

RIVERSIDE SHERIFFS' ASSOCIATION BENEFIT TRUST

OPEN ENROLLMENT



**Your 2018
Benefits Brochure
Please Read Carefully**

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RSA Benefits is
on Social Media!

@rsabenefits



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Be sure to check regularly for updates and
important info from the benefits staff.



RIVERSIDE SHERIFFS' ASSOCIATION BENEFIT TRUST OPEN ENROLLMENT 2018

IMPORTANT OPEN ENROLLMENT INFORMATION Please Read Carefully

Open Enrollment will run from **October 1 through October 31**. You can log into Plansource to make your changes 24 hours a day, 7 days a week from your own computer or, laptops will be available in the RSA benefits office **from 8:00 a.m. – 5 p.m. Monday through Friday**, with the exception of Monday, October 9th in observance of Columbus Day. **Changes will take effect January 1, 2018.**

After five straight years of no payroll deduction increases on any of the medical plans, there will be a slight increase to Kaiser medical contributions in 2018. This is the second consecutive year that Kaiser is requiring premium increases in excess of 13%. The Benefit Trust absorbed 100% of the increase in 2017 and will be absorbing over 90% of the increase in 2018. **This will be the sixth year in a row that payroll deductions have not increased on the Anthem medical plans.** The Trustees of the RSA Benefit Trust have worked very hard alongside our consultants to ensure that the Benefit Trust offers best-in-class healthcare plans and optional insurance coverages at affordable costs while providing exceptional service for all of our members.

For plan year 2018, the Board of Trustees is happy to announce yet another enhancement, of the Benefit Trust's wellness program through *Healthyroads*. This important program provides significant financial incentives for members and enrolled spouses and we encourage everyone to take advantage of these meaningful incentives and to take an active role in managing your own health. By participating in the program you are doing your part to help minimize annual premium increases and ensures the RSA Benefit Trust will continue be able to offer the same great plans at affordable costs. See page 16 for details.

As you may recall, we moved to an electronic enrollment system for benefits changes last year. The Trust has partnered with *Plansource* to allow you to make open enrollment changes and any life event changes throughout the year in a secure online portal. You can make open enrollment changes from the comfort of your own home instead of needing to come to RSA to make changes in person. Of course you are still welcome to come to the RSA offices if you so choose, laptops are available as well as the administrative team that can answer any questions you may have. We have received very positive feedback on the system and continue to be excited about this new tool as it brings convenience and ease of use to our members. **See instructions on page 13.**

It is important that you verify all of the health insurance plans that you have, as well as read any changes those plans may have for 2018 (included in this booklet on pages 6). The RSA Benefit Trust staff as well as Brown Insurance Services will be available to assist you in verifying your current plans so you can determine if you wish to make any changes.

Be sure to stop by the RSA Health Fair at the Sheriff's Picnic on Saturday, October 7, 2016, from 10:00 a.m. – 3:00 p.m., at Diamond Valley Lake Community Park in Hemet. You can get a free flu shot if you're one of the first 175 trust participants to request one! Giveaways and raffle prizes will also be available!

IF YOU DO NOT NEED TO MAKE A CHANGE, YOU DO NOT NEED TO DO ANYTHING.

For Your Board of Trustees,

A handwritten signature in black ink, appearing to read "Matt Hughes".

Matt Hughes
Benefit Trust Chairman

Open Enrollment Dates

Open enrollment will be held from **October 1 – 31st**. You can visit the benefits office in person, **8 a.m. – 5 p.m. Monday through Friday**, with the exception of October 9th in observance of Columbus Day. Open enrollment changes can also be made at online, anytime through Plansource.com. Please use this time to change insurance carriers, change plans, add or drop dental and/or vision. **Under most circumstances, you will be unable to change carrier's mid-year.**

Certain changes made during open enrollment, such as adding dependents, will require proof of eligibility. The benefits office will request the data from you and it must be submitted to them timely in order to guarantee that your changes can be processed in time for Open Enrollment 2018. See the Proof of Eligibility for Dependents section of this booklet for more details.

The IRS does not allow for mid-year changes except in the following instances:

- Marriage
- Divorce or Legal Separation (must be certified by the court)
- Birth or adoption of a child
- Legal Guardianship or court order
- Death of a spouse or child
- Change in spouse's employment resulting in loss or gain of coverage for spouse and/or dependents

All changes made mid-year must show proof of the qualifying event. Changes must be submitted to the Benefits Office (or online) within **30 days** of the qualifying event.

Pre-Taxed Medical Benefits

As an employee of the County of Riverside you are part of the IRS Section 125 plan, which

enables your medical, dental, and vision deductions to be taken before tax deductions.

When Coverage Begins

If you are enrolling for coverage or making changes to your current benefits elections during the annual enrollment period, your new coverage will be effective Jan. 1, 2018, and will continue through Dec. 31, 2018. Your deductions for coverage are taken beginning with the first paycheck in Dec. 2017 for the new coverage's for January 2018.



Required Proof of Eligibility for Dependents

Spouse

Copy of marriage certificate and spouse's social security number must be submitted upon request by the benefits administrators.

Children

Natural, step, adopted child(ren), legal dependent child of a domestic partner, or children for whom you and your spouse have been appointed legal guardians by a court of law shall be eligible for dependent medical coverage up to the age of 26. Grandchildren under age 26 for whom you or your spouse have legal guardianship are eligible up to age 26.

Disabled Children

If a dependent is incapable of self-sustaining employment by reason of physical handicap or mental retardation, you must attach a letter from the child's physician explaining the diagnosis, extent of disability and prognosis along with the carrier change form and/or application. You must also include Medicare information and a copy of the Medicare identification card if applicable

Domestic Partnership

A Domestic Partner of an eligible employee shall satisfy the Trust's general eligibility so long as both the members of the partnership meet the following criteria:

- Provide a copy of a valid Declaration of Domestic Partnership filed with the Secretary of State pursuant to Section 297 of the Family Code.
- Submit a signed Affidavit of Partnership for Insurance Carriers (supplied by the Benefit Trust)
- Are at least 18 years of age
- Share a common residence
- Are unmarried and not a member of another domestic partnership
- Are not related by blood that would prevent you from being married in the state of California
- For opposite-sex domestic partnerships, one or both persons must be over the age of 62 and meet the criteria under Title II of the Social Security Act.

Life Insurance

Employer/RSA Sponsored Coverage: RSA Law Enforcement Unit members have the following coverage:

- \$65,000 California Law Enforcement Association Life, (no cost to member)
- \$25,000 Blue Cross Life, paid by the RSA
- More than \$500,000 death benefit provided by the federal and state government if killed in the line of duty

Supplemental Life Insurance Available

The premium for supplemental plans is deducted from your paycheck with your RSA dues. These plans can be elected throughout the plan year.

If you would like to review your current life insurance policy, update beneficiaries, or would like to compare policies, you may contact the representatives below:

Group Life through Anthem Blue Cross

- Age-rated, premium increase every 5 years
- Available *additional* life insurance up to \$50,000 employee coverage, \$25,000 spousal coverage, without underwriting (higher coverage amounts are available with underwriting)
- Child life insurance coverage is available
- Accidental death and dismemberment available
- Call the RSA Benefits Office for more details

First Colony Term Life Insurance

- Rate guaranteed for a specified term
- Call Denis at Brown Insurance Services for a quote (714) 460-7744 or (888) 346-6966

Personal Life Insurance Policies

- Level term, Universal, Variable life & Long Term Care available
- Call Samantha Curtin (949) 833-5840

Cancer, Accident, Intensive Care Unit Insurance

- AFLAC – Nicki Turner at (714) 328-0225

Homeowners, Auto, and Miscellaneous Insurance

- Liberty Mutual – Cynthia Michel at (760) 930-0841 ext 58245

Online Doctors?

There's an app for that!



livehealthonline.com

Or you can download the free mobile app.

Easy, fast, online doctor visits. All from the comfort of your own computer or mobile device.

Talk to a doctor today, tonight, anytime – 365 days a year. No appointment necessary and you can see a doctor who can answer questions, make a diagnosis, and even prescribe basic medications when needed.

See website for details.

Anyone can use it! - If you are an active Anthem member you will be charged your office visit copay; if you are not an Anthem member, the cost is \$40.

