



SEBC and SEBC Subcommittee Meetings (May 2026 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:

Financial Updates

Q. What is the status of the Group Health Insurance Plan (GHIP) Health Fund?

A. As of March 2026, the GHIP Health Fund had a projected cash balance of approximately \$149.7 million after accounting for February Fund experience. The SEBC projects that the Health Fund will end Fiscal Year 2026 with an ending cash balance of \$153.0 million and will continue to build toward an adequate surplus and minimum cash reserve of 4% to cover future health care costs.

Planning Updates

Q. What is the status of the FY2026 – FY2029 GHIP Strategic Framework?

A. The SEBC finalized and approved the Group Health Insurance Plan (GHIP) Strategic Framework that outlines GHIP goals and guiding principles for FY2026 – FY2029 at the April 20, 2026 meeting. The purpose of the Framework is to provide the SBO with guiding principles that support evaluating benefit coverages and design in the employer-sponsored healthcare benefits space, measuring program goals against established benchmarks, and developing Requests for Proposals (RFPs) and recommendations that encourage progress towards agreed upon priorities. The Framework includes the mission statement, goals, strategies, and tactics.

To review the Strategic Framework as well as the strategies and tactics for each goal, please visit [GHIP Strategic Framework FY2026 – FY2029](#).

Benefit Updates

Q. What proposed revisions were approved by the SEBC to the GHIP Eligibility and Enrollment Rules?

A. At the April 20, 2026 meeting, the Committee reviewed and approved [recommended revisions](#) to the GHIP Eligibility and Enrollment Rules to be submitted to the Registrar of Regulations for review and publication and that go into effect on July 1, 2026. The revisions being recommended include clarifying language, the removal of language that is no longer applicable or duplicative, and alignment with Delaware Code or current practice. The proposed revisions to the GHIP Eligibility and Enrollment Rules as reflected in the [Registrar of Regulations regulatory markup document](#) will be submitted to the Registrar’s Office no later than June 15, 2026.

Request for Proposals (RFP) Updates

Q. What types of dental plans did the SEBC approve for procurement for the upcoming dental benefit RFP?

A. At the April 20, 2026 meeting, the Committee voted to procure for dental benefit DPPO (Dental Preferred Provider Organization) High and Low plan options, which is a change from the current DPPO and DHMO (Dental Health Maintenance Organization) plans. This decision was based on feedback received from State employees through a survey of State employees and pensioners about their participation and preferences for dental benefits as well as to align with market best practices. Under this procurement, the existing DPPO would become the DPPO High plan and the State is soliciting for a lower cost DPPO option (“Low” plan) with an emphasis on preventive and basic services. The State will not procure for a DHMO plan. The SEBC will vote on the Dental RFP for approval at the May 11, 2026 SEBC meeting.

Q. What is the status of the calendar year 2026 Request for Proposals (RFPs)?

A. The SBO is managing five RFPs at various stages. The chart below details each RFPs’ status, upcoming actions involving SBO, SEBC, Proposal Review Committees (PRCs) or Proposal Evaluation Teams (PETs), as well as the anticipated contract effective dates.

Request for Proposals (RFPs)	Vision Insurance	Pharmacy Benefit Management (PBM) Services	Health Data Warehouse	Medical Third-Party Administrator (TPA)	Dental Insurance
Current Stage	The PRC recommendation was presented to the SEBC for review at the February 13, 2026 SEBC meeting. The SEBC voted in favor of the recommendation and instructed that the SBO begin negotiations with the recommended vendor.	The SEBC voted to approve the PBM RFP at the March 9, 2026 meeting. The PBM RFP was posted for solicitation on March 25, 2026 following SEBC approval. The Intent to Submit Proposals deadline was April 1, and Intent to Bids were received from the following 12 vendors: Capital Rx, CVS Caremark, Express Scripts, Highmark Delaware, Korak Healthsource Group, LucyRx Health Solutions, MedImpact Healthcare Systems, Optum Rx, ProCare Rx, Rightway Healthcare, SmithRx, and Vivid Clear Rx.	The PRC recommendation was presented to the SEBC for review at the March 9, 2026 SEBC meeting. The SEBC voted in favor of the recommendation and instructed that the SBO begin negotiations with the recommended vendor.	The SEBC voted to approve the Medical TPA RFP at the April 20, 2026 meeting.	The SEBC began discussion of the Dental Benefit RFP at the March 23, 2026 meeting and continued discussion at the April 20, 2026 meeting. At the April 20, 2026 meeting, the Committee voted to procure for a DPPO High Plan and DPPO Low Plan.

Next Steps	The SBO will continue contract negotiations.	The bid deadline is April 27, 2026 by 1:00 pm.	The SBO will continue contract negotiations.	The RFP will be released on May 13, 2026.	The SBO will incorporate feedback from the SEBC into the RFP as it is developed. The Committee will continue to discuss the RFP, and it is anticipated that the SEBC will vote on the Dental RFP for approval at the May 11, 2026 SEBC meeting.
Anticipated Contract Effective Date	July 1, 2026	July 1, 2027	July 1, 2026	July 1, 2027	July 1, 2027