

04/05/2024 SBO Email – Sent to benefit-eligible employees of State Agencies, K12, DTCC, and DSU

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

- What are the final health plan premium (rate) increases that were voted on and approved by the SEBC for implementation for employees and non-Medicare retirees in Fiscal Year 2025 and Medicare retirees in Calendar Year 2025?
- What recommendations were approved by the SEBC related to the Diversity, Equity, and Inclusion Benefits Review for Fiscal Year 2025?
- What recommendations were approved by the SEBC related to COVID-19 related benefit enhancements for Fiscal Year 2025?
- What recommendations were approved by the SEBC related to the Mental Health Parity and Addiction Equity Act (MHPAEA) for Fiscal Year 2025?
- Will there be changes or premium (rate) increases in the State dental and vision plans for employees and retirees in Fiscal Year 2025?
- With the increase to health plan premiums (rates) and design changes being made to the non-Medicare health plans, how will I know which non-Medicare health plan is right for me?
- What recommendation was approved by the SEBC for the Medicare Supplement Plan request for proposal (RFP)?

**Important:** The SEBC voted to approve health plan premium (rate) increases that will 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 and pharmaceutical costs and address the currently projected \$232.1 million deficit in the Group Health Insurance Fund. Detailed information on these changes is included in the [Get the Facts on What’s Happening](#) resource document and will be communicated in 2024 Open Enrollment materials.

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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