

AGENDA
STATE EMPLOYEE BENEFITS COMMITTEE MEETING
Tuesday, September 2, 2025 – 2:00pm – 4:00pm
Delaware Department of Human Resources
841 Silver Lake Boulevard, SEBC Conference Room
Dover, Delaware 19904

The State Employee Benefits Committee meeting will be conducted both in person and virtually. Members of the public may participate in person or virtually/by phone using the information provided. Meeting materials will be posted in advance on the [Public Meeting Calendar](#) and the [SEBC webpage](#).

[Join a Microsoft Teams Meeting by ID | Microsoft Teams](#)

Meeting ID: 253 878 221 855 Meeting Passcode: Wv9Eu2Bx

Or Join by Phone: 302-504-8986 Conference ID: 868 461 972#

(Press *6 to unmute or *5 to raise your hand, if joining by phone)

Meeting Link address: [Join the meeting now](#)

1. Call to Order
2. Approval of July 29, 2025 SEBC Meeting Minutes*
3. Statewide Benefits Office Director's Report
4. GLP-1 Trends Among Delaware Commercial Fully Insured Residents – Insurance Commissioner Trinidad Navarro
5. Proposal Review Committee (PRC) Composition
 - a. Life Insurance Benefit RFP
 - b. Pharmacy Benefit Management (PBM) RFP
 - c. Vision Benefit RFP
 - d. Health Data Warehouse RFP
6. Financials
 - a. July 2025 Fund Report and Financial Update
 - b. FY25 Q4 Financial Reporting
 - c. FY26 GHIP Budget*
 - d. FY26 GHIP Projections
7. Open Enrollment Results – FY26
8. Public Comment – Information on making public comment is posted [online](#).
9. Other Business
10. Adjournment

Visit the SEBC website at dhr.delaware.gov/benefits/sebc for further details. Meeting materials are posted after each meeting.

***Agenda items may require action and approval by the Committee.**



State Employee Benefits Committee (SEBC) Proposal Review Committee (PRC) Composition

September 2, 2025



Life Insurance Benefit RFP

Status

- PRC received vendor proposals.
- PRC convened once on July 9, 2025, and conducted vendor interviews.
- July 30 and August 13, 2025, PRC meetings were cancelled, halting further PRC discussion, vendor follow-ups, PRC scoring, and PRC recommendation to SEBC.

PRC Composition

- The four appointed SEBC members may choose to serve themselves on this PRC in place of their designees, re-conducting vendor interviews at the availability of the vendors, evaluating vendor proposals, scoring, and assisting with the award recommendation.
- Designees of members serving by virtue of their position will remain on the PRC as permitted in the RFP and Title 29 of Delaware Code.
- Designee of SEBC Chair or SEBC Vice-Chair must attend subsequent PRC meetings in person.

Next Steps

- Due to language included in the RFP and Title 29 of Delaware Code, the designees of appointed members will be recused from serving on this PRC any further.
- PRC meetings for the Life Insurance Benefit RFP will resume in alignment with the PRC composition detailed above.
- SEBC recommendation will be pushed back to October 2025.
- Anticipated contract effective date will remain July 1, 2026.

Pharmacy Benefit Management (PBM) RFP

Status

- RFP was released on July 15, 2025.
- Mandatory Vendor Pre-Proposal meeting occurred on August 25, 2025.

PRC Composition

- All SEBC members are encouraged to serve on this PRC themselves, however, designations are permitted for Committee members serving by virtue of their position.
- Designations are not permitted for appointed members as stated in the RFP and Title 29 of Delaware Code.
- SEBC Chair, Vice-Chair, or their designee must attend all PRC meetings in person.

Next Steps

- SEBC members to email the SBO Director, Stephanie Hartos, with confirmation of their intention to serve on this PRC or to appoint a designee in alignment with the PRC composition detailed above by September 5, 2025.
- Vendor proposals are due by September 12, 2025, at 1:00pm.
- First PRC meeting is scheduled for October 22, 2025.
- SEBC recommendation to take place in January 2026.
- Anticipated contract effective dates of July 1, 2026, for commercial plan and January 1, 2027, for EGWP.

