

San Francisco Health Service System Health Service Board

Rates & Benefits

Review and Approve Health Net CanopyCare
Medical/Rx Flex-Funded Non-Medicare HMO Plan
2025 Rates and Contributions

May 9, 2024

Agenda

- **Rate Setting Methodology Preface**
- **Health Net CanopyCare 2025 HMO Plan Rating — Renewal Summary**
- **2025 Monthly Rate Cards for Health Net CanopyCare HMO Plan**
 - Active Employees (93/93/83 and 100/96/83 contribution strategies)
 - Early Retirees (per City Charter employer contribution guidance)
- **Recommendation for HSB Action**
- **Appendix — Additional Information**
 - Rate Card Footnotes
 - 2024 Health Net CanopyCare Monthly Rate Cards
 - Glossary of Terms

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Rate Setting Methodology Preface

Health Plan Funding

Method Comparison by SFHSS Plan

Funding Method	Self-Funded	Flex-Funded	Fully Insured
Funding Method Description	Claim dollars based on services delivered to members are paid by the Trust, along with plan administrative fees to manage the plan (process claims, provide call center for members, etc.)	Insurance approach where most claim dollars based on services delivered to members are paid by the Trust, but with fixed costs for certain healthcare services ("capitation") as well as plan administrative fees and large claim reinsurance mechanism ("pooling") at \$1 million per participant annually	Health plan sets fixed dollar plan premiums to cover expected claim costs for healthcare services by members, as well as plan administrative fee costs
Who Sets the Recommended SFHSS Plan Rates?	Aon actuary using Aon-determined cost trend assumptions and health plan-determined administrative fees (and required legislative fees)	Aon actuary using plan-determined cost trend assumptions that are validated by Aon actuary, and health plan-determined administrative/large claim pooling fees (and required legislative fees)	Plan's actuary using plan-determined cost trend assumptions which are scrutinized by Aon actuary, and health plan-determined administrative fees/large claim pooling adjustments (and required legislative fees)
SFHSS Plans by Funding Method	<ul style="list-style-type: none"> • Non-Medicare PPO • UHC Select and Doctors EPO Plans • Delta Dental Active Employee PPO 	<ul style="list-style-type: none"> • Blue Shield of CA Access+ and Trio HMO Plans • Health Net CanopyCare HMO 	<ul style="list-style-type: none"> • All Kaiser HMO plans • UHC Medicare Advantage PPO • Delta Dental Retiree PPO • DeltaCare Dental HMO • UHC Dental HMO • VSP Vision
HSB Rate Stabilization Policy Applies?	Yes	Yes	No

Health Plan Rate Setting Process for Next Plan Year

Determining Needed Plan Rate Changes For Next Year — Five Step Process

Completion of these five steps below produces an aggregate cost projection based on current plan enrollment for the next plan year (right now, the 2025 plan year)



Next, the Aon and plan actuaries compare these next-year cost projections to the total current-year dollars when multiplying rates times enrollment — and that leads to the needed percentage change in rates from this year to next year:

$$\frac{\text{2025 Total Projected Plan Cost}}{\text{2024 Rates x Enrollment}} = \text{Needed Rate Change Factor (2025 vs. 2024)}$$

Non-Medicare Medical Plan 2025 Rate Renewal Summary

Below is a summary of total rate cost increase recommendations that are being presented today for San Francisco Health Service System (SFHSS) Non-Medicare health plans — with each rating action calculated by individual plan based on the process reviewed on the prior page.

Non-Medicare Health Plan	Before Rate Stabilization Adjustment	After Rate Stabilization Adjustment ²
BSC Access+/UHC Select EPO	4.5%	8.7%
BSC Trio/UHC Doctors EPO	6.7%	11.8%
Health Net CanopyCare	0.0%	-1.0%
Kaiser	TBD	Does not apply (insured plan)
Non-Medicare PPO ¹	0.8%	1.3%

1 Total rate increase for active employees with Non-Medicare PPO Choice Not Available pricing will follow the total rate increase for BSC Access+/UHC Select EPO plan.

2 In 2025, the “After Rate Stabilization Adjustment” column also reflects one-time buy-downs in the BSC Access+/UHC Select EPO, BSC Trio/UHC Doctors EPO, and Non-Medicare PPO plans attributable to the Sutter Legal Settlement buy-downs approved for 2025 plan rating at the April 11, 2024, HSB meeting.

