

San Francisco Health Service System Health Service Board

Rates & Benefits

Review 2026 Medical/Rx Health Plans Rates Summary

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Overview—Health Plans 2026 Rates Summary

- This material summarizes San Francisco Health Service System (SFHSS) 2026 health plan rates for active employees, non-Medicare retirees, and Medicare retirees.
- The active employee and non-Medicare retiree rates (e.g., Non-Medicare rates) reflect:
 - Approved self-funded and flex-funded plan rates from the May 8, 2025, Health Service Board (HSB) meeting; and
 - Recommended Kaiser California HMO rates to be presented during today's HSB meeting.
- The Medicare retiree rates reflect recommended Kaiser California KPSA HMO and Blue Shield of California (BSC) Medicare Advantage Prescription Drug (MAPD) PPO rates to be presented during today's HSB meeting.
- During the Kaiser HMO "multi-region" plans action item presentation later in today's meeting, a recommendation to discontinue the Kaiser retiree HMO plans in Washington, Oregon, and Hawaii after 2025 will be made.

1

Active Employee and Non-Medicare Retiree Health Plans

Health Plans 2026 Rates Summary

Active Employee and Non-Medicare Retiree Health Plans

- This material summarizes what will be presented for Health Service Board (HSB) approval today for Kaiser California HMO along with rate approvals for other plans presented at the May 8, 2025, HSB meeting — as well as an overview of member contribution comparisons among health plans offered to active employees and non-Medicare retirees by the San Francisco Health Service System (SFHSS).
- This cycle’s rating efforts into the 2026 plan year focused on understanding how plan costs in 2024 along with present-state health cost escalators are impacting 2026 rating actions.
- Aon projects 9% health care cost trend for US medical and prescription drug plans into the 2026 plan year—see weblink: [Key Trends in U.S. Benefits for 2025 and Beyond](#)

Non-Medicare Health Plan	Before Rate Stabilization Adjustment	After Rate Stabilization Adjustment
Blue Shield of CA Access+ HMO ¹	8.4%	8.7%
Blue Shield of CA Trio HMO ¹	8.9%	9.2%
Health Net CanopyCare HMO ¹	1.7%	-0.3%
Kaiser HMO	9.9%	Does not apply (insured plan)
Non-Medicare PPO ^{1,2}	2.6%	0.5%

1 Rating action incorporates proposed change to GLP-1 coverage as described in rating recommendation documents for BSC plans, as well as mandated infertility benefit levels (SB729) for HMO plans that are recommended to apply to PPO plan also.

2 Total rate increase for active employees with Non-Medicare PPO Choice Not Available pricing will follow the total rate increase for the BSC Access+ HMO plan.

Health Plans 2026 Rates Summary Cont.

Active Employee and Non-Medicare Retiree Health Plans

2026 Proposed Rate Action In Today's HSB Meeting — Kaiser California HMO

- **Kaiser California HMO (+9.9%)** — The Kaiser HMO renewal reflects the forecast premium required by Kaiser during 2026 to deliver care to members enrolled in the Kaiser California HMO plan for SFHSS (active employees, non-Medicare retirees, and their dependents). This follows presentation of Kaiser 2024 plan year experience delivered to the HSB at the April 10, 2025, meeting. The renewal includes approximately 0.5% projected added cost to elevate current infertility benefit levels to comply with SB729 mandated levels in 2026.

Membership Distribution by Plan

- Below is the current distribution of active employees and non-Medicare retirees by plan (based on the SFHSS 2025 Demographics Report presented to the HSB in February 2025).
- Figures in parentheses: percentage distribution across plans by enrolled person type

Non-Medicare Health Plan	Active Employees	Non-Medicare Retirees
BSC Access+ HMO	9,204 (22%)	1,064 (20%)
BSC Trio HMO	4,051 (10%)	632 (12%)
Kaiser HMO	25,397 (62%)	2,439 (47%)
Health Net CanopyCare HMO	850 (2%)	89 (2%)
BSC Non-Medicare PPO Plan (including Choice Not Available)	1,722 (4%)	974 (19%)
Total—Non-Medicare Plans	41,224 (100%)	5,198 (100%)

Projected Monthly Rates — 2026 Plan Year

Shown to the nearest dollar monthly (actual rates are to nearest cent) — light grey shading illustrates where same figures apply across multiple plans.

