



## Summary of Benefits upon Retirement

The following details describe what will happen to your benefits upon leaving the University.

### Health (Medical, Dental and Vision) Insurance

Active medical, dental, and vision coverage for you and your dependents ends on the last day of the month in which your employment ends. For example, if your retirement date is October 10, your health insurance ends on October 31. Please note that if you retire on the last day of the month, benefits will end that same day.

You may elect to continue coverage under the Pre-65 retiree medical program or COBRA. To be eligible for Pre-65 health insurance, you must be age 55 with 10 years of continuous service or age 62 with 7 years of continuous service. After retirement, you will receive the COBRA Continuation Election Notice from Optum Financial. Rates for COBRA coverage and Pre-65 health insurance are found below.

Please note the following conditions:

- You must choose coverage under COBRA or the retiree medical program within 60 days of receiving the COBRA Continuation Election Notice. The date will be specified in the Notice you receive.
- You must pay the entire premium. When you are no longer an active employee, the University no longer pays a portion of the premium.
- You cannot change your health insurance plan until the next open enrollment period.
- You cannot change between the retiree medical program and COBRA. Once you elect coverage under COBRA, you cannot change to the retiree medical program later.
- If you are under “employee only” coverage when you retire from the University, you cannot change the coverage to a different level unless you experience a “qualifying event” defined by the IRS. If you experience a qualifying event, you must notify Optum within 30 days of the event to change your coverage.
- If you have a spouse or dependents covered when you retire, your spouse and dependents may elect coverage under COBRA regardless of whether you elect COBRA coverage.
- You may be able to find more affordable coverage through the Health Insurance Marketplace. More information can be found at [www.healthcare.gov](http://www.healthcare.gov).

### 2025 Monthly COBRA Premiums

COBRA Cost/Month	Medical Plus	Medical QHDHP	Dental Flex	Dental Basic +	Vision
Individual	\$701.59	\$645.86	\$36.91	\$21.60	\$7.16
Individual + Spouse	\$1,474.24	\$1,356.44	\$72.28	\$41.54	\$13.02
Individual + Child(ren)	\$1,263.64	\$1,159.77	\$72.28 <sup>1</sup>	\$41.54 <sup>1</sup>	\$13.65
Family	\$2,246.90	\$2,074.57	\$123.75	\$74.43	\$21.07

<sup>1</sup> You will be charged the family rate if you have more than 1 child

## 2025 Pre-65 Medical Premiums

Cost/Month	Medical Plus	Medical QHDHP
Individual	\$1,719.58	\$1,666.33
Individual + Spouse	\$3,613.33	\$3,491.28
Individual + Child(ren)	\$3,097.15	\$3,009.25
Family	\$5,507.10	\$5,251.40

### Recreation Center

A complimentary one-year membership is offered to recognize the valuable contribution and dedication you have given Saint Louis University in past years. If you wish to take advantage of this offer, please fill out the application in your retirement packet and return it to the Simon Recreation Center at 3639 Laclede Avenue.

### Tuition Remission

You retain full access to the tuition remission benefits for yourself and your dependent children if you have obtained age of 55 with 10 years of consecutive service or age 60 with 7 years of consecutive service. Please get in touch with Student Financial Services for any questions surrounding tuition remission at 314-977-2350 or [sluscholarshiparea@slu.edu](mailto:sluscholarshiparea@slu.edu).

### Flexible Spending Accounts – Healthcare

If you enrolled in the Flexible Spending Account (FSA), your contributions to your FSA stop with your last paycheck (unless you are eligible and elect to continue contributions to your FSA under COBRA). Please note the following:

- You have until April 30, following your retirement, to submit claims for expenses incurred on or before your last day of employment.
- If you have an Optum Financial debit card for Healthcare FSA, you must destroy it and NOT use it past your retirement date. You are responsible for repaying those charges if you use the debit card past your retirement date.
- If you elect COBRA for the Healthcare FSA, you will continue contributing after tax. This allows you to submit claims for expenses incurred after retirement date if you make your COBRA payments. Please note that you will have to submit paper claims to Optum Financial.
- Contact Optum Financial if you have questions regarding claims submission, account balances, or pending claims at 888-339-3819.

