



September 8, 2026

RE: SJVIA Board Meeting: Consultant's Report Plan Year 2027 Kaiser Renewal

USI is pleased to present the final Kaiser renewal recommendation for Plan Year 2027. The Board previously approved the 2027 Anthem Medical, Dental, and Vision plan designs, rates, and related fees. Since that time, SJVIA staff, USI, and Kaiser have finalized the Kaiser renewal rates. The renewal includes plan modifications for the County of Fresno to align with the changes approved for the County's richest EPO plan and HDHP. No plan design modifications are proposed for the County of Tulare, and all other program elements remain unchanged.

Final Kaiser Renewal Recommendation

The recommended Kaiser renewal reflects an increase of 4.92% for the overall SJVIA Kaiser program, 4.57% for the County of Fresno, and a 9.56% increase for the County of Tulare. The renewal includes both the Active Employee and Retiree (KPSA) Kaiser programs.

The Kaiser renewal will increase annual program costs by approximately \$1,520,448 across the SJVIA Kaiser programs, including an increase of approximately \$1,311,641 for the County of Fresno and an increase of approximately \$208,807 for the County of Tulare.

For the County of Fresno, Kaiser HMO rates are higher than the richest Anthem EPO option, while Kaiser HDHP rates remain slightly below the Anthem HDHP rates. For the County of Tulare, both Kaiser plan options are priced above the comparable Anthem PPO and HDHP offerings.

Despite these pricing differences on the County of Fresno's Kaiser HDHP plan, no significant enrollment migration is anticipated. Current enrollment in the Kaiser HDHP remains limited, employee-only and employee-plus-child contributions will continue at \$0, and historical enrollment patterns suggest minimal movement into high-deductible plan offerings. Accordingly, renewal projections assume enrollment remains generally consistent with current participation levels.



Executive Summary

Following negotiations with Kaiser, USI and SJIA staff have finalized rates that support the Counties' overall benefits strategy while maintaining access to Kaiser coverage and preserving program stability.

Approval of the Kaiser rates will finalize the 2027 medical renewal process. Updated overall renewal projections reflecting the final Kaiser rates are provided for informational purposes, while the Anthem rates previously approved by the Board remain unchanged.

Executive Summary - With Plan Changes, Addition of Translucent and Removal of AOMs & Updated Kaiser Plans with AOM Coverage

Renewal - Removal of AOMs & Plan Changes										
	2026			2027						
Coverage	Fresno County Annual Cost	Tulare County Annual Cost	SJIVA Annual Cost	Fresno County Annual Cost	Fresno % of Increase	Tulare County Annual Cost	Tulare % of Increase	SJIVA Annual Cost	SJIVA % of Increase	Comments
Self-Funded Medical/RX										The renewal projection includes: A 50% increase for reinsurance Margin is included - 2.7% COF / 1.7% COT \$3.77 PEPM for SJIVA
EPO	\$ 71,908,949	\$ 299,305	\$ 72,208,254	\$ 86,791,631	20.7%	\$ -	-100.0%	\$ 86,791,632	20.2%	
PPO/HDPPPO	\$ 4,324,168	\$ 41,592,349	\$ 45,916,517	\$ 5,630,290	30.2%	\$ 48,321,386	16.2%	\$ 53,951,675	17.5%	
Total	\$ 76,233,117	\$ 41,891,654	\$ 118,124,771	\$ 92,421,921	21.2%	\$ 48,321,386	15.3%	\$ 140,743,307	19.1%	
Kaiser										
HMO	\$ 24,856,072	\$ 1,166,825	\$ 26,022,897	\$ 25,904,531	4.2%	\$ 1,280,498	9.7%	\$ 27,185,028	4.5%	
HDHMO	\$ 2,697,076	\$ 974,191	\$ 3,671,267	\$ 2,958,894	9.7%	\$ 1,069,211	9.8%	\$ 4,028,105	9.7%	
Senior Advantage	\$ 1,142,955	\$ 43,963	\$ 1,186,918	\$ 1,144,319		\$ 44,077	0.3%	\$ 1,188,396	0.1%	
Total	\$ 28,696,103	\$ 2,184,979	\$ 30,881,082	\$ 30,007,744	4.6%	\$ 2,393,786	9.6%	\$ 32,401,530	4.9%	
Delta Dental										Self-Insured Dental PPO rates inlcude 3% margin. DHMO is currently in a rate
PPO/HDPPPO	\$ 4,028,881	\$ 1,846,426	\$ 5,875,307	\$ 4,191,828	4.0%	\$ 2,107,385	14.1%	\$ 6,299,213	7.2%	
DHMO	\$ 662,964	\$ 100,173	\$ 763,136	\$ 646,836	-2.4%	\$ 97,627	-2.5%	\$ 744,462	-2.4%	
VSP	\$ 720,608	\$ 223,681	\$ 944,288	\$ 720,608	0.0%	\$ 223,681	0.0%	\$ 944,288	0.0%	Vision rates are currently in a rate guarantee
County and SJIVA Total	\$ 110,341,672	\$ 46,246,912	\$ 156,588,584	\$ 127,988,936	16.0%	\$ 53,143,864	14.9%	\$ 181,132,801	15.7%	

