

January 14, 2026 HCC Meeting Summary

HCC 2026 Kickoff Meeting Updates

The HCC kickoff meeting for 2026 began with Alliant thanking everyone for their patience during the transition to new medical vendors. Alliant presented post-enrollment information, plan mix, and vendor/carrier feedback. The team discussed Kaiser and United Healthcare inquiry processes, emphasizing that employees should contact their district's benefits/HR department first. Alliant confirmed that all carrier data transfers were complete, and Jim was working to resolve any remaining dental/vision file issues. The conversation ended with Alliant noting that most systemic issues had been resolved, and staff were available to address any remaining individual problems.

2027 Enrollment and Partnership Strategies

Alliant presented data comparing 2025 and 2026 membership and enrollment figures, noting a reduction due to several affiliate districts leaving the JPA. She highlighted Kaiser enrollment remained steady with a change from 85.5% to 86.5% of total eligible enrolled in Kaiser. United Healthcare saw growth from 8% to 13% following the dissolution of Sutter Health Plan. Alliant shared context on United Healthcare's concerns about overall percentage enrolled in Kaiser and prior efforts to grow non-Kaiser HCC membership. Alliant expressed hope that the increased UHC enrollment would strengthen their HCC viability and partnership for 2027. Alliant praised the districts' medical plan streamlining efforts and suggested that the HCC may want to consider streamlining PPO plans for 2027. It appears as if HMO plan options are well-aligned with employee preferences.

BCC Payment and Vendor Feedback

Alliant explained the process for BCC to handle payments and eligibility. Dental and Vision eligibility flows from BCC to PBIA. Dental and Vision invoicing is sent directly to member districts.

Alliant shared feedback about United Healthcare's member services, which led to improvements after they received complaints about long wait times and incorrect information being shared with members. The discussion encouraged participants to share any vendor feedback with the Alliant team.

HCC Program Growth and Sustainability

The meeting focused on the growth opportunities with new Districts as well as the need to further discuss ways to ensure future viability of the HCC program, with discussions on potential new members and strategies to stabilize Kaiser enrollment. Alliant shared their discussions with potential new HCC member districts, including San Mateo Foster City,

San Mateo County Office of Education and San Mateo Union High School District. Alliant highlighted that a census is used to run a demographic analysis that provides the key underwriting considerations, i.e. % enrolled in Kaiser, % of total eligibles that are retiree and % of eligibles that are waiving coverage. The group discussed the importance of considering standards for waivers, cash-in-lieu policies, and subsidies to ensure the long-term viability of the HCC. Tina suggested framing these discussions within the broader context of the future sustainability of the HCC, emphasizing the need for equitable burden-sharing among members.

The discussion also included HCC guidelines, enrollment challenges, and communication strategies. Tina highlighted the need for a low UHC HMO plan option to attract employees to a UHC lower cost option. Alliant discussed plans for further discussion at a future HCC meeting.

JPA Enrollment and Communication Strategies

Alliant shared current communication efforts, including newsletters, benefit guides, and upcoming initiatives like employee webinars and wellness newsletter.

2026 HCC Calendar

The HCC meeting calendar was shared, with July set for renewal review and August for finalizing renewals to potentially streamline the open enrollment process.

Program Streamlining and District Initiatives

Alliant shared several JPA initiatives related to non-medical lines of coverages, i.e. Vision, Life and Wellness.

Next Steps

The group agreed to discuss future viability of the HCC in the February meeting. Alliant invited additional topic suggestions for the February meeting and committed to updating member districts on employee communication efforts.