paid coverages may be added.

VOLUNTARY INSURANCE BENEFITS

Drury provides several voluntary insurance options through **MetLife** including critical illness, accident, and short-term disability. Outside of new hire open enrollment, evidence of insurability is required.

RETIREMENT PLAN

Drury offers a 403(b) retirement plan with matching through **Corebridge Financial**. There are two options, a traditional plan and a Roth IRA plan. Drury will match employee contributions dollar for dollar up to 3% of compensation each pay period. Compensation means the employee's W-2 wages. Regular employees are eligible to participate if employed by the university for 1,000 or more hours per year. There is no open enrollment period for the retirement plan. Employees may make enrollment changes, enroll, or un-enroll at any time.

FLEXIBLE SPENDING ACCOUNTS (FSA)

Drury offers both health and dependent care Flexible Spending Accounts (FSAs) through **TerrillFLEX** to regular employees scheduled to work for the university at least 20 hours per week for at least nine months each year. Flexible Spending Accounts enable you to defer some of your taxable income into accounts you can use to pay for medical and/or dependent care expenses. Open enrollment for the FSA plans takes place in October of each year for the following calendar year.

EMPLOYEE ASSISTANCE PLAN (EAP)

Drury offers an employee assistance plan free of charge to all full- and part-time employees. The current provider is MetLife (<https://metlifeeap.lifeworks.com/> with username metlifeeap and password eap) but another provider with enhanced offerings will be in place by June 1, 2024. Details to come.

TUITION REMISSION

Drury offers tuition remission to regular employees and their dependents. See the full policy at: <https://www.flipsnack.com/druryuniversity/drury-university-staff-policy-handbook/full-view.html>

BOOKSTORE DISCOUNT:

Regular full-time employees receive a 10% discount on all personal merchandise purchased in the bookstore.

HUTCHENS HPER & BARBER FITNESS CENTER:

Regular full-time employees may use the HPER facilities on the Springfield campus free of charge.

OLIN LIBRARY:

Regular full-time employees may check out materials from the library at no charge. Must present ID card.

ATHLETIC EVENTS:

Regular full-time employees receive two free general admission tickets to each regular season home athletic event.

FOOD SERVICE DISCOUNTS:

Regular full-time employees are eligible for discounted pricing for meals in the Commons. Must present ID to receive discount.

Contact Information:

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