Rates and projected costs include the application of approximately \$1.562 million in Gallagher settlement proceeds by Fresno County, resulting in an estimated 2% reduction to the County's renewal increase. Use of these funds is subject to Board approval.



The following chart illustrates the projected cost for 2026 and 2027, which includes the changes to Kaiser.

Costs for 2026 and 2027 Renewal - With Plan Changes, Addition of Transcarent and Removal of AOMs & Updated Kaiser Plans with AOM Coverage

County of Fresno	2026	2027	\$ Difference	% Difference
EPO	\$ 71,908,949	\$ 86,791,631	\$ 14,882,682	20.70%
PPO/HDHP	\$ 4,324,168	\$ 5,630,290	\$ 1,306,122	30.21%
Total Anthem	\$ 76,233,117	\$ 92,421,921	\$ 16,188,804	21.24%
Kaiser - HMO	\$ 24,856,072	\$ 25,904,531	\$ 1,048,459	4.22%
Kaiser - HDHMO	\$ 2,697,076	\$ 2,958,894	\$ 261,818	9.71%
Kaiser-KPSA	\$ 1,142,955	\$ 1,144,319	\$ 1,364	0.12%
Total Kaiser	\$ 28,696,103	\$ 30,007,744	\$ 1,311,641	4.57%
Total Medical	\$ 104,929,220	\$ 122,429,665	\$ 17,500,445	16.68%
Delta Dental PPO	\$ 4,028,881	\$ 4,191,828	\$ 162,947	4.04%
Delta Dental DHMO	\$ 662,964	\$ 646,836	\$ (16,128)	-2.43%
Total Dental	\$ 4,691,844	\$ 4,838,664	\$ 146,820	3.13%
Vision	\$ 720,608	\$ 720,608	\$ -	0.00%
Grand Total	\$ 110,341,672	\$ 127,988,936	\$ 17,647,265	15.99%
County of Tulare	2026	2027	\$ Difference	% Difference
EPO	\$ 299,305	\$ -	\$ (299,305)	-100.00%
PPO/HDHP	\$ 41,592,349	\$ 48,321,386	\$ 6,729,036	16.18%
Total Anthem	\$ 41,891,654	\$ 48,321,386	\$ 6,429,731	15.35%
Kaiser - HMO	\$ 1,166,825	\$ 1,280,498	\$ 113,673	9.74%
Kaiser - HDHMO	\$ 974,191	\$ 1,069,211	\$ 95,020	9.75%
Kaiser-KPSA	\$ 43,963	\$ 44,077	\$ 115	0.26%
Total Kaiser	\$ 2,184,979	\$ 2,393,786	\$ 208,807	9.56%
Total Medical	\$ 44,076,633	\$ 50,715,172	\$ 6,638,538	15.06%
Delta Dental PPO	\$ 1,846,426	\$ 2,107,385	\$ 260,959	14.13%
Delta Dental DHMO	\$ 100,173	\$ 97,627	\$ (2,546)	-2.54%
Total Dental	\$ 1,946,598	\$ 2,205,012	\$ 258,413	13.28%
Vision	\$ 223,681	\$ 223,681	\$ -	0.00%
Grand Total	\$ 46,246,912	\$ 53,143,864	\$ 6,896,952	14.91%
SJIA	2026	2027	\$ Difference	% Difference
EPO	\$ 72,208,254	\$ 86,791,631	\$ 14,583,377	20.20%
PPO/HDHP	\$ 45,916,517	\$ 53,951,675	\$ 8,035,158	17.50%
Total Anthem	\$ 118,124,771	\$ 140,743,307	\$ 22,618,535	19.15%
Kaiser - HMO	\$ 26,022,897	\$ 27,185,028	\$ 1,162,132	4.47%
Kaiser - HDHMO	\$ 3,671,267	\$ 4,028,105	\$ 356,838	9.72%
Kaiser-KPSA	\$ 1,186,918	\$ 1,188,396	\$ 1,479	0.12%
Total Kaiser	\$ 30,881,082	\$ 32,401,530	\$ 1,520,448	4.92%
Total Medical	\$ 149,005,853	\$ 173,144,836	\$ 24,138,983	16.20%
Delta Dental PPO	\$ 5,875,307	\$ 6,299,213	\$ 423,907	7.22%
Delta Dental DHMO	\$ 763,136	\$ 744,462	\$ (18,674)	-2.45%
Total Dental	\$ 6,638,443	\$ 7,043,676	\$ 405,233	6.10%
Vision	\$ 944,288	\$ 944,288	\$ -	0.00%
Grand Total	\$ 156,588,584	\$ 181,132,800	\$ 24,544,216	15.67%

