

SFHSS

Open Enrollment, Benefit Fairs, & Flu Prevention

September 10, 2025

Carrie Beshears, *Well-Being Manager*
Lisa Ocampo, *Well-Being Program Coordinator*

Agenda

- Well-Being@Work Updates
 - ✓ Sunsetting - Better Every Day (BED) Citywide Newsletter
 - ✓ Diabetes Prevention Program (DPP)
 - ✓ Healthy Aging for Women Series
- Open Enrollment (OE)
- Benefit Fairs
- Fight the Flu - Flu Prevention Campaign
- Next Steps

Diabetes Prevention Program (DPP)

The San Francisco Health Service System (SFHSS) has partnered with the YMCA of San Francisco to offer members the Diabetes Prevention Program (DPP).

This year-long program, developed by the Centers for Disease Control and Prevention (CDC), helps participants make lasting lifestyle changes, lose weight, improve overall health, and lower their risk of type 2 diabetes.

Attend the virtual **DPP Info Sessions** and see if this program is right for you.

- [Wednesday, September 3, 2025, 6–6:30 pm](#)
- [Friday, September 12, 2025, noon-12:30 pm](#)

Program Features:

- Online program
- Attend 26, 1-hour sessions over 12 months
- Work with a small group (8-16 people) led by a Lifestyle Coach.
- Participation is voluntary and free
- Open to CCSF, SFUSD, CCD, CRT employees and retirees/spouses

Two Cohorts Starting September

- 9/23 - Tuesdays, 6:30-7:30 pm
- 9/26 - Thursdays, 6:00-7:00 pm

[Complete the interest form](#)

Healthy Aging for Women Series

October is Menopause Awareness Month. Perimenopause, menopause, and post menopause are natural life stages, but the changes can feel overwhelming. You don't have to go through them alone. This month's workshops offer tips, resources, and support for your health and well-being. Visit sfhss.org/events to register and learn more.

October 7
[12:00-1:00 PM](#)
&
[5:30-6:30 PM](#)

Menopause and Perimenopause

Explore how to promote healthy aging and discuss specific health concerns such as sleep and menopause. In this workshop, participants will:

- Identify health concerns specific to women.
- Learn about risk factors and steps to take to promote healthy aging.
- Create a plan for overall health and well-being throughout the lifespan.

October 14
[12:00-1:00 PM](#)
&
[5:30-6:30 PM](#)

Caregiving Self-Care

Learn self-care strategies to improve your health and wellbeing, to better care for others. In this workshop, participants will:

- Learn about self-care practices to reduce stress.
- Understand how to care for oneself while caring for a loved one.
- Put a plan in place to improve your own self-care.

October 21
[12:00-1:00 PM](#)
&
[5:30-6:30 PM](#)

Emotional Well-Being

Identify sources of stress and practice self-care and coping strategies to improve your wellbeing. In this workshop, participants will:

- Understand stress response and its effects.
- Practice relaxation and other methods for self-care.
- Create a plan for stress relief, self-care, and emotional well-being.

October 28
[12:00-1:00 PM](#)
&
[5:30-6:30 PM](#)

Sleep

Reviews sleep cycle, sleep hygiene and practice relaxation skills. In this workshop, participants will:

- Learn about healthy sleep and the consequences of poor sleep.
- Review the sleep cycle.
- Determine how to get better sleep with stimulus control and proper sleep hygiene.
- Practice relaxation techniques.

Raise Awareness - Post Flyers



STARTING SEPTEMBER

DIABETES PREVENTION PROGRAM

Two Cohorts:
Tuesdays, 6:30–7:30 pm - Starts 9/23
Thursdays, 6:00–7:00 pm - Starts 9/25

Reduce your risk!

