



SEBC and SEBC Subcommittee Meetings (August 2024 Updates) *Get the Facts on What's Happening*

As the “administrative arm” of the State Employee Benefits Committee (SEBC), the Statewide Benefits Office (SBO), Department of Human Resources (DHR) is providing the following frequently asked questions document as a resource to employees and retirees, which includes facts on what’s being discussed related to the Group Health Insurance Plan (GHIP) at the SEBC and SEBC Subcommittee meetings and actions taken by the SEBC.

Learn more about the SEBC and SEBC Subcommittees, including committee members, meetings schedules, meeting recordings and meeting materials by visiting the [SEBC page](#) of SBO’s website. Each meeting is open to the public and provides an opportunity for public comment. In addition, suggestions, comments, and/or concerns can be sent to the SEBC at sebc@delaware.gov.

Frequently Asked Questions:

Q. What decision did the SEBC make regarding the medical and pharmaceutical trend assumptions for the Group Health Insurance Plan (GHIP)?

A. At the August 26, 2024 SEBC meeting, the SEBC voted to approve recommendations made by the Financial and Health Policy and Planning Subcommittees to adopt new trend assumptions for Fiscal Year (FY) 25 to incorporate in the GHIP budget and plan projections. **These trend assumptions do not have an impact on current health plan premiums**; however, they are utilized by the SEBC and SBO consultants to estimate future plan experience and costs and consider external factors such as inflation, increasing costs of pharmaceuticals, utilization of weight loss medications and biosimilars, health care provider shortages, Medicare reimbursement, and more.

The SEBC voted to approve the following trend assumptions for FY25:

- Active Employee and Pre-65 Retiree Medical Gross Claim Trend – Voted to increase from 6% (FY24) to 8% (FY25)
- Active Employee and Pre-65 Retiree Pharmaceutical Gross Claim Trend – Voted to increase from 9% (FY24) to 29% (FY25)*
- Medicfill Medical Gross Claim Trend – Voted to increase from 3% (FY24) to 5% (FY25)
- Medicfill Pharmaceutical Gross Claim Trend – Voted to increase from 9% (FY24) to 11% (FY25)

** Note: The significant increase in trend for Active Employee and Pre-65 Retiree Pharmaceutical Gross Claims is primarily driven by the increase in utilization of GLP-1 medications for weight loss.*

Q. What recommendation is the SEBC considering regarding the Scope of Work for the upcoming Audit Services Request for Proposals (RFP)?

A. At the August 26, 2024 SEBC meeting, the SEBC reviewed the recommendation provided by the Financial and Health Policy and Planning Subcommittees to maintain the current scope of work for the Audit Services Request for Proposals (RFP), which is to procure medical and prescription drug claim and administration audit services that focus on retrospective reviews of plan experience. The alternative, which the SEBC is still actively considering, would also allow bids from newer companies offering ongoing and real time administrative claims and fee reviews for medical and pharmacy benefit programs. The concern from Subcommittee members was that as this market is relatively new, there is limited data available on the audit results and whether their services deliver the promised success and benefits. The SEBC is expected to vote on the RFP scope of work at the September 23, 2024 meeting. The RFP is scheduled to be advertised in October 2024 for a contract beginning July 1, 2025.

Q. What recommendation is the SEBC considering regarding the Scope of Work for the upcoming Life Insurance Benefit Request for Proposals (RFP)?

A. At the August 26, 2024 SEBC meeting, the SEBC reviewed the recommendation provided by the Financial and Health Policy and Planning Subcommittees to revise the scope of work for the upcoming Life Insurance Benefit Request for Proposals (RFP). The recommendation from the Subcommittees was to update the scope of work to accept the following types of proposals:

- Group Universal Life proposals that match the current benefit
- Group Universal Life proposals that offer enhancements in the maximum coverage for employees and their spouses, as well as additional enhancements to the Accidental Death and Dismemberment (AD&D) benefit
- Group Term Life proposals that are similar in coverage amounts to the current Group Universal Life benefit
- Group Term Life proposals that offer enhancements in the maximum coverage for employees and their spouses, as well as additional enhancements to the Accidental Death and Dismemberment (AD&D) benefit

