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Mental Wellness Initiative



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Introduction

Overview

As part of RESIG's 2024 Strategic Planning Initiative, the Executive Committee has requested preliminary information regarding the possible implementation of additional mental health and wellness resources that would complement the resources already available through existing medical plans and the Employee Assistance Program (EAP). The Executive Committee is considering whether a comprehensive mental health solution could mitigate risk for the Workers' Compensation and Property & Liability programs while also providing additional support to members' overall health and wellbeing. RESIG's broker, Alliant, has presented preliminary information in this area.

RESIG Current State: Mental Health Access

RESIG Mental Health Resources Utilization:

	Enrollment	Who is Eligible				Clinical		Coaching
		Active	RU65 ¹	RO65 ²	Part-time	In-Patient	Out-Patient	
SISC EAP	3,150	X	X	X	X		X ³	
SISC Blue Shield	672	X	X	X	By District	X	X	
SISC Vida	672	w/BS	w/BS		w/BS		X	X
SISC Kaiser	2,478	X	X	X	By District	X	X	
SISC Ginger	2,478	w/KP	w/KP	w/KP	w/KP		X ³	X

¹ RU65 = Retiree Under 65

² RO65 Retiree Over 65

³ Limits apply, SISC EAP covers 6 visits/issue/year, Ginger access available for 90 days/year

Who has Access to Existing Mental Health Resources?

RESIG offers medical coverage to their participating districts through SISC (Self-Insured Schools of California); not all RESIG members are covered by SISC plans, and not all desired categories of employees may have coverage.

Districts not enrolled in RESIG-sponsored health plans are likely to have coverage only through their health insurer and EAP.

Most of the Mental Health Resources available to RESIG members are tied to the health plan selected, i.e. inpatient and outpatient mental health care.

Current Programs	Eligibility & Access
<p><u>SISC Employee Assistance Program - 24/7 Help with Personal Concerns:</u> Access free, confidential resources for help with emotional, marital, financial, addiction, legal, or stress issues.</p>	<ul style="list-style-type: none"> ● All Employees at Member Districts ● Call 800-999-7222 ● Visit anthemEAP.com and enter SISC
<p><u>Talkspace - Digital Platform to Support Behavioral Health & Emotional Wellness:</u> Dedicated, licensed providers offer one-on-one counseling and therapy for individuals aged 13 and up, for up to 6 sessions per situation. Individuals choose how and when they communicate with their counselor: Video/audio counseling sessions are available as well as unlimited weekly messages.</p>	<ul style="list-style-type: none"> ● All Employees and household members at Member Districts ● Call 800-999-7222 ● Visit talkspace.com/associatecare and enter SISC
<p><u>Ginger App - 24/7 Emotional Support:</u> The Ginger app offers 1-on-1 support for many common challenges, examples include anxiety, stress, issues with work, relationships, and more. Skilled emotional support coaches are ready to help 24/7. Kaiser Permanente members can text with a coach using the Ginger app for 90 days per year,</p>	<ul style="list-style-type: none"> ● Kaiser Members ● Download Ginger at kp.org/coachingapps/ncal
<p><u>Calm App - Free Membership to Calm App for Sleep & Meditation:</u> Calm is a resource for self-care and better sleep. Calm is an app that uses meditation and mindfulness to help lower stress, reduce, anxiety, and improve sleep quality.</p>	<ul style="list-style-type: none"> ● Kaiser Adult Members ● kp.org/selfcareapps
<p><u>myStrength - Digital Program to Support Overall Well-Being:</u> myStrength is designed to help navigate life's challenges, make positive changes, and support overall well-being. The app can help you set goals and work towards them in the ways that work best for you.</p>	<ul style="list-style-type: none"> ● Kaiser Members ● kp.org/selfcareapps
<p><u>Eden Health - 24/7 Virtual Primary Care Doctor:</u> Virtually connect with a primary care physician to manage all your physical and mental healthcare needs. Eden providers diagnose conditions, manage prescriptions, refer to specialists, and answer follow up questions using video visits or live chat.</p>	<ul style="list-style-type: none"> ● Blue Shield Members ● Download the Eden Health app
<p><u>Vida Health - Personal Health Coaching:</u> Get one-on-one health coaching, therapy, chronic condition management, health trackers and other tools and resources online or via phone.</p>	<ul style="list-style-type: none"> ● Blue Shield Members ● Call 855-442-5885 ● Visit vida.com/sisc
<p><u>MDLive - 24/7 Physician Access - Anytime, Anywhere:</u> Access to virtual visits with psychiatrists and therapists for members aged 10 and up. Virtual urgent care services are available to all members. Physicians can prescribe medication when appropriate.</p>	<ul style="list-style-type: none"> ● Blue Shield Members ● Call 888-632-2738 ● Visit mdlive.com/sisc
<p><u>Maven - 24/7 Access to Virtual Maternity & Postpartum Support:</u> Consult with a care advocate who connects you with trustworthy content delivered by doctors, specialists, coaches and other maternity providers to help deal with pregnancy and postpartum concerns.</p>	<ul style="list-style-type: none"> ● Blue Shield Members ● Call 855-442-5885 ● Visit mavenclinic.com/join/SISC