**IMPORTANT HEALTH PLAN CHANGES EFFECTIVE JANUARY 1, 2018
PLEASE REVIEW**

Medical Insurance Plan Affected	Change
All Anthem Rx Plans	Revised the description of requesting an exception from the step therapy process per additional guidance provided by the DMHC. Part of CA Regulatory Requirement SB 282
All Anthem Rx Plans	Revised the description and definition of compound drugs to indicate compound drugs are those designated in the FDA's Orange Book: Approved Drug Products with Therapeutic Equivalent Evaluations.
All Anthem Rx Plans	Revised the Herbal Supplements exclusion to indicate this exclusion does not apply to prescriptions Anthem must cover due to federal and/or state regulations.
Anthem HMO, POS, Blue Card PPO (Out of State), Fee for Service (Out of State Medicare)	Removed the exclusion for Nicotine Use that required member's use a smoking cessation program affiliated with Anthem.
Anthem HMO, POS, Blue Card PPO (Out of State), Fee for Service (Out of State Medicare)	Added a note to indicate intensive in-home behavioral health services will be covered under the member's Mental Health Conditions/Substance Abuse benefit when they are available in the member's area.
Anthem HMO, POS, Blue Card PPO (Out of State), Fee for Service (Out of State Medicare)	CA Regulatory Requirement AB72: states that for services received at in-network hospitals at which services are received from non-participating providers, members will pay no more than the amount for in-network services.
Anthem POS, Blue Card PPO (Out of State), Fee for Service (Out of State Medicare)	Added outpatient spine surgery procedures to the list of services requiring pre-service review before receiving services.
Anthem POS, Blue Card PPO (Out of State), Fee for Service (Out of State Medicare)	Revised diagnostic services benefit to clarify that genetic tests, when medically necessary, are included with this benefit.
Kaiser Permanente	Requires health plans to provide information about appointment wait times and the availability of interpreter services in specified documents. Part of CA Regulatory Requirement SB 1135.
Kaiser Permanente	Requires health plans to cover a 12-month supply of self-administered hormonal contraceptives provided all at once upon member's request. Part of CA Regulatory Requirement SB 999.

RSA Benefit Trust's Contact Information:

Address: 21800 Cactus Avenue, Riverside, CA 92518

E-mail Address: RSABenefits@rcdsa.org

Phone and Fax: (p) 951-653-8014; (f) 951-653-9204

2018 HMO COMPARISON

	KAISER	ANTHEM SELECT HMO	ANTHEM HMO CAL CARE	ANTHEM EPO (Blythe)
BI-WEEKLY RATES	1/1/18	1/1/18	1/1/18	1/1/18
EMPLOYEE ONLY	\$2.50	\$0.00	\$0.00	\$0.00
EMPLOYEE + SPOUSE	\$136.00	\$50.50	\$121.00	\$121.00
EMPLOYEE + CHILD(REN)	\$120.50	\$38.00	\$106.50	\$106.50
EMPLOYEE +FAMILY	\$259.50	\$149.50	\$237.50	\$237.50
DEDUCTIBLE	None	None	None	None
PHYSICIAN SERVICES				
Office Visits	\$10 per visit	\$20/visit – primary care dr.	\$10 per visit	\$10 per visit
Online Office Visits (livehealthonline.com)	Not Covered	\$20/visit	\$10 per visit	\$10 per visit
Allergy testing	\$10 per procedure	\$20/visit - primary care dr.	\$10 per visit	\$10 per visit
Allergy injection visits	No charge	\$20/visit – primary care dr.	\$10 per visit	\$10 per visit
Well baby & child care	No charge	No charge	No charge	No charge
Immunizations	No charge	No charge	No charge	No charge
Physical Exam	No charge	No charge	No charge	No charge
Adult Preventive Services (FDA approved screenings for cervical cancer, mammography testing, breast cancer & prostate cancer)	No charge	No charge	No charge	No charge
Vision & Hearing Screening	No charge	No charge	No charge	No charge
Diagnostic lab & x-ray in physician office	No charge	No charge, advanced imaging not included	No charge	No charge
Specialist Consultation	\$10 per visit	\$40/visit	\$10 per visit	\$10 per visit
INPATIENT HOSPITAL SERVICES				
Preauthorized semi-private room	No charge	\$250/admit	No charge	No charge
Intensive/coronary care unit	No charge		No charge	No charge
Operating room and anesthesia	No charge		No charge	No charge
X-ray, laboratory testing-diagnostic studies	No charge		No charge	No charge
MATERNITY CARE SERVICES				
Pre/Post-natal maternity visits	No charge	\$20 per visit	\$10 per visit	\$10 per visit
Delivery/Newborn care	No charge	\$250/admit	No charge	No charge
FAMILY PLANNING SERVICES				
Vasectomy	\$10 per visit	\$50	\$50	\$100
Tubal ligation	No Charge	No Charge	No Charge	No Charge
Elective termination of pregnancy	\$10 per visit	No Charge	No Charge	No Charge
Infertility testing	50% charge	50% of covered expense	50% of covered expense	Not covered
MENTAL HEALTH				
Outpatient	\$10 per visit; \$5 / group	\$20 per visit	\$10 per visit	\$10 per visit
Inpatient	No charge Pre-authorization Required	\$250/admit Pre-authorization Required	No charge Pre-authorization Required	No Charge Pre-authorization Required
SUBSTANCE ABUSE; ALCOHOL & CHEMICAL				
Outpatient	\$10/individual \$5 / group	\$20 per visit	\$10 per visit	\$10 per visit
Inpatient; as medically necessary	No charge Pre-authorization Required	\$250/admit Pre-authorization Required	No charge Pre-authorization Required	No Charge Pre-authorization Required
EMERGENCY ROOM	\$50; waived if admitted	\$150; waived if admitted	\$50; waived if admitted	\$50; waived if admitted
AMBULANCE	No charge, as medically necessary	\$100/trip	No charge, as medically necessary	No charge, as medically necessary
DURABLE MEDICAL EQUIPMENT	No charge in accordance with formulary	50% DME Hearing Aids excluded	No charge / Limit of 1 hearing aid per ear, every three yrs.	No charge / Limit of 1 hearing aid per ear, every three yrs.
HOME HEALTH CARE BENEFIT	No Charge 100 visits per cal year	\$20/visit -100 visits per cal year	\$10 / Visit per cal year 100 visits per cal year	No Charge, limited to 100 visits/yr
PROSTHETIC DEVICES	No charge	No Charge	No charge	No charge
ANNUAL OUT OF POCKET MAXIMUM Individual/Family	\$1500/\$3000	\$2000/\$4000	\$1000/\$2000/\$3000	Not applicable
PRESCRIPTION DRUGS				
Pharmacy Generic/Brand Name/Non-formulary	\$5 / \$10 30 day supply \$10 / \$20 31-100 day supply	\$250/\$500Cal yr deductible, waived for generic \$10 / \$35 / \$50 - 30 day	\$5 / \$10 / \$40 30 day supply	\$5 /\$10 / \$40 30 day supply
Mail Order Pharmacy Generic/Brand Name/Non-formulary	\$10 / \$20 up to a 100 day supply	\$250/\$500Cal yr deductible, waived for generic \$25 / \$105 / \$150 - 90 day	\$10 / \$20 / \$80 90 day supply	\$10 / \$20 / \$80 90 day supply
CHIROPRACTIC	N/A See benefit listed below	\$20 / (combined with physical therapy) Limited to a 60-day period of care after an illness or injury	\$10 / (combined with physical therapy) Limited to a 60-day period of care after an illness or injury	No charge, 30 visits per cal year combined physical & occupational therapy
CHIROPRACTIC RIDER	\$5 / 20 visits per calendar year Must use ASH Providers	\$5 / 20 visits per calendar year Must use ASH Providers	\$5 / 20 visits per calendar year Must use ASH Providers	None

The above is a brief summary of benefits only and not an offer of insurance. Please refer to your Evidence of Coverage for a complete description of benefits and exclusions.

