

**Summary of 2025 Benefit Recommendations/Modifications  
Proposed for Redmond Medical Plan**

<b>Source</b>	<b>Type of Change</b>	<b>Effective Date</b>	<b>Description</b>	<b>Purpose</b>	<b>Cost Impact</b>	<b>EBAC Recommendation</b>	<b>HR Recommendation</b>
Union Request	Benefit Enhancement - Medical Plan	January 1, 2025	Maternity Care for dependent children	The RedMed plan does not currently cover maternity care for dependent children, only complications of pregnancy. We allow dependent children to stay on our plan to age 26, this coverage would allow them to have this coverage. Currently our Kaiser plan covers this benefit, this would also allow us to align the coverage in both plan.	The cost impact of this change is negligible and is not anticipated to have an actuarial impact to claims costs.	YES	YES
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2025	Behavioral Health Navigator	Behavioral health claims are some of our top claims and finding providers is sometimes difficult and time consuming for members. The Behavioral Health Navigator program offered by Premera will provide members a customized list of providers would be given to members, providers would be in-network and the list would be delivered within 3-4 business days.	Each list is provided for a plan cost of \$380. This will be a negligible cost and is not anticipated to have an actuarial impact on the claims costs.	YES	YES
Premera Recommendation	Benefit Enhancement - Medical Plan	January 1, 2025	Brightline	Behavioral health claims are some of our top claims and locating providers for children can be difficult. Also, some children are resistant to counseling. This behavioral health solution for children provides virtual therapy for children ages 3-18 and their families needing support and coaching. This solution delivers a behavioral health digital care platform as well as telehealth therapy.	\$35 for digital platform; employer paid, \$90 per coaching session; employer paid, therapy billed as an in-network claim; member cost shares apply. This change will not have an actuarial impact on the claims costs.	YES	YES