	Active Employees (93/93/83)			Active Employees (100/96/83)			Non-Medicare Retirees (Maximum ER Contribution)		
	EE Only	EE+1 Dep	EE+2+ Deps	EE Only	EE+1 Dep	EE+2+ Deps	RET Only	RET+1 Dep	RET+2+ Deps
Total Plan Rates									
BSC Non-Medicare PPO	\$1,487	\$2,883	\$4,073	\$1,487	\$2,883	\$4,073	\$2,002	\$2,902	\$3,622
BSC Non-Medicare PPO (CNA)	\$1,265	\$2,525	\$3,570	\$1,265	\$2,525	\$3,570	\$2,002	\$2,902	\$3,622
BSC Access+	\$1,265	\$2,525	\$3,570	\$1,265	\$2,525	\$3,570	\$2,921	\$4,231	\$5,276
BSC Trio	\$1,081	\$2,157	\$3,049	\$1,081	\$2,157	\$3,049	\$2,494	\$3,613	\$4,505
Kaiser	\$970	\$1,933	\$2,733	\$970	\$1,933	\$2,733	\$1,947	\$2,911	\$3,711
Health Net CanopyCare	\$790	\$1,574	\$2,224	\$790	\$1,574	\$2,224	\$1,819	\$2,634	\$3,284
Employer Contribution									
BSC Non-Medicare PPO	\$1,177	\$2,348	\$2,963	\$1,487	\$2,424	\$2,963	\$1,703	\$2,156	\$2,159
BSC Non-Medicare PPO (CNA)	\$1,177	\$2,348	\$2,963	\$1,265	\$2,424	\$2,963	\$1,840	\$2,290	\$2,290
BSC Access+	\$1,177	\$2,348	\$2,963	\$1,265	\$2,424	\$2,963	\$2,760	\$3,414	\$3,414
BSC Trio	\$1,006	\$2,006	\$2,531	\$1,081	\$2,070	\$2,531	\$2,425	\$2,984	\$2,984
Kaiser	\$902	\$1,798	\$2,268	\$970	\$1,856	\$2,268	\$1,933	\$2,415	\$2,415
Health Net CanopyCare	\$735	\$1,464	\$1,846	\$790	\$1,511	\$1,846	\$1,819	\$2,226	\$2,226
Member Contribution									
BSC Non-Medicare PPO	\$310	\$535	\$1,110	\$0	\$459	\$1,110	\$298	\$747	\$1,463
BSC Non-Medicare PPO (CNA)	\$89	\$177	\$607	\$0	\$101	\$607	\$162	\$612	\$1,331
BSC Access+	\$89	\$177	\$607	\$0	\$101	\$607	\$162	\$816	\$1,862
BSC Trio	\$76	\$151	\$518	\$0	\$86	\$518	\$70	\$629	\$1,521
Kaiser	\$68	\$135	\$465	\$0	\$77	\$465	\$14	\$496	\$1,295
Health Net CanopyCare	\$55	\$110	\$378	\$0	\$63	\$378	\$0	\$408	\$1,058

NOTE: CNA = Choice Not Available

For Comparison — 2025 Plan Year Monthly Rates

Shown to the nearest dollar monthly (actual rates are to nearest cent) — light grey shading illustrates where same figures apply across multiple plans.

	Active Employees (93/93/83)			Active Employees (100/96/83)			Non-Medicare Retirees (Maximum ER Contribution)		
	EE Only	EE+1 Dep	EE+2+ Deps	EE Only	EE+1 Dep	EE+2+ Deps	RET Only	RET+1 Dep	RET+2+ Deps
Total Plan Rates									
BSC Non-Medicare PPO	\$1,479	\$2,868	\$4,053	\$1,479	\$2,868	\$4,053	\$1,991	\$2,887	\$3,603
BSC Non-Medicare PPO (CNA)	\$1,164	\$2,324	\$3,287	\$1,164	\$2,324	\$3,287	\$1,991	\$2,887	\$3,603
BSC Access+	\$1,164	\$2,324	\$3,287	\$1,164	\$2,324	\$3,287	\$2,689	\$3,895	\$4,857
BSC Trio	\$990	\$1,975	\$2,794	\$990	\$1,975	\$2,794	\$2,285	\$3,310	\$4,128
Kaiser	\$881	\$1,759	\$2,487	\$881	\$1,759	\$2,487	\$1,771	\$2,648	\$3,377
Health Net CanopyCare	\$791	\$1,579	\$2,232	\$791	\$1,579	\$2,232	\$1,825	\$2,643	\$3,297
Employer Contribution									
BSC Non-Medicare PPO	\$1,082	\$2,161	\$2,728	\$1,479	\$2,231	\$2,728	\$1,692	\$2,141	\$2,141
BSC Non-Medicare PPO (CNA)	\$1,082	\$2,161	\$2,728	\$1,164	\$2,231	\$2,728	\$1,850	\$2,298	\$2,298
BSC Access+	\$1,082	\$2,161	\$2,728	\$1,164	\$2,231	\$2,728	\$2,548	\$3,151	\$3,151
BSC Trio	\$920	\$1,837	\$2,319	\$990	\$1,896	\$2,319	\$2,231	\$2,743	\$2,743
Kaiser	\$820	\$1,636	\$2,064	\$881	\$1,688	\$2,064	\$1,771	\$2,210	\$2,210
Health Net CanopyCare	\$736	\$1,468	\$1,853	\$791	\$1,516	\$1,853	\$1,825	\$2,234	\$2,234
Member Contribution									
BSC Non-Medicare PPO	\$396	\$707	\$1,325	\$0	\$637	\$1,325	\$298	\$747	\$1,463
BSC Non-Medicare PPO (CNA)	\$81	\$163	\$559	\$0	\$93	\$559	\$141	\$589	\$1,305
BSC Access+	\$81	\$163	\$559	\$0	\$93	\$559	\$141	\$744	\$1,707
BSC Trio	\$69	\$138	\$475	\$0	\$79	\$475	\$54	\$566	\$1,384
Kaiser	\$62	\$123	\$423	\$0	\$70	\$423	\$0	\$439	\$1,167
Health Net CanopyCare	\$55	\$111	\$380	\$0	\$63	\$380	\$0	\$409	\$1,063