2018 POINT-OF-SERVICE

BI-WEEKLY RATES	1/1/18		
EMPLOYEE ONLY	\$2.50		
EMPLOYEE + SPOUSE	\$340.50		
EMPLOYEE + CHILD(REN)	\$329.50		
EMPLOYEE + FAMILY	\$554.50		
NETWORK	HMO	PPO	Out-of-Network
DEDUCTIBLE	None	\$250/\$750 aggregate max	\$250/\$750 aggregate max
PHYSICIAN SERVICES			
Office Visits	\$10 per visit	\$20 per visit	40%
Online Office Visits (livehealthonline.com)	\$10 per visit	\$10 per visit	N/A
Allergy testing & injections	No copay	20%	40%
Well baby & child care	No copay	No copay	Not covered
Immunizations	No copay	No copay	Not covered
Vision & Hearing Screening	No copay	No copay	Not covered
Diagnostic lab & x-ray	No copay	20%	40%
Specialist Consultation	\$10 per visit	\$20 per visit	40%
INPATIENT HOSPITAL SERVICES			
Preauthorized semi-private room	No charge	20%	40%
Intensive/coronary care unit	No charge	20%	40%
Operating room and anesthesia	No charge	20%	40%
X-ray, laboratory testing-diagnostic studies	No charge	20%	40%
MATERNITY CARE SERVICES			
Pre/Post-natal maternity visits	\$10 per visit	\$10 per visit	40%
Delivery/Newborn care	No Charge	20%	40%
FAMILY PLANNING SERVICES			
Vasectomy	\$50	50%	50%
Tubal ligation	No Charge	No charge	50%
Elective termination of pregnancy	No Charge	20%	40%
Infertility testing	50%	Not covered	Not covered
MENTAL HEALTH *			
Outpatient	\$10 per visit	\$10 per visit	40%
Inpatient	No charge Preauthorization required	No charge Preauthorization required	40% Preauthorization required
SUBSTANCE ABUSE; ALCOHOL AND CHEMICAL DEPENDENCY			
Outpatient	\$10 per visit	\$10 per visit	40%
Inpatient; as medically necessary	No charge Preauthorization required	No charge Preauthorization required	No charge Preauthorization required
EMERGENCY ROOM / Copayment	\$25; waived if admitted	\$25; waived if admitted	\$25; waived if admitted
AMBULANCE	No charge	20%	20%
DURABLE MEDICAL EQUIPMENT 1 hearing aid per ear every 3 years	No charge	20%	40%
HOME HEALTH CARE BENEFIT Preauthorization required	No charge / 100 visits per cal year combined	20% / 100 visits per cal year combined	40% / 100 visits per cal year combined
PROSTHETIC DEVICES	No charge	20%	40%
ANNUAL OUT OF POCKET MAXIMUM	\$1500 Individual \$3000 Family	\$3000 Individual / \$6000 Family PPO & Opt-Out Providers Combined	
LIFETIME MAXIMUM	N/A	N/A	
PRESCRIPTION DRUGS			
Generic/Brand Name/ Non-formulary	\$5 / \$10 / \$40 / 30 day supply	\$5 / \$10 / \$40 / 30 day supply	\$5 / \$10 / \$40 / 30 day supply
Mail Order Pharmacy	\$10 / \$20 /\$80 / 90 day supply	\$10 / \$20 /\$80 / 90 day supply	\$10 / \$20 /\$80 / 90 day supply
CHIROPRACTIC	\$5/visit 20 visits per year Combined HMO, PPO, Non-PPO	\$5/visit 20 visits per year Combined HMO, PPO, Non-PPO	\$5/visit 20 visits per cal year Combined HMO, PPO, Non- PPO

The above is a brief summary of benefits only and not an offer of insurance. Please refer to your Evidence of Coverage for a complete description of benefits and exclusions.

2018 BLUE CARD (Out-of-State)

BI-WEEKLY RATES	1/1/18	
EMPLOYEE ONLY	\$42.50	
EMPLOYEE + SPOUSE	\$478.50	
EMPLOYEE + CHILD(REN)	\$466.50	
EMPLOYEE + FAMILY	\$837.50	
DEDUCTIBLE	\$250 / \$500 / \$750	
PHYSICIAN SERVICES	PPO Providers	Non PPO Providers
Office Visits	\$10/visit	40%
Online Office Visits (www.livehealthonline.com)	\$10/visit	N/A
Allergy testing & injections	\$10/Visit – testing 20% - injections	40%
Well baby & child care birth to age six	No charge	40%, limited to \$20 per exam
Immunizations birth to age six	No charge	40% limited to \$12 per immunization
Physical Exam persons age seven and older	No charge	Not covered
Adult Preventive Care (FDA approved screenings for cervical cancer, mammography testing, breast cancer & prostate cancer)	No charge Deductible waived	40% Deductible waived
Vision & Hearing Screening	No charge	40%
Diagnostic lab & x-ray	20%	40%
Specialist Consultation	\$10/visit	40%
INPATIENT HOSPITAL SERVICES		
Preauthorized semi-private room	20%	40%
Intensive/coronary care unit	20%	40%
Operating room and anesthesia	20%	40%
X-ray, lab testing-diagnostic studies	20%	40%
MATERNITY CARE SERVICES		
Pre/Post-natal maternity visits	\$10/visit, deductible waived	40%
Delivery/Newborn care	20%	40%
FAMILY PLANNING SERVICES		
Vasectomy	20%	40%
Tubal ligation	20%	40%
Elective termination of pregnancy	20%	40%
Infertility testing	Not covered	Not covered
MENTAL HEALTH *		
Outpatient	\$10 per visit	40%
Inpatient	10%, pre-auth required waived for emergency	40%, pre-auth required waived for emergency
SUBSTANCE ABUSE; ALCOHOL AND CHEMICAL DEPENDENCY		
Outpatient	\$10 per visit	40%
Inpatient; as medically necessary	10%, pre-auth required, waived for emergency	40%,pre-auth required, waived for emergency
EMERGENCY ROOM / Copayment	20% after \$100 ded, waived if admitted	20% after \$100 ded, waived if admitted
AMBULANCE	20%	40% (limited to \$1000 /day)
DURABLE MEDICAL EQUIPMENT	20%	40%
HOME HEALTH CARE BENEFIT	1 hearing aid per ear every 3 years-combined	1 hearing aid per ear every 3 years-combined
PROSTHETIC DEVICES	20% / 100 visits per cal year - combined	40% / 100 visits per cal year - combined
ANNUAL OUT OF POCKET MAXIMUM	20%	40%
LIFETIME MAXIMUM	\$2000 per individual / \$4000 per family	
PRESCRIPTION DRUGS	\$6000 per individual / \$12000 per family	
Generic / Brand Name / Non-formulary	N/A	
Mail Order Pharmacy	\$5 / \$10 / \$40, 30 day supply	\$5 / \$10 / \$40, 30 day supply
CHIROPRACTIC	\$10 / \$20 / \$80, 90 day supply	\$10 / \$20 / \$80, 90 day supply
PHYSICAL THERAPY, PHYSICAL MEDICINE, & OCCUPATIONAL THERAPY	20%, 30 visits/cal yr Combined PPO/Non-PPO	40%, 30 visits/cal year Combined PPO/Non-PPO
	20%	40%

The above is a brief summary of benefits only and not an offer of insurance. Please refer to your Evidence of Coverage for a complete description of benefits and exclusions.

RSA Benefit Trust MAIL ORDER Prescription Drug Program

KAISER PERMANENTE

Kaiser Permanente has a prescription mail service for your convenience through their Pharmacy. Kaiser will ship a 100-day supply of your prescribed medication, after orders are shipped they should arrive within 7 to 10 business days and are shipped "Postage Paid."

ANTHEM BLUE CROSS

Express Scripts mail service Pharmacy through Anthem, will fill a 90 day supply of your prescribed medication. Orders are shipped within 14 days of receipt of your prescription. Their standard shipping is free, (expedited shipping is available for an additional charge).

PRESCRIPTION DRUG PLAN RETAIL VS. MAIL ORDER

Kaiser Permanente Monthly Amount	Anthem Select Monthly Amount	Anthem Monthly Amount
\$5.00 co-pay per generic prescription	<i>\$250 deductible, waived for generic</i>	\$5.00 co-pay per generic prescription
\$10.00 co-pay per brand name prescription	\$10.00 co-pay per generic prescription	\$10.00 co-pay per brand name prescription
Non-Formulary Not Applicable	\$35.00 co-pay per brand name prescription	\$40.00 co-pay per non-formulary prescription
Prescription Drugs Mail Order 100 Day supply	\$50.00 co-pay per non-formulary prescription	Prescription Drugs Mail Order 90 Day Supply
\$10.00 co-pay per generic prescription	Prescription Drugs Mail Order 90 Day Supply	\$10.00 co-pay per generic prescription
\$20.00 co-pay per brand name prescription	<i>\$250 deductible, waived for generic</i>	\$20.00 co-pay per brand name prescription
Non-Formulary Not Applicable	\$10.00 co-pay per generic prescription	\$80.00 co-pay per non-formulary prescription
	\$70.00 co-pay per brand name prescription	
	\$100.00 co-pay per non-formulary prescription	

Save Money with Generic

Save money on prescription medications by requesting generic drugs when filling a prescription. Generic drugs are comparable in strength, concentration, and dosage to their brand name counterparts.

