



SFHSS 2025 DEMOGRAPHICS REPORT

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Key Observations – Medical Enrollment

The most significant change for the 2025 plan year resulted from implementing the Blue Shield Medicare PPO and discontinuing the UnitedHealthCare plans.

Overall lives administered by SFHSS increased by **2,273** individuals to **139,136**.

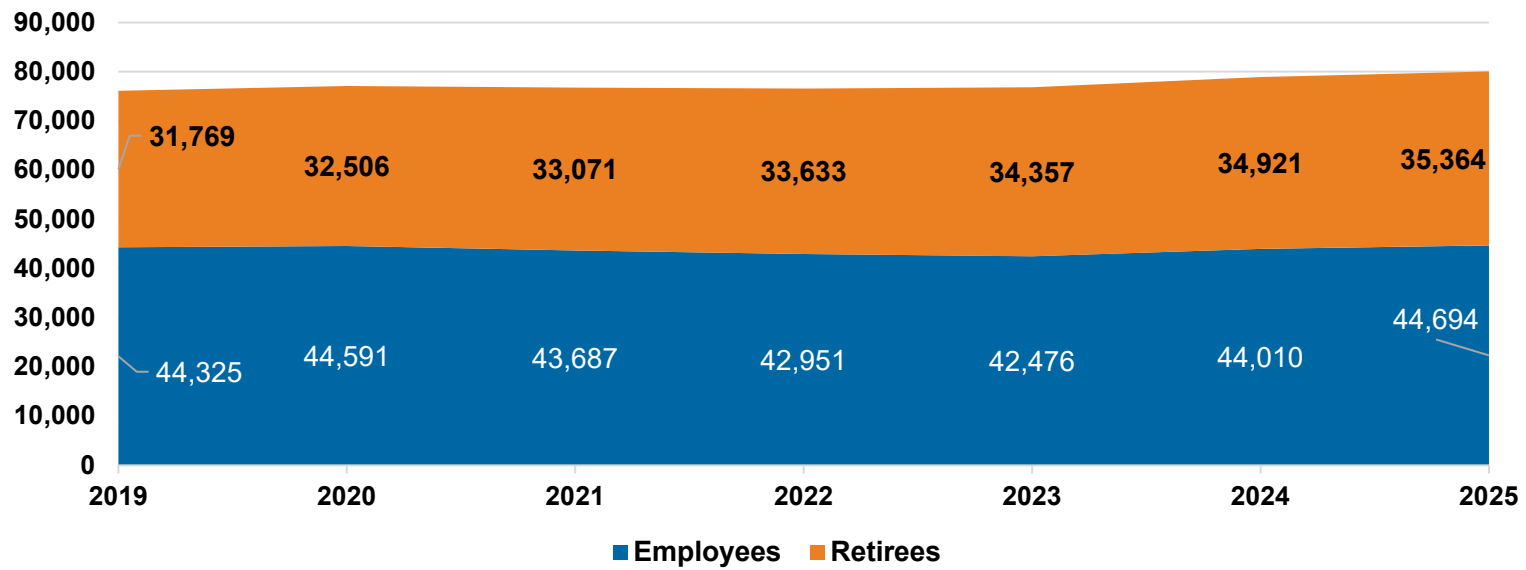
Medical Enrollment			
Plan	Prior Year	Current Year	Change
Blue Shield Access+ HMO	21,363	21,900	537
Blue Shield Trio HMO	9,572	9,199	-373
Blue Shield PPO	3,301	4,133	832
Health Net CanopyCare HMO	1,240	1,569	329
Kaiser Permanente HMO	53,456	53,952	496
Blue Shield Part B PPO+Rx	0	183	183
Blue Shield Medicare PPO	0	18,683	18,683
Kaiser Sr. Advantage HMO	15,007	15,111	104
UHC Doctors EPO	70	0	-70
UHC Select Network EPO	246	0	-246
UHC PPO	116	0	-116
UHC Medicare Advantage PPO	18,614	0	-18,614
Waived	13,878	14,406	528
Total	136,863	139,136	2,273



Key Observations – Total SFHSS Members

- Despite expected slowdowns in hiring, SFHSS members have increased. Employee members have rebounded to levels higher than pre-COVID.
- From the onset of COVID-19, when the great resignation began, to 2025, retiree members have increased by **9%**.
- Employees and retirees now account for **82,083** of the **139,136** total lives.

