



# SFHSS Open Enrollment, Flu Prevention, & Healthy Aging for Women

September 25, 2024

Carrie Beshears, Well-Being Manager Julisa Nunez, Well-Being Program Educator Lisa Ocampo, Well-Being Program Coordinator

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# Agenda

- Well-Being@Work Updates
- Open Enrollment
- Benefit Fairs
- Flu Shot Clinics
- Healthy Aging and Well-Being For Women

-2-

Next Steps





# Well-Being@Work Updates

- November 1 Deadline to request fruit orders and KP activities for the remainder of the year.
- Schedule Check-in Meetings with your Coordinator
- Get on Board with Respect Campaign from DHR <u>https://www.sf.gov/get-board-respect</u>
  - Strategic Plan/Create a Culture/Policy: Respect in the Workplace Policy
    - Implement and Utilize
      - Tools and Resources for managers and employees

-3-

• Posters (pick them up at DHR or the Career Center at City Hall



### We're going places!

The City and County of San Francisco is committed to creating a safe, healthy, and respectful workplace for all employees. The Respect Policy ensures that every individual is treated with civility and dignity, free from disrespectful behavior. Together, we can build a workplace where everyone feels valued and respected.





# Open Enrollment (OE) Champion Training and Support Materials



# **OE 2024 for PY2025**

HEALTH BENEFITS OPEN ENROLLMENT September 30<sup>th</sup> – October 25<sup>th</sup>, 2024



Open Enrollment Period: September 30<sup>th</sup> – October 25<sup>th</sup>, 2024.

Open Enrollment is your annual opportunity to:

- Change your health benefits
- Add or drop dependents
- Review 2025 benefit rates
- Update FSA Elections
- Attend benefits fairs and webinars

Elections made during Open Enrollment will take effect on January 1, 2025.

Deadline to submit Open Enrollment changes is October 25<sup>th</sup>.



Scan Here





# **Open Enrollment Communications**

## SAN FRANCISCO **HEALTH SERVICE SYSTEM**

September 23<sup>rd</sup>.

SAN FRANCISCO



**Open Enrollment Letters to be Mailed** 









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September 30th - October 25th, 2024

**HEALTH BENEFITS OPEN ENROLLMENT** 



## **91 Custom OE Letters With Rates**

### HEALTH BENEFITS OPEN ENROLLMENT

September 30th – October 25th, 2024





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Employee Only	\$25.57	\$339.70	\$28.48	\$378.31	\$31.98	\$424.82	\$37.60	\$499.59	\$182.80	\$499.59
Employee +1	\$51.01	\$677.69	\$56.82	\$754.93	\$63.82	\$847.93	\$75.08	\$997.46	\$326.19	\$997.46
Employee +2 or More Dependents	\$175.16	\$855.18	\$195.13	\$952.72	\$219.19	\$1,070.17	\$257.87	\$1,259.02	\$611.38	\$1,259.02
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Employee Only	\$2.31	\$23.58	\$0.00	\$12.22	\$0.00	\$	11.53			
Employee +1	\$4.62	\$49,75	\$0.00	\$20.16	\$0.00	\$	19.05			
Employee +2 or More Dependents	\$6.92	\$70.76	\$0.00	\$29.82	\$0.00	\$	28.16			
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### SAN FRANCISCO HEALTH SERVICE SYSTEM

## **Confirmation Letters**





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#### If this Confirmation Statement is accurate, you do not need to take any action.

Our telephone hours are Monday, Tuesday, Wednesday, and Friday, 9 a.m. to Noon and 1 p.m. to 5 p.m., and Thursday from 10 a.m. to Noon and 1 p.m. to 5 p.m.

Note: SFHSS can only correct administrative errors. If you missed the Open Enrollment deadline or simply changed your mind, you will need to wait until the next Open Enrollment period to change your benefits.

Voluntary benefits are administered by WORKTERRA. To check your voluntary benefit elections, contact WORKTERRA directly at (888) 604-3771.

1145 Market Street, 3rd Floor, San Francisco, CA 94103 | Phone: (628) 652-4700 | Fax: (628) 652-4701 | sfhss.org

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#### SAN FRANCISCO HEALTH SERVICE SYSTEM

Medical (includes VSP Basic Vision Plan)	< <med_covrg>&gt;</med_covrg>	< <ee_med_cur>&gt;</ee_med_cur>
Dental	< <dental_covrg>&gt;</dental_covrg>	< <ee_den_cur>&gt;</ee_den_cur>
Vision	< <vis_buyup_covrg>&gt;</vis_buyup_covrg>	< <ee_vbuyup_cur>&gt;<sup>1</sup></ee_vbuyup_cur>
Healthcare FSA		< <hcfsa_biweekly>&gt;</hcfsa_biweekly>
Dependent Care Assistance FSA		< <dcfsa_biweekly>&gt;</dcfsa_biweekly>
Total < <ded sched="">&gt; Deductions</ded>		< <total ded="">&gt;<sup>2</sup></total>

<sup>1</sup>The cost for the VSP Basic Vision Plan is included in your medical premium. There is no additional cost. <sup>2</sup>Deductions listed here do not include Voluntary Benefits.