NOTE: CNA = Choice Not Available



2

Medicare Retiree Plans

SFHSS Medicare Plans — Current Covered Lives

- The Blue Shield of California (BSC) MAPD PPO plan and Kaiser Permanente Senior Advantage (KPSA) California HMO plan are the primary Medicare plans offered by SFHSS.

SFHSS Medicare Health Plan	Covered Medicare Lives (2025 SFHSS Demographics Report)
BSC MAPD PPO (national)	18,683 (55.0%)
KPSA HMO (California)	15,111 (44.5%)
Kaiser Multi-Region (WA/NW/HI)	152 (0.5%)
Total — All Lives in Medicare Plans	33,946 (100.0%)

- There are also 53 non-Medicare retirees enrolled in Kaiser non-Medicare “multi-region” HMOs in Washington, Northwest and Hawaii.
- The remainder of this renewal overview document focuses on two plans for 2026 rates — KPSA offered in California, and BSC MAPD PPO offered nationally.
 - Information on the Kaiser retiree “multi-region” HMO plans will be presented in a recommendation later today.

SFHSS Medicare Plans — 2026 Renewal Overview

- All Medicare plans are fully insured — thus rate stabilization does not apply.
- Insured rates for SFHSS are determined by plan underwriting for overall projected plan cost for 2026, less federal government funding as determined by the Centers for Medicare and Medicaid Services (CMS).

Health Plan	2025 Rating Action	2026 Rating Action
KPSA (California)	8.65% increase	9.33% increase
BSC MAPD (National) ¹	3.9% increase	4.5% increase

¹ BSC MAPD rates for 2025 through 2027 plan years were determined by BSC response to SFHSS Medicare Advantage Plan Request for Proposal in Spring 2024. The 2025 BSC MAPD rating action compares to 2024 UHC MAPD rates.

Projected 2026 Medicare Plan Monthly Rates

- The table below shows projected 2026 total cost monthly rates (including rate card elements for SFHSS Sustainability Fee and Basic Vision plan) for the two Medicare plans, as well as employer and member contributions for Medicare retirees receiving the maximum City Charter formula employer contributions¹.
- Retiree Only member contributions are \$0 for both plans since the total MA plan rates with all rate card elements included are less than the 2026 monthly 10-County Amount (\$942.14).

Medicare Retirees and Dependents (Maximum ER Contribution)			
Monthly 2026 Rates	RET Only	RET+1 Dependent	RET+2+ Dependents
Total Plan Rates			
KPSA HMO (California)	\$393.61	\$781.24	\$1,167.77
BSC MAPD PPO (National)	\$568.56	\$1,131.14	\$1,692.99
Employer Contributions			
KPSA HMO (California)	\$393.61	\$587.43	\$587.43
BSC MAPD PPO (National)	\$568.56	\$849.85	\$849.85
Member Contributions			
KPSA HMO (California)	\$0	\$193.81	\$580.34
BSC MAPD PPO (National)	\$0	\$281.29	\$843.14

1. Approximately 245 enrolled retirees receive less than the maximum City Contribution presently — hired on or after January 10, 2009, with less than 20 years of service. This compares to 191 retirees at this time last year.