










REEP Value-added Benefits 2022-2023

Annual Benefits Online Open Enrollment is April 11 to May 20, 2022

Once again, the REEP JPA has been hard at work, acting to implement plans and benefit enhancements designed to provide you more options, and to reduce overall costs. The **medical, dental and vision** plans available to our employees are provided through the REEP JPA. Below is brief description of some of the changes and new value-added benefits being provided to us by REEP for the coming plan year.

Kaiser Permanente Medical – NEW BENEFIT PLANS

This year Redlands USD has approved a new Kaiser virtual plan option, referred to as HMO Virtual Complete \$2,500 plan. These plans provide upfront value through no and low-cost options to help maintain good health, emphasizing the use of virtual care. A few points to consider when evaluating if these plans are right for you:

 Virtual care Primary care, specialty care, mental health, pediatrics, dermatology, and more	\$0
 Digital health support* Self-care apps, personalized healthy lifestyle programs, and more	\$0
 In-person preventive care Routine physicals, screenings, and immunizations	\$0
 In-person office visits Including primary care, mental health, and more	First 3 visits: \$30 before deductible Additional visits: \$30 after deductible
 Lab tests	\$15, not subject to deductible
 Generic prescriptions	\$15, not subject to deductible
 Deductible	Range of deductible options

Benefit summary for this plan will be made available to you prior to open enrollment so you can decide whether you want to enroll in one these new plans.

EyeMed (Formerly MES Vision) – NEW BENEFIT ENHANCEMENTS

EyeMed recently acquired MES Vision. As a result, all membership is transitioning over to the EyeMed plans and benefits effective July 1, 2022. Members will see the following impacts to their benefit plan:

Preserving core plan features:

- Copays • Allowances • Benefit frequency • 2-pair benefits, if applicable • Costco and Walmart will continue to be in-network options for members



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Enhanced benefits include:

- Eye360 with \$0 eye exam and up to \$50 extra frame allowance at PLUS Providers
- Fixed pricing for progressive lens tiers, anti-reflective coatings
- 40% off additional, complete pair purchases
- Ability to purchase frame and contacts in the same benefit year
- And exclusive special offers which can be combined with member benefits for greater savings

Talkspace

Talkspace is a new way to seek mental health support through text and web messaging. This popular benefit is *in addition* to the mental health benefits provided under your Anthem or Kaiser plan, and *in addition* to the Anthem Employee Assistance Plan (EAP). With Talkspace, you can choose your therapist from a list of recommended, licensed providers and receive support day and night from the convenience of your device (iOS, Android, and Web). This benefit is available to you and your family members age 13 and over. Talkspace provides unlimited text and voice messaging at no copayment with a personal therapist immediately after registration. Therapists engage daily, 5 days per week, which often includes weekends.

READY TO GET STARTED? Visit: www.talkspace.com/reep

Employee Assistance Program (EAP) for ALL Anthem Blue Cross, Kaiser & Non-benefit Eligible Employees

IN ADDITION TO TALKSPACE,

The EAP is provided through Anthem Blue Cross to all employees of the district and all immediate family members living in your household, even if you are a Kaiser member or not eligible for benefits. Note: The Anthem EAP benefits are separate from the mental health and substance abuse benefits and provide a maximum of five (5) face-to-face counseling visits for all employees, even if you are not eligible for health benefits through the district. In addition, the Anthem EAP covers all immediate family members living in your household.

If you are an Anthem Blue Cross member, the phone number to access this benefit will be listed on your Anthem ID card. All other employees can call the toll-free number 800-999-7222 or visit the website at www.AnthemEAP.com, Login REEP

- This program also provides REEP members access to the Learn to Live program. This program has a wealth of resources you can take advantage of:

A wealth of resources at your fingertips



Personalized, one-on-one coaching

Team up with an experienced coach who can provide support and encouragement by email, text, or phone.



Build a support team

Add friends or family members as "Teammates." They can help you stay motivated and accountable while you work through programs.



Practice mindfulness on the go

Receive weekly text messages filled with positivity, quick tips, and exercises to improve your mood.



Live and on-demand webinars

Learn how to improve mental well-being with useful tips and advice from experts.



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BridgeHealth Surgery Care for Anthem PPO/HSA/MVP Members

This program incentivizes the use of Centers of Excellence for elective surgeries such as cardiac, general, joint replacement, orthopedic, spinal, women's health, etc. If PPO/HSA/MVP members are referred for surgery, you can contact BridgeHealth to be guided to facilities and providers who are performing in the top 25% for that specific surgery.

- If you opt to use the BridgeHealth program for your surgery, PPO/MVP members will have your deductible and coinsurance waived. HSA members will be subject to the deductible; however, your coinsurance will be waived, and you will receive a "care allowance" as follows:
 - HSA 1500 Care Allowance: \$1,500
- If traveling to a facility over 100 miles away, travel expenses are covered for the member and a companion to travel with you (includes airfare, lodging, incidentals)
- Members can call and receive a second opinion at no charge, and can decide not to move forward if you would rather pursue a different course of action (This is a great benefit of the program)
- Members must call to begin the process, there is no outreach
- Bundled contracts cover all costs from pre-op to post-op. Note this includes anesthesiology, so this removes the surprise bill that comes from non-contracted anesthesiologists.

REEP Wellness Program – Omada Health NEW WHOLE PERSON CARE FOR ALL REEP MEMBERS

REEP has renewed the Omada Health wellness program services for 2022-2023. Omada Health program is focused on diabetes/hypertension and weight management and is offered to REEP employees enrolled in either Anthem or Kaiser Permanente who qualify to participate. The goal of this program is to help REEP members:

- Lose weight (and keep it off) with small, sustainable lifestyle changes
- Build strategies for healthy eating, activity, sleep and stress management
- Reduce the risk of developing type 2 diabetes, heart disease and stroke
- Hypertension Specialized Coaching
- Best in class musculoskeletal program
- Expert Physical Therapists anytime, anywhere

The Omada Health program and **Whole Person Care** provides qualifying REEP members with the following:

- A dedicated, professional health coach provides participants with proactive, real-time support and motivation throughout the entire program
- Rigorous scientific data analysis – in real-time – is used to determine exactly how to deliver the right personalized interventions, at the right time, to each individual participant
- Participants are matched into online peer groups for encouragement and healthy competition
- Participants learn how to eat healthier, increase activity levels, and overcome challenges through fun games and interactive lessons
- Connected scale, web and mobile apps track weight, activity and food



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Identify TheftProtector

REEP is offering the most comprehensive and affordable identity fraud and resolution service available today. For just \$12.00 tenthly you can protect your entire family against identity theft and fraud. Information on this valuable benefit option is available on **BenefitBridge**.