Vision Benefit RFP

Status

- RFP was released on August 8, 2025.
- Mandatory Vendor Pre-Proposal meeting occurred on August 26, 2025.

PRC Composition

- SEBC can consider a smaller PRC for this RFP, however, would still need to comply with the language included in the RFP regarding PRC composition.
- Regardless of the size of the PRC, the RFP states that designations are only permitted for Committee members serving by virtue of their position. Due to this, it is recommended to avoid a PRC composition comprised of less than a quorum of the SEBC for this PRC in which appointed members make designees as that directly conflicts with the language of the RFP.
- SEBC Chair, Vice-Chair, or their designee must attend all PRC meetings in person.

Next Steps

- SEBC members to email the SBO Director, Stephanie Hartos, with confirmation of their intention to serve on this PRC or to appoint a designee in alignment with the PRC composition detailed above by September 5, 2025.
- Vendor proposals are due by September 19, 2025, at 1:00pm.
- First PRC meeting scheduled for November 5, 2025.
- SEBC recommendation to take place in January 2026.
- Anticipated contract effective date of July 1, 2026.

Health Data Warehouse RFP

Status

- RFP to be released on August 27, 2025.

PRC Composition

- SEBC can consider a smaller PRC for this RFP, however, would still need to comply with the language included in the RFP regarding PRC composition.
- Regardless of the size of the PRC, the RFP states that designations are only permitted for Committee members serving by virtue of their position. Due to this, it is recommended to avoid a PRC composition comprised of less than a quorum of the SEBC for this PRC in which appointed members make designees as that directly conflicts with the language of the RFP.
- SEBC Chair, Vice-Chair, or their designee must attend all PRC meetings in person.

Next Steps

- SEBC members to email the SBO Director, Stephanie Hartos, with confirmation of their intention to serve on this PRC or to appoint a designee in alignment with the PRC composition detailed above by September 18, 2025.
- Mandatory Vendor Pre-Proposal meeting scheduled for September 18, 2025.
- Vendor proposals are due by October 10, 2025, at 1:00pm.
- First PRC meeting scheduled for December 10, 2025.
- SEBC recommendation to take place in February 2026.
- Anticipated contract effective date of July 1, 2026.

PRC Language Included in the RFPs

1. Proposal Review Committee

The Proposal Review Committee (“PRC”) may be comprised of individuals and agency representatives as follows, or a designee selected by the member serving by virtue of position:

- Lieutenant Governor’s Office
- State Insurance Commissioner’s Office
- Chief Justice of the Supreme Court
- State Treasurer’s Office
- Office of Management and Budget
- Department of Human Resources
- Department of Health and Social Services
- Two residents of the State who are eligible pensioners under § 9602
- Two members, from among the following persons:
 - President of the Delaware State Education Association
 - Executive Director of the American Federation of State, County and Municipal Employees
 - President of the Correctional Officers Association of Delaware
 - President of the Delaware State Trooper Association
- Controller General’s Office (*non-voting member*)

Thank You



Website: de.gov/statewidebenefits

Email: SEBC@delaware.gov



The State of Delaware

July 2026 Fund Report and Financial Update

State Employee Benefits Committee Meeting

September 2, 2025

Disclaimer

Willis Towers Watson has prepared this information solely in our capacity as consultants under the terms of our engagement with you with knowledge and experience in the industry and not as legal advice. This information is exclusively for the State of Delaware's State Employee Benefits Committee to use in the management, oversight and administration of your state employee group health program. It may not be suitable for use in any other context or for any other purpose and we accept no responsibility for any such use.

Willis Towers Watson is not a law firm and therefore cannot provide legal or tax advice. This document was prepared for information purposes only and it should not be considered a substitute for specific professional advice. As such, we recommend that you discuss this document with your legal counsel and other relevant professional advisers before adopting or implementing its contents. This document is based on information available to Willis Towers Watson as of the date of delivery and does not account for subsequent developments after that date.

Willis Towers Watson shares available medical and pharmacy research and the views of our health management practitioners in our capacity as a benefits consultant. We do not practice medicine or provide medical, drug, or legal advice, and encourage our clients to consult with both their legal counsel and qualified health advisors as they consider implementing various health improvement and wellness initiatives.