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Program Features:

- Virtual program
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- Work with a small group (8-16 people) led by a trained Lifestyle Coach
- Participation is voluntary and free
- For more information visit sfhss.org/dpp

Complete the [DPP interest form online](#)

SAN FRANCISCO HEALTH SERVICE SYSTEM
Better Every Day.



sfhss.org/dpp

[Download Flyer](#)

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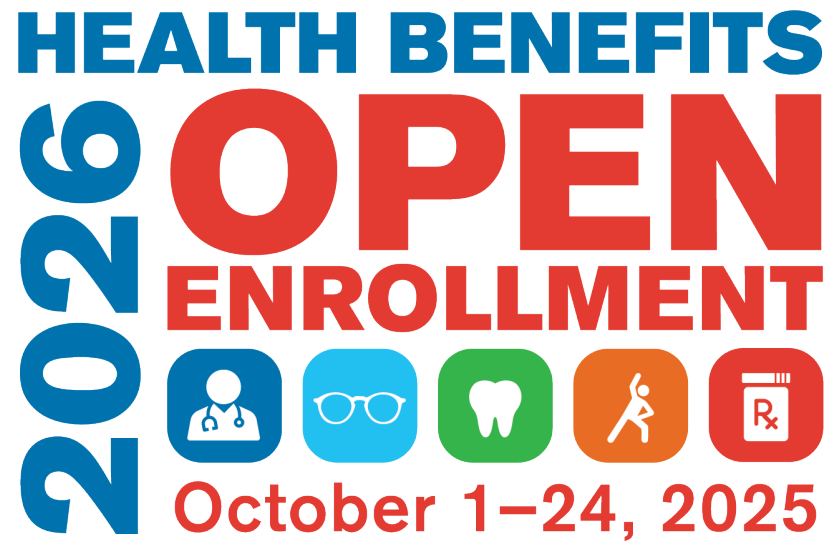


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Better Every Day.



sfhss.org/well-being

[Download Flyer](#)



Open Enrollment (OE) Champion Training and Support Materials

Open Enrollment 2025 for PY2026

Open Enrollment is your annual opportunity to:

- Change your health benefits
- Add or Drop dependents
- Review 2026 benefit rates
- Attend benefits fairs and webinars

Elections made during Open Enrollment will take effect on January 1, 2026.

**Open Enrollment Period:
October 1st to October 24th, 2025.**



sfhss.org/oe2026

**Deadline to submit Open Enrollment
changes is October 24th at 5:00 P.M.**

Open Enrollment: What's New



- **Email Pilot** – DHR, CON, and RET members will receive an email from HSS to go online to review and make their elections instead of receiving an OE Letter.
- **SFHSS Lobby Hours will be Mon, Tues, Wed, Fri 9:00 a.m. to 4:30 p.m. & Thurs 10:00 a.m. to 4:30 p.m.**
- **New Blue Shield of California HMO** members can **add a Primary Care Physician** when they enroll.
- **New York Life** will be the City's vendor for Life, AD&D, and Disability Insurance, replacing The Hartford/Manhattan Life, effective January 1, 2026.
 - ✓ Increased **Guaranteed Issue** amount for Voluntary Supplemental Life Insurance–Employee Paid, from \$100,000 to **\$200,000** available to all eligible employees.
 - ✓ Voluntary Accidental Death and Dismemberment (AD&D) Insurance–Employee Paid, coverage up to \$500,000 with no need for Evidence of Insurability (EOI).
 - ✓ Estate Guidance and Will Preparation are included for no cost as a value-added service for current Active Employees who are either eligible for employer-paid Basic Life Insurance, Long-Term Disability Insurance, and/or have elected to enroll in Voluntary Supplemental.

Flexible Spending Account Changes for 2026



Healthcare Flexible Spending Account	2025	2026
Minimum Contribution	\$250	\$250
Maximum Contribution	\$3,200	\$3,300
Rollover Minimum	\$10	\$10
Rollover Maximum	\$610	\$640

Dependent Care Flexible Spending Account	2025	2026
Minimum Contribution for all employees	\$250	\$250
Maximum Contribution for employees earning \$160K or less	\$5,000	\$7,500
Maximum Contribution for IRS designated Highly Compensated Employees (HCE) whose earnings exceed \$160K	\$5,000	\$3,000

Open Enrollment Communications

**SAN FRANCISCO
HEALTH SERVICE SYSTEM**



— 11 —

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— 12 —

Comprehensive OE Resource Hub at sfhss.org/oe2026 and OE Elections My Health Benefits



