

03/01/2024 SBO Email – Sent to benefit-eligible employees of State Agencies, K12, DTCC, and DSU

Email Subject Line: Get the Facts on What’s Happening – February 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 **February 2024 Meetings** version, we provide answers to the following questions:

- What is the State Employee Benefits Committee (SEBC)?
- What are the current projections for health plan premium (rate) increases for employees and non-Medicare retirees in Fiscal Year 2025 and Medicare retirees in Calendar Year 2025?
- How do the projected health plan premium (rate) increases impact the State of Delaware as a whole?
- What decisions are currently being made around retiree healthcare?
- What discussions are currently taking place related to weight loss medications?
- What COVID-19 related benefit enhancements are being reviewed by the SEBC?
- What is the status of the SEBC’s Diversity, Equity, and Inclusion project?
- What impacts would the recommended changes to retiree healthcare benefits plan design, eligibility requirements, or contribution share/percentage noted in the Retiree Healthcare Benefits Advisory Subcommittee (RHBAS) final report have on current employees?

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 at the March 25, 2024 meeting 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

Phone: 1-800-489-8933

Email: benefits@delaware.gov

Website: de.gov/statewidebenefits

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