

Email Subject Line: Coming Soon – 2022 Open Enrollment (May 2 - 18)

Dear Benefit-Eligible Employees,

The State Employee Benefits Committee (SEBC) recently approved changes in health and dental premium (rates) beginning July 1, 2022. The SEBC is the governing body that manages employee benefit coverage including health, prescription, dental, vision and other employee benefit options. The SEBC upholds the mission of the Group Health Insurance Plan (GHIP) to *“Offer State of Delaware employees, retirees and their dependents adequate access to high-quality health care that produces good outcomes at an affordable cost, promotes healthy lifestyles, and helps them be engaged consumers.”* The Statewide Benefits Office (SBO) is the “administrative arm” of the SEBC.

OPEN ENROLLMENT is coming soon. This is your once-a-year opportunity to enroll, cancel or waive coverage, change plans and add or drop coverage for your eligible spouse and/or dependent children.

Beginning July 1, 2022, State health plan premiums (rates)* **will increase** for the first time since July 2016. Depending on the employee’s plan and coverage tier, the increase could range from \$2.38 to \$23.66 per month. The decision to raise premiums was not taken lightly but was necessary to ensure that there are sufficient funds to cover ongoing increases in healthcare costs. The State of Delaware continues to contribute to nearly 90% of the cost of employee health plan premiums.

Beginning July 1, 2022, Delta Dental State dental plan premiums (rates)* **will decrease**. Depending on the employee’s plan and coverage tier, the decrease could range from \$1.36 to \$4.54 per month; while premiums for the Dominion National State dental plan* **will increase** ranging from \$1.68 to \$4.58 per month. These changes are the result of a recent procurement for new contracts that begin July 1, 2022.

There are **no changes** in the premiums (rates) for the State vision coverage offered by EyeMed.*

To view the premiums (rates) for the State health, dental and vision plans for July 1, 2022, visit de.gov/planrates.*

**If you are a school district employee, please note that your plan options/premiums (rates) may vary. Contact your organization’s Human Resources/Benefits Office for details.*

This year’s Open Enrollment period for State Agency, DOE, K12, DTCC & DSU Employees is **May 2 – 18, 2022** for the plan year that begins July 1, 2022. Employees are **required to actively participate** in the Open Enrollment process each year. There are several resources that will be

available for you to make an informed decision about which benefits are best for you and your family. Be on the lookout for communications from the SBO.

Making educated decisions about your health care is not limited to the Open Enrollment period. The choices that you make during the plan year about where you use your healthcare services are extremely important to supporting the GHIP's mission. Making informed decisions regarding your care is an important step to help control rising healthcare costs and to maintain high-quality, affordable benefit options.

Learn more about the SEBC at de.gov/statewidebenefits (link is located on the Benefits Menu).

Best of Health,

The State Employee Benefits Committee

SEBC Co-Chairs:

- *Cerron Cade, Director, OMB*
- *Claire DeMatteis, Secretary, DHR*

SEBC Members:

- *Bethany Hall-Long, Lt. Governor*
- *Ruth Ann Jones, Controller General*
- *Trinidad Navarro, Insurance Commissioner*
- *Colleen Davis, State Treasurer*
- *Collins Seitz, Supreme Court Chief Justice*
- *Jeff Taschner, Executive Director, DSEA*
- *Molly Magarik, Secretary, DHSS*