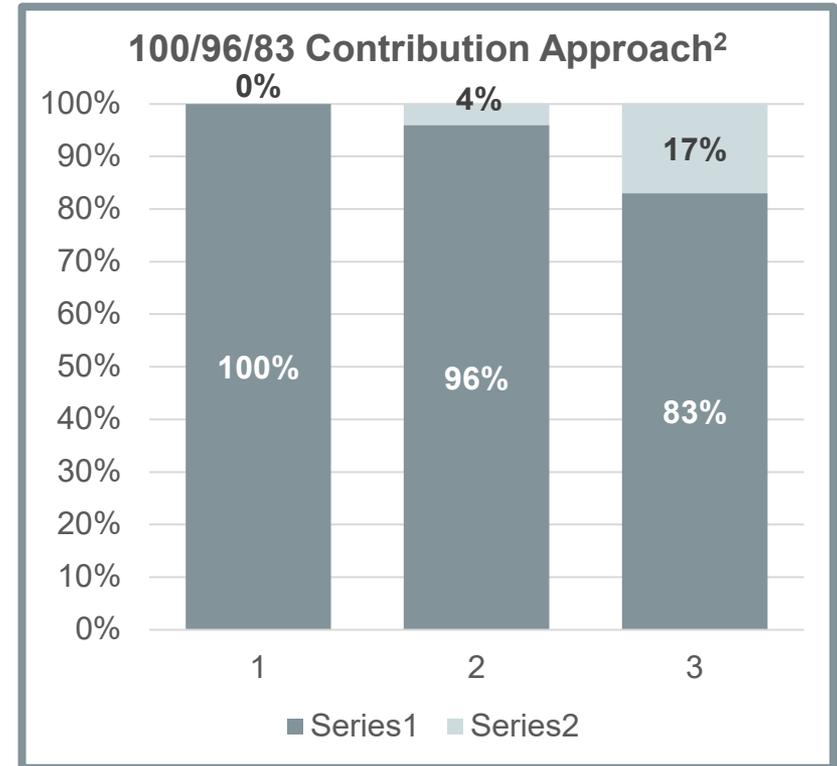
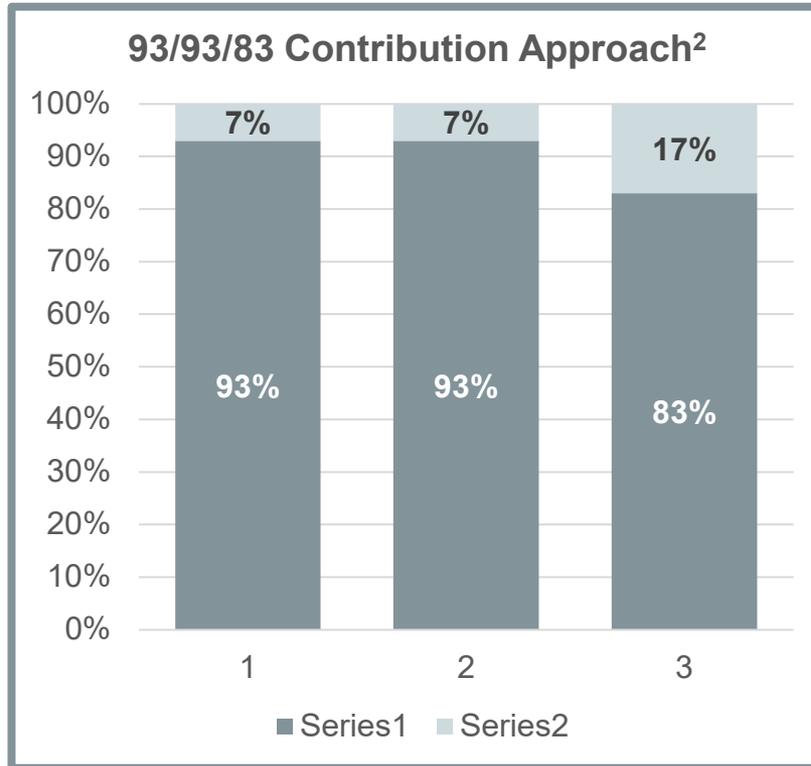
Non-Medicare Medical Plan 2025 Proposed Total Rates

Recommended 2025 **monthly** total cost rates for each SFHSS non-Medicare health plan are shown below (all rate card elements included):