Employees represented by <<Union\_Name>> are automatically enrolled in:

<<LTD\_YesNo>> <<LTD\_Plan>> <<LIFEINS\_YESNO>> <<Life Plan>> <<VDT>>

#### Important Information for 2025

2025 Health Premium Deductions will appear on your first paycheck beginning in January 2024.

Do you still have Healthcare FSA Funds for 2024? Expenses must be incurred by December 31, 2024. Reimbursements must be submitted no later than March 31, 2025. Check padmin.com for more details. Remaining 2024 Healthcare FSA funds from \$10 to \$610.00 will carryover for you to use in 2025. Visit sfhss.org/field/be-spending-accounts-fa for more information.

Health Plan ID Cards. All members who switched plans during Open Enrollment and all existing Blue Shield of California Access+ HMO members will receive a new identification card in the mail before January 1, 2025.

Switching to an HMO Medical Plan? Newly enrolled members in Health Net CanopyCare, Blue Shield of CA Access+ or Trio HMOs will have a primary care physician (PCP) auto-assigned. To choose a different PCP, please call the member services number on back of your health plan ID card.

Get a Free Flu Shot through Your Health Plan. Go to sfhss.org/well-being/flu-prevention for more details.

#### Dependent Eligibility May be Audited by SFHSS at Any Time

Stay in Compliance and Review Your Dependent Coverage. SFHSS Member Rules require all members to notify SFHSS within 30 days of when a dependent becomes ineligible. Dependent eligibility may be audited by SFHSS at any time.

If you added a dependent during Open Enrollment but did not provide the required documentation demonstrating eligibility for SFHSS benefits by the supplied deadline, your added dependent will be removed from coverage starting January 1, 2025.

1145 Market Street, 3rd Floor, San Francisco, CA 94103 | Phone: (628) 652-4700 | Fax: (628) 652-4701 | sthss.org

# Comprehensive OE Resource Hub at sfhss.org/oe2025



### Open Enrollment Resource Hub will go live on September 30, 2024.



## **OE Calendar Events**



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Open Enrollment Events	s + Uscation	Oct 2023  TUESDAY	Octob		Day Week	Month		

Click on "Open Enrollment Events".

sfhss.org/oe2025/calendar

is where you will find a variety Open Enrollment of events:

- 18 Webinars
- 6 Benefit Fairs

- 2 Open to all
- 4 Closed for department employees only



## **2025 Health Benefits Guides\***





\*Court and MEA are consolidated into the City and County of San Francisco Guide.

## **Member Experience – Emails**



HEALTH BENEFITS OPEN ENROLLMENT September 30<sup>th</sup> – October 25<sup>th</sup>, 2024

### SFHSS

 Weekly emails reminding members about upcoming webinars, health fairs, vendor office hours where they can get one-on-one help, and deadlines.

### Department

 Distribute one department wide email to remind employees of Open Enrollment. 

 Image: Weight of the second state o

### **Open Enrollment is Coming Soon!**

The best benefits are the ones you will use. If you haven't had your annual wellness exam, dental cleanings, eye exam, or any other preventative care appointments this year, then we urge you to take a second look at all of the benefits available to you and decide if there's a

The San Francisco He about your benefits at the <u>Open Enrollment</u>

This year, Open Enro



HEALTH BENEFITS OPEN ENROLLMENT September 30" - October 25", 2024

Subject: SFHSS Health Benefits Open Enrollment

#### Email Body:

The best benefits are the ones you will use. If you haven't had your annual wellness exam, dental cleanings, eye exam, or any other preventative care appointments this year, then we urge you to take a second look at all the benefits available to you and decide if there's another plan that better meets your needs.

The San Francisco Health Service System (SFHSS) invites you to learn about your benefits and make changes to your benefits for the 2025 Plan Year.

### This year's Open Enrollment runs from Monday, September 30, 2024, to Friday, October 25, 2024, at 5:00 p.m. PST.

Check out the Open Enrollment Benefits Fairs, flu shot clinics, and webinars, or sign-up for a one-on-one consultation during our health plan vendor's Office Hours. Visit <u>sfhss org/oe2025</u> after 8 am. on September 30<sup>on</sup> for more details.

