



HEALTH SERVICE BOARD

CITY & COUNTY OF SAN FRANCISCO

San Francisco Health Service Board Education Plan for 2026

San Francisco City and County Health Service Board Commissioners are required to be knowledgeable of all matters concerning health and employee benefits policy and oversight. Each Commissioner has a knowledge base and expertise across various professional fields. The SFHSS Management team understands that the Commissioner's professional knowledge is critical to their work, however, the healthcare field and the employee benefits policy field are rapidly evolving landscapes. Commissioners must continue their learning during the year. The Health Service Board Education Policy 202 outlines educational practices and reporting expectations for Commissioners throughout each term year.

Board Education Plan and the SFHSS Strategic Plan Goals

The Health Service Board approved the San Francisco Health Service System 2026 Gap Year Strategic Plan on January 8, 2026. The three strategic goals are:

1. Provide **affordable and sustainable** healthcare and high-quality well-being services through value-driven decisions and program design.
2. Support the **mental health and well-being** of our membership by reducing stigma and addressing barriers to care in partnership with key stakeholders.
3. **Optimize service** to maintain and advance exceptional member engagement.

Moving forward, the Commissioners and SFHSS leadership team work in partnership to provide educational opportunities that enhance continuous learning.

Health Service Board Education Goals

The Health Service Board members agree to pursue appropriate education across a range of employee benefit-related areas:

1. Fiduciary Duty
 - Understand and practice the tenets and principles of a fiduciary as a member of the Health Service Board.
2. Health and Welfare Plan Design and Funding
 - Explore structures and alternatives in health benefits provider options and health benefit designs.
 - Be knowledgeable about the trends and cost drivers of health coverage and their influence on access, quality, affordability, underwriting, reserves funding policy, stop/loss determination, and premium rate setting.
 - Access pharmaceutical pricing practices and cost trends to decide their impact on SFHSS members and employers.

3. Benefits Administration
 - Be aware of changing health care delivery systems and insurance plans and their impact on SFHSS members and the cost of health benefits.
 - Enhance the working knowledge of SFHSS benefits and provisions of Evidence of Coverage (EOCs).
4. General Provisions
 - Governance: Health Service Board Policies and Terms of Reference and San Francisco Charter Provisions
 - Legislative and Regulatory changes affecting SFHSS member benefits.
 - Actuary Services
 - Gain an improved understanding of claims data analysis and claims auditing and its impact on the cost of health benefits.
5. Complete City-Wide Commissioner and SFHSS-required training.

Health Service Board Educational Methods and Support

To carry out the Board Education Goals outlined below the SFHSS Management team will support the Commissioners in the following ways:

- The Health Service Board will annually request budget support from the Board of Supervisors for Board Education Funds through the SFHSS Budget.
- SFHSS Management team will supply New Board Member Orientation (see Board Education Policy, in the Governance Policies and Terms of Reference under “Orientation Program.”)
- SFHSS Management team will share Education opportunities as they are made available.
- An annual progress report on the Education Plan’s accomplishments will be prepared by the Board Secretary.
- SFHSS Management team will supply the Board members with copies of the following documents:
 - Health Service Board Governance Policies and Terms of Reference
 - Charter Provisions
- SFHSS management will share regular financial reports and policies.
- SFHSS staff will supply an evaluation of all educational presentations and survey the Health Service Board Commissioners for Educational topics. The results of both evaluations and surveys will inform future Health Service Board education plans.
- Board Secretary will remind Commissioners of City Wide required Commissioner training.

Board education can and will occur through various blended learning methodologies, including but not limited to the following areas of educational options.

- Conferences, workshops, and forums are provided by a variety of external consultants and organization vendors.
- Meetings of associations or other similar bodies within the health and welfare industry.
- In-house educational seminars or briefings by staff, City Administration, Board service providers, or other special advisors.
- Relevant periodicals, journals, textbooks, or similar materials; and electronic media including webinars and podcasts.
- Please see the Education Resource below for more information.

Annual Reporting

- Reporting period: January 1st through December 31st
- Quarterly reminders and submissions: Send all submissions to Board Secretary
- Board Secretary will supply a written report to Board in February.

Education Resources

Educational resources range from online static materials to online courses to in-person events. No list is complete, but a sample of resources are listed below.

SFHSS and HSB Memberships

[International Foundation of Employee Benefit Plans \(IFEPA\)](#)

[Catalyst for Payment Reform \(CPR\)](#)

Health Policy Resources:

[Americas Physician Groups](#)

[Health Affairs](#)

[California Health Care Foundation](#)

[California Health Line](#)

[Kaiser Family Foundation](#)

[California Department of Public Health](#)

Insurance and Benefit resources:

[Employee Benefit News](#)

[Purchaser Business Group on Health \(PBGH\)](#)

[National Committee for Quality Assurance \(NCQA\)](#)

[Integrated Healthcare Association \(IHA\)](#)