



## SEBC Workplan and Subcommittee Resolution

April 25, 2025



# SEBC Workplan

- At the February 21, 2025 SEBC meeting, the SBO recommended the Committee develop a workplan to determine what topics they would like to continue exploring through FY26, potentially allocating research and recommendations to the Subcommittees.
- The SEBC has three Subcommittees:
  - Financial Subcommittee
  - Health Policy and Planning Subcommittee
  - Retiree Healthcare Benefits Advisory Subcommittee (RHBAS)
- The SBO recommends the Committee determine specific tasks, goals, objectives, and deadlines for the Subcommittees to ensure they are being used effectively.

# SEBC Workplan (Continued)

- In previous discussions with the Committee, the following topics were identified as areas of interest to add to the workplan:
  - Cost-Reduction Opportunities
    - Revising the methodology used to determine health plan premiums, including setting rates by group
    - Re-aligning the actuarial values of the health plans
    - GLP-1 medications for weight loss
    - Lantern Surgeons of Excellence Program – modifications to incentive structure
    - Copayment and coinsurance structure of the health plans
  - Benefit Enhancement Opportunities
    - Exploring enhancements to virtual health services, including primary care, women's health services, and dermatology
  - Opportunities with the Upcoming Medical Plan RFP
    - Exploring the addition of a Health Savings Account (HSA) plan
    - Increasing primary care spend and utilization
    - Care management programs

# Goals for May and June Meetings

- Identify topics by priority
- Establish specific tasks, goals, outcomes, and deadlines associated with each topic
- Determine if topics should be allocated to certain subcommittees, or, if specialized workgroups need to be established
- For example:

Topic	Priority	Subcommittee or Group Assigned Topic	Specific Tasks	Goals and Outcomes	Deadline for Recommendations or Decision
Revising the methodology used to determine health plan premium rates by group	High	Financial Subcommittee	<ul style="list-style-type: none"><li>• Review methodology currently used by WTW to determine health plan premiums</li><li>• Explore opportunities for rating the groups separately</li><li>• Research how other states/employers rate their employees and retirees</li><li>• Determine advantages and disadvantages of altering the current rating methodology</li><li>• Explore potential impacts to members, the State, contracts, plan administration, etc.</li></ul>	Provide a detailed evaluation and recommendation to the SEBC on the process/methodology used to rate the groups in the GHIP, including any recommended changes to that methodology and/or health plan premium rating structure.	Recommendation provided to SEBC no later than December 2025 for consideration in the upcoming FY27 plan year.

# SEBC Subcommittees

- On September 24, 2018, the SEBC passed a [Resolution](#) to create two advisory boards: the Financial Subcommittee and the Health Policy & Planning Subcommittee. This Resolution was modified by the SEBC on April 17, 2023.
  - The purposes of these Subcommittees are to study and make recommendations to the SEBC on matters concerning financial and health policy aspects of the Group Health Insurance Plan (GHIP).
- On January 26, 2023, Governor Carney signed [SB29 with SA 1](#), establishing a Retiree Healthcare Benefits Advisory Subcommittee (RHBAS). The RHBAS was charged with:
  - Receiving public comment on current and future State retiree healthcare benefits
  - Analyzing Medicare Advantage plans
  - Evaluating the implications of extending the existing Medicare Supplement plan
  - Evaluating options for continuing to provide retiree healthcare benefits in a fiscally sustainable way
  - Issuing findings and recommendations to the Governor and the General Assembly
- These Subcommittees **do not** have decision-making authority. Subcommittees can only make recommendations that, depending on the recommendation, require further action by either the SEBC, Governor, and/or General Assembly.
- Changes would be necessary to the Financial and Health Policy and Planning Subcommittee Resolution to comply with recent changes to Delaware Code related to SEBC membership and structure.

# Next Steps

- Prior to the May SEBC meeting, the SBO is requesting the following:
  - Committee members review the current [Resolution to Establish Financial and Health Policy and Planning Subcommittees](#) and email [stephanie.hartos@delaware.gov](mailto:stephanie.hartos@delaware.gov) with requested revisions.
  - Committee members consider topics they would like to add to the FY26 workplan, including specific tasks, goals, outcomes, and deadlines associated with those topics and send to [stephanie.hartos@delaware.gov](mailto:stephanie.hartos@delaware.gov).
  - Please send the above requests by end of day Friday, May 9 to allow the SBO adequate time to compile responses, solicit DOJ input, and prepare materials in advance of the May 23 SEBC meeting.

# Thank You



Website: [de.gov/statewidebenefits](https://de.gov/statewidebenefits)

Email: [SEBC@delaware.gov](mailto:SEBC@delaware.gov)