SFHSS Health Plan	Plan Year	Active Employees			Early Retirees		
		EE Only	EE + 1	EE + 2+	RET Only	RET + 1	RET + 2+
Kaiser HMO	PY 2024	\$836.66	\$1,669.34	\$2,360.45	\$1,680.50	\$2,513.18	\$3,204.29
	PY 2025	TBD	TBD	TBD	TBD	TBD	TBD
	% Difference	TBD	TBD	TBD	TBD	TBD	TBD
BSC Access+/ UHC Select EPO	PY 2024	\$1,070.36	\$2,137.74	\$3,023.69	\$2,472.90	\$3,582.86	\$4,468.78
	PY 2025	\$1,163.91	\$2,323.84	\$3,286.60	\$2,688.54	\$3,894.74	\$4,857.48
	% Difference	8.7%	8.7%	8.7%	8.7%	8.7%	8.7%
BSC Trio/ UHC Doctors EPO	PY 2024	\$884.69	\$1,766.40	\$2,498.23	\$2,042.31	\$2,959.16	\$3,690.95
	PY 2025	\$989.72	\$1,975.47	\$2,793.63	\$2,284.58	\$3,309.61	\$4,127.75
	% Difference	11.9%	11.8%	11.8%	11.9%	11.8%	11.8%
Health Net CanopyCare	PY 2024	\$798.52	\$1,594.07	\$2,254.35	\$1,842.46	\$2,669.67	\$3,329.94
	PY 2025	\$791.41	\$1,578.85	\$2,232.40	\$1,824.65	\$2,643.43	\$3,296.97
	% Difference	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%	-1.0%
Non-Medicare PPO	PY 2024	\$1,459.35	\$2,831.71	\$4,001.77	\$1,965.19	\$2,851.02	\$3,558.27
	PY 2025	\$1,478.50	\$2,867.91	\$4,052.53	\$1,990.63	\$2,887.46	\$3,603.48
	% Difference	1.3%	1.3%	1.3%	1.3%	1.3%	1.3%
Non-Medicare PPO (Choice Not Available)	PY 2024	\$1,070.36	\$2,137.74	\$3,023.69	\$1,965.19	\$2,851.02	\$3,558.27
	PY 2025	\$1,163.91	\$2,323.84	\$3,286.60	\$1,990.63	\$2,887.46	\$3,603.48
	% Difference	8.7%	8.7%	8.7%	1.3%	1.3%	1.3%

Active Employees (CCSF¹)