Rates and projected costs include the application of approximately \$1.562 million in Gallagher settlement proceeds by Fresno County, resulting in an estimated 2% reduction to the County's renewal increase. Use of these funds is subject to Board approval.



Kaiser SJVia Renewal Rates - County of Fresno With Plan Changes

County of Fresno Bi-Weekly HMO Rates							2027					
2026							2027					
Bi-Weekly Rates							Bi-Weekly Rates					
	Lives	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	
EE	802	\$ 567.91	\$ -	\$ 6.58	\$ -	\$ 574.49	\$ 526.48	\$ -	\$ 7.04	\$ -	\$ 533.52	
ES	67	\$ 1,019.19	\$ -	\$ 6.58	\$ -	\$ 1,025.77	\$ 1,210.91	\$ -	\$ 7.04	\$ -	\$ 1,217.95	
EC	338	\$ 898.50	\$ -	\$ 6.58	\$ -	\$ 905.08	\$ 973.99	\$ -	\$ 7.04	\$ -	\$ 981.03	
FA	89	\$ 1,348.68	\$ -	\$ 6.58	\$ -	\$ 1,355.26	\$ 1,737.39	\$ -	\$ 7.04	\$ -	\$ 1,744.43	
Annual Amount	1296	\$ 24,634,352	\$ -	\$ 221,720	\$ -	\$ 24,856,072	\$ 25,667,311	\$ -	\$ 237,220	\$ -	\$ 25,904,531	
\$ Difference											\$ 1,048,459	
% Difference											4.22%	
County of Fresno Bi-Weekly DHMO Rates							2027					
2026							2027					
Bi-Weekly Rates							Bi-Weekly Rates					
	Lives	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	
EE	105	\$ 409.13	\$ -	\$ 6.58	\$ -	\$ 415.71	\$ 385.48	\$ -	\$ 7.04	\$ -	\$ 392.52	
ES	15	\$ 734.23	\$ -	\$ 6.58	\$ -	\$ 740.81	\$ 886.62	\$ -	\$ 7.04	\$ -	\$ 893.66	
EC	36	\$ 647.29	\$ -	\$ 6.58	\$ -	\$ 653.87	\$ 713.14	\$ -	\$ 7.04	\$ -	\$ 720.18	
FA	26	\$ 971.60	\$ -	\$ 6.58	\$ -	\$ 978.18	\$ 1,272.10	\$ -	\$ 7.04	\$ -	\$ 1,279.14	
Annual Amount	182	\$ 2,665,940	\$ -	\$ 31,137	\$ -	\$ 2,697,076	\$ 2,925,581	\$ -	\$ 33,313	\$ -	\$ 2,958,894	
\$ Difference											\$ 261,818	
% Difference											9.71%	