This material was not prepared for use by any other party and may not address their needs, concerns or objectives. This document may not be reproduced, disclosed or distributed to any other party, whether in whole or in part, other than as agreed with you in writing, except as may be required by law.

We do not assume any responsibility or accept any duty of care or liability to any other party who may obtain a copy of this material and any reliance placed by such party on it is entirely at their own risk.



GHIP – FY26 Financial Results through July

FY26 Executive Summary – July

	July-25 Budget		July-25 Actual		Better / (Worse)		Comment
Premium Contributions	\$	100,411,000	\$	101,059,000	\$	648,000	- 0.6% Variance to Budget
Other Revenues	\$	5,298,000	\$	6,153,000	\$	855,000	- \$540,000 Formulary True-up receipt - Higher than expected Direct Subsidy
Claims	\$	(126,143,000)	\$	(125,705,000)	\$	438,000	- 0.3% Variance to Budget
Expenses	\$	(4,528,000)	\$	(4,735,000)	\$	(207,000)	- Higher than Budgeted Consulting Fees
Total	\$	(24,962,000)	\$	(23,228,000)	\$	1,734,000	\$1.7 million Surplus to Budget

*All figures in the chart above have been rounded to the nearest \$1,000.

FY26 Monthly Actual versus Budget

FY26 RE-FORECAST	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total
Operating Revenues													
Premium Contributions	\$101.1	\$102.3	\$102.3	\$102.4	\$102.5	\$102.6	\$101.6	\$102.4	\$102.5	\$102.6	\$102.6	\$102.7	\$1,227.7
Other Revenues	\$6.2	\$57.6	\$11.9	\$4.6	\$65.7	\$14.1	\$15.3	\$71.3	\$17.4	\$6.3	\$82.1	\$10.5	\$363.1
Total Operating Revenues	\$107.2	\$159.8	\$114.3	\$107.1	\$168.2	\$116.7	\$116.9	\$173.7	\$119.9	\$108.9	\$184.8	\$113.2	\$1,590.7
Operating Expenses													
Claims	\$125.7	\$105.2	\$135.0	\$119.7	\$116.9	\$135.2	\$115.8	\$122.1	\$134.1	\$120.0	\$122.6	\$145.4	\$1,497.7
Other Expenses	\$4.7	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$50.0
Total Operating Expenses	\$130.4	\$109.4	\$139.1	\$123.8	\$121.0	\$139.3	\$119.9	\$126.2	\$138.2	\$124.2	\$126.7	\$149.5	\$1,547.7
Net Monthly Income	-\$23.2	\$50.5	-\$24.9	-\$16.8	\$47.3	-\$22.6	-\$02.9	\$47.5	-\$18.3	-\$15.3	\$58.1	-\$36.3	\$43.0
Ending Fund Equity Balance	\$73.2	\$123.6	\$98.8	\$82.0	\$129.3	\$106.6	\$103.7	\$151.2	\$132.9	\$117.7	\$175.7	\$139.4	\$139.4
Reserves													
Claim Liability	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Minimum Reserve	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9
GHIP Surplus (After Reserves)	\$11.3	\$61.7	\$36.9	\$20.1	\$67.3	\$44.7	\$41.8	\$89.3	\$71.0	\$55.7	\$113.8	\$77.5	\$77.5

