

MEMORANDUM

DATE: February 9, 2023
TO: Randy Scott, HSB President and Members of the Health Service Board
FROM: Rey Guillen, SFHSS Chief Operations Officer
RE: 2023 Demographic Report

The annual Demographic Report provides current information about the demographics of members enrolled in non-pension benefits including medical, vision, dental, FSA and voluntary benefits administered by the San Francisco Health Service System (SFHSS). The Demographic Report ensures data-driven analysis and evaluation drives SFHSS strategic initiatives and enables SFHSS leaders to make informed decisions to best support our members.

Highlights:

- For the third year in a row, total membership decreased, a reduction of 2,171 lives from 2021 to 2022 and a reduction of 3,716 from 2022 to 2023. During the same periods, the number of lives associated with retirees increased by an addition of 1,691 lives from 2021 to 2022 and an addition of 1,117 from 2022 to 2023.
- For the most part, the proportion of lives enrolled in each of the medical plans remained largely the same.
 - Health Net CanopyCare HMO was able to increase enrollment by 131% to 746 lives compared to 322 lives the year prior, but their total enrollment is still relatively low compared to other medical plan carriers.
 - The other significant change related to medical plan enrollments was the transition of the non-Kaiser Medicare Split Families from Blue Shield to UnitedHealthcare.
 - Enrollment in the Blue Shield of CA PPO increase 8% overall, while the Blue Shield of CA Trio and Access+ HMO plans saw a decrease in enrollment largely due to the transition of split family Medicare members where the non-Medicare eligible members were moved to a UHC EPO plan.
 - Proportional enrollment in Kaiser Permanente HMO vs. other plans increased for active lives across all 4 employers. SFUSD has the highest proportion of employee lives enrolled in Kaiser Permanente HMO compared to other employers. SFUSD Kaiser Permanente enrollment of employee lives increased to 80%. City and County of San Francisco increased enrollment in Kaiser by 1% to 59%. Superior Court employees increased to 51%, and 59% of City College of San Francisco employee lives.
- Race/ethnicity data for our membership has greatly improved in 2023 by 5,301 employees. In 2023, the number of employees who did not enter race data was reduced to 1,849 employees.
- In 2023, the average age of our employee members is 46.85 years, Medicare members is 75.24 years, and non-Medicare members is 56.37 years. In 2019, the average age of employee members was 46.17, Medicare Retirees was 74.98 and non-Medicare Retirees was 60.46.
- 40% of employees and dependents live in San Francisco.
- Vast majority of retirees, 91%, continue to reside in California.