Segmenting Total Cost Rates into Employer and Member Contributions



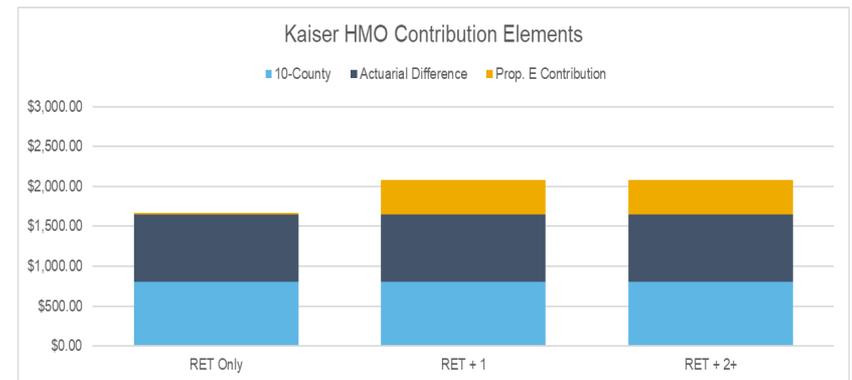
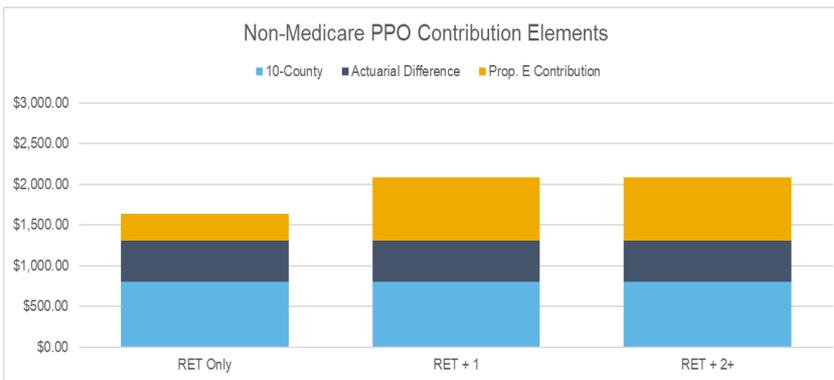
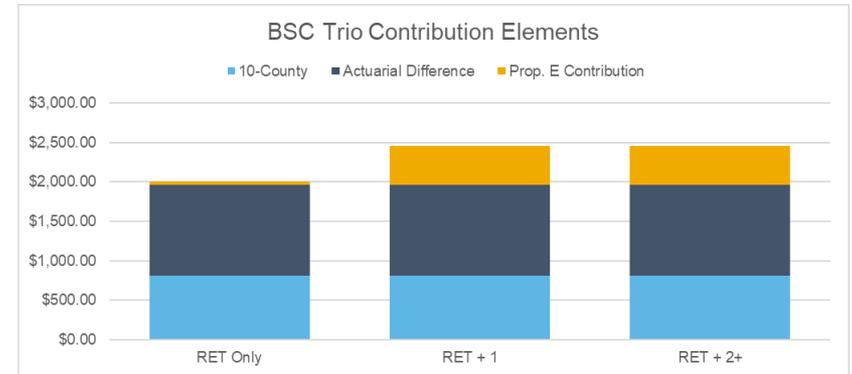
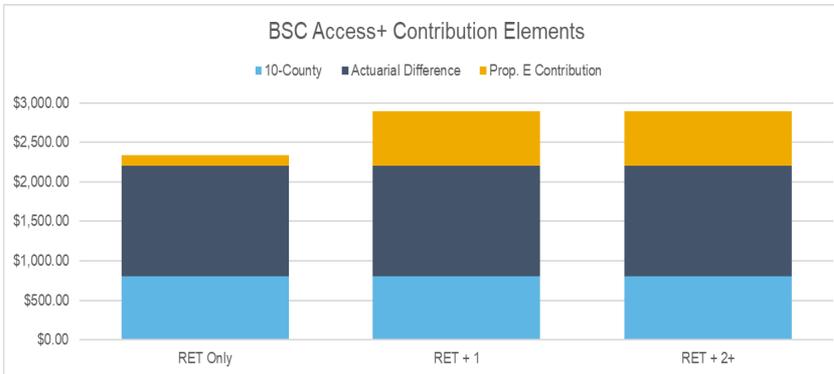
- ¹ City and County of San Francisco (CCSF) MOU contribution sharing approaches shown above; other employers in SFHSS plans have their employer-specific contribution sharing methodologies for active employees.
- ² For the highest cost plan (Non-Medicare PPO Plan), based on MOU the employer contribution dollar amounts are set to equal the employer contribution dollar amounts for the second highest-cost plan (which is BSC Access+ HMO/UHC Select EPO), except for the Employee Only tier in the 100/96/83 contribution approach where the member pays no contribution for any plan.

Early Retirees (based on City Charter)

Segmenting Total Cost Rates into Employer and Member Contributions

Early Retirees — **2024** Employer Contribution Components (HMO Plans)

- Light Blue — 10-County Amount (same amount for all plans)
- Dark Blue — “Actuarial Difference” (plan-specific, same amount for all tiers)
- Gold — Retiree Prop. E Contribution (plan-specific, varies for Single tier vs. Family tiers)



Recommendation for HSB Action

Health Net CanopyCare HMO Plan

Health Net CanopyCare 2025 HMO Plan Rating

Recommendation

Staff recommends that the Health Service Board (HSB) approve the 2025 Health Net CanopyCare HMO plan rate cards as presented in this material, which reflect a **1.0% decrease** in Health Net CanopyCare HMO Plan total medical and prescription drug cost rates from 2024 to 2025.

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Health Net CanopyCare 2025 HMO Plan Rating — Renewal Summary

Health Net CanopyCare 2025 HMO Plan Rating

Renewal Summary

- Rates in 2025 for Health Net CanopyCare will likely be less than rates for all other offered active employee and early retiree medical/Rx plans. This can be confirmed with other active employee/early retiree rates to be presented at the May 23, 2024, HSB meeting.
- Commentary regarding the Health Net CanopyCare 2025 rating proposal follows in this document.
- Active employee rate cards in this presentation are shown for the two most common employer contribution strategies as of the start of this year for City and County of San Francisco (93/93/83 and 100/96/83).
 - There are multiple employer contribution strategies for active employees across the employers participating in the San Francisco Health Service System (SFHSS).
- Early retiree rate cards in this presentation are shown for early retirees who earn the full City contribution levels based on dates of hire and length of service — with employer contributions determined based on formulas outlined in the City Charter.