In addition to recommending changes to the scope of work, the Subcommittees recommended that the Statewide Benefits Office (SBO) develop and release a survey to gain feedback from employees currently enrolled in the Group Universal Life Insurance plan, as well as those who are eligible for the plan but not currently enrolled, to determine the level of interest in maintaining Group Universal Life coverage and willingness to potentially transition to a term-life plan. The results of this survey, likely to be released in early Calendar Year 2025, would be shared with the Proposal Review Committee (PRC) to assist in their review of vendor bids and a recommendation to the SEBC. The SEBC is expected to vote on the scope of work for this RFP and whether to proceed with an employee survey at the September 23, 2024 meeting. The RFP is scheduled to be advertised in the first quarter of 2025 for a contract beginning July 1, 2026.

Q. What updates were provided to the SEBC on 2024 Special Medicfill Open Enrollment?

A. State of Delaware Special Medicfill Open Enrollment will take place from October 14 – 25, 2024 for benefits effective January 1, 2025. Open Enrollment packets from the Office of Pensions will be mailed to eligible participants on September 30, 2024. The Highmark Delaware Special Medicfill Medicare Supplement Plan booklet will be posted to the [Highmark Delaware Special Medicfill page](#) on the SBO website prior to Open Enrollment and following the publication of the 2025 Medicare & You plan document expected for release from CMS in late September.

Special Medicfill Open Enrollment Education Sessions* (for State Medicare-Eligible Retirees) will be held in each county during Open Enrollment at the following locations:

Date	Event Time	Presentation Times	Venue	Address
10/14/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	Audion at UD STAR Campus	100 Discovery Blvd. Newark, DE 19713
10/15/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	CHEER Community Center	20520 Sand Hill Road Georgetown, DE 19947
10/17/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	Dover Fire School	1461 Chestnut Grove Rd Dover, DE 19904
10/21/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	Modern Maturity Center	1121 Forrest Ave. Dover, DE 19904

10/23/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	Executive Conference and Banquet Room	205 Executive Drive Newark, DE 19702
10/24/2024	10:00am – 3:00pm	11:00am – 11:30am and 1:30pm – 2:00pm	CHEER Community Center	20520 Sand Hill Road Georgetown, DE 19947

***Note:** Sessions will run from 10:00am to 3:00pm and include representatives from the Office of Pensions, Statewide Benefits Office, Highmark Delaware, and CVS Caremark, where you can visit their informational tables and ask questions. 30-minute group presentations will be held at 11:00am and 1:30pm during each session.

Virtual Education sessions will also be conducted on October 16, 2024 from 2:00pm – 3:00pm EST and October 22, 2024 from 11:00am – 12:00pm EST. Additional information on these sessions and access to the session link can be found on the SBO website at the [Special Medicfill Open Enrollment page](#).

Q. What updates were provided to the SEBC regarding the negotiations between U.S. Digestive Health and Highmark Delaware?

A. As of August 2024, Highmark Delaware is still actively negotiating with U.S. Digestive Health on an agreement that if reached, would establish new contracts with the more than 40 [terminated locations](#) in Pennsylvania and Delaware. Impacted Highmark non-Medicare members were informed by Highmark Delaware of the U.S. Digestive Health network termination in July 2024. State of Delaware non-Medicare Highmark members with questions about services, including referrals to other network providers and continuation of care, are being asked to [contact Highmark Delaware customer service](#) for assistance.

Additionally, the SBO was made aware that Highmark inadvertently sent letters to approximately 600 State of Delaware Special Medicfill members informing them of this termination and changes in coverage. Highmark mailed a correction letter on August 29, 2024 advising these members that that letter was based on incorrect information and was sent by mistake. The letter clarifies that State of Delaware Special Medicfill members are **not** impacted by changes to Highmark’s provider network and can receive care from any provider in the United States if the provider accepts Medicare.