

**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  |
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| January 9, 2025<br>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<br>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<br>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<br>1:00 p.m.    | Closed session personnel action. Meeting not needed for Rates and Benefits.  |
| April 10, 2025<br>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 (within Directors Report)</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<br>1:00 p.m.    | Meeting not needed for Rates and Benefits.   |

**Recorded via-SFGov TV**

**Topics to be Addressed or Outcomes to be Achieved**

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|------------------------------------|--|
| <p>May 8, 2025<br/>1:00 p.m.</p>   | <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 Non-Medicare Medical/Rx Flex-Funded HMO Plan 2026 Rates and Contributions</li> <li>• Review and Approve Blue Shield of California Non-Medicare Flex-Funded HMO Medical/Rx Plans 2026 Rates and Contributions</li> <li>• Review and Approve Blue Shield of California Non-Medicare Self-Funded PPO Medical/Rx Plans 2026 Rates and Contributions</li> <li>• Review and Approve SFHSS Staff Recommendation for Request for Proposal (RFP) for Active Employee Life Insurance, AD&amp;D, LTD, and STD Plans Vendor Partner and Resulting 2026 Rates</li> </ul> |
| <p>May 22, 2025<br/>1:00 p.m.</p>  | <p>Meeting not needed for Rates and Benefits.</p>  |
| <p>June 5, 2025<br/>1:00 p.m.</p>  | <p>Meeting not needed for Rates and Benefits.</p>  |
| <p>June 12, 2025<br/>1:00 p.m.</p> | <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 Blue Shield of California Medical/Rx Fully Insured Retiree Medicare Advantage Prescription Drug (MAPD) Passive PPO Plan 2026 Rates and Contributions</li> <li>• Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2026 Rates and Contributions</li> <li>• Review and Approve Recommendation to Discontinue Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans After 2025</li> <li>• (if needed) Review and Approve Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans 2026 Rates and Contributions</li> </ul>                                 |

**End of Rates and Benefits Process**

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

1. June 24, 2025 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
2. July 9, 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