Kaiser SJVia Renewal Rates - County of Tulare With No Plan Changes

County of Tulare Monthly HMO Rates							2027					
2026							2027					
Monthly Rates							Monthly Rate					
	Lives	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	
EE	25	\$ 1,292.77	\$ -	\$ 12.26	\$ -	\$ 1,305.03	\$ 1,418.89	\$ -	\$ 13.25	\$ -	\$ 1,432.14	
ES	2	\$ 2,585.54	\$ -	\$ 12.26	\$ -	\$ 2,597.80	\$ 2,837.78	\$ -	\$ 13.25	\$ -	\$ 2,851.03	
EC	3	\$ 2,339.92	\$ -	\$ 12.26	\$ -	\$ 2,352.18	\$ 2,568.20	\$ -	\$ 13.25	\$ -	\$ 2,581.45	
FA	0	\$ 3,878.31	\$ -	\$ 12.26	\$ -	\$ 3,890.57	\$ 4,256.67	\$ -	\$ 13.25	\$ -	\$ 4,269.92	
Annual Amount	30	\$ 1,157,262	\$ -	\$ 9,563	\$ -	\$ 1,166,825	\$ 1,270,163	\$ -	\$ 10,335	\$ -	\$ 1,280,498	
\$ Difference											\$ 113,673	
% Difference											9.74%	
County of Tulare Monthly DHMO Rates							2027					
2026							2027					
Monthly Rates							Monthly Rate					
	Lives	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	Kaiser Rate	Margin	SJVia Admin	Vision	SJVia Rate	
EE	22	\$ 991.54	\$ -	\$ 12.26	\$ -	\$ 1,003.80	\$ 1,088.41	\$ -	\$ 13.25	\$ -	\$ 1,101.66	
ES	2	\$ 1,983.08	\$ -	\$ 12.26	\$ -	\$ 1,995.34	\$ 2,176.83	\$ -	\$ 13.25	\$ -	\$ 2,190.08	
EC	3	\$ 1,794.69	\$ -	\$ 12.26	\$ -	\$ 1,806.95	\$ 1,970.03	\$ -	\$ 13.25	\$ -	\$ 1,983.28	
FA	2	\$ 2,974.62	\$ -	\$ 12.26	\$ -	\$ 2,986.88	\$ 3,265.24	\$ -	\$ 13.25	\$ -	\$ 3,278.49	
Annual Amount	29	\$ 964,947	\$ -	\$ 9,244	\$ -	\$ 974,191	\$ 1,059,221	\$ -	\$ 9,991	\$ -	\$ 1,069,211	
\$ Difference											\$ 95,020	
% Difference											9.75%	

Note: Enrollment figures were pulled from Kaiser renewal report received on June 25th.



Kaiser SJVIA Rates

County of Fresno 2027 Rates	Kaiser KPSA Rates		
	Enrollment	2026	2027
High Plan			
Subscriber with Medicare	209	\$ 368.90	\$ 369.34
Subscriber with Medicare + Spouse with Medicare	<u>0</u>	<u>\$ 678.90</u>	<u>\$ 678.93</u>
Total	209	\$ 925,201	\$ 926,305
\$ Difference			\$ 1,104
% Difference			0.12%
Low Plan			
	Enrollment	2026	2027
Subscriber with Medicare	62	\$ 292.68	\$ 293.03
Subscriber with Medicare + Spouse with Medicare	<u>0</u>	<u>\$ 602.68</u>	<u>\$ 603.03</u>
Total	62	\$ 217,754	\$ 218,014
\$ Difference			\$ 260
% Difference			0.12%

County of Tulare 2027 Rates	Kaiser KPSA Rates		
	Enrollment	2026	2027
Subscriber with Medicare	11	\$ 333.05	\$ 333.92
Subscriber with Medicare + Spouse with Medicare	<u>0</u>	<u>\$ 643.05</u>	<u>\$ 643.92</u>
Total	11	\$ 43,963	\$ 44,077
\$ Difference			\$ 115
% Difference			0.26%

Note: Enrollment figures were pulled from Kaiser renewal report received on June 25th.