FY26 BUDGET	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total
Operating Revenues													
Premium Contributions	\$100.4	\$102.3	\$102.3	\$102.4	\$102.5	\$102.6	\$101.6	\$102.4	\$102.5	\$102.6	\$102.6	\$102.7	\$1,227.0
Other Revenues	\$5.3	\$57.6	\$11.9	\$4.6	\$65.7	\$14.1	\$15.3	\$71.3	\$17.4	\$6.3	\$82.1	\$10.5	\$362.2
Total Operating Revenues	\$105.7	\$159.8	\$114.3	\$107.1	\$168.2	\$116.7	\$116.9	\$173.7	\$119.9	\$108.9	\$184.8	\$113.2	\$1,589.2
Operating Expenses													
Claims	\$126.1	\$105.2	\$135.0	\$119.7	\$116.9	\$135.2	\$115.8	\$122.1	\$134.1	\$120.0	\$122.6	\$145.4	\$1,498.2
Other Expenses	\$4.5	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$49.8
Total Operating Expenses	\$130.7	\$109.4	\$139.1	\$123.8	\$121.0	\$139.3	\$119.9	\$126.2	\$138.2	\$124.2	\$126.7	\$149.5	\$1,548.0
Net Monthly Income	-\$25.0	\$50.5	-\$24.9	-\$16.8	\$47.3	-\$22.6	-\$02.9	\$47.5	-\$18.3	-\$15.3	\$58.1	-\$36.3	\$41.3
Ending Fund Equity Balance	\$71.5	\$121.9	\$97.1	\$80.3	\$127.5	\$104.9	\$102.0	\$149.5	\$131.2	\$115.9	\$174.0	\$137.7	\$137.7
Reserves													
Claim Liability	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Minimum Reserve	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9
GHIP Surplus (After Reserves)	\$9.5	\$60.0	\$35.1	\$18.3	\$65.6	\$43.0	\$40.0	\$87.6	\$69.2	\$54.0	\$112.0	\$75.8	\$75.8

Premium Contributions

FY26 Actual	Actives		Pensioners				COBRA	Non-Payroll			Total GHIP
Month	State Share	Employee Share	State Share Pre-65	Pensioner Share Pre-65	State Share Medicare	Pensioner Share Medicare		Medicare	Pre-65	Active	
July	\$61.3	\$7.1	\$7.9	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.8	\$101.1
August	\$62.3	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
September	\$62.4	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
October	\$62.4	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.4
November	\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.5
December	\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.6
January	\$62.6	\$7.3	\$8.4	\$1.1	\$16.1	\$0.9	\$0.1	\$0.4	\$0.4	\$4.4	\$101.6
February	\$62.6	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.4
March	\$62.7	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.5
April	\$62.7	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
May	\$62.8	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
June	\$62.9	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.7
Total	\$749.8	\$87.3	\$100.0	\$13.7	\$196.5	\$10.2	\$0.7	\$11.9	\$4.3	\$53.2	\$1,227.7
FY26 Budget	Actives		Pensioners				COBRA	Non-Payroll			Total GHIP
Month	State Share	Employee Share	State Share Pre-65	Pensioner Share Pre-65	State Share Medicare	Pensioner Share Medicare		Medicare	Pre-65	Active	
July	\$61.0	\$7.1	\$8.0	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$100.4
August	\$62.3	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
September	\$62.4	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
October	\$62.4	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.4
November	\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.5
December	\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.6
January	\$62.6	\$7.3	\$8.4	\$1.1	\$16.1	\$0.9	\$0.1	\$0.4	\$0.4	\$4.4	\$101.6
February	\$62.6	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.4
March	\$62.7	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.5
April	\$62.7	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
May	\$62.8	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
June	\$62.9	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.7
Total	\$749.5	\$87.3	\$100.1	\$13.8	\$196.4	\$10.2	\$0.7	\$11.9	\$4.3	\$52.8	\$1,227.0