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SFHSS
BENEFITS

ENROLLMENT
CHANGES

EMPLOYEE
ASSISTANCE PROGRAM

WELL-BEING

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Home > Open Enrollment For Plan Year 2026

Open Enrollment for Plan Year 2026

> Benefits Fairs and Webinars

[Office Hours with Health Plans](#)

[Medical Plan Links](#)

[Active Employees](#)

[Retirees](#)

[Enroll with eBenefits](#)

[How to Reset Your Password](#)

[Telephone or In-Person Office Support](#)

MODERATION STATE

CHANGE TO

LOG MESSAGE

Draft

Published

Apply

Open Enrollment for Plan Year 2026

Welcome to Open Enrollment! At the San Francisco Health Service System, we believe the best benefits are the ones you actually use. If you haven't had your annual wellness exam, two (2) dental cleanings, eye exam, or other preventative care appointments, then now is the time to take a look at all of your available options.

Open Enrollment is your annual opportunity to change your health benefits and add or drop dependents. Elections made during Open Enrollment will take effect on January 1, 2026. Open Enrollment starts at 8:00 a.m. on October 1, 2025 and ends at 5:00 p.m. on Friday, October 24, 2025. **All paper applications must be postmarked by October 24, 2025 to be accepted.**

Benefits Fairs and Webinars

SFHSS will be hosting in-person benefits fairs and webinars in October. Learn about the different benefits available to you and get your questions answered by our health plan providers.

Click on the Calendar below for a complete list of dates.

October 2025

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
			OPEN ENROLLMENT			

SF | My Portal

Search

My Tasks My Requests 38 Tours

Employee Essentials Workplace Policies Classes and Training People Operations Knowledge Bases News Center

Open Enrollment begins mm/dd/yyyy

Test body language

Click to Enroll!

Open Enrollment begins mm/dd/yyyy

Want to level up? Try an Emotional Intelligence or 5 Choices workshop

Try Project Management Essentials on 9/11 and 9/12

Enroll in DHR's September classes!

My Applications

Filter

Sort by A-Z

Featured

My Time & Leave Balances

Commuter Benefits

Benefits (3)

What Are You Looking For?

Search

Get Support

SF PEOPLE & PAY SF SERVICES

SF My Hub

Expense Reports and Cash Advances immediate to ensure they get it approved & reimbursed

