

**SAN FRANCISCO
HEALTH SERVICE SYSTEM**

Affordable, Quality Benefits & Well-Being

September 8, 2022

**Summary of Proposed Policy Changes
Health Service System Rules: Plan Year 2023**

The section and page numbers in this document refer to the draft rules document- “2023 HSS Member Rules Draft” located behind this summary.

Throughout the document changes are made to dates to reflect that the Rules be updated for the 2023 Plan Year. In addition, minor modifications to the document have been made to improve the documents readability, including removal of duplicative information, updating of terms, and adjustment of section numbering. All substantive policy changes are listed below.

Section	Policy Change	Rationale
Section H	Removal of prohibition of certain School Term Employees from making changes during the annual open enrollment period.	Operational – practice is no longer applicable. Higher premiums are deducted in the spring semester to cover their summer premiums thus allowing benefits to remain active year-round.
Section H	Language added to require non-Medicare family members to be enrolled in a HSS UnitedHealthcare medical plan if one or more Medicare-eligible family members is enrolled in the HSS UnitedHealthcare MAPD plan.	Reflects new Operational policy that transitions all non-Medicare family members of Medicare Split Families from Blue Shield medical plans to new UnitedHealthcare plans.
Section N	Removal of language that delays enrollment of a dependent if the individual is hospital confined.	Operational - practice is no longer applicable.
Section P8	Removal of \$50 reinstatement charge.	Operational - practice is no longer applicable.

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**Summary of Proposed Policy Changes for the
Cafeteria Plan Document: Plan Year 2023**

The section and page numbers in this document refer to the draft cafeteria plan document for 2023.

Throughout the document changes are made to dates to reflect that the Cafeteria Plan Document is being amended and restated for the 2023 Plan Year. In addition, minor modifications to the document have been made to improve the document's readability, including removal of duplicative information, adding of new definitions, updating of terms, and adjustment of section numbering. All substantive policy changes are listed below.

Section	Policy Change	Rationale
Appendix B Section B2	Removed exclusion for “non-prescribed drugs” from the definitions of “Medical Expense” and Qualifying Medical Expense”.	The CARES Act of March 2020 expanded the benefits of FSAs by removing the prescription requirement for several OTC drugs and medicines, and by adding feminine hygiene products to the list of expenses eligible for reimbursement.
Appendix B Section B3	Updated to reflect increase the FSA limits to \$2,850 per year, up from \$2,750 in 2021, and increase the carryover amounts to \$570 per year, up from \$550.	In Revenue Procedure 2021-45, the Internal Revenue Service (IRS) released updated flexible spending account (FSA) limits for 2022.
Appendix D Section D4.2	Updated 2023 Flexible Credits dollar values for CCSF and Superior Court employees.	2023 Benefit Program Update due to M.O.U. compliance.
Appendix E	Updated to reflect 2023 benefit offerings.	2022 Benefit program update