Other Revenues

FY26 Actual										
Month		EGWP Direct Subsidy	Federal Reinsurance	Commercial Rebates	EGWP Rebates	EGWP Year-end Reconciliation	Coverage Gap Discount	Participating Group Fees	Other Revenues	Total GHIP
July		\$ 4,348,635	\$ 898,585	\$ 12,032	\$ -	\$ -	\$ -	\$ 339,388	\$ 554,596	\$ 6,153,236
August		\$ 3,305,000	\$ 930,648	\$ 33,226,880	\$ 19,726,737	\$ -	\$ -	\$ 364,445	\$ 15,000	\$ 57,568,710
September		\$ 3,308,000	\$ 931,420	\$ -	\$ -	\$ -	\$ 7,288,199	\$ 364,747	\$ 15,000	\$ 11,907,366
October		\$ 3,311,000	\$ 932,193	\$ -	\$ -	\$ -	\$ -	\$ 365,050	\$ 15,000	\$ 4,623,243
November		\$ 3,313,000	\$ 932,966	\$ 39,992,159	\$ 21,105,514	\$ -	\$ -	\$ 365,353	\$ 15,000	\$ 65,723,992
December		\$ 3,316,000	\$ 933,740	\$ -	\$ -	\$ -	\$ 9,479,185	\$ 365,656	\$ 15,000	\$ 14,109,581
January		\$ 4,602,000	\$ 1,386,877	\$ -	\$ -	\$ 8,980,818	\$ -	\$ 315,959	\$ 15,000	\$ 15,300,654
February		\$ 4,606,000	\$ 1,388,028	\$ 42,678,889	\$ 22,332,593	\$ -	\$ -	\$ 316,221	\$ 15,000	\$ 71,336,731
March		\$ 4,609,000	\$ 1,389,179	\$ -	\$ -	\$ -	\$ 11,087,574	\$ 316,484	\$ 15,000	\$ 17,417,236
April		\$ 4,613,000	\$ 1,390,331	\$ -	\$ -	\$ -	\$ -	\$ 316,746	\$ 15,000	\$ 6,335,078
May		\$ 4,617,000	\$ 1,391,485	\$ 45,402,073	\$ 30,401,223	\$ -	\$ -	\$ 317,009	\$ 15,000	\$ 82,143,789
June		\$ 4,621,000	\$ 1,392,639	\$ -	\$ -	\$ -	\$ 4,125,983	\$ 317,272	\$ 15,000	\$ 10,471,894
Total		\$ 48,569,635	\$ 13,898,092	\$ 161,312,032	\$ 93,566,068	\$ 8,980,818	\$ 31,980,940	\$ 4,064,330	\$ 719,596	\$ 363,091,511
FY26 Budget										
Month		EGWP Direct Subsidy	Federal Reinsurance	Commercial Rebates	EGWP Rebates	EGWP Year-end Reconciliation	Coverage Gap Discount	Participating Group Fees	Other Revenues	Total GHIP
July		\$ 3,989,000	\$ 929,877	\$ -	\$ -	\$ -	\$ -	\$ 364,143	\$ 15,000	\$ 5,298,020
August		\$ 3,305,000	\$ 930,648	\$ 33,226,880	\$ 19,726,737	\$ -	\$ -	\$ 364,445	\$ 15,000	\$ 57,568,710
September		\$ 3,308,000	\$ 931,420	\$ -	\$ -	\$ -	\$ 7,288,199	\$ 364,747	\$ 15,000	\$ 11,907,366
October		\$ 3,311,000	\$ 932,193	\$ -	\$ -	\$ -	\$ -	\$ 365,050	\$ 15,000	\$ 4,623,243
November		\$ 3,313,000	\$ 932,966	\$ 39,992,159	\$ 21,105,514	\$ -	\$ -	\$ 365,353	\$ 15,000	\$ 65,723,992
December		\$ 3,316,000	\$ 933,740	\$ -	\$ -	\$ -	\$ 9,479,185	\$ 365,656	\$ 15,000	\$ 14,109,581
January		\$ 4,602,000	\$ 1,386,877	\$ -	\$ -	\$ 8,980,818	\$ -	\$ 315,959	\$ 15,000	\$ 15,300,654
February		\$ 4,606,000	\$ 1,388,028	\$ 42,678,889	\$ 22,332,593	\$ -	\$ -	\$ 316,221	\$ 15,000	\$ 71,336,731
March		\$ 4,609,000	\$ 1,389,179	\$ -	\$ -	\$ -	\$ 11,087,574	\$ 316,484	\$ 15,000	\$ 17,417,236
April		\$ 4,613,000	\$ 1,390,331	\$ -	\$ -	\$ -	\$ -	\$ 316,746	\$ 15,000	\$ 6,335,078
May		\$ 4,617,000	\$ 1,391,485	\$ 45,402,073	\$ 30,401,223	\$ -	\$ -	\$ 317,009	\$ 15,000	\$ 82,143,789
June		\$ 4,621,000	\$ 1,392,639	\$ -	\$ -	\$ -	\$ 4,125,983	\$ 317,272	\$ 15,000	\$ 10,471,894
Total		\$ 48,210,000	\$ 13,929,384	\$ 161,300,000	\$ 93,566,068	\$ 8,980,818	\$ 31,980,940	\$ 4,089,085	\$ 180,000	\$ 362,236,295