## **Member Experience – Four Benefit Fairs**





Date & Time	Location
October 1, 9 a.m. – 3 p.m.	SF City Hall – Open to ALL SFHSS Members
October 2, 7:30 a.m. – Noon	*PUC – Hetch Hetchy
October 3, 11 a.m. – 1 p.m.	*SFO – Morning
October 3, 10 p.m. – 11:30 p.m.	*SFO – Evening
October 9, 7 a.m. – 1 p.m.	*SF Public Works, Operations Yard
October 17, 9 a.m. – 2 p.m.	RPD, County Fair Building - Open to ALL SFHSS Members

\*Closed event for only department employees.



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## **Member Experience – 18 Webinars Scheduled**

Date & Time	Торіс
9/30 at Noon 10/8 at Noon 10/ 21 at Noon	Active Employee & Non-Medicare Retiree - General Health Plan Overview
10/2 at Noon 10/10 at 11 a.m. 10/15 at 11 a.m.	Medicare Retiree - General Medicare Plan Overview
10/10 at Noon 10/16 at Noon	Active Employees - Dental/Vision
10/7 at 10 a.m. 10/2 at 10 a.m.	Retirees - Dental/Vision
10/7 at Noon 10/23 at Noon	Active Employees - FSA
10/8 at 10 a.m. 10/15 at 1 p.m. 10/23 at 11 a.m.	Deep Dive into the NEW Blue Shield of CA MAPD-PPO Plan
10/8 at 5:30 p.m. 10/22 at noon	CCSF & Courts Voluntary Benefits & MEA Flex Credits w/ Workterra

## **Print Material:** Table Tent and Poster









Table Tents are to be placed on all tables in the break room, and the posters on the wall that are visible until September 30<sup>th</sup> until October 25<sup>th</sup>, 2024.

## **Digital Display**



OPEN ENROLLMENT PERIOD: SEPT. 30<sup>th</sup> – Oct. 25<sup>th</sup>, 2024





2025 Benefit Rates, Plan Information, Benefits Fairs, Webinars, and Flu Clinics. DEADLINE TO SUBMIT OPEN ENROLLMENT CHANGES IS OCTOBER 25<sup>th</sup>

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sfhss.org/oe2025

## **Table Tent Folding and Assembly Video**



# **Text Instructions for Table Tent Assembly**

### Start with the Sheet:

Place the sheet face down with the printed side on the table.

### Fold the Panels:

Fold all four panels along the pre-scored lines towards you. Crease them well for a neat fold.

### **Prepare to Tape:**

Locate the flap at one end of the sheet. This flap is for taping.

### Apply Tape:

Place three pieces of tape on the inner side of the flap, with the sticky side facing up.

### Secure the Tent:

Carefully fold the taped flap towards the opposite end of the sheet. Gently press down to secure the tape and form the triangle shape of the table tent.

### Done!

Your table tent is now assembled and ready to use.

## **Department Support**





### **Champion Role:**

- Hang Posters
- Assemble Table tents and distribute among your work location(s)
- Send a department specific email
- Place on digital displays

### **Additional Options:**

- Add a blurb to internal newsletter
- Place on your internal website
- Make an announcement in an all-staff meeting

# **OE Next Year Planning - 2026**



Interesting in hosting a benefit fair? Would you like someone from HSS to come and speak to your department on Open Enrollment?

# Plan Ahead!

Requests must be submitted to <u>well-being@sfgov.org</u> by March 31, 2025.











# SFHSS Flu Prevention Campaign & Clinics



sfhss.org/well-being/flu-prevention



# Flu Prevention Campaign & Clinics

Promote and encourage flu vaccinations for CCSF employees and retirees through

- 1. Onsite clinics
- 2. Know before you go
- 3. Citywide communication
- 4. Promotional materials
- 5. Flu education resources

# **Worksite Flu Shot Clinics**

- 19 Clinics
- Open vs. Closed (restricted) clinics
- High dose availability at most clinics
- No appointments necessary

Open	Closed (Restricted)
9/26 - SFPUC Millbrae	9/25 - Department of Emergency
10/1 - City Hall	9/27 - SF Main Public Library
10/10 - Hall of Justice	10/2 - HOM
10/17 - SF County Fair Building	10/3 - SFMTA MME
10/21 - 49 South Van Ness	10/8 - SFPUC CDD
10/24 - SF Health Service System	10/9 - SFPW
10/31 - SF Human Services Agency	10/10 - DeYoung Museum
	10/15 - SFPUC WWE
	10/16 - SF Police HQ
	10/23 - SFPUC HQ
	10/30 - POL MTA Forensics

# **Be Prepared - Know Before You Go**

- 1. Complete and print the Flu Consent and Waiver form
- 2. Bring a city issued ID badge OR your medical provider card
- 3. Self-report flu shot to your healthcare provider
- 4. Take a picture of the final consent form after you receive your flu shot
- 5. Upload the photo to your online health plan account or email the photo to your health care provider



## Who Can Get a Flu Shot

- CCSF, SFUSD, CCD and CRT employees and retirees.
- Spouses/domestic partners of retirees.
- Worksite clinics are NOT for spouses/domestic partners and children of employees.









