

**SFHSS Rates and Benefits Calendar for Plan Year 2026  
as of March 13, 2025**

<b>Recorded via-SFGov TV</b>	<b>Topics to be Addressed or Outcomes to be Achieved</b>
January 9, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Rates and Benefits Annual Process and Cycle</li> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Approve the June 30, 2024 Incurred But Not Reported (IBNR) Reserve and Contingency Reserve Amounts for Self-Funded and Flex-Funded Health Plans</li> </ul>
February 13, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> <li>• Present SFHSS 2024 Enrollee Demographics Report</li> <li>• Healthcare Cost Trends</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve VSP Vision Fully Insured 2026 Rates and Contributions</li> </ul>
February 27, 2025 1:00 p.m.	Closed session personnel action. Meeting not needed for Rates and Benefits.
March 13, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> <li>• Review Self-Funded and Flex-Funded Health Plans 2024 Experience</li> </ul> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Review and Approve 10-County Survey Results For 2026 Plan Year Rates</li> <li>• Review and Approve Self-Funded Active Delta Dental PPO Plan 2026 Stabilization Reserve Action</li> </ul>
March 27, 2025 1:00 p.m.	Closed session personnel action. Meeting not needed for Rates and Benefits.
April 10, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> <li>• Review Kaiser Permanente HMO Plans 2024 Experience</li> <li>• Review 2025 Plan Year Health Value Initiative (HVI) Benchmarking Study</li> <li>• Present SFHSS Health Plan Risk Scores</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve 2026 Dental Plans Rates (Self-Funded Active Delta Dental PPO Plan, Fully Insured Retiree Delta Dental PPO Plan, Fully Insured Active and Retiree DeltaCare USA and UnitedHealthcare HMO Plans)</li> <li>• Review and Approve Self-Funded and Flex-Funded Health Plans 2026 Stabilization Reserve Actions</li> </ul>
April 24, 2025 1:00 p.m.	HOLD for a possible HSB meeting

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
May 8, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> <li>• Review Health Plans 2026 Medical/Rx Plans Rates Summary—Active Employees/Non-Medicare Retirees</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 2026 Rates and Contributions</li> <li>• Review and Approve Non-Medicare Blue Shield of California Flex-Funded HMO Medical/Rx Plans 2026 Rates and Contributions</li> <li>• Review and Approve Non-Medicare Blue Shield of California Self-Funded PPO Medical/Rx Plans 2026 Rates and Contributions</li> <li>• Review and Approve Active Employee 2026 Life Insurance, AD&amp;D, and LTD Rates from Vendor Selected from RFP</li> </ul>
May 22, 2025 1:00 p.m.	HOLD for a possible HSB meeting
June 5, 2025 1:00 p.m.	HOLD for a possible HSB meeting
June 12, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> <li>• Present Rates and Benefits Calendar for Plan Year 2026</li> <li>• Review 2026 Medical/Rx Health Plans Rates Summary</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2026 Rates and Contributions</li> <li>• Review and Approve Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans 2026 Rates and Contributions</li> <li>• Review and Approve Blue Shield of California Medical/Rx Fully Insured Medicare Retiree MAPD PPO Plan 2026 Rates and Contributions</li> </ul>

**End of Rates and Benefits Process**

- Tentative Dates for [Board of Supervisors \(“BOS”\) Schedule for 2024](#) Rates and Benefits:
1. June 24, 2025 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
  2. July 8, 2025 – BOS Budget and Finance Committee review of rates package
  3. July 15, 2025 – BOS Meeting -First reading by the entire BOS
  4. July 22, 2025 – BOS Meeting - Second reading by the entire BOS