Health Net CanopyCare 2025 HMO Plan Rating

Renewal Summary

- Health Net CanopyCare provided financial information in their Non-Medicare Health Plan renewal submission that is used to determine 2025 monthly total cost rates within the recommended rate cards later in this material.
- The Health Net CanopyCare HMO plan design mirrors the designs for the BSC HMO plans.
- The 2025 Health Net CanopyCare HMO plan rate cards include the following cost components:
 - Projected 2025 medical/pharmacy (net of rebates) claim costs;
 - Projected 2025 capitation charges which apply for most medical services;
 - Health Net CanopyCare 2025 fees (including administrative fee and ACA PCORI fees);
 - VSP Basic Plan vision premiums which remain at 2024 levels;
 - The SFHSS Healthcare Sustainability Fund charge of \$4.00 per employee/retiree per month (PEPM), which is an increase of \$1.00 from the 2024 fee; and
 - Rate stabilization buy-down of \$332,000 as approved by the HSB at the April 11, 2024, HSB meeting.

Health Net CanopyCare 2025 HMO Plan Rating

Renewal Summary

Health Plan Costs Forecast—Per Covered Life Per Month (PMPM) Basis

- Though prescription drug costs and fee-for-service medical claims (primarily behavioral health) are trending at high rates of increase, a reduction in the projected capitation expense from 2024 to 2025 is leading to a no-change total medical/Rx cost forecast.
- Then, an increase in the stabilization buy-down from 2024 to 2025 creates the overall 1.0% total cost rate decrease recommendation.

	2024 PMPM	2025 PMPM	2025 vs 2024
Capitation (professional/institutional/chiropractic)	\$584.50	\$547.23	-6.4%
Fee-for-Service Claims	\$58.28	\$80.41	38.0%
Pharmacy (excluding administrative fees)	\$91.21	\$104.59	14.7%
Medical Administrative Fees	\$39.16	\$42.15	7.6%
Pharmacy Administrative Fees	\$5.09	\$3.86	-24.2%
Total Projected Plan Cost (Before Stabilization Buy-Down)	\$778.24	\$778.24	0.0%

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2025 Monthly Rate Cards for Health Net CanopyCare HMO Plan

2025 Health Net CanopyCare HMO Monthly Rate Cards

- Health Net CanopyCare plan 2025 rate cards are presented on the following pages for active employees and early retirees — including two employer contribution models for active employees (93/93/83 and 100/96/83).
- The mathematical relationships of rates across each dependent coverage tier and across active employees and early retirees are set to be the same for the Health Net CanopyCare HMO plan as exist for the BSC HMO plans.

Health Net CanopyCare HMO Plan

Monthly Renewal Premiums/Contributions — 2025 versus 2024

Early Retirees and **93/93/83** Contribution Strategy for Actives

<i>PY = Plan Year</i>		Active Employees			Early Retirees		
		EE	EE+1	EE+2+	RET	RET+1	RET+2+
Monthly Employee/ Retiree Contributions	PY 2024	\$55.90	\$111.58	\$383.24	\$0.00	\$413.60	\$1,073.87
	PY 2025	\$55.40	\$110.52	\$379.51	\$0.00	\$409.39	\$1,062.93
	\$ Difference	(\$0.50)	(\$1.06)	(\$3.73)	\$0.00	(\$4.21)	(\$10.94)
	% Difference	-0.9%	-0.9%	-1.0%		-1.0%	-1.0%
Monthly Employer Contributions	PY 2024	\$742.62	\$1,482.49	\$1,871.11	\$1,842.46	\$2,256.07	\$2,256.07
	PY 2025	\$736.01	\$1,468.33	\$1,852.89	\$1,824.65	\$2,234.04	\$2,234.04
	\$ Difference	(\$6.61)	(\$14.16)	(\$18.22)	(\$17.81)	(\$22.03)	(\$22.03)
	% Difference	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%	-1.0%
Monthly Total Rate	PY 2024	\$798.52	\$1,594.07	\$2,254.35	\$1,842.46	\$2,669.67	\$3,329.94
	PY 2025	\$791.41	\$1,578.85	\$2,232.40	\$1,824.65	\$2,643.43	\$3,296.97
	\$ Difference	(\$7.11)	(\$15.22)	(\$21.95)	(\$17.81)	(\$26.24)	(\$32.97)
	% Difference	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%	-1.0%