Claims

FY26 Actual		Actives						Pre-65 Retirees				Medicare Retirees			Total GHIP
Month		Highmark	Aetna	Surgery Plus	Hinge Health	CVS Commercial	Total	Highmark	Aetna	CVS Commercial	Total	Medicfill	EGWP	Total	
July		\$48.6	\$15.2	\$1.4	\$0.1	\$20.9	\$86.2	\$7.9	\$1.7	\$3.4	\$13.0	\$7.1	\$19.4	\$26.5	\$125.7
August		\$34.3	\$11.3	\$1.1	\$0.1	\$22.8	\$69.5	\$5.9	\$2.0	\$3.8	\$11.7	\$5.5	\$18.5	\$24.1	\$105.2
September		\$49.8	\$13.2	\$1.2	\$0.1	\$26.1	\$90.4	\$8.6	\$2.3	\$4.4	\$15.3	\$8.0	\$21.3	\$29.3	\$135.0
October		\$39.3	\$13.0	\$1.2	\$0.1	\$25.6	\$79.2	\$6.8	\$2.2	\$4.3	\$13.3	\$6.3	\$20.8	\$27.2	\$119.7
November		\$38.8	\$12.8	\$1.2	\$0.1	\$24.6	\$77.5	\$6.7	\$2.2	\$4.1	\$13.0	\$6.2	\$20.0	\$26.3	\$116.9
December		\$50.3	\$13.3	\$1.2	\$0.1	\$25.8	\$90.8	\$8.7	\$2.3	\$4.3	\$15.3	\$8.1	\$21.0	\$29.1	\$135.2
January		\$39.0	\$12.9	\$1.2	\$0.1	\$24.8	\$78.0	\$6.8	\$2.2	\$4.2	\$13.1	\$5.8	\$18.8	\$24.6	\$115.8
February		\$41.2	\$13.6	\$1.3	\$0.1	\$26.1	\$82.4	\$7.1	\$2.3	\$4.4	\$13.9	\$6.2	\$19.7	\$25.9	\$122.1
March		\$49.6	\$13.1	\$1.2	\$0.1	\$26.9	\$91.0	\$8.6	\$2.3	\$4.5	\$15.4	\$7.4	\$20.3	\$27.7	\$134.1
April		\$40.3	\$13.3	\$1.2	\$0.1	\$25.9	\$80.8	\$7.0	\$2.3	\$4.3	\$13.6	\$6.0	\$19.6	\$25.6	\$120.0
May		\$40.6	\$13.4	\$1.3	\$0.1	\$26.9	\$82.4	\$7.0	\$2.3	\$4.5	\$13.9	\$6.1	\$20.3	\$26.4	\$122.6
June		\$55.7	\$14.8	\$1.4	\$0.1	\$27.5	\$99.5	\$9.7	\$2.5	\$4.6	\$16.8	\$8.3	\$20.8	\$29.1	\$145.4
Total		\$527.6	\$160.1	\$14.9	\$1.3	\$303.8	\$1,007.8	\$90.9	\$26.7	\$50.7	\$168.3	\$81.2	\$240.5	\$321.7	\$1,497.7
FY26 Budget		Actives						Pre-65 Retirees				Medicare Retirees			Total GHIP
Month		Highmark	Aetna	Surgery Plus	Hinge Health	CVS Commercial	Total	Highmark	Aetna	CVS Commercial	Total	Medicfill	EGWP	Total	
July		\$48.0	\$12.7	\$1.2	\$0.1	\$23.1	\$85.2	\$8.3	\$2.2	\$3.9	\$14.4	\$7.7	\$18.9	\$26.6	\$126.1
August		\$34.3	\$11.3	\$1.1	\$0.1	\$22.8	\$69.5	\$5.9	\$2.0	\$3.8	\$11.7	\$5.5	\$18.5	\$24.1	\$105.2
September		\$49.8	\$13.2	\$1.2	\$0.1	\$26.1	\$90.4	\$8.6	\$2.3	\$4.4	\$15.3	\$8.0	\$21.3	\$29.3	\$135.0
October		\$39.3	\$13.0	\$1.2	\$0.1	\$25.6	\$79.2	\$6.8	\$2.2	\$4.3	\$13.3	\$6.3	\$20.8	\$27.2	\$119.7
November		\$38.8	\$12.8	\$1.2	\$0.1	\$24.6	\$77.5	\$6.7	\$2.2	\$4.1	\$13.0	\$6.2	\$20.0	\$26.3	\$116.9
December		\$50.3	\$13.3	\$1.2	\$0.1	\$25.8	\$90.8	\$8.7	\$2.3	\$4.3	\$15.3	\$8.1	\$21.0	\$29.1	\$135.2
January		\$39.0	\$12.9	\$1.2	\$0.1	\$24.8	\$78.0	\$6.8	\$2.2	\$4.2	\$13.1	\$5.8	\$18.8	\$24.6	\$115.8
February		\$41.2	\$13.6	\$1.3	\$0.1	\$26.1	\$82.4	\$7.1	\$2.3	\$4.4	\$13.9	\$6.2	\$19.7	\$25.9	\$122.1
March		\$49.6	\$13.1	\$1.2	\$0.1	\$26.9	\$91.0	\$8.6	\$2.3	\$4.5	\$15.4	\$7.4	\$20.3	\$27.7	\$134.1
April		\$40.3	\$13.3	\$1.2	\$0.1	\$25.9	\$80.8	\$7.0	\$2.3	\$4.3	\$13.6	\$6.0	\$19.6	\$25.6	\$120.0
May		\$40.6	\$13.4	\$1.3	\$0.1	\$26.9	\$82.4	\$7.0	\$2.3	\$4.5	\$13.9	\$6.1	\$20.3	\$26.4	\$122.6
June		\$55.7	\$14.8	\$1.4	\$0.1	\$27.5	\$99.5	\$9.7	\$2.5	\$4.6	\$16.8	\$8.3	\$20.8	\$29.1	\$145.4
Total		\$527.0	\$157.6	\$14.7	\$1.4	\$306.1	\$1,006.8	\$91.3	\$27.1	\$51.2	\$169.6	\$81.8	\$240.0	\$321.8	\$1,498.2