### Flexible Spending Accounts – Dependent Care

If you are enrolled in the Dependent Care Account, your contributions to your Dependent Care Account will be stopped with your last paycheck. The Dependent Care cannot be continued through COBRA. You have until April 30, following your retirement, to submit for reimbursement of eligible expenses incurred on or before your last day of employment. Contact Optum Financial if you have questions regarding claims submission, account balances, or pending claims at 888-339-3819.

### Health Savings Account

If enrolled in the Health Savings Plan at Saint Louis University, your payroll contributions into the Optum HSA, associated with the United Healthcare High Deductible Health Plan, end on your last day of employment. The account will remain assigned to you, and you can continue to use the HSA to pay for qualified health expenses. Contact Optum Bank at 866-234-8913 for questions.

### **Voya Accident Benefits**

If you currently participate in this program, you can continue coverage. Voya will send the portability notice, or you may call them at 877-236-7564. Important note: You must apply for Conversion and Portability (and pay the first premium) within 31 days of retirement from Saint Louis University; Portability is not available to persons over age 69.

### **403(b) Plan and Retirement Plan - TIAA**

Suppose you participated in the University's 403(b) and Retirement Plan. In that case, you may request a distribution or rollover of your retirement funds any time after retirement or choose to leave your retirement funds with TIAA. You may contact TIAA to make an appointment to discuss your account details. These representatives can view your account information and discuss your future options. To make an appointment or to request a distribution, contact TIAA at 1-800-842-2252 or visit [www.tiaa.org/slu](http://www.tiaa.org/slu).

Employees who participated in the Saint Louis University 403(b) Plan before 2011 may also have an account with Fidelity. Please contact Fidelity at 1-800-343-0860 or visit [www.fidelity.com/atwork](http://www.fidelity.com/atwork).

### **457(b) Deferred Compensation Plan**

If you participated in the 457(b) Deferred Compensation plan, you would need to make an election within 60 days of your retirement regarding the distribution of your 457(b) funds. For any questions surrounding this election, contact TIAA at 1-800-842-2252.

### **Life Insurance**

Life insurance coverage ends on the date your employment ends with Saint Louis University. Your Hartford coverages may be convertible; please see the Notice of Conversion and Portability Rights. For information on converting your Life Insurance policy to an individual one, please get in touch with The Hartford at 1-877-320-0484.

### **Accidental Death and Dismemberment Insurance (AD&D)**

AD&D coverage ends on the date your employment ends with Saint Louis University, and you may be able to continue coverage. Please see the enclosed Notice of Conversion and/or Portability Rights. For information on converting your AD&D insurance policy to an individual policy, please call The Hartford at 1-877-320-0484.

### **Legal Services Plan**

Your coverage under the MetLegal Plans ends on the date your employment ends with Saint Louis University. For questions about covered services pending as of retirement, contact MetLife at 1-800-821-6400.

### **Identity Theft Protection**

Your coverage under LifeLock ends on the date your employment ends with Saint Louis University. For questions about continuing coverage through a retail plan, contact LifeLock at 1-800-607-9174.

### **EAP (Employee Assistance Program)**

Your coverage under the employee assistance program ends 90 days after your retirement.

### **Contact Information**

If you change addresses or contact information, please remember to update this with Saint Louis University Benefits Department at 314-977-2595. This will ensure timely receipt of future correspondence, such as benefit information and tax documents.

### **Pay Statements**

To obtain pay statements, or information on final pay, contact the Saint Louis University Benefits Department at [benefits@slu.edu](mailto:benefits@slu.edu) to obtain pay statements, information on final pay, and benefits assistance.

**Employment Verification**

For employment verification, please get in touch with The Work Number at [www.theworknumber.com/employees](http://www.theworknumber.com/employees) and use your Saint Louis University employee ID and employer code 10065. Your pin will be your date of birth (MMDDYYYY).

*This information does not constitute an expressed or implied contract for, nor guarantee of, benefits or employment. Applicable plan documents and insurance contracts govern all benefits, rights, and obligations. If there is any difference between the information in this booklet and applicable plan documents and insurance contracts, the applicable plan documents and insurance contracts control. The Company retains the right to change or eliminate any benefit described herein at any time without prior Notice.*