2018 DENTAL PLANS

Delta HMO
Available in
Arizona!

	UHC DENTAL DMO D125H	UHC DENTAL DMO D1015	DELTA CARE / PMI HMO Plan CA11A	DELTA PREFERRED OPTION PPO Plan	
BI-WEEKLY RATES	1/1/18	1/1/18	1/1/18	1/1/18	
Employee Only	\$9.00	\$13.00	\$9.50	\$25.00	
Employee + One Dependent	\$16.00	\$21.30	\$17.00	\$43.50	
Employee + Two or More Dependents	\$24.50	\$31.45	\$24.50	\$71.50	
NETWORK	Choose Panel Dentist	In-Network Dentist	Choose Panel Dentist	In-Network	Out-of-Network * See note below
ANNUAL MAXIMUM	None	None	None	\$1,000 / Cal Yr \$2,000 Ortho Lifetime	\$1,000 / Cal Yr \$2,000 Ortho Lifetime
DIAGNOSTIC AND PREVENTIVE EXEMPT FROM MAXIMUM				Yes	Yes
DEDUCTIBLE	None	None	None	None	\$50, waived for preventive services
PREVENTIVE SERVICES					
Office visit	No Charge	No Charge	No Charge	No Charge	No Charge
Oral Exams	No Charge	No Charge	No Charge	No Charge	No Charge
Complete x-rays	No Charge	No Charge	No Charge	No Charge	No Charge
Prophylaxis (cleaning) 1 per 6 month period - DHMO 2 per calendar year - DPO	No Charge	No Charge	No Charge	No Charge	No Charge
Bitewing - single film	No Charge	No Charge	No Charge	No Charge	No Charge
Topical fluoride treatments	No Charge	No Charge	No Charge	No Charge	No Charge
RESTORATIVE SERVICES					
Amalgam - 1 tooth surface	No Charge	No Charge	No Charge	20%	50%
Amalgam - 2 tooth surfaces	No Charge	No Charge	No Charge	20%	50%
Amalgam - 3 tooth surfaces	No Charge	No Charge	No Charge	20%	50%
CROWN, CAST AND PROSTHETICS*					
Crown 3/4 cast metal	\$125	No Charge	\$210	40%	50%
Resin Crown (Not for molars)	\$125	No Charge	\$95-\$195	40%	50%
Porcelain / Ceramic (Not for molars)	\$215	No Charge	\$240	40%	50%
Pontic cast noble metal	\$125	No Charge	\$150	40%	50%
Pontic porcelain fused to metal	\$125	No Charge	\$140-\$240	40%	50%
* Base or noble metal is the benefit. High noble metal (precious), if used, will be charged to the enrollee at the additional laboratory cost of the high noble metal. This applies to crowns, bridges, cast and cast cores, inlays and onlays.					
ENDODONTICS					
Root Canal – anterior	\$45	No Charge	\$55	20%	50%
Root Canal – bicuspid	\$75	No Charge	\$120	20%	50%
Root Canal – molar	\$115	No Charge	\$250	20%	50%
Pulp Capping	No Charge	No Charge	No Charge	20%	50%
DENTURES					
Repair broken complete base	\$15	No Charge	\$20	40%	50%
Complete upper or lower	\$150	No Charge	\$145	40%	50%
Partial upper or lower	\$115	No Charge	\$120-\$160	40%	50%
Adjust full upper or lower	\$0	No Charge	\$10	40%	50%
Add tooth or clasp	\$15	No Charge	\$10	40%	50%
Reline full upper or lower	\$40	No Charge	\$60	40%	50%
PERIODONTICS					
Gingivectomy per quadrant	\$50	No Charge	\$80-\$130	20%	50%
Gingivectomy per tooth	\$35	No Charge	\$80-\$130	20%	50%
ORAL SURGERY					
Simple extraction - single tooth	No Charge	No Charge	No Charge	20%	50%
Removal of impacted tooth (soft tissue)	\$25	No Charge	\$50	20%	50%
Removal of impacted tooth (completely bony)	\$75	No Charge	\$90	20%	50%
ORTHODONTICS					
Start-up Fee	\$250	\$350	\$200	Not applicable	Not applicable
Adolescent	\$1,895	\$750	\$1,700	50%, max \$2,000	50%, max \$2,000
Adult	\$1,895	\$750	\$1,900	50%, max \$2,000	50%, max \$2,000

**Reimbursement is based on PPO contracted fees for PPO dentists, Premier contracted fees for Premier dentists and PPO contracted fees for non-Delta Dental dentists

The above is a brief summary of benefits only and not an offer of insurance. Please refer to your Evidence of Coverage for a complete description of benefits and exclusions.

2018 VISION PLAN

	Medical Eye Services PPO Vision Plan
	Full Service (exam, frames & lenses)
BI-WEEKLY RATES	
Employee Only	\$4.25
Employee + 1 Dependent	\$7.75
Employee + 2 or more Dependents	\$11.00
DEDUCTIBLE	\$10.00
COMPLETE EXAM (1 time every 12 months)	No Charge
LENSES (Medically Necessary)	
Single Vision	No Charge
Flat Top Bifocal	No Charge
Trifocal	No Charge
FRAMES	\$125.00 Allowance (every 24 months)
CONTACT LENSES	
Medically Necessary	No Charge
Cosmetic Purposes	\$125.00 Allowance

*Benefits for MES Vision are for In-Network providers.

The above is a brief summary of benefits only and not an offer of insurance.
Please refer to your Evidence of Coverage for a complete description of benefits and exclusions.

Beneficiary Update Information

Circumstances change, are your life insurance beneficiaries up to date?

RSA plan beneficiary changes can be made online at Plansource.com. Contact the Benefit Trust office for CLEA & CalPERS beneficiary designation forms.

Contact Riverside County HR Department at (951) 955-4981 to change beneficiaries listed with the County.

Please call (951) 653-8014 to have forms mailed to you or stop by the Benefit Trust Office.

Open Enrollment changes can be made using...

PLANSOURCE®

Plansource is RSA's online benefit enrollment system. You have the option to use this system going forward to make changes to your benefits. Of course, you are always welcome to make changes at the Benefits Office if you prefer.

This system will allow you to view your benefits at any time throughout the year, from the comfort of your own home. You can see your current plans, costs, make mid-year changes, or make Open Enrollment changes.

To get started:

1. LOGIN

<https://benefits.plansource.com>

- **USERNAME:** Your username is the first initial of your first name, (up to) the first six characters of your last name, and the last four of your SSN. For example: if your name is Jane Anderson and the last four of your SSN is 1234, your username would be janders1234
- **PASSWORD:** Your birthdate in YYYYMMDD format. For example, if your birthdate is August 14, 1962, your password would be 19620814. At initial login, you will be prompted to change your password.



2. Launch Enrollment

Click on “Enroll – Annual” for the Open Enrollment option



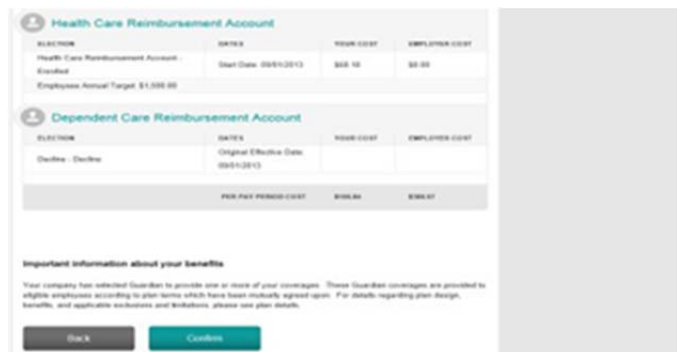
3. Make Changes

Follow the enrollment process from top to bottom. In making your elections, choose the plan option choice or select “Decline” option then hit “Continue” after each election until you get to the confirmation page.



