

## SFHSS Rates and Benefits Calendar for Plan Year 2027 as of February 12, 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"> <li>• Rates and Benefits Annual Process and Cycle</li> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Approve the June 30, 2025 Incurred But Not Reported (IBNR) Reserve and Contingency Reserve Amounts for Self-Funded and Flex-Funded Health Plans</li> </ul>
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"> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> <li>• Board Education: Healthcare Cost Trends</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve VSP Fully Insured 2027 Vision Rates and Contributions</li> <li>• Review and Approve New York Life Fully Insured 2027 Life Insurance, AD&amp;D, Long-Term Disability, and Short-Term Disability Rates and Contributions</li> </ul>
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"> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> <li>• Review Self-Funded and Flex-Funded Health Plans 2025 Experience</li> <li>• Review Flexible Spending Account, Dependent Care Spending Account, COBRA, and AB528 Administration Request for Proposal Result for Plan Year 2027</li> </ul> <p>Actions:</p> <ul style="list-style-type: none"> <li>• Review and Approve 10-County Survey Results For 2027 Plan Year Rates</li> <li>• Review and Approve Self-Funded Active Dental PPO Plan 2027 Stabilization Reserve Action</li> <li>• Review and Approve Health Net CanopyCare Non-Medicare Medical/Rx Flex-Funded HMO Plan 2027 Stabilization Reserve Action</li> </ul>
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"> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> <li>• Review Kaiser Permanente HMO Plans 2025 Experience</li> <li>• Review 2026 Plan Year Health Value Initiative (HVI) Benchmarking Study (within Directors Report)</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Health Net CanopyCare Non-Medicare Medical/Rx Flex-Funded HMO Plan 2027 Rates and Contributions</li> <li>• Review and Approve Blue Shield of California Non-Medicare Medical/Rx Self-Funded PPO and Flex-Funded HMO Health Plans 2027 Stabilization Reserve Action</li> </ul>

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
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"> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> <li>• Review Health Plans 2027 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 Blue Shield of California Non-Medicare Flex-Funded HMO Medical/Rx Plans 2027 Rates and Contributions</li> <li>• Review and Approve Blue Shield of California Non-Medicare Self-Funded PPO Medical/Rx Plans 2027 Rates and Contributions</li> <li>• Review and Approve SFHSS Staff Recommendation for Active Dental PPO Plan Request for Proposal (RFP) for 2027 Plan Year</li> <li>• 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)</li> <li>• Review and Approve Recommendation to Discontinue Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans After 2027</li> </ul>
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"> <li>• Present Rates and Benefits Calendar for Plan Year 2027</li> <li>• Review 2027 Medical/Rx Health Plans Rates Summary</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• Review and Approve Blue Shield of California Medical/Rx Fully Insured Retiree Medicare Advantage Prescription Drug (MAPD) Passive PPO Plan 2027 Rates and Contributions</li> <li>• Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2027 Rates and Contributions</li> </ul>

#### End of Rates and Benefits Process

**Tentative Dates** for [Board of Supervisors \(“BOS”\) Schedule for 2026](#) 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