# **Emails**

### **HSS City Wide**

- 9/23/2024 Fight the Flu
- 10/7/2024 It's Not To Late

### Department

Send one department wide email to support the flu campaign and encourage employees to get vaccinated.

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Hello [% member:first\_name default="CCSF Employee," %],

Flu can be a serious illness that is easily spread from person to person. The San Francisco Health Service System (SFHSS) is sponsoring <u>FREE FLU SHOTS</u> for City and County employees starting this month. Fight the Flu - the best way to protect yourself, your family and the community against flu is by getting vaccinated.

For a complete list of dates, times, and locations, please check <u>SFHSS Flu</u> <u>Prevention Webpage</u> to find the flu shot clinic nearest you.

#### Interested in getting your f vaccine now?

You don't have to wait. Get your flu sho through your healthcare provider.

For more information go to: https://sfhss.org/well-being/fluprevention

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Helio Colleagues,

The first and most important step to protecting yourself, your family, and your community is getting a flu shot each year in partnership with the San Francisco Health Service System (SFHSS), and [ # ADD DEPT NAME] is sponsoring a worksite flu clinic for our employees.

Location & Time: [ADD DETAILS HERE]

#### Know before you go:

Prior to arrival, please complete and print the Flu Consent and Waiver form. This year, if you would like to inform your healthcare provider that you received your flu vaccine, please be prepared to take a picture of your completed form after you receive your vaccine.

Follow the steps below to get your flu shot quicker.

- No appointments are necessary.
- Bring a city-issued employee ID badge OR your medical provider card.
- Wear a loose-fitting or short-sleeve shirt, as you will need to roll up your sleeve.
- If you need proof of vaccination, take a picture of the consent form with your smartphone. Upload the photo to your online health plan account or email the photo to your health care provider.

For additional flu clinic locations, including a complete list of dates and times, please check the SFHSS Flu Prevention webpage to find a clinic nearest you.

Staying up to date with the latest COVID-19 vaccine is the best way to protect yourself from serious illness. While not required, getting the COVID-19 vaccine is strongly recommended. The vaccines have been updated for the newest variants and are available at your doctor's office or local pharmacy. You can make an appointment online at pharmacy websites or at <u>https://mytum.ca.gov.</u> It's advised to get the shot at least 3 months after your last dose or up to 6 months after a recent infection. COVID-19 cases are expected to rise in the winter and holiday seasons. Learn more by visiting <u>DHR FAQ vaccination</u>.



## **Promotional Materials**

### Flu Education Poster



### **\*\***

#### Take actions every day to help stop the spread of germs. An annual seasonal flu vaccine is the best way to help protect you against the flu. To learn more, visit cdc.gov.



#### Get Your Flu Shot. Every Year. When you get a flu shot, you are not just protecting yourself,

Together, Let's Fight the Flu!

When you get a flu shot, you are not just protecting yourselt, you're protecting your family, friends, and co-workers. You can't get flu from a flu shot, but it does take two weeks for the vaccine to reach to its full strength.

sfhss.org/well-being/flu-prevention



#### Cover your nose and mouth with a tissue when coughing or sneezing to help to prevent the spread of germs.

Wash Your Hands for 20 Seconds. It is important to practice good health habits like washing your hands often. If scap and water are not available, use an alcohol best band seniority.

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Flu Prevention for Retiree



Protect yourself and those around you by getting your Flu Shot. The flu vaccine is the best protection against the flu. Flu vaccine reduces risk of flu illness and serious outcomes, and protects vulnerable populations. To find out more, visit cdc.gov.

#### If you're over 65, You're at Greater Risk.

Getting a flu vaccine is important for protecting yourself. If you are 65 years or older, or if you have have asthma, diabetes, or chronic lung disease, you are at a higher risk for developing complications from the flu, such as pneumococcal pneumonia. Wear a mask for an extra layer of protection.