4. Confirm Enrollment Selections

Once you complete all coverage elections, you will land on the Confirmation Statement. Click the “Confirm Enrollment” button at the bottom of the page to complete your enrollment process.



Please don't hesitate to contact the Benefits Office with any questions:

(951) 653-8014, Mon – Fri 8 am to 5 pm
or RSABenefits@rcdsa.org any time

CONTACTS

Benefits Office

www.rcdsa.org/benefittrust/
email: RSABenefits@rcdsa.org

(951) 653-8014 Fax (951) 653-9204

Third Party Administrators -Brown Insurance Services
Claims & Billing Inquires

julio@brownbis.com

(888) 346-6966 Fax (714) 460-7755

Janelle Regan – Brown Insurance Services
Benefit Trust Administrative Officer

janelle@brownbis.com

(714) 425-8552 or (951) 653-8014

Dominique Alcala
Benefits Assistant

dominique@rcdsa.org

(951) 653-8014

Connie Collins
Benefits Administrative Assistant

connie@rcdsa.org

(951) 653-8014

Maryann Barbaro
Benefits Assistant

mikki@rcdsa.org

(951) 653-8014

Medical Insurance Carriers

Anthem Blue Cross

www.anthem.com/ca

Cal Care HMO

(800) 227-3771

Select HMO

(800) 227-3771

POS

(800) 288-6921

EPO

(800) 288-2539

Fee for Service (*Out of State Medicare Enrollees*)

(800) 288-2539

Blue Card PPO (*Out of State Plan*)

(800) 288-2539

Express Scripts

(866) 297-1013

Guest Membership

(800) 827-6422

Away from Home (*Urgent Care when you're traveling in the U.S.*)

(800) 810-2583

Kaiser Permanente

www.kp.org

(800) 390-3510

Dental Insurance Carriers

UnitedHealth Care Dental (DMO D125H)

www.myuhcdental.com

(800) 228-3384

UnitedHealth Care Dental (Union DMO D1015)

www.myuhcdental.com

(800) 999-3367

Delta Dental DPO

www.deltadentalca.org

(800) 765-6003

Delta Dental CARE USA (HMO)

www.deltadentalca.org

(800) 422-4234

Vision Insurance Carrier

MES Vision

www.mesvision.com

(800) 877-6372

Supplemental Insurances

AFLAC – Nicki Turner

nicki_turner@us.aflac.com

(714) 328-0225

Cancer, Intensive Care, Hospital, & Accident

BROWN INSURANCE SERVICES

(888) 346-6966

Auto, Home

chad@brownbis.com

Life insurance quotes/comparisons

samantha@brownbis.com

CalPERS

www.calpers.ca.gov

(888) 225-7377

CLEA

www.clea.org

(800) 832-7333

Long Term Disability policy/Life Insurance

County of Riverside Benefits Information Line

www.workforceexchange.net

(951) 955-4981

LIBERTY MUTUAL

www.libertymutual.com

(760) 930-0841

Auto, Home, Life insurance quotes/comparisons

Cynthia Michel, w/Liberty Mutual

Ext. 7158245

The Counseling Team International

www.thecounselingteam.com

(800) 222-9691

Nationwide

www.nationwide.com

(877) 677-3678

Valic

www.valic.com

(800) 982-5558

On the Road Better Health

New this year! Earn \$350 for completing your Personal Health Assessment, biometric screening, and 5 online classes. You can earn an additional RSA-sponsored \$120 voucher to use at The Wellness Outlet online store for completing 4 coaching sessions!

1 Update! Your total incentive has increased for 2018.

Members and spouses enrolled in an RSA Benefit Trust medical plan can earn up to a total of \$700 for signing up for the Healthyroads® program and completing their Personal Health Assessment (PHA), biometric screening and 5 online classes between September 4, 2017 and July 4, 2018. (Note: If you completed either of the incentives last year, you are still eligible to earn incentives this year.)

- The PHA is an online, private* questionnaire about your health and lifestyle that takes about 15 minutes to complete. It is available on www.Healthyroads.com. Once you're logged on, you can find the PHA on the landing page rotating graphic or by visiting the "Scorecard" tab.
- Take the Healthyroads Health Care Provider Form (found on your Healthyroads.com homepage) to your physician during your next annual physical or preventive screening.** Part II of the form should be completed and submitted by your doctor directly to Healthyroads by July 4, 2018. (Note: If the form is illegible or missing data values it will be returned to you to complete and re-submit by the deadline.)
- The online classes can be found on Healthyroads.com under the "Health Resources" tab. Choose from over 300 classes on topics such as stress management, sleep improvement and pain management. View at least 5 classes and complete the corresponding quiz in order to be eligible for your full incentive.

2 A professional, telephonic health coach is waiting to talk with you, at no cost!

We want you to have the tools you need to change or continue on your road to better health; the Healthyroads Coaching® program can help. Whether your goal is to manage your weight, quit smoking, exercise more or stress less, a dedicated coach can give you the motivation and information you need to change your everyday habits over the course of time.

Healthyroads Coaching is offered over the phone by trained health coaches who have a variety of backgrounds in health-related fields, and include personal trainers, nutritionists, counselors, and dietitians.

RSA will provide an incentive for those eligible members who complete 4 or more coaching sessions. Upon completion of 4 sessions, RSA will send you an email with a voucher code worth \$120 to use at The Wellness Outlet. The Wellness Outlet is an online store where you can choose from a variety of different activity trackers and other wellness devices.

Your first coaching session can be scheduled on Healthyroads.com or by calling Healthyroads at **877.330.2746**, Monday through Friday, 5 a.m. – 6 p.m. Pacific Time.

You must complete your PHA, biometric screening, and online classes to be eligible for the RSA-sponsored \$120 voucher.

Log on to Healthyroads.com to get started.

Questions? Email service@healthyroads.com or call 877.330.2746.



Note: Healthyroads is a Riverside Sheriff Association Benefit Trust program only, and it is not associated with any other programs from Riverside County or your medical plan.

* No individually identifiable medical information will be provided to the RSA Benefit Trust—it will only receive the participation information necessary to administer the incentives described here.

**Please note that this screening may be included as part of your no-cost share, in-network preventive care visit, but it's a good idea to confirm with your health care provider if you will be charged. You are responsible for any charges incurred from your health care provider as a result of requesting that they complete this form.

Healthyroads, a well-being program operated by American Specialty Health Management, Inc., may use and/or provide participation information to the RSA Benefit Trust or its contracted entities that administer your plan for incentive fulfillment purposes. Healthyroads may also use this information to provide you with other services on behalf of your plan sponsor/employer. Your participation serves as your consent for Healthyroads to use and/or provide this information as stated above.

The RSA Benefit Trust is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to members and enrolled spouses. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Brown Insurance Services and they will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

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Explanations of Medical Plan Options

Kaiser Permanente

Services must be provided, prescribed, authorized, or directed by a plan physician or facility within the covered service area. A list of covered zip codes are provided in the Kaiser enrollment packet. For members who reside in Coachella Valley and Western Ventura County, you must choose a primary care plan physician within the “affiliated provider” network. For more information, please contact the benefits office. You will have co-payments for approved services. Hospitalization is covered at 100% and there is a co-payment for emergency room visits.

Anthem California Care/Select HMO

Your primary care physician will belong to either a medical group or an IPA. In order to serve you best, you must live or work within 15 miles or 30 minutes of your medical group. All care, except in a medical emergency, must be provided or authorized by assigned primary care physician, medical group, or IPA. You will have co-payments for approved services.

Medical Group - A team practice of physicians and health care providers. Most services, including special exams, X-ray and lab tests, are usually available at the medical group’s facility.

Independent Physician Association (IPA) - A medical partnership of physicians who practice in private offices. The IPA physician may refer you to other locations for special services, including special exams, X-ray and lab tests.

Anthem EPO (Blythe Residents Only)

Since there are no HMO providers in the Blythe Area, you may choose a provider from the Anthem Prudent Buyer network. Most benefits are only payable if you visit a Anthem PPO network health care provider. However, you may receive an exception if Anthem authorizes a referral when there is no Anthem PPO network health care provider within a 25-mile radius of your home who can perform the services you need. It is the member’s responsibility to verify that a provider is a Anthem PPO health care provider.