Open Enrollment is Coming 10/1-10/24

Open Enrollment

My Health Benefits

My Information

My Pay

Gender Identity

My Time

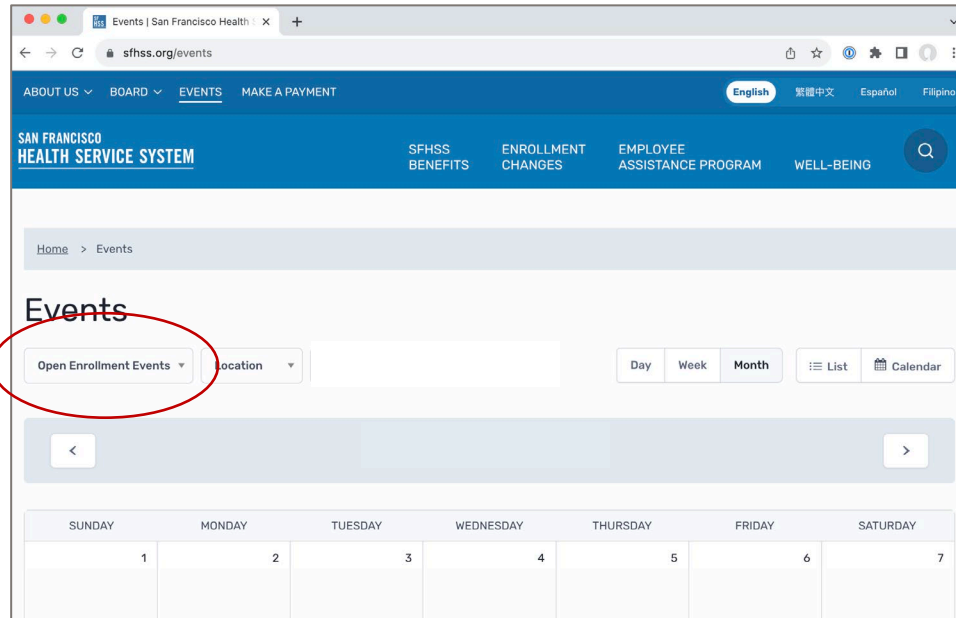
Health and Safety

Expenses

Learning

Open Enrollment Resource Hub will go live on October 1, 2025.

OE Calendar Events



Click on "Open Enrollment Events".

<https://sfhss.org/oe/calendar>

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

- 17 Webinars
- 8 Benefit Fairs
 - 2 Open to all
 - 6 Closed for department employees only

2026 Health Benefits Guides*

HEALTH BENEFITS
2026 OPEN
ENROLLMENT
October 1–24, 2025



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

***NOTE: Health Benefits Guides Will Not Be Printed for 2026**

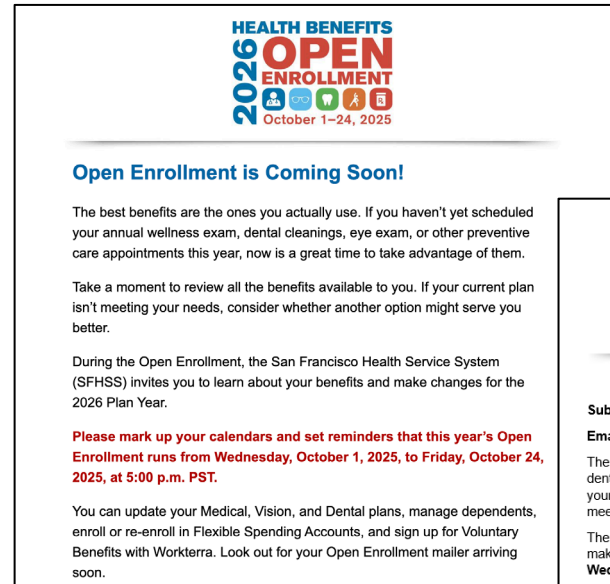
Member Experience – Weekly Emails



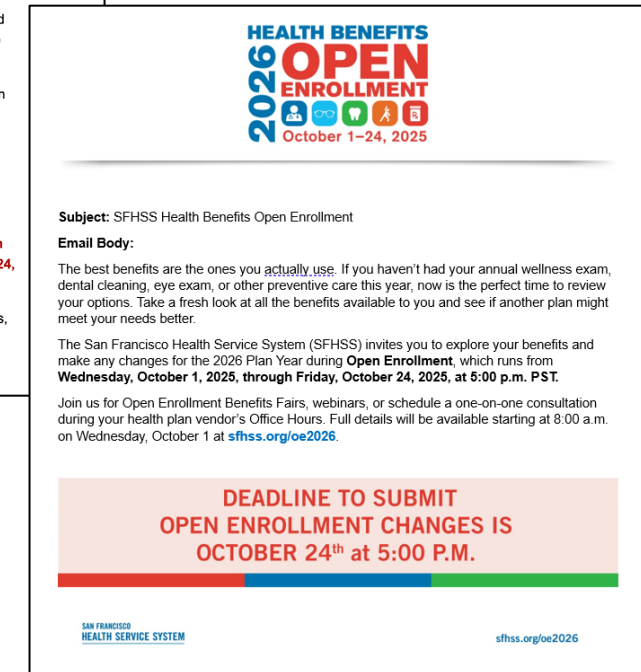
SFHSS will distribute weekly emails reminding members about upcoming webinars, health fairs, vendor office hours where they can get one-on-one help, and deadlines.

Pilot program:
CON, DHR, RET

Send a department wide email.

