

**SFHSS Rates and Benefits Calendar for Plan Year 2025
as of May 9, 2024**

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
January 11, 2024 1:00 p.m.	Discussion: <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 Action: <ul style="list-style-type: none"> • Approve the June 30, 2023 Incurred But Not Reported (IBNR) Reserve and Contingency Reserve Amounts for Self-Funded and Flex-Funded Health Plans
February 8, 2024 1:00 p.m.	Discussion: <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 • SFHSS 2024 Enrollee Demographics Report Action: <ul style="list-style-type: none"> • Review and Approve The Hartford Fully Insured 2025 Rates and Contributions (Life Insurance, Accidental Death & Dismemberment, and Long-Term Disability Plans)
March 14, 2024 1:00 p.m.	Discussion: <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 • Review Self-Funded and Flex-Funded Health Plans 2023 Experience Actions: <ul style="list-style-type: none"> • Review and Approve 10-County Survey Results For 2025 Plan Year Rates • Review and Approve Proposed Modifications to June 30, 2023, Self-Funded and Flex-Funded Health Plan Contingency Reserve Amounts • Review and Approve Sutter Legal Settlement 2025 Recommended Rating Buy-Down Action Per Health Service Board Policy 213 for BSC HMO and UHC EPO and Non-Medicare PPO Plans • Review and Approve VSP Vision Fully Insured 2025 Rates and Contributions
April 11, 2024 1:00 p.m.	Discussion: <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 • Review Kaiser Permanente HMO Plans 2023 Experience • Review 2024 Plan Year Health Value Initiative (HVI) Benchmarking Study Action: <ul style="list-style-type: none"> • Review and Approve Self-Funded and Flex-Funded Health Plans 2025 Stabilization Reserve Actions • Review and Approve Active Employee 2025 Dental Plans Rates (Self-Funded Delta Dental PPO Plan, Fully Insured DeltaCare USA and UnitedHealthcare HMO Plans) • Review and Approve Retiree Fully Insured 2025 Dental Plans Rates and Contributions (Delta Dental PPO Plan, DeltaCare USA HMO Plan, UnitedHealthcare (UHC) HMO Plan)

Recorded via-SFGov TV	Topics to be Addressed or Outcomes to be Achieved
May 9, 2024 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 • Review SFHSS 2023 Health Plan Risk Scores • Review Health Plans 2025 Medical/Rx Plans Rates Summary—Active Employees/Early Retirees <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Staff Recommendation from RFP for Medicare Advantage Fully Insured PPO • Review and Approve Health Net CanopyCare Medical/Rx Flex-Funded Non-Medicare HMO Plan 2025 Rates and Contributions • Review and Approve Non-Medicare Blue Shield of California Flex-Funded HMO and UnitedHealthcare Self-Funded EPO Medical/Rx Plans 2025 Rates and Contributions • Review and Approve Non-Medicare Blue Shield of California and UnitedHealthcare Self-Funded PPO Medical/Rx Plans 2025 Rates and Contributions
May 23, 2024 1:00 p.m.	CANCELLED
June 13, 2024 1:00 p.m.	<p>Discussion:</p> <ul style="list-style-type: none"> • Present Rates and Benefits Calendar for Plan Year 2025 • Review Health Plans 2025 Medical/Rx Plans Rates Summary <p>Action:</p> <ul style="list-style-type: none"> • Review and Approve Kaiser Permanente Multi-Region Medical/Rx Fully Insured Retiree HMO Plans 2025 Rates and Contributions • Review and Approve Kaiser Permanente (California) Medical/Rx Fully Insured HMO Plans 2025 Rates and Contributions • Review and Approve Medical/Rx Fully Insured Medicare Advantage PPO Plan 2025 Rates and Contributions
June 14, 2024 9:00 a.m.	• HOLD for a possible HSB meeting

End of Rates and Benefits Process

- Tentative Dates for [Board of Supervisors \(“BOS”\) Schedule for 2024](#) Rates and Benefits:
1. June 25, 2024 – Rate and Benefits package introduced to BOS and assigned to BOS Budget and Finance Committee
 2. July 10, 2024 – BOS Budget and Finance Committee review of rates package
 3. July 16, 2024 – BOS Meeting -First reading by the entire BOS
 4. July 23, 2024 – BOS Meeting - Second reading by the entire BOS