2019 - 2025 SFHSS Members Trend



Key Observations – Dental & Vision

Dental Enrollment			
Plan	Prior Year	Current Year	Change
Delta Dental PPO	105,263	107,922	2,659
DeltaCare USADHMO	2,794	3,001	207
UHC Dental DHMO	1,950	1,874	-76
Waived	13,160	13,150	-10
Total	123,167	125,947	2,780

- Dental enrollment increased by **2,780** lives of which Delta Dental PPO has **86%** of the population.

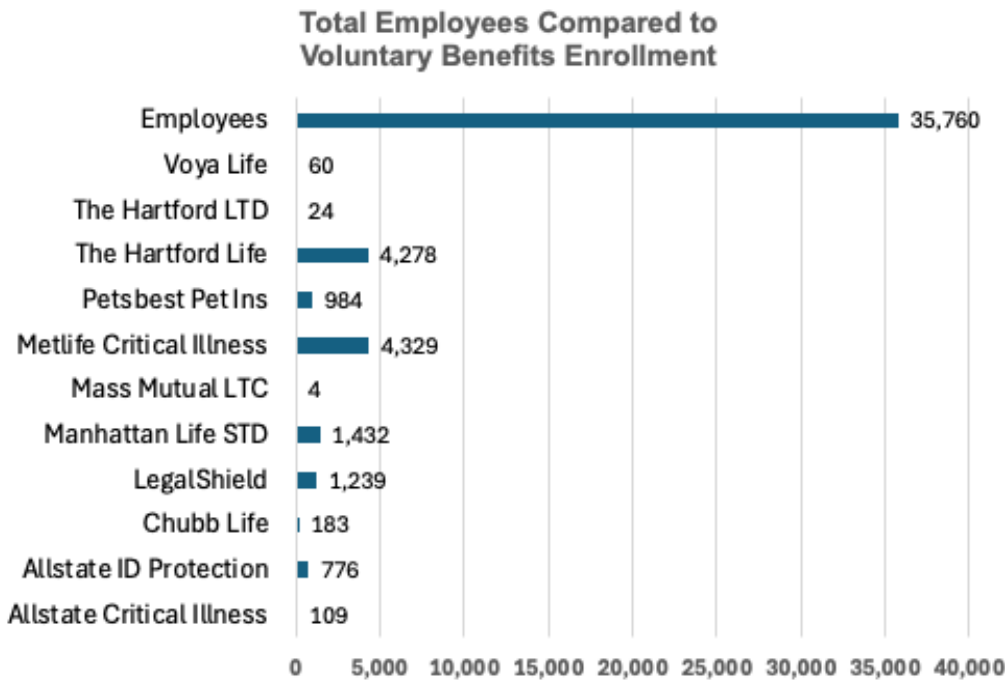
Vision Enrollment			
Plan	Prior Year	Current Year	Change
VSP-Basic	76,203	73,752	-2,451
VSP-Premier	47,152	51,165	4,013
Total	123,355	124,917	1,562

- The Vision Premier plan experienced an **11%** increase in enrolled lives for the 2nd consecutive year.

Key Observations – FSA and Voluntary Benefits

- SFHSS has initiatives to increase FSA enrollments, particularly the Dependent Care FSA. For 2025, there were enrollment increases in both plans.

