

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](#)).

Hidden Treasures: Go to the Accident and Critical Illness page on SBO's website and locate the Health and Wellness Benefit. Once there, determine what the Health and Wellness Benefit is and how you can earn it. Send your answer to sbo.communications@delaware.gov (Subject: Hidden Treasures). A random drawing from all correct responses received by the end of the month will be conducted for a prize. Congratulations to last month's winner, Karen W. from Red Clay School District!