

## SFHSS Rates and Benefits Calendar for Plan Year 2025 as of January 11, 2024

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
January 11, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Approve the June 30, 2023 Incurred But Not Reported (IBNR) Reserve and Contingency Reserve Amounts for Self-Funded and Flex-Funded Health Plans</li> </ul>
February 8, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> <li>• SFHSS 2024 Enrollee Demographics Report</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve The Hartford Fully Insured 2025 Rates and Contributions (Life Insurance, Accidental Death &amp; Dismemberment, and Long-Term Disability Plans)</li> </ul>
February 22, 2024 1:00 pm	<ul style="list-style-type: none"> <li>• HOLD for possible HSB Meeting</li> </ul>
March 14, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> </ul> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Review and Approve 10-County Survey Results</li> <li>• Review and Approve VSP Vision Fully Insured 2025 Rates and Contributions</li> <li>• Review Blue Shield of California Flex-Funded Non-Medicare HMO Plans 2023 Claims and Utilization Experience and Approve the Stabilization Reserve Action for 2025</li> <li>• Review Health Net CanopyCare Flex-Funded Non-Medicare HMO Plan 2023 Claims and Utilization Experience and Approve the Stabilization Reserve Action for 2025</li> <li>• Review Delta Dental of California (Delta Dental) Self-Funded Active Employee PPO Plan 2023 Claims and Utilization Experience and Approve the Stabilization Reserve Action for 2025</li> </ul>
March 28, 2024 1:00 pm	<ul style="list-style-type: none"> <li>• HOLD for possible HSB Meeting</li> </ul>
April 11, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> <li>• SFHSS 2023 Health Plan Risk Scores</li> <li>• Review Kaiser Permanente Active Employee and Early Retiree HMO Plan 2023 Claims and Utilization Experience</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review Self-Funded Non-Medicare PPO Plan 2023 Claims and Utilization Experience and Approve the Stabilization Reserve Action for 2025</li> <li>• Sutter Legal Settlement 2025 Recommended Rating Buy-Down Action Per Health Service Board Policy 213 for BSC HMO and UHC EPO and Non-Medicare PPO Plans</li> <li>• Review and Approve Retiree 2024 Dental Rates and Contributions for Fully Insured Plans (Delta Dental PPO Plan, DeltaCare USA HMO Plan, UnitedHealthcare (UHC) HMO Plan)</li> </ul>

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
April 25, 2024 1:00 pm	<ul style="list-style-type: none"> <li>• HOLD for possible HSB meeting</li> </ul>
May 9, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> <li>• Health Plans 2025 Rate Summary-Active Employee/Early Retiree Health Plans</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Health Net CanopyCare Medical/Rx Flex-Funded Non-Medicare HMO Plan 2025 Rates and Contributions</li> <li>• Review and Approve Non-Medicare Blue Shield of California Flex-Funded HMO and UnitedHealthcare Self-Funded EPO Medical/Rx Plans 2025 Rates and Contributions</li> <li>• Review and Approve Non-Medicare PPO Medical/Rx Self-Funded Plans 2024 Rates and Contributions</li> <li>• Review and Approve the Active Employee Dental PPO Stabilization Reserve Action for 2025; Review and Approve Active Employee 2025 Dental Rates for Self-Funded Delta Dental PPO Plan, Fully Insured DeltaCare USA HMO Plan, and Fully Insured UnitedHealthcare HMO Plan</li> </ul>
May 23, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> <li>• Health Plans 2025 Rate Summary-Active Employee/Early Retiree Health Plans</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured Non-Medicare HMO Plan 2025 Rates and Contributions</li> <li>• Review and Approve Staff Recommendation from RFP for Medicare Advantage Fully Insured PPO</li> </ul>
June 13, 2024 1:00 pm	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2025</li> <li>• Health Plans 2025 Rate Summary-Medicare Retiree and KP Multi-Region Retiree Health Plans</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans 2025 Rates and Contributions</li> <li>• Review and Approve Kaiser Permanente Senior Advantage (California) Medical/Rx Fully Insured Medicare Retiree HMO Plan 2025 Rates and Contributions</li> <li>• Review and Approve Medical/Rx Fully Insured Medicare Advantage PPO Plan 2025 Rates and Contributions</li> </ul>
June 14, 2024 9:00 am	<ul style="list-style-type: none"> <li>• HOLD for possible HSB meeting</li> </ul>

**End of Rates and Benefits Process**

Tentative Dates for [Board of Supervisors \(“BOS”\) Schedule for 2024](#) Rates and Benefits:

1. June 25, 2024 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
2. July 10, 2024 – BOS Budget and Finance Committee review of rates package
3. July 16, 2024 – BOS Meeting -First reading by full BOS
4. July 23, 2024 – BOS Meeting - Second reading by full BOS