

Health Service Board City & County of San Francisco

Rates & Benefits

Surrogacy and Adoption Benefit Recommendation

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Background

- At the February 11, 2016 Health Service Board meeting, the Board was provided with a whitepaper outlining the market, plan design / tax / legal considerations and costs associated with employer provided surrogacy and adoption benefits.
- Providing an adoption benefit is quite common amongst employers and surrogacy is growing in interest but not as common.
- The Health Service System is interested in implementing a benefit program in each area.

Recommendation

- Implement a surrogacy benefit of \$15,000 per employee per lifetime not payable from the Trust.
- Implement an adoption benefit of \$15,000 per employee per lifetime not payable from the Trust.
- Establish policies and procedures for eligibility, tax reporting if appropriate, claims submission process, and funding mechanisms.