Health Net CanopyCare HMO Plan

Monthly Renewal Premiums/Contributions — 2025 versus 2024

Early Retirees and **100/96/83** Contribution Strategy for Actives

<i>PY = Plan Year</i>		Active Employees			Early Retirees		
		EE	EE+1	EE+2+	RET	RET+1	RET+2+
Monthly Employee/ Retiree Contributions	PY 2024	\$0.00	\$63.76	\$383.24	\$0.00	\$413.60	\$1,073.87
	PY 2025	\$0.00	\$63.15	\$379.51	\$0.00	\$409.39	\$1,062.93
	<i>\$ Difference</i>	\$0.00	(\$0.61)	(\$3.73)	\$0.00	(\$4.21)	(\$10.94)
	<i>% Difference</i>		-1.0%	-1.0%		-1.0%	-1.0%
Monthly Employer Contributions	PY 2024	\$798.52	\$1,530.31	\$1,871.11	\$1,842.46	\$2,256.07	\$2,256.07
	PY 2025	\$791.41	\$1,515.70	\$1,852.89	\$1,824.65	\$2,234.04	\$2,234.04
	<i>\$ Difference</i>	(\$7.11)	(\$14.61)	(\$18.22)	(\$17.81)	(\$22.03)	(\$22.03)
	<i>% Difference</i>	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%	-1.0%
Monthly Total Rate	PY 2024	\$798.52	\$1,594.07	\$2,254.35	\$1,842.46	\$2,669.67	\$3,329.94
	PY 2025	\$791.41	\$1,578.85	\$2,232.40	\$1,824.65	\$2,643.43	\$3,296.97
	<i>\$ Difference</i>	(\$7.11)	(\$15.22)	(\$21.95)	(\$17.81)	(\$26.24)	(\$32.97)
	<i>% Difference</i>	-0.9%	-1.0%	-1.0%	-1.0%	-1.0%	-1.0%

Health Net CanopyCare HMO Plan

Proposed Monthly 2025 Rate Card

93/93/83 Contribution (Active Employees)

	Active Employees			Early Retirees		
	Employee Only	Employee Plus One Dependent	Employee and Family	Retiree without Medicare	Retiree and Spouse w/o Medicare	Retiree and Family
Medical	\$805.01	\$1,610.03	\$2,278.19	\$1,866.94	\$2,704.17	\$3,372.32
Vision	\$4.15	\$8.32	\$11.76	\$4.15	\$8.32	\$11.76
Expense ¹	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
Claims Stabilization Amount/Self-Funded Policy	(\$21.75)	(\$43.50)	(\$61.55)	(\$50.44)	(\$73.06)	(\$91.11)
Total	\$791.41	\$1,578.85	\$2,232.40	\$1,824.65	\$2,643.43	\$3,296.97

10-County Amount ²	\$0.00	\$0.00	\$0.00	\$882.05	\$0.00	\$0.00
Single Retiree Offset ³	\$0.00	\$0.00	\$0.00	\$0.00	\$882.05	\$882.05
"Actuarial Difference" ⁴	\$0.00	\$0.00	\$0.00	\$942.60	\$942.60	\$942.60
Retiree Prop. E Employer Contribution ⁵	\$0.00	\$0.00	\$0.00	\$0.00	\$409.39	\$409.39
Subtotal City Contributions	\$0.00	\$0.00	\$0.00	\$1,824.65	\$2,234.04	\$2,234.04
2025 Non-Bargained Contribution Rate	\$791.41	\$1,578.85	\$2,232.40	\$0.00	\$409.39	\$1,062.93

MOU Negotiated Pickup ⁶	\$736.01	\$1,468.33	\$1,852.89			
2025 Typical Bargained Member Contribution	\$55.40	\$110.52	\$379.51			

Final Member Contribution 2024	\$55.90	\$111.58	\$383.24	\$0.00	\$413.60	\$1,073.87
Difference — 2025 versus 2024	(\$0.50)	(\$1.06)	(\$3.73)	\$0.00	(\$4.21)	(\$10.94)

Health Net CanopyCare HMO Plan

Proposed Monthly 2025 Rate Card

100/96/83 Contribution (Active Employees)

