

## Rates and Benefits Meetings for 2010-2011 Plan Year

Meeting Date	Focus of Meeting and Topics to be Addressed or Outcomes to be Achieved
	<p><b>Big-Picture Overview of Context and Objectives for this Year's Process:</b></p> <ul style="list-style-type: none"> <li>• <u>Background:</u> <ul style="list-style-type: none"> <li>➤ Last year's rates and benefits package involved no changes in plan design and less movement among plans during Open Enrollment</li> <li>➤ The HSS Trust Fund no longer has sufficient uncommitted funds to allow for a planned loss (subsidy) for any HSS medical plans</li> <li>➤ Last year's historic contingency margin policy and self-funded plans financing policy will automatically set the appropriate rate factors for appropriate contingency and stabilization amounts in the relevant rates</li> <li>➤ Budget and other pressures on California counties are likely to cause increases in the 10-County Amount to be relatively small</li> <li>➤ Rapidly increasing healthcare costs continue to present a challenge</li> <li>➤ The HSS budget this year mandates a highly effective and efficient rates and benefits process</li> </ul> </li> <li>• <u>Overview of Objectives:</u> <ul style="list-style-type: none"> <li>➤ Consider no new benefits or benefit enhancements</li> <li>➤ Obtain highest quality proposals, data and plan options on the first pass from each vendor</li> <li>➤ Consider changes in current benefit levels to be proposed by each vendor as necessary to avoid double-digit cost increases</li> <li>➤ Allow copayments to differ from plan to plan to return to members the financial benefit of superior plan management by a particular carrier</li> <li>➤ Facilitate a well-planned and successful Open Enrollment</li> </ul> </li> </ul>

<b>Meeting Date</b>	<b>Focus of Meeting and Topics to be Addressed or Outcomes to be Achieved</b>
Meeting #1:  October 8, 2009 1:00 pm Room 416, City Hall	<b>Subject: Preliminary self-funded and insured plan rates</b> <ul style="list-style-type: none"> <li>• Overview of objectives and timetable</li> <li>• Preliminary self-funded plans premium equivalents and projected contributions</li> </ul>
Meeting #2  November 12, 2009 2:00 pm Room 416, City Hall	<b>Subject: HMO rates and benefits</b> <ul style="list-style-type: none"> <li>• Preliminary Forecast of 10-County Amount</li> <li>• Detailed analysis of proposed HMO rates, plan changes and projected contributions</li> <li>• High-level overview of dental plan renewals</li> </ul>
Meeting #3  December 10, 2009 2:00 pm Room 416, City Hall	<b>Subject: Determination of final premium rates and plan design for medical and dental plans</b> <ul style="list-style-type: none"> <li>• Delta Dental active and retiree plan: Determine plan changes and set premium equivalents</li> <li>• Insured active dental plans: Determine plan changes and set premiums</li> <li>• HMOs: Determine plan design changes and set premiums</li> <li>• City Health Plan: Determine plan design changes and set premium equivalents</li> </ul>
Meeting #4  January 14, 2010 1:00 pm Room 416, City Hall	<b>Subject: Formal completion of rates and benefits process</b> <ul style="list-style-type: none"> <li>• Presentation of 10-County Amount as of January 2010</li> <li>• Calculation and approval of resultant contribution levels</li> </ul>
<b>END OF RATES AND BENEFITS PROCESS</b>	

Meeting Date	Focus of Meeting and Topics to be Addressed or Outcomes to be Achieved
January 14, 2010 <i>(Regular Health Service Board Meeting)</i> Room 416, City Hall 1:30 pm	<ul style="list-style-type: none"> <li>• Final approval of 10-County Amount</li> <li>• Final approval of rates and benefits package</li> </ul>
Mid-January 2010	10-County Amount and Rates and Benefits submitted to Board of Supervisors