Needs Assessment	Proposed Initiatives
Increase awareness and utilization of current programs	<ul style="list-style-type: none"> ● Determine best method(s) to connect and share information with members ● Train the trainer model ● Integrate tech, short videos, ensure information is easy, accessible and digestible for members ● Education needs to come from a trusted source within each district
Support beyond health plan benefits	<ul style="list-style-type: none"> ● Virtual clinical care ● In person clinical care ● Digital “self-serve” content ● Coaching ● Online portal and/or app for all resources
Increase access to mental healthcare	<ul style="list-style-type: none"> ● Identify, interview and isolate possible vendor candidates
Decrease Worker’s Compensation claims (duration & severity)	<ul style="list-style-type: none"> ● Track utilization of Wellness programs post implementation and analyze data from WC department
Additional well-being support	<ul style="list-style-type: none"> ● Frame under “wellness” or “well-being” vs “mental health”

Mental Wellness Initiative Implementation Process

Step 1 - Exploration & Discovery: Alliant began by compiling and tabulating all of the resources currently available to RESIG member employees and their dependents. Demographic data and the geography of the population to be served will help define the type of solutions to be considered to best complement existing programs. There are a number of vendors offering a wide range of wellness resources ranging from behavioral health and coaching to musculoskeletal/pain management care to maternity support to smoking cessation. In this phase, RESIG and Alliant are working together to focus on vendors and services that best match the needs of the RESIG population in consideration of both occupational and non-occupational health care benefits and expenses. RESIG is currently in contact with SCOE and Petaluma to establish a Mental Wellness ad hoc and to determine if there are various groups and/or individuals and resources already allocated to like-minded initiatives.

Step 2 - Education: When the types or services desired and possible vendors are identified, Alliant recommends interviews with providers in various categories to understand and confirm how their services would support RESIG occupational and non-occupational health programs. Consideration will be given to how such programs could be best implemented by Member Districts with the least amount of administrative burden.

Step 3 - Implementation & Engagement Strategy: Alliant will develop a vendor selection process to ensure that RESIG is offering the best services at the best price. Once a set of criteria for vendor selection is developed, Alliant will solicit proposals from vendors with an emphasis on those who can support communication to RESIG Member District employees to ensure engagement of the greatest number of employees and dependents possible. Finalists would present their proposals in person to RESIG and Alliant as part of the selection process.

Step 4 - Execution: Once vendor(s) are selected, Alliant will work with the vendor(s) and RESIG to develop an implementation strategy that includes communications to Member Districts and support for communications by Member Districts to eligible employees and dependents. Alliant will ensure that employee and dependent engagement and vendor performance are monitored and reviewed to confirm that RESIG’s objectives are being met.