	Active Employees			Early Retirees		
	Employee Only	Employee Plus One Dependent	Employee and Family	Retiree without Medicare	Retiree and Spouse w/o Medicare	Retiree and Family
Medical	\$805.01	\$1,610.03	\$2,278.19	\$1,866.94	\$2,704.17	\$3,372.32
Vision	\$4.15	\$8.32	\$11.76	\$4.15	\$8.32	\$11.76
Expense ¹	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
Claims Stabilization Amount/Self-Funded Policy	(\$21.75)	(\$43.50)	(\$61.55)	(\$50.44)	(\$73.06)	(\$91.11)
Total	\$791.41	\$1,578.85	\$2,232.40	\$1,824.65	\$2,643.43	\$3,296.97

10-County Amount ²	\$0.00	\$0.00	\$0.00	\$882.05	\$0.00	\$0.00
Single Retiree Offset ³	\$0.00	\$0.00	\$0.00	\$0.00	\$882.05	\$882.05
"Actuarial Difference" ⁴	\$0.00	\$0.00	\$0.00	\$942.60	\$942.60	\$942.60
Retiree Prop. E Employer Contribution ⁵	\$0.00	\$0.00	\$0.00	\$0.00	\$409.39	\$409.39
Subtotal City Contributions	\$0.00	\$0.00	\$0.00	\$1,824.65	\$2,234.04	\$2,234.04
2025 Non-Bargained Contribution Rate	\$791.41	\$1,578.85	\$2,232.40	\$0.00	\$409.39	\$1,062.93

MOU Negotiated Pickup ⁶	\$791.41	\$1,515.70	\$1,852.89			
2025 Typical Bargained Member Contribution	\$0.00	\$63.15	\$379.51			

Final Member Contribution 2024	\$0.00	\$63.76	\$383.24	\$0.00	\$413.60	\$1,073.87
Difference — 2025 versus 2024	\$0.00	(\$0.61)	(\$3.73)	\$0.00	(\$4.21)	(\$10.94)

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Recommendation for HSB Action

Health Net CanopyCare HMO Plan

Recommendation for HSB Action

Staff recommends that the Health Service Board (HSB) approve the 2025 Health Net CanopyCare HMO plan rate cards as presented in this material, which reflect a **1.0% decrease** in Health Net CanopyCare HMO Plan total medical and prescription drug cost rates from 2024 to 2025.

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Appendix — Additional Information

- Rate Card Footnotes
- 2024 Health Net CanopyCare Monthly Rate Cards
- Glossary of Terms

Health Net CanopyCare Rate Card Footnotes

- 1) **Expense** — SFHSS Healthcare Sustainability Fund charge.
- 2) **“10-County” Employer Contribution** — Per Charter Section A8.423, the employer contribution must equal the average of the employer contribution to health premiums of the 10 most populous counties in California, not including San Francisco. The monthly amount for 2025 rating is \$882.05 (per March 2024 HSB action).
- 3) **“Single Retiree Offset”** — Per Charter Section A8.428; for Early Retirees, this is equal to the 10-County Amount.
- 4) **Retiree “Actuarial Difference”** — Per Charter Section A8.428, employer contributes the difference between a single active Employee and a single non-Medicare Retiree cost of premium. Calculated for non-Medicare retiree only.
- 5) **Prop. E Employer Contribution (passed in November 2000 Election)** — Per Charter A8.428, the Prop. E employer contribution for Retiree (R) and R+1 = $50\% \times [\text{Total Rate Cost} - 10 \text{ County} - \text{Actuarial Difference}]$.
- 6) **Currently, the two most common employer contribution formulas** in MOU agreements follow are 93% Single/93% E+1/83% E+2+ and 100% Single/96% E+1/83% E+2+.

Health Net CanopyCare HMO Plan

2024 Monthly Rate Card

93/93/83 Contribution (Active Employees)

	Active Employees			Early Retirees		
	Employee Only	Employee Plus One Dependent	Employee and Family	Retiree without Medicare	Retiree and Spouse w/o Medicare	Retiree and Family
Medical	\$805.01	\$1,610.03	\$2,278.19	\$1,866.94	\$2,704.17	\$3,372.32
Vision	\$4.15	\$8.32	\$11.76	\$4.15	\$8.32	\$11.76
Expense ¹	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
Claims Stabilization Amount/Self-Funded Policy	(\$13.64)	(\$27.28)	(\$38.60)	(\$31.63)	(\$45.82)	(\$57.14)
Total	\$798.52	\$1,594.07	\$2,254.35	\$1,842.46	\$2,669.67	\$3,329.94