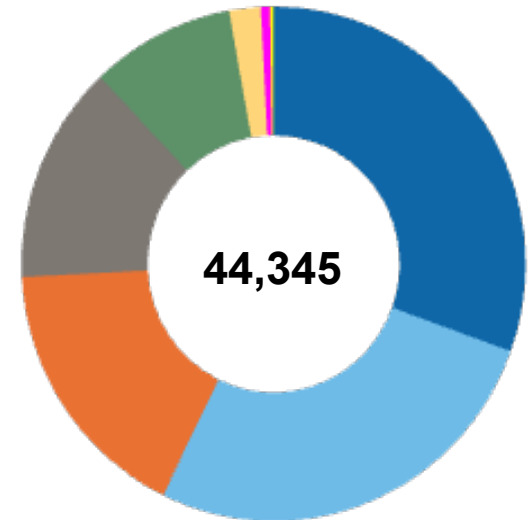
FSA Enrollment			
Plan	Prior Year	Current Year	Change
Healthcare FSA	7,669	8,850	1,181
Dependent Care FSA	1,549	1,640	91



- Voluntary benefits are administered by Workterra for City of SF, and Superior Court employees.
- Overall policies purchased by City employees increased by 8.
- Overall enrollment levels compared to the number of eligible employees, remains low.

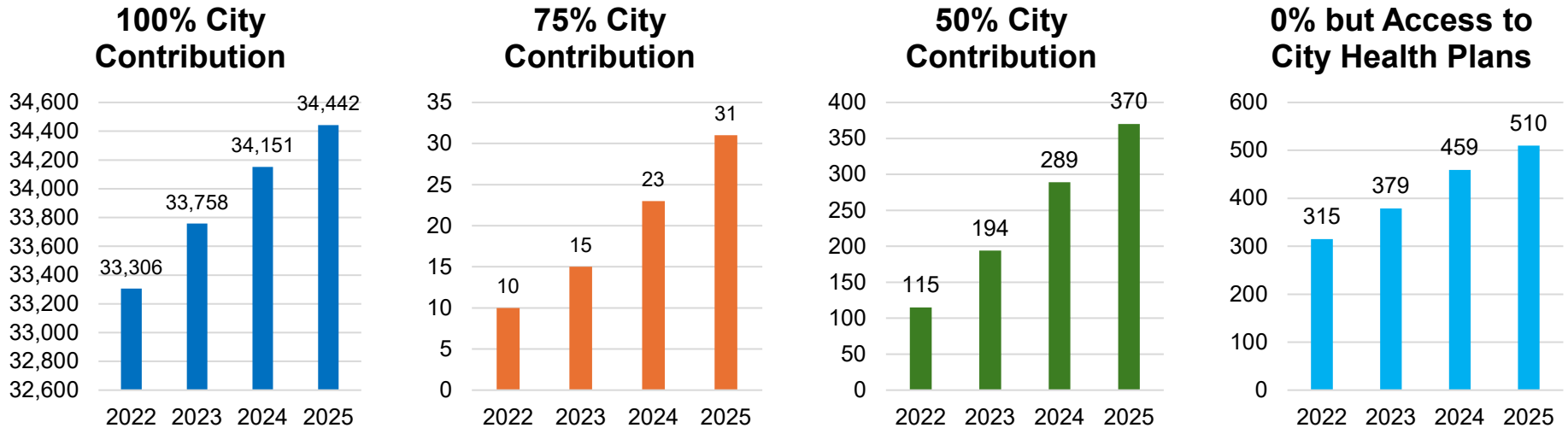
Key Observations – Employee Race & Ethnicity

Employees by Race/Ethnicity	Employees	%
Asian	13,530	30%
White	11,847	27%
Hispanic	7,521	17%
Black	6,096	14%
Filipino	4,092	9%
Multiracial	901	2%
American Indian/Alaskan Native	258	<1%
Native Hawaiian or Pacific Islander	100	<1%
Total	44,345	100%



- The updated data shows small percentage changes in employee demographics due to hiring. However, the ranking order of racial groups by number of employees has stayed the same.
- Race collection is an important component in the effort to ensure health equity.

