Drury’s Wellness Discount Program – Revised January 1, 2015

As wellness is one of Drury’s strategic values, the University is offering employees the opportunity to participate in a premium discount program for their health insurance.

Employees electing coverage under Drury’s health care plan will contribute a portion of the cost for their individual coverage. The amount of the contribution will be determined through participation in the Wellness Discount Program.

Employees hired on or before March 31, 2015, are eligible to participate in the Wellness Discount Program. Employees hired on or after April 1, 2015 will not need to apply for the premium discount until the next plan year.

The current employee premium contribution beginning June 1, 2015 is $50 per month. (The amount of the contribution is established annually.) Employees will have the ability to offset the $50 per month by participating in the Wellness Discount Program. To qualify employees must:

1. Be a non-tobacco user who has successfully not used or who has begun a tobacco cessation program in the last 6 months (by October 1, 2014).
2. Complete a Health Risk Assessment (Biometric HRA) or annual physical within the last 12 months (May 1, 2014-April 30, 2015).
3. If identified with a Chronic Condition, enroll in the **MCM Health Coaching Program** before April 30 (additional information below).

Employees must apply for the wellness discount on an annual basis. Applications will be accepted April 1-30 of each year to be applied toward the health care premium beginning June 1. Discounts will be applied for the entire 12 months of the Plan Year. Those that choose not to participate will not receive the discount. **Additionally, there will be no exceptions for late applications received after April 30.**

**Medical Cost Management (MCM) Health Coaching Program**

Drury University has been providing Chronic Condition Management Programs for several years in conjunction with MCM Solutions For Better Health. These conditions include:

- Asthma
- COPD
- Diabetes
- Heart Health Conditions (Coronary Artery Disease, Hypertension, High Cholesterol, Stroke, Cerebral Vascular Disease and Congestive Heart Failure)

1. If you are identified as having one of the conditions noted above you will be contacted by a Registered Nurse from MCM (between January 1-31) and asked to enroll in the Health Coaching Program. You may also reach out to MCM directly at 800-367-9938 to enroll. You will have your own personal RN Health Coach.
2. Enroll in Health Coaching before April 30 and actively participate in the Health Coaching sessions as designed by your Health Coach.