GLP-1 Experience

FY26 Actual		Commercial Plan - Weight Loss			Anti-Diabetes (Commercial Only)		
Month		Claims	Projected FY26	Month-over-Month	Claims	Projected FY26	Month-over-Month
July		4,186	\$ 5,357,065	-15%	2,450	\$ 2,848,377	3%
August		6,349	\$ 8,390,000	57%	2,468	\$ 2,870,000	1%
September		6,857	\$ 9,060,000	8%	2,517	\$ 2,930,000	2%
October		7,337	\$ 9,690,000	7%	2,568	\$ 2,990,000	2%
November		7,850	\$ 10,370,000	7%	2,619	\$ 3,050,000	2%
December		8,400	\$ 11,100,000	7%	2,671	\$ 3,110,000	2%
January		8,904	\$ 11,770,000	6%	2,725	\$ 3,170,000	2%
February		9,438	\$ 12,480,000	6%	2,779	\$ 3,230,000	2%
March		9,910	\$ 13,100,000	5%	2,835	\$ 3,290,000	2%
April		10,405	\$ 13,760,000	5%	2,891	\$ 3,360,000	2%
May		10,821	\$ 14,310,000	4%	2,949	\$ 3,430,000	2%
June		11,254	\$ 14,880,000	4%	3,008	\$ 3,500,000	2%
Total		101,710	\$ 134,267,065		32,480	\$ 37,778,377	
FY26 - Budget		Commercial Plan - Weight Loss			Anti-Diabetes (Commercial Only)		
Month		Claims	FY26 Gross Spend	Month-over-Month	Claims	FY26 Gross Spend	Month-over-Month
July		5,878	\$ 7,770,000	23%	2,419	\$ 2,810,000	2%
August		6,349	\$ 8,390,000	8%	2,468	\$ 2,870,000	2%
September		6,857	\$ 9,060,000	8%	2,517	\$ 2,930,000	2%
October		7,337	\$ 9,690,000	7%	2,568	\$ 2,990,000	2%
November		7,850	\$ 10,370,000	7%	2,619	\$ 3,050,000	2%
December		8,400	\$ 11,100,000	7%	2,671	\$ 3,110,000	2%
January		8,904	\$ 11,770,000	6%	2,725	\$ 3,170,000	2%
February		9,438	\$ 12,480,000	6%	2,779	\$ 3,230,000	2%
March		9,910	\$ 13,100,000	5%	2,835	\$ 3,290,000	2%
April		10,405	\$ 13,760,000	5%	2,891	\$ 3,360,000	2%
May		10,821	\$ 14,310,000	4%	2,949	\$ 3,430,000	2%
June		11,254	\$ 14,880,000	4%	3,008	\$ 3,500,000	2%
Total		103,402	\$ 136,680,000		32,450	\$ 37,740,000	