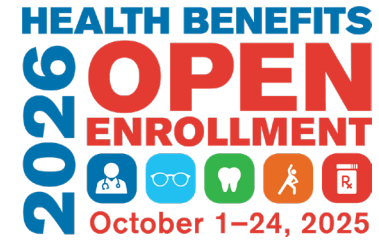


City Wide Email



Department Specific Email

Member Experience – Webinars



Date & Time	Topic
October 2 at 12 p.m. October 6 at 12 p.m. October 15 at 3 p.m. October 16 at 12 p.m.	General Medical Plan Benefits Overview for Active Employees & Early Retirees
October 2 at 10 a.m. October 6 at 10 a.m. October 14 at 11 a.m.	General Medical Plan Benefits Overview for Medicare Retirees
October 7 at 12 p.m. October 21 at 12 p.m.	Dental/Vision Active Employees CCSF, MEA & Courts
October 7 at 10 a.m. October 16 at 10 a.m.	Dental/Vision Retirees
October 14 at 12 p.m. October 23 at 12 p.m.	FSA for CCSF, MEA & Courts
October 8 at 5:30 p.m. October 21 at 1 p.m.	Voluntary Benefits for CCSF, MEA & Courts
October 9 at 1 p.m. October 20 at 12 p.m.	Deep Dive into the NEW Blue Shield of California MAPD-PPO Plan

Register to Attend:
<https://sfhss.org/oe/calendar>

Webinars will be recorded and can be located calendar.

Member Experience – Worksite Posters and Table Tents



Table Tents and Posters Distributed through the Well-Being Champions Network

We created posters and table tents for break rooms to reach more members who do not have computer access through work or whose departments are not on the city-wide email distribution list for sfgov.org email addresses.



Deadline to place your order by Friday 9/12
<https://forms.office.com/g/VKWfGa2UeT>

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 inside.

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.

Digital Display





**OPEN
ENROLLMENT
PERIOD:**

**Oct. 1st – 24th
2025**





Scan the QR code to learn more about your 2026 benefits, premiums, plan information, benefits fairs, and webinars.

**DEADLINE TO
SUBMIT OPEN
ENROLLMENT
CHANGES IS
OCTOBER 24th
at 5:00 P.M.**

SAN FRANCISCO
HEALTH SERVICE SYSTEM

sfhss.org/oe2026

Member Experience – Four Benefits Fairs

Date & Time	Location
October 1, 9 am – 3 pm	SF City Hall - Open to ALL SFHSS Members
October 8, 7:30 am – Noon	*PUC - Hetch Hetchy
October 8, Noon – 5 pm	*SFPD - Headquarters
October 9, 11 am – 1 pm	*SFO - Morning
October 9, 10 pm – 11:30 pm	*SFO - Evening
October 15, 9 am – 2 pm	*SF Public Works, Operations Yard
October 22, 9 am – 3 pm	SFHSS - Open to ALL SFHSS Members

*Closed event for only department employees.



Fight the Flu Flu Prevention Campaign



SFHSS will not be sponsoring worksite clinics this year.

Employees are encouraged to get a free flu shot through their healthcare provider, a local clinic, or a pharmacy.



Blue Shield of California	Kaiser Permanente	Health Net CanopyCare
<p>Get a flu shot from a Primary Care Physician (PCP) without a co-pay.</p> <p>The medical group may also offer reimbursement for flu shots from a clinic or pharmacy.</p> <p>Brown & Toland: (800) 225-5637</p> <p>Hill Physicians: (800) 445-5747</p> <p>Chinese Community Health Care Association: (415) 834-2118</p> <p>John Muir Health: (925) 952-2887</p>	<p>Go to any Kaiser Permanente medical facility for a free shot.</p> <p>Visit kp.org/flu or call (800) 573-5811 for available times and locations.</p>	<p>Get a flu shot from a Primary Care Physician (PCP) without a co-pay.</p> <p>The medical group may also offer reimbursement for flu shots from a clinic or pharmacy.</p> <p>Dignity Health Medical Network-Santa Cruz (831) 465-7800</p> <p>Hill Physicians Medical Group (800) 445-5747</p> <p>John Muir Physician Network (925) 952-2887</p> <p>Santa Clara County IPA (SCCIPA) (800) 977-7332</p>



Flu Email Template

Help Raise Awareness:

- Send a flu prevention department-wide email by September 24.
- Download the [email template](#)
- Share an [educational handout or flu prevention flyer](#).



