

SFHSS Rates and Benefits Calendar for Plan Year 2026 as of June 12, 2025

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

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"> • Present Rates and Benefits Calendar for Plan Year 2026 • Review Health Plans 2026 Medical/Rx Plans Rates Summary—Active Employees/Non-Medicare Retirees <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Health Net CanopyCare Non-Medicare Medical/Rx Flex-Funded HMO Plan 2026 Rates and Contributions • Review and Approve Blue Shield of California Non-Medicare Flex-Funded HMO Medical/Rx Plans 2026 Rates and Contributions • Review and Approve Blue Shield of California Non-Medicare Self-Funded PPO Medical/Rx Plans 2026 Rates and Contributions • Review and Approve SFHSS Staff Recommendation for Request for Proposal (RFP) for Active Employee Life Insurance, AD&D, LTD, and STD Plans Vendor Partner and Resulting 2026 Rates
May 22, 2025 1:00 p.m.	Meeting not needed for Rates and Benefits.
June 5, 2025 1:00 p.m.	Meeting not needed for Rates and Benefits.
June 12, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2026 • Review 2026 Medical/Rx Health Plans Rates Summary <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Blue Shield of California Medical/Rx Fully Insured Retiree Medicare Advantage Prescription Drug (MAPD) Passive PPO Plan 2026 Rates and Contributions • Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2026 Rates and Contributions • Review and Approve Recommendation to Discontinue Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans After 2025 • (if needed) Review and Approve Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans 2026 Rates and Contributions

End of Rates and Benefits Process

Tentative Dates for [Board of Supervisors \("BOS"\) Schedule for 2025](#) Rates and Benefits:

- July 1, 2025 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
- July 16, 2025 – BOS Budget and Finance Committee review of rates package
- July 22, 2025 – BOS Meeting -First reading by the entire BOS
- July 29, 2025 – BOS Meeting - Second reading by the entire BOS