#### Together, Let's Fight the Flu,









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Better Every Day. Mathematics

### **Open Flu Clinics**

#### Fight 2024 Flu Shot Clinics

Stay Healthy this Flu Season Be Prepared SFHSS is offering FREE FLU SHOT dinics across This year, you will need to self-report that you received a flu shot to your healthcare provider the city to protect you and your co-workers from this year's fla virus. No appointments required · Bring a city issued ID badge OR your medical Who is eligible for a flu shot at a provider card. · Prior to arrival, please complete and print the worksite clinic? Employees from CCSF, USD, CCD, and CRT Worksite clinics are not open to spouses/domestic partners and children of Fluc Conservational Wasser (forms will also be available onsite).
 Take a picture of the consent form after you receive your flu shot. city employees. Upload the photo to your online health plan Retirees and their spouses/partners of retirees account or email the photo to your health insured through the SEHSS sponsored healt care provider plans from the following employers: CCSF, USD, CCD, and CRT.

#### RT. City and County of San Francisco Clinic Locations

	Time	Locations
September 26	7.30am-11:30am	Public Utilities Commission, 1000 El Camino Real, Milibrae
October 1*	9:00am-3:00pm	City Hall, 1 Dr. Cartion B. Goodlett Place, South Light Court
October 10	10:00am-2:00pm	Hall of Justice, 850 Bryant St, 6th Floor Auditorium
October 17	8:00am-1:00pm	SF County Fair Building (Golden Gate Park), 1199 9th Ave, Auditorium
October 21	9:00am-2:00pm	49 South Van Ness, Room 132
October 24	9:00am-2:00pm	SF Health Service System, 1145 Market Street, 2nd Floo
October 29	9am -2:00pm	Human Services Agency, 170 Otis, Born Auditorium
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sfliss.org/well-being

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### Closed (Restricted Clinics)

## Fight the Flu!

#### SFHSS Sponsored Worksite Flu Clinic Locations

The following clinics have restricted access and are available for:

First Responders
 Employees that have building access at the listed addresses

Worksite clinics are NOT for spouses/domestic partners and children of city employees.

For more information on these clinics, please be on the lookout for emails from your department or vi SEHSS Flu Prevention.

Date	Time	Location
September 25	1:00pm-5:00pm 10:00pm-12:00am	Department of Emergency Management, 1101 Turk St. Lunchroom
September 27	10:30am-2:30pm	SF Main Public Library, 100 Larkin St, Latino Room A and B
October 2	9:30am -12:30pm	SF Department of HDM. 440 Turk St, Room 223
October 3	11:00am-3:00pm	SF Municipal Transportation Agency MME, 601.25th St, Room 239 D&E
October 8	7:30am-11:30am	SF Public Utilities Commission City Distribution Division, 1980 Oakdale Ave
October 9*	7:00am-1:00pm	SF Public Works Operations Yard, 2323 Cesar Chavez St.
October 10	9:00am-1:00pm	DeYoung Museum, 50 Hagiwara Tea Garden Dr., Rohlen Conference Room
October 15	7:00am-11:00am	SF Public Utilities Commission Wastewater Enterprise, 756 Phelps Street Building 330 Conference Room
October 16	9:00am-2:00pm	SF Police Department Head Quarters, 1245 3rd St, Conference Room 1025
October 23	9:00am-1:00pm	SF Public Utilities Commission, 525 Golden Gate, O'Shaughnessy Conference Room
October 30	10:00am-2:00pm	SF Palice Department Forensics, 1995 Evans Ave, 3rd Fl Conference Room

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\*Flu clinics combined with an Open Enrollment Benefits Fair

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# Flu Prevention Campaign Resources



<u>SF Department of Public Health</u>
<u>SFGOV Flu Vaccines</u>
<u>California Department of Public Health</u>
<u>Centers for Disease Control & Prevention</u>
<u>UCSF - Stop the Flu</u>

# **Flu Clinics Next Year Planning**



Interesting in hosting a flu clinic?

# Plan Ahead!

Requests must be submitted to <u>well-being@sfgov.org</u> by March 31, 2025.





# **Next Steps**

- 1. Promote Open Enrollment 9/30-10/25 sfhss.org/oe2025
  - Send department email using the template
  - Set up table tents
  - Hang posters
- 2. Promote and share resources for Benefits Fairs and Flu Shot Clinics sfhss.org/well-being/flu-prevention
- 3. Promote *Healthy Aging and Well-Being for Women* activities and resources
- 4. Schedule your check-in meeting with your coordinator for October
- Request Open Enrollment presentations and/or Benefit Fairs and Flu Clinics by March of 2025
- Deadline to submit Kaiser Permanente activities and fruit orders by November 1<sup>st</sup>

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