Subject Line: Fight the Flu! Get Vaccinated.

Hello Colleagues,

As we enter this flu season, it's important to take proactive steps to protect both our own health and the well-being of those around us. Get vaccinated and fight the flu. It's the best way to protect yourself, your family, and the community against the flu.

Employees are encouraged to get a free flu shot through their healthcare provider, a local clinic, or a pharmacy. Please note: **Worksite flu clinics will not be offered this year.**

Why Get Vaccinated?

1. **Protect Yourself:** The flu vaccine lowers your risk of getting the flu and can reduce the severity of symptoms if you do become ill.
2. **Protect Others:** Vaccination helps protect those who are most vulnerable, including young children, older adults, and people with chronic health conditions.
3. **Protect Your Community:** High vaccination rates strengthen community immunity, helping reduce the spread of the flu and keeping everyone healthier.

Get a free flu shot through your healthcare provider.

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Educational Handouts

Flu doesn't wait. Neither should you!

Preventing the Spread of Flu

Get Your Annual Flu Shot. When you get a flu shot, you're not just protecting yourself — you're also protecting your family, friends, and co-workers. You can't catch the flu from the vaccine, but it does take about two weeks to become fully effective. To learn more or get resources, visit sfhss.org/well-being/flu-prevention.

Wash Your Hands for 20 Seconds. Cover your nose and mouth with a tissue when coughing or sneezing to help to prevent the spread of germs. It is important to practice good health habits like washing your hands often. If soap and water are not available, use an alcohol based hand sanitizer.

Disinfect and Stop the Spread. Use appropriate products such as disinfecting spray, antibacterial wipes, or sanitizing products to clean and disinfect frequently touched surfaces or objects.

Flu Symptoms

Flu season starts in October and peaks in February. Influenza (flu) is a contagious, airborne-transmitted respiratory virus that affects the nose, throat, and lungs. It can cause mild to severe illness such as pneumonia, and in rare cases it can be fatal. Symptoms may last two weeks and can include:

Coughing/
Sneezing

Headache/
Nausea

Vomiting/
Diarrhea

Fever/
Body Chills

Fatigue/
Tiredness

Congestion/
Runny Nose

Body
Aches

Breathing
Issues

Better Every Day. sfhss.org/well-being/flu-prevention

Get a FREE Flu Shot through your health care provider.

SFHSS is partnering with our health plans to bring flu shot clinics to worksites across the city. If you cannot attend a flu shot clinic, it is highly recommended that you contact your health plan provider to find nearest flu shot location.

Blue Shield of California Members

Get a flu shot from a Primary Care Physician (PCP) without a co-pay. Contact your PCP to schedule. Your medical group may also offer reimbursement for flu shots received at a clinic or pharmacy.

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Kaiser Permanente Members

Kaiser Permanente HMO and Kaiser Permanente Senior Advantage HMO

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Kaiser Permanente HMO and Kaiser Permanente Senior Advantage HMO

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Better Every Day. sfhss.org/well-being/flu-prevention

Flu Prevention Handout

Retiree - Flu Prevention Handout

Next Steps

1. **Promote Open Enrollment (Oct. 1–24, 2025):** sfhss.org/oe2026
 - [Order OE table tents and posters](#) by September 12
 - Send **OE department email** ([use template](#)) by **October 1**
 - Set up **table tents and post** posters by **October 1**
 - Promote the City Hall (10/1) and SFHSS (10/22) OE Benefit Fairs
2. **Flu Prevention:** Send a department-wide email ([use template](#)) by **September 24**.
3. **Well-Being Programs:** Download flyers and promote the [Diabetes Prevention Program](#) and the [Healthy Aging for Women Series](#).
4. **Check-In #2:** Schedule with your Coordinator for December.
5. **Kaiser Permanente Activities & Fruit Requests:** Submit by November 1, 2025.