10-County Amount ²	\$0.00	\$0.00	\$0.00	\$805.85	\$0.00	\$0.00
Single Retiree Offset ³	\$0.00	\$0.00	\$0.00	\$0.00	\$805.85	\$805.85
"Actuarial Difference" ⁴	\$0.00	\$0.00	\$0.00	\$1,036.61	\$1,036.61	\$1,036.61
Retiree Prop. E Employer Contribution ⁵	\$0.00	\$0.00	\$0.00	\$0.00	\$413.61	\$413.61
Subtotal City Contributions	\$0.00	\$0.00	\$0.00	\$1,842.46	\$2,256.07	\$2,256.07
2024 Non-Bargained Contribution Rate	\$798.52	\$1,594.07	\$2,254.35	\$0.00	\$413.60	\$1,073.87

MOU Negotiated Pickup ⁶	\$742.62	\$1,482.49	\$1,871.11			
2024 Typical Bargained Member Contribution	\$55.90	\$111.58	\$383.24			

Final Member Contribution 2023	\$53.92	\$107.63	\$369.65	\$0.00	\$398.92	\$1,035.75
Difference — 2024 versus 2023	\$1.98	\$3.95	\$13.59	\$0.00	\$14.68	\$38.12

Health Net CanopyCare HMO Plan

2024 Monthly Rate Card

100/96/83 Contribution (Active Employees)

	Active Employees			Early Retirees		
	Employee Only	Employee Plus One Dependent	Employee and Family	Retiree without Medicare	Retiree and Spouse w/o Medicare	Retiree and Family
Medical	\$805.01	\$1,610.03	\$2,278.19	\$1,866.94	\$2,704.17	\$3,372.32
Vision	\$4.15	\$8.32	\$11.76	\$4.15	\$8.32	\$11.76
Expense ¹	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
Claims Stabilization Amount/Self-Funded Policy	(\$13.64)	(\$27.28)	(\$38.60)	(\$31.63)	(\$45.82)	(\$57.14)
Total	\$798.52	\$1,594.07	\$2,254.35	\$1,842.46	\$2,669.67	\$3,329.94
10-County Amount ²	\$0.00	\$0.00	\$0.00	\$805.85	\$0.00	\$0.00
Single Retiree Offset ³	\$0.00	\$0.00	\$0.00	\$0.00	\$805.85	\$805.85
"Actuarial Difference" ⁴	\$0.00	\$0.00	\$0.00	\$1,036.61	\$1,036.61	\$1,036.61
Retiree Prop. E Employer Contribution ⁵	\$0.00	\$0.00	\$0.00	\$0.00	\$413.61	\$413.61
Subtotal City Contributions	\$0.00	\$0.00	\$0.00	\$1,842.46	\$2,256.07	\$2,256.07
2024 Non-Bargained Contribution Rate	\$798.52	\$1,594.07	\$2,254.35	\$0.00	\$413.60	\$1,073.87
MOU Negotiated Pickup ⁶	\$798.52	\$1,530.31	\$1,871.11			
2024 Typical Bargained Member Contribution	\$0.00	\$63.76	\$383.24			
Final Member Contribution 2023	\$0.00	\$61.50	\$369.65	\$0.00	\$398.92	\$1,035.75
Difference — 2024 versus 2023	\$0.00	\$2.26	\$13.59	\$0.00	\$14.68	\$38.12

Glossary of Terms

ACA PCORI Fee

- The Affordable Care Act's Patient Centered Outcomes Research Institute fee that was extended beyond its original 2019 expiration to the year 2029 as part of the federal SECURE Act signed into law in December 2019.

Capitation

- Fixed per member cost that SFHSS pays to Health Net for most health care services (in 2025, 87% of projected medical cost in Health Net CanopyCare is capitated).

Risk Corridor

- The percentage of expected claims, beyond those expected claims, which the employer is responsible to fund before the insurer covers the remaining claims that exceed the risk corridor percentage (this is set at 125% of expected claims for Health Net CanopyCare).

Glossary of Terms

Rate Stabilization Reserve

- HSB policy establishes use of a stabilization reserve to spread any underwriting gains or losses into the following year's premium calculation in a consistent manner to reduce volatility from year-over-year changes in premium. The underwriting gains or losses are added or subtracted from the premium amounts to adjust for previous losses or gains. Per HSB policy, each year's loss or gain is spread over the next three years.

Ten (10)-County Average Survey

- Per Charter Section A8.423, the employer contribution must equal the average of the employer contribution to health premiums of the ten most populous counties in California, not including San Francisco.