The Prudent Buyer provider might wait for the Explanation of Benefits (EOB) to determine how to bill you for their services. However, at the time of service, the provider may ask you for payment of your office visit co-payment, plus a percentage of charges that are not covered under your benefits. **When using Non-PPO and Other Health Care Providers for an authorized referral, an emergency, or urgent care, members are responsible for any difference between the allowed amount & actual charges, as well as any deductible & percentage co-payment.**

Anthem POS (Point-of-Service)

The Point-of-Service is a plan that allows you to visit HMO, PPO and out-of-network health care providers. You will choose a primary care physician from the Anthem HMO Provider Directory. You will have co-payments for visits with your HMO provider. *Please keep in mind that certain services, well baby/child care, eye examinations, vision screenings, are only covered under the HMO side of the Point-of-Service plan. You will have co-payments for visits with your HMO provider. If you use the HMO tier, all care must be provided or authorized by your primary care physician, medical group, or IPA.*

You may choose to seek services from a PPO (Prudent Buyer) provider from the Anthem network. For these services, you will have a co-payment for your office visits and pay an annual deductible and percentage for other services (i.e. lab work, x-rays, hospitalization). PPO providers bill Anthem for services. You will receive an Explanation of Benefits (EOB) from Anthem determining their payment and your out-of-pocket expenses. You do

not need a referral from your HMO provider to seek services from a PPO provider.

If you “Opt-Out” and choose a non-network provider, you will likely pay higher out-of-pocket expenses and need to file a claim with Anthem for reimbursement or processing of claims. You will receive an Explanation of Benefits (EOB) from Anthem determining their payment and your out-of-pocket expenses. **When using Non-PPO and Other Health Care Providers, members are responsible for any difference between the allowed amount & actual charges, as well as any deductible & percentage co-payment.** You do not need a referral from your HMO provider to seek services from a non-network provider.

Anthem Blue Card (Out-of-State) Plan

You have the option of choosing providers from the PPO (Prudent Buyer) network or Non-PPO providers. For services from a PPO provider you will have a co-payment for your office visits and pay an annual deductible and percentage for other services (i.e. lab work, x-rays, hospitalization). PPO providers bill Anthem for services. You will receive an Explanation of Benefits (EOB) from Anthem determining their payment and your out-of-pocket expenses.

If you “Opt-Out” and choose a non-network provider, you will likely pay higher out-of-pocket expenses and need to file a claim with Anthem for reimbursement or processing of claims. You will receive an Explanation of Benefits (EOB) from Anthem determining their payment and your out-of-pocket expenses. **When using Non-PPO and Other Health Care Providers, members are responsible for any difference between the allowed amount & actual charges, as well as any deductible & percentage co-payment.**

Medicare Plan Options

All RSA sponsored medical plans have Medicare plan options available to you and/or your spouse. You will not have to change providers, however a new enrollment application and copy of Medicare card is required. Medicare supplemental plan applications should be submitted to the Benefits Office at least one month before your Medicare effective date. You are required to enroll in Medicare Parts A & B if eligible. **Do not enroll in Part D coverage through Medicare.**

The HIPAA Law and How It Affects You

The Federal Health Insurance Portability and Accountability Act (HIPAA), includes a Privacy Rule that establishes safeguards that health carriers, doctors, brokers, and benefits administrators must use to protect the privacy of health information.

The Benefit Trust has put procedures in place to ease your mind. If you have a claims issue, a question as to why a certain procedure or prescription was not covered fully; the Benefit Trust must have you sign an authorization form before the health carrier will release information to us. If you have not already done so and would like to designate a personal representative, please contact the Benefits Office to have a form mailed to you. The personal representative does not need to be enrolled in your insurance coverage, but must know your social security number. As always, in emergency situations we will do whatever it takes to get you the care you need.

Your medical, dental and vision plans have phone numbers and Web sites available to retrieve eligibility, benefit and claims information by using a personal pin. To find out more, see Your Contacts on page 11 or log onto www.rcdsa.org, and click on Benefit Trust. The carrier links will bring you to the applicable Web sites.

RIVERSIDE SHERIFFS' ASSOCIATION BENEFIT TRUST - NOTICE OF PRIVACY PRACTICES

Effective Date of Notice: September 12, 2016

THIS NOTICE DESCRIBES HOW MEDICAL INFORMATION ABOUT YOU MAY BE USED AND DISCLOSED AND HOW YOU CAN GET ACCESS TO THIS INFORMATION. PLEASE REVIEW IT CAREFULLY.

GENERAL PRIVACY RULES

The Board of Trustees, as the Plan Sponsor of the Riverside Sheriffs' Association Benefit Trust Health Plan (the "Plan") is required by law to maintain the privacy of protected health information and to provide you with notice of its legal duties and privacy practices with respect to your protected health information, and to notify you if there is a breach of your unsecured protected health information.

This notice describes the Plan's legal duties and privacy practices including:

- The Plan's uses and disclosures of protected health information;
- Your privacy rights with respect to such information;
- The Plan's duties with respect to such information;
- The person or office to contact for further information about the Plan's privacy practices.

Section 1. Notice of Uses and Disclosures

(a) Required Uses and Disclosures. Upon your request, the Plan is required to give you access to certain protected health information, which includes all individually identifiable health information in order to inspect and copy it. Use and disclosure of your protected health information may be required by the Secretary of the Department of Health and Human Services to investigate or determine the Plan's compliance with the privacy regulation

(b) Uses and disclosures to carry out treatment, payment and health care operations without your consent or authorization. The Plan and its business associates will use protected health information without your consent, authorization or opportunity to agree or object to carry out "treatment, payment and health care operations" as defined below.

(i) *Treatment* is the provision, coordination or management of health care and related services. It also includes, but is not limited to, consultations and referrals between one or more of your providers. For example, your pharmacy may contact your treating physician to refill your prescription for medication.

(ii) *Payment* includes but is not limited to actions to make coverage determinations and to provide payment for the treatment you receive (including billing, claims management, Plan reimbursement, reviews for medical necessity and appropriateness of care and utilization review and preauthorizations). For example, the Plan may use and disclose your protected health information to tell a doctor whether you are eligible for coverage or what percentage of a bill will be paid by the Plan.

(iii) *Health care operations* include but are not limited to quality assessment and improvement, reviewing competence or qualifications of health care professionals, underwriting, premium rating and other insurance activities relating to creating or renewing insurance contracts and related business services. It also includes disease management, case management, conducting or arranging for medical review, legal services and auditing functions including fraud and abuse compliance programs, business planning and development, business management, and general administrative activities. For example, the Plan may use information about your claims to refer you to a disease management program, project future benefit costs and audit the accuracy of its claims processing functions.

(c) Other uses and disclosures for which consent, authorization or opportunity to object is not required. Use and disclosure of your protected health information is allowed without your consent, authorization or request under the following circumstances:

(i) When required by law. The Plan may use and disclose your protected health information when required by law, and when the use or disclosure complies with and is limited to the relevant requirement of such law.

(ii) When permitted for purposes of public health activities. For example, PHI may be used or disclosed if you have been exposed to a communicable disease or are at risk of spreading a disease or condition, if authorized by law.

(iii) Reports about victims of abuse, neglect or domestic violence to government entities. The Plan will disclose your protected health information in these reports only if the Plan is required or authorized to do so by law, or if you otherwise agree. In such case the Plan will promptly inform you that such a disclosure has been or will be made unless that notice would cause a risk of serious harm. For the purpose of reporting child abuse or neglect, it is not necessary to inform the minor that such disclosure has or will be made. Disclosure may generally be made to the minor's parents or other representatives although there may be circumstances under federal or state law when the parents or other representatives may not be given access to the minor's protected health information.

(iv) To a public health oversight agencies. The Plan will provide protected health information as requested to government agencies that have the authority to audit our operations. This includes uses or disclosures in civil, administrative or criminal investigations; inspections; licensures or disciplinary actions (for example, to investigate complaints against providers); and other activities necessary for appropriate oversight of government benefit programs (for example, to investigate Medicare or Medicaid fraud).

(v) When required for judicial or administrative proceedings, provided certain conditions are met. Those conditions include that satisfactory assurances are given to the Plan that the requesting party has made a good faith attempt to provide written notice to you, the notice provided sufficient information about the proceeding to permit you to raise an objection and no objections were raised or were resolved in favor of disclosure by the court or tribunal.

