

02/09/2024 SBO Email – Sent to benefit-eligible employees of State Agencies, K12, DTCC, and DSU

Email Subject Line: Get the Facts on What’s Happening - January 2024 Updates

Dear Benefit-Eligible Employee,

Read the [Get the Facts on What’s Happening](#) frequently asked questions resource document for facts on what was discussed related to the Group Health Insurance Plan (GHIP) at last month’s State Employee Benefits Committee (SEBC) and SEBC Subcommittee meetings and actions taken by the SEBC. The document is available on the [SEBC page](#) of SBO’s website, in addition to lists of committee members, meeting schedules, meeting materials, and more. In the **January 2024 Meetings** version, we provide answers to the following questions:

- Will there be health plan premium (rate) increases for employees and retirees in Fiscal Year 2025?
- What caused the Group Health Insurance Fund to be in such a high projected deficit?
- What can employees and retirees do to help control rising healthcare costs and maintain high-quality, affordable benefit options now and in the future?
- Will there be changes or premium (rate) increases in the State dental and vision plans for employees and retirees in Fiscal Year 2025?
- What is the status of the SEBC’s Diversity, Equity, and Inclusion project?
- What are the CVS Formulary changes that will go into effect on April 1, 2024?
- What is the status of the SEBC’s Medicare Supplement Plan request for proposal (RFP)?
- What is the status of the Disability Insurance Program (DIP) request for proposal (RFP)?
- Do the SEBC’s Subcommittees have decision-making authority?
- What is the status of the Retiree Healthcare Benefits Advisory Subcommittee (RHBAS) final report?

Important: The SEBC is reviewing health plan premium (rate) increase scenarios that would be effective July 1, 2024 for active employees and non-Medicare retirees, and January 1, 2025 for Medicare retirees. An increase is necessary to cover significantly higher healthcare costs and address the currently projected \$232.1 million deficit in the Group Health Insurance Fund. Final decisions for Fiscal Year 2025 will be voted on by the SEBC in March 2024 and communicated in 2024 Open Enrollment materials in April 2024.

SBO encourages you to visit the [SEBC page](#) monthly to stay up to date on discussions and decisions that impact your benefits.

Best of Health,

The Statewide Benefits Office

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