Key Observations – Prop B and Retiree Rates



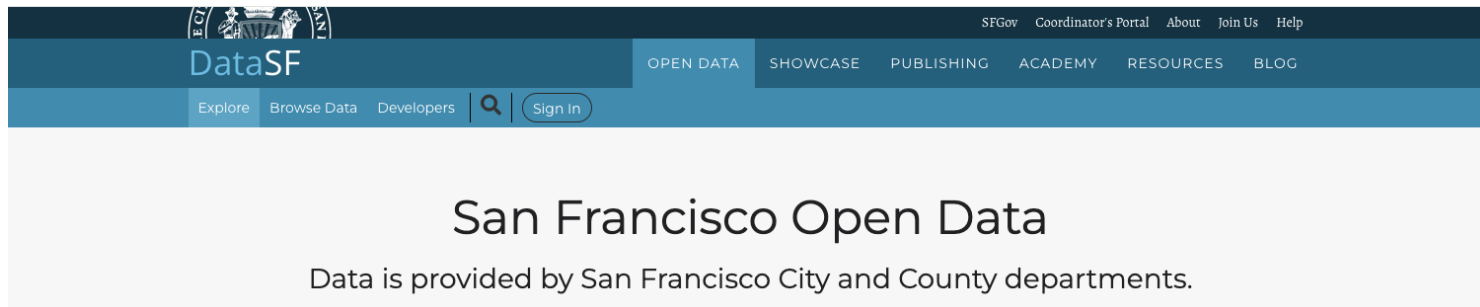
Members hired after January 9, 2009 have different tiers of employer contributions for their retiree health benefits based on their credited years of service at the time of retirement.

- As expected, retirees in the less than 100% contribution categories is increasing.
- Most retirees in the 0% and 50% contribution tiers waive medical coverage.

Key Observations – New home for the SFHSS Demographics Report

SFHSS is announcing the new home of the Demographics Report.

The report is now located on [SF Open Data](https://datasf.org/opendata). (<https://datasf.org/opendata>)



Migrating the report to the City's Open Data Portal meets several key objectives:

- Increased efficiency in producing the report.
- Improved readability for those using the report.
- Increased capabilities (additional data, more slices, more years).
- Supports City's Digital Accessibility and Inclusion Standard (DAIS).
- Supports City's open data initiative related to transparency, accountability and innovation.

Appendix

DataSF Webpage Demonstration

Go to DataSF: [SF Open Data](https://datasf.org/opendata).
 (<https://datasf.org/opendata>)
 and then type in SFHSS Demographics Report in the search bar.

It will take you to the SFHSS Demographics Report landing page with overview and 4 related demographics content tiles on the bottom of the page.

Red Tile: Employer Group
Gray Tile: Employee and Retirees
Green Tile: Employee Members and Dependent
Orange Tile: Retiree Members and Dependent

The screenshot shows the DataSF Open Data Portal interface. At the top, there is a search bar and navigation links (Home, Browse, Developers, SF.gov, DataSF, Blog, Contact Us). The main heading is "SFHSS Demographics Report" with a row of icons representing different demographic groups. Below this is an introductory paragraph about the SFHSS and its services. A section titled "Medical Plan Overview" includes a table showing enrollment data for various plans. At the bottom, there are four "Related Content" tiles, each with a colored header and a brief description of the content.

Plan	Priority	Current	Change
Blue Shield Access HMO		21,363	21,900 537
Blue Shield Medicare PPO		0	16,683 16,683
Blue Shield Part B PPO-Hx		0	183 183
Blue Shield PPO		1,448	451
Blue Shield Tru			
Health Net Cal			
Kaiser Perman			
Kaiser Sr. Adv			
UHC Connect H			
UHC Medicare			
UHC PPO			
Total			

SFHSS Demographics Report Webpage

Home > SFHSS Demographics Report

SFHSS Demographics Report

> **Accessing the Demographics Report**

[Describing the Open DataSF Portal](#)

[Interacting with the Demographic Report on Open DataSF Portal](#)

[Navigating the Different Pages of the Demographics Report](#)

[Exporting the Data and Viewing the Source Data](#)

You can access archived reports prior to 2024 by clicking [here](#).

Accessing the Demographics Report

The demographic report for San Francisco Health Service System (SFHSS) can now be accessed through the Open DataSF Portal by following these steps:

1. Go to this website: <https://data.sfgov.org>
2. Type in **SFHSS Demographics** in the search
3. Click on the **SFHSS Demographics Report**

Information about how to use and access the [SFHSS Demographics Report](https://sfhss.org/demographics-report). (<https://sfhss.org/demographics-report>)



Questions?