(vi) When required for law enforcement purposes. The Plan may release protected health information if asked to do so by a law enforcement official in the following circumstances: (1) to respond to a court order, subpoena, warrant, summons or similar process; (2) to identify or locate a suspect, fugitive, material witness or missing person, (3) to assist the victim of a crime if, under certain limited circumstances, the Plan is unable to obtain the person's agreement, (4) to investigate a death the Plan believes may be due to criminal conduct, (5) to investigate criminal conduct, and (6) to report a crime, its location or victims or the identity, description or location of the person who committed the crime (in emergency circumstances).

(vii) When required to be given to a coroner or medical examiner for the purpose of identifying a deceased person, determining a cause of death or other duties as authorized by law. Also, disclosure is permitted to funeral directors, consistent with applicable law, as necessary to carry out their duties with respect to the decedent.

(viii) Organ procurement. The Plan may disclose protected health information to facilitate organ donation and transplantation.

- (ix) Medical research. The Plan may disclose protected health information for medical research projects, subject to strict legal restrictions.
- (x) When consistent with applicable law and standards of ethical conduct if the Plan, in good faith, believes the use or disclosure is necessary to prevent or lessen a serious and imminent threat to the health or safety of a person or the public.
- (xi) Special government functions. The Plan may disclose protected health information to various departments of the government such as the U.S. military or U.S. Department of State.
- (xii) When authorized by and to the extent necessary to comply with workers' compensation or other similar programs established by law.
- (d) Uses and disclosures that require that you be given an opportunity to agree or disagree prior to the use or disclosure. Disclosure of your protected health information to family members, other relatives and your close personal friends is allowed if the information is directly relevant to the family or friend's involvement with your care or payment for that care and you have either agreed to the disclosure or have been given an opportunity to object and have not objected.
- (e) Uses and disclosures that require your written authorization or consent.
 - (i) In general, the Plan will obtain a written authorization before using or disclosing your protected health information whenever it is required to do so under the privacy rules. For example, we will not supply confidential information to another company for its marketing purposes (unless it is for Health Care Operations), for sale (unless under strict legal restrictions), or to a potential employer with whom you are seeking employment without your signed authorization. Your written authorization generally will be obtained before the Plan will use or disclose psychotherapy notes about you from your psychotherapist. The Plan may use and disclose psychotherapy notes when needed by the Plan to defend against litigation filed by you. The Plan will not disclose to third parties the results of genetic testing in a manner which includes individually identifying characteristics without your written authorization, nor will it use or disclose your genetic information for underwriting purposes.
 - (ii) The Plan may require your consent to disclose protected health information, even to carry out treatment, payment or health care operations, to certain individuals or organizations. For example, if your union representative is helping you with a claim the Plan may require you to sign a consent form before it will disclose protected health information to that person.
 - (iii) Other uses and disclosures not described in this notices will be made only with your written authorization.
 - (iv) You may revoke an authorization that you previously have given by sending a written request to our Privacy Officer, but not with respect to any actions the Plan has already taken.

Section 2. Rights of Individuals

(a) Right to Request Restrictions on Protected Health Information Uses and Disclosures. You may request the Plan to restrict uses and disclosures of your protected health information to carry out treatment, payment or health care operations, or to restrict uses and disclosures to family members, relatives, friends or other persons identified by you who are involved in your care or payment for your care. While the Plan will consider all requests for restrictions carefully, the Plan is not required to agree to your request. However, the Plan must comply with your request to restrict disclosure of your protected health information for payment or health care operations purposes if you paid for these services in full, out of pocket.

Such requests should be made to the individual identified in Section 5.

(b) Right to Receive Confidential Communications of PHI. The Plan will accommodate reasonable requests to receive communications of protected health information by alternative means or at alternative locations. The Plan must agree to your request if you state that disclosure of the information will put you in danger. You or your personal representative will be required to complete a form to request restrictions on uses and disclosures of your protected health information. Such request should be made to the individual identified in Section 5.

(c) Right to Inspect and Copy Protected Health Information. Except under certain circumstances limited by law, you have a right to inspect and obtain a copy of your protected health information "in a designated record set" for as long as the Plan maintains the protected health information.

"Protected health information" includes all individually identifiable health information transmitted or maintained by the Plan regardless of form.

"Designated record set" includes the medical records and billing records about individuals maintained by or for a covered health care provider; enrollment, payment, billing, claims adjudication and case or medical management record systems maintained by or for a health plan; or other information used in whole or in part by or for the covered entity to make decisions about individuals. Information used for quality control or peer review analysis and not used to make decisions about individuals is not in the designated record set.

The requested information will be provided within 30 days. A single 30-day extension is allowed if the Plan is unable to comply with the deadline. If the information you request is in an electronic health record, you may request that these records be transmitted electronically to yourself or a designated individual. If you request copies of your protected health information, the Plan may charge a reasonable fee to cover the cost.

You or your personal representative will be required to complete a form to request access to the protected health information. Requests for access to protected health information should be made to the individual identified in Section 5. If access is denied, you and your personal representative will be provided with a written denial setting forth the basis for the denial, a description of how you may exercise rights to review and a description of how you may complain to the Secretary of the U.S. Department of Health and Human Services.

(d) Right to Amend Protected Health Information. You have the right to request that the individual identified in Section 5 amend your protected health information or a record about you in a designated record set for as long as the protected health information is maintained by the Plan. You or your personal representative will be required to complete a form to request amendment of the protected health information. The Plan may deny your request if you ask us to amend information that: (i) was not created by the Plan, unless the person who created the information is no longer available to make the amendment, (ii) is not part of the protected health information we keep about you, (iii) is not part of the protected health information that you would be allowed to see or copy, or, (iv) is determined by the Plan to be accurate and complete.

The Plan has 60 days after the request is made to act on the request. A single 30-day extension is allowed if the Plan is unable to comply with the deadline. If the request is denied in whole or part, the Plan must provide you with a written denial that explains the basis for the denial. You or your personal representative may then submit a written statement disagreeing with the denial and have that statement included with any future disclosures of your protected health information.

(e) The Right to Receive an Accounting of Protected Health Information Disclosures. You have the right to request a list of protected health information disclosures, which is also referred to as an accounting.

The list will not include disclosures the Plan has made as authorized by law. For example, the accounting will not include disclosures made for treatment, payment, and health care operation purposes (except as noted in the last paragraph of this subsection (d)). Also, no accounting will be made for disclosures made directly to you or under an authorization that you provided or those made to your family or friends. The list will not include disclosures the Plan has made for national security purposes or law enforcement personnel or disclosures made before April 14, 2003.

The list provided by the Plan will include disclosures made within the last six years (subject to the April 14, 2003 beginning date) unless you specify a shorter period. The first list you request within a 12 month period will be free. You may be charged a reasonable fee for providing any additional lists within a 12-month period.

If the accounting cannot be provided within 60 days, an additional 30 days is allowed if the individual is given a written statement of the reasons for the delay and the date by which the accounting will be provided.

You may also request and receive an accounting of disclosures made by the Plan for payment, treatment, or health care operations during the prior three years for disclosures made as of January 1, 2014 for electronic health records acquired before January 1, 2009, or January 1, 2011 for electronic health records acquired on or after January 1, 2009.

(f) **Personal Representatives.** You may exercise your rights through a personal representative. Your personal representative will be required to produce evidence of his/her authority to act on your behalf before that person will be given access to your protected health information or allowed to take any action for you. Proof of such authority may take one of the following forms: (1) A power of attorney for health care purposes, notarized by a notary public, (2) A court order of appointment of the person as the conservator or guardian of the individual, or (3) An individual who is the parent of a minor child.

The Plan retains discretion to deny access to your protected health information to a personal representative to provide protection to those vulnerable people who depend on others to exercise their rights under these rules and who may be subject to abuse or neglect. This also applies to personal representatives of minors.

(g) **Right to Request a Paper Copy.** If you agree to receive this Privacy Notice electronically, you have the right to obtain a paper copy of this Privacy Notice upon request from the individual identified in Section 5.

Section 3. The Plan's Duties

(a) **General Duty.** The Plan is required to comply with the terms of this notice. However, the Plan reserves the right to change its privacy practices and to apply the changes to any protected health information received or maintained by the Plan prior to that date. If a privacy practice is changed, a revised version of this notice will be provided to all past and present participants and beneficiaries for whom the Plan still maintains protected health information. The revised notice will be mailed to all active and retired plan participants. Any revised version of this notice will be distributed within 60 days of the effective date of any material change to the uses or disclosures, the individual's rights, the duties of the Plan or other privacy practices stated in this notice.

