2023 Open Enrollment Begins Today!

Benefit-eligible employees have an opportunity during Open Enrollment to review and make changes to their benefits for the upcoming plan year. Per legislation, employees of the State of Delaware, including all State Agencies, K12 (School Districts and Charter Schools), DTCC, and DSU employees, are required to actively participate in the Open Enrollment process each year. Employees who complete three simple steps (view the Enrollment Action Checklist to learn more) between May 1 - 17, 2023 will meet the requirements to actively participate. Be sure to visit the SBO website for helpful resources, including self-service guides, plan rates and comparison charts, benefit vendor informational videos, FAQs, and more.

What’s Changing for the New Plan Year Beginning July 1, 2023?

View the What’s Changing Effective July 1, 2023 – Quick Reference Chart for information on the changes and the reasons for them. Also, view the Premium (Rate) Changes Effective July 1, 2023.

What If I Have No Changes?

Even if State employees do not want to make any changes to their benefits and just keep what they currently have (or continue to waive coverage), during Open Enrollment they must look at Benefits Enrollment in Employee Self-Service through my.delaware.gov, select “I Confirm My Selections,” and click Submit to send their final benefit choices for the July 1, 2023 plan year. Also, employees who wish to continue to cover their spouse on their non-Medicare Highmark Delaware or Aetna health plan effective July 1, 2023 must complete the online Spousal Coordination of Benefits Form during Open Enrollment.

Have Open Enrollment Questions/Issues?

State employees can view the 2023 Open Enrollment Help Desk Support Chart for guidance on who to contact with specific questions/issues during Open Enrollment.

Review Additional Benefits

In addition to reviewing their options for health, dental, and vision coverage, State employees should check out the additional benefits available during Open Enrollment:

- Flexible Spending Account
- Accident and/or Critical Illness Insurance
- State Group Universal Life Insurance

DEFER: 457(b) & 403(b) Retirement Savings Plans

Important: The DEFER plans are administered by the Office of the State Treasurer (OST). Have questions about DEFER? Contact OST by email or call (302) 672-6733.

Employees can sign up or change their contributions for DEFER any time of the year; however, Open Enrollment (May 1 – 17, 2023) is a great opportunity for employees to review their retirement savings. Learn more by viewing the Informational Video or Contact a Plan Representative.

Did You Know? - Hearing Aid Discounts

Hearing loss can be stressful, and it affects people of all ages. Factors such as aging, noise, disease, and heredity can contribute to hearing loss. We have outlined vendor discount programs that you can view and compare the costs for hearing aids and related products, as well as other resources to help you understand the causes, prevention, and treatment of hearing loss. Visit the Statewide Benefits Office Hearing Loss Resources page.
Healthy Vision Month
May is Healthy Vision Month, which makes it a great
time to schedule your annual eye exam. Keeping your
eyes healthy is just as important as nutritional meals
and exercise. Here are just a few tips that may help
with protecting your vision:

- Know your family medical history
- Eat plenty of green vegetables and Omega-3 fatty
  foods
- Quit smoking, or better yet, don’t start

To learn more visit EyeMed Wellness and CDC.gov.
State employees can also reach out to the Division for
the Visually Impaired (DVI) if they, or family members,
have eye diseases that have resulted in accessibility
challenges at work, school, home, or community.

Upcoming Webinars
Aetna offers monthly webinars that employees,
pensioners, and their family members can attend,
regardless of enrollment in a State health plan. There
is no need to register; simply click the link below to
attend.
- Leadership – 5/10 @ 5pm
- Motivate, Recognize, and Energize – 5/25 @ 12pm

ComPsych® GuidanceResources® offers webinars
that employees, pensioners, and their family
members can attend, regardless of enrollment in a
State health plan. Click on the links below to register:
- Mental Health Awareness – 5/4 @ 5pm & 5/16 @
  11am

Delta Dental offers webinars addressing good oral
health that employees, pensioners, and their family
members can attend, regardless of enrollment in a
Delta Dental plan.
- Oral Health and Wellness – 5/23 @ 12pm

The webinars above will be recorded and posted to
the website if you are unable to attend.

Mental Health Month
May is Mental Health Month. The Statewide Benefits
Office would like to remind you that a mental health
checkup is just as important as a physical. While more
people are seeking assistance, there are still a number of
Americans that have reservations. Here is something to
think about: when we are sick or injured, we seek help, so
why not seek assistance for our mental health? As a
benefit-eligible employee or non-Medicare retiree, you
can access several programs and services to help you and
your family manage your behavioral health and emotional
wellbeing. We encourage you to take advantage of
resources designed to help you find strategies to improve
your overall wellness, quality of life, interpersonal
relationships, and physical health outcomes. To learn
more, visit the Behavioral Health/Emotional Wellbeing
page of SBO’s website.

2023 Lt. Governor’s Challenge –
Nominations Due May 12
Have you or your agency/school gone above and beyond
to make Delaware a healthier place to live and work? If
so, be sure to submit your nomination by May 12, 2023
for the 2023 Lt. Governor’s Challenge.

More than just a recognition program for health and
wellness initiatives, the Lt. Governor’s Challenge is an
opportunity for you to drive change in your workplace.
Whether you are nominating yourself or a group you find
deserving of recognition, by sharing your nominees’
stories and outcomes, you motivate them to continue to
grow their initiatives and encourage fellow Delawareans
to consider how they, too, can take steps toward
healthier living! Winners of the Lt. Governor’s Challenge
will be recognized on the Lt. Governor’s Challenge
website, on social media, and at the Lt. Governor’s
Wellness Leadership Awards honoree celebration event.

Learn more about the Lt. Governor’s Challenge, including
frequently asked questions, how to nominate, and
previous challenge winners (Hall of Fame).