

**SFHSS Rates and Benefits Calendar for Plan Year 2027
as of January 8, 2026**

Recorded via- SFGov TV	Topics to be Addressed or Outcomes to be Achieved
January 8, 2026 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 2027 <p>Action:</p> <ul style="list-style-type: none"> • Approve the June 30, 2025 Incurred But Not Reported (IBNR) Reserve and Contingency Reserve Amounts for Self-Funded and Flex-Funded Health Plans
January 20, 2026 10:00 a.m.	Budget and Finance Committee
February 12, 2026 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2027 • Present SFHSS 2025 Enrollee Demographics Report • Board Education: Healthcare Cost Trends <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve VSP Fully Insured 2027 Vision Rates and Contributions • Review and Approve New York Life Fully Insured 2027 Life Insurance, AD&D, Long-Term Disability, and Short-Term Disability Rates and Contributions
February 26, 2026 1:00 p.m.	HOLD for possible HSB meeting.
March 12, 2025 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2027 • Review Self-Funded and Flex-Funded Health Plans 2025 Experience • Review Flexible Spending Account, Dependent Care Spending Account, COBRA, and AB528 Administration Request for Proposal Result for Plan Year 2027 <p>Actions:</p> <ul style="list-style-type: none"> • Review and Approve 10-County Survey Results For 2027 Plan Year Rates • Review and Approve Self-Funded Active Dental PPO Plan 2027 Stabilization Reserve Action • Review and Approve Health Net CanopyCare Non-Medicare Medical/Rx Flex-Funded HMO Plan 2027 Stabilization Reserve Action
March 26, 2026 1:00 p.m.	HOLD for possible HSB meeting.
April 9, 2026 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2027 • Review Kaiser Permanente HMO Plans 2025 Experience • Review 2026 Plan Year Health Value Initiative (HVI) Benchmarking Study (within Directors Report) <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Health Net CanopyCare Non-Medicare Medical/Rx Flex-Funded HMO Plan 2027 Rates and Contributions • Review and Approve Blue Shield of California Non-Medicare Medical/Rx Self-Funded PPO and Flex-Funded HMO Health Plans 2027 Stabilization Reserve Action

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Topics to be Addressed or Outcomes to be Achieved

April 9, 2026 1:00 p.m. continued	<ul style="list-style-type: none"> • Review and Approve Recommendation to Discontinue Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans After 2027
April 30, 2026 1:00 p.m.	HOLD for possible HSB meeting.
May 14, 2026 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2027 • Review Health Plans 2027 Medical/Rx Plans Rates Summary—Active Employees/Non-Medicare Retirees <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Blue Shield of California Non-Medicare Flex-Funded HMO Medical/Rx Plans 2027 Rates and Contributions • Review and Approve Blue Shield of California Non-Medicare Self-Funded PPO Medical/Rx Plans 2027 Rates and Contributions • Review and Approve SFHSS Staff Recommendation for Active Dental PPO Plan Request for Proposal (RFP) for 2027 Plan Year • Review and Approve 2027 Dental Plans Rates (Self-Funded Active PPO Plan, Fully Insured Retiree Delta Dental PPO Plan, Fully Insured Active and Retiree DeltaCare USA and UnitedHealthcare HMO Plans)
May 28, 2026 1:00 p.m.	HOLD for possible HSB meeting.
June 11, 2026 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2027 • Review 2027 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 2027 Rates and Contributions • Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2027 Rates and Contributions

End of Rates and Benefits Process

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

1. June 23, 2026 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
2. July 15, 2026 – BOS Budget and Finance Committee review of rates package
3. July 21, 2026 – BOS Meeting - First reading by the entire BOS
4. July 28, 2026 – BOS Meeting - Second reading by the entire BOS