(b) **Minimum Necessary Standard.** When using or disclosing protected health information or when requesting protected health information from another covered entity, the Plan will make reasonable efforts not to use, disclose or request more than the Limited Data Set, or if necessary, the minimum necessary information necessary to accomplish the intended purpose of the use, disclosure or request, taking into consideration practical and technological limitations.

However, the minimum necessary standard will not apply in the following situations:

- (i) Disclosures to or requests by a health care provider for treatment;
- (ii) Uses or disclosures made to the participant or beneficiary;
- (iii) Disclosures made to the Secretary of the U.S. Department of Health and Human Services;
- (iv) Uses or disclosures that are required by law; and
- (v) Uses or disclosures that are required for the Plan's compliance with legal regulations.

(c) **De-Identified Information.** This notice does not apply to information that has been de-identified. De-identified information is information that does not identify an individual and with respect to which there is no reasonable basis to believe that the information can be used to identify the individual.

In addition, the Plan may use or disclose "summary health information" for obtaining premium bids or modifying, amending or terminating the group health plan, which summarizes the claims history, claims expenses or type of claims experienced by individuals for whom a plan sponsor has provided health benefits under a group health plan; and from which identifying information has been deleted in accordance with HIPAA.

Section 4. Your Right to File A Complaint With the Plan or the HHS Secretary

If you believe that your privacy rights have been violated, you may file a complaint with the Privacy Officer named in Section 5 below, or with the Secretary of the U.S. Department of Health and Human Services. To file a complaint with the Plan, put your complaint in writing and address it to the Privacy Officer named in Section 5 below. The Plan will not retaliate against you for filing a complaint. You may also contact the Privacy Officer if you have questions or comments about our privacy practices.

You may file a complaint with the Secretary of the U.S. Department of Health and Human Services online at https://ocrportal.hhs.gov/ocr/cp/complaint_frontpage.jsf or by mailing your complaint to the appropriate the HHS Regional office. The list of regional offices can be found at <http://www.hhs.gov/ocr/office/about/rgn-hqaddresses.html>. If you need help filing a complaint or have a question about the complaint or consent forms, please e-mail OCR at OCRComplaint@hhs.gov.

Section 5. Whom to Contact at the Plan for More Information

If you have any questions regarding this notice or the subjects addressed in it, you may contact:

Riverside Sheriffs' Association
21800 Cactus Ave
Riverside, CA 92518
Office: 951-653-5152
Fax: 951-653-1943

Important Notice from Riverside Sheriffs' Association (RSA) About Your Prescription Drug Coverage and Medicare

This is an annual notice. It is to ensure that active members, retirees and their dependents have this important information. If you are already enrolled in a Medicare D plan through RSA and do not want to make any changes - no action is needed, your coverage remains the same. If you or a dependent is becoming Medicare eligible in the near future, please remember to contact the RSA Benefits Office at (951) 653-8014 before making any decisions about your coverage.

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with RSA and prescription drug coverage available for people with Medicare. It also explains the options you have under Medicare prescription drug coverage and can help you decide whether or not you want to enroll. At the end of this notice is information about where you can get help to make decisions about your prescription drug coverage.

- 1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare through Medicare prescription drug plans and Medicare Advantage Plans that offer prescription drug coverage. All Medicare prescription drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.**
- 2. RSA has determined that the prescription drug coverage offered by the Blue Cross of California and Kaiser Permanente is, on average for all plan participants, expected to pay out as much as the standard Medicare prescription drug coverage will pay and is considered Creditable Coverage.**

Because your existing coverage is on average at least as good as standard Medicare prescription drug coverage, you can keep this coverage and not pay extra if you later decide to enroll in Medicare prescription drug coverage.

Individuals can enroll in a Medicare prescription drug plan when they first become eligible for Medicare and each year from October 15th through December 7th. Beneficiary's leaving employer/union coverage may be eligible for a Special Enrollment Period to sign up for a Medicare prescription drug plan.

You should compare your current coverage, including which drugs are covered, with the coverage and cost of the plans offering Medicare prescription drug coverage in your area.

If you do decide to enroll in a Medicare prescription drug plan and drop your RSA prescription drug coverage, be aware that you and your dependents may not be able to get this coverage back.

Please contact us for more information about what happens to your coverage if you enroll in a Medicare prescription drug plan.

You should also know that if you drop or lose your coverage with RSA and don't enroll in Medicare prescription drug coverage after your current coverage ends, you may pay more (a penalty) to enroll in Medicare prescription drug coverage later.

If you go 63 days or longer without prescription drug coverage that's at least as good as Medicare's prescription drug coverage, your monthly premium will go up at least 1% per month for every month that you did not have that coverage. For example, if you go nineteen months without coverage, your premium will always be at least 19% higher than what many other people pay. You'll have to pay this higher premium as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following November to enroll.

For more information about this notice or your current prescription drug coverage...

Contact our office for further information contact our insurance brokers, Brown Insurance Services at (714) 460-7744 or (888) 346-6966. NOTE: You will receive this notice annually and at other times in the future such as before the next period you can enroll in Medicare prescription drug coverage, and if this coverage through RSA changes. You also may request a copy.

For more information about your options under Medicare prescription drug coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the “Medicare & You” handbook. You’ll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare prescription drug plans. For more information about Medicare prescription drug plans:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see your copy of the Medicare & You handbook for their telephone number) for personalized help,
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

For people with limited income and resources, extra help paying for Medicare prescription drug coverage is available. Information about this extra help is available from the Social Security Administration (SSA) online at www.socialsecurity.gov, or you call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this notice. If you enroll in one of the new plans approved by Medicare which offer prescription drug coverage, you may be required to provide a copy of this notice when you join to show that you are not required to pay a higher premium amount.

Date:	September 11, 2017
Name of Entity/Sender:	Brown Insurance Services for RSA
Contact--Position/Office:	Diana Leiter - Administrator
Address:	750 The City Drive, Suite 140, Orange, CA 92868
Phone Number:	(714) 460-7744 or (888) 346-6966

Women’s Health and Cancer Rights Act of 1998 (WHCRA)

Under federal law, group health plans, insurers, and HMOs that provide medical and surgical benefits in connection with a mastectomy must provide benefits for certain reconstructive surgery, effective for the first plan year beginning on or after October 21, 1998.

In the case of a participant or beneficiary who is receiving benefits under the plan in connection with a mastectomy and who elects breast reconstruction, federal law requires coverage in a manner determined in consultation with the attending physician and the patient, for reconstruction of the breast on which the mastectomy was performed, surgery and reconstruction of the other breast to produce a symmetrical appearance and prostheses and treatment of physical complications at all stages of the mastectomy, including lymphedemas.

Each of the medical plan options available through the Fresno Unified School District Health Plan currently covers mastectomies and reconstructive surgery. Coverage is subject to each plan’s deductibles, coinsurance and benefit provisions. These provisions are generally described in the Plan Booklet or Explanation of Coverage.

NEWBORN MOTHERS HEALTH PROTECTION ACT

Under the Newborn and Mothers Health Protection Act, the following language is now included in the Health Plan:

The Plan will provide for a hospital stay of no less than 48 hours for the eligible mother and newborn child following a normal delivery and no less than 96 hours for a cesarean birth, unless an attending physician in consultation with the mother approves an earlier discharge. The time periods outlined above begin at the birth of the child. The law also prohibits a plan from requiring health care practitioner to obtain authorization from the Plan for prescribing a length of stay not in excess of those periods.



Riverside Sheriffs' Association Benefit Trust



**FREE
Health
Screenings**

**Saturday, October 7, 2017
from
10:00 a.m. – 3:00 p.m.**

at the

Riverside County Sheriff's Annual Picnic

@

Diamond Valley Lake Community Park

(Located right next to the Aquatic Center)

2345 Searl Parkway

Hemet, CA 92543

Directions: From the 215 Freeway, exit Newport Road heading east, travel approx 10 miles east, Newport Road becomes Domenigoni Parkway, turn right onto Searl Parkway, and turn left onto Anglers Avenue.

****** LOOK FOR THE RSA BANNER ******

Representatives from Brown Insurance Services, Anthem Blue Cross, Aflac, Liberty Mutual, Kaiser, And United Health Care will be in attendance.