Expenses

FY26 Actual											
Month		Program & ASO Fees	Office Expenses	Employee Assistance	Data Warehouse	Consulting Fees	COBRA Fees	ACA Fees		Total GHIP	
July		\$ 3,560,978	\$ 298,236	\$ 36,632	\$ 39,825	\$ 364,146	\$ 5,849	\$ 429,469		\$ 4,735,135	
August		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
September		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
October		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
November		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
December		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
January		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
February		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
March		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
April		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
May		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
June		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
Total		\$ 41,990,590	\$ 4,495,413	\$ 424,629	\$ 643,091	\$ 1,938,956	\$ 78,726	\$ 429,469		\$ 50,000,874	
FY26 Budget											
Month		Program & ASO Fees	Office Expenses	Employee Assistance	Data Warehouse	Consulting Fees	COBRA Fees	ACA Fees		Total GHIP	
July		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ 412,533		\$ 4,527,601	
August		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
September		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
October		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
November		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
December		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
January		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
February		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
March		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
April		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
May		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
June		\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ -		\$ 4,115,067	
Total		\$ 41,923,213	\$ 4,578,739	\$ 423,269	\$ 658,108	\$ 1,717,974	\$ 79,502	\$ 412,533		\$ 49,793,340	

State of Delaware Health Fund													
Monthly Statement													
July 2025													
OPERATING REVENUES	July		July Budget		Variance			YTD Actual		YTD Budget		Variance	
Premium Contributions		%		%		%			%		%		%
Highmark	\$ 81,404,306	75.93%	\$ -	0.00%		#DIV/0!		\$ 81,404,306	75.93%	\$ -	0.00%		#DIV/0!
Aetna	\$ 19,654,353	18.33%	\$ -	0.00%		#DIV/0!		\$ 19,654,353	18.33%	\$ -	0.00%		#DIV/0!
Total Premium Contributions	\$ 101,058,659	94.26%	\$ 100,411,054	94.99%	\$ 647,604	0.64%		\$ 101,058,659	94.26%	\$ 100,411,054	94.99%	\$ 647,604	0.64%
Other Revenues													
Medicare Retiree RX Prog. (EGWP) Direct Subsidy	\$ 4,348,635	4.06%	\$ 3,989,000	3.77%	\$ 359,635	9.02%		\$ 4,348,635	4.06%	\$ 3,989,000	3.77%	\$ 359,635	9.02%
Federal Reinsurance	\$ 898,585	0.84%	\$ 929,877	0.88%	\$ (31,292)	-3.37%		\$ 898,585	0.84%	\$ 929,877	1%	\$ (31,292)	-3.37%
Prescription Drug Rebates (Commercial)	\$ 12,032	0.01%	\$ -	0.00%	\$ 12,032	0.00%		\$ 12,032	0.01%	\$ -	0.00%	\$ 12,032	0.00%
Prescription Drug Rebates (EGWP)	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%		\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
Prescription True Up/Yr End Recon Pymts	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%		\$ 544,499	0.51%	\$ -	0.00%	\$ 544,499	0.00%
Medicare Part D Coverage Gap Discount	\$ -	0.00%	\$ -	0.00%	\$ -	0.00%		\$ -	0.00%	\$ -	0.00%	\$ -	0.00%
Participating Group Fees	\$ 339,388	0.32%	\$ 364,143	0.34%	\$ (24,755)	-6.80%		\$ 339,388	0.32%	\$ 364,143	0.34%	\$ (24,755)	-6.80%
Other Revenues	\$ 554,596	0.52%	\$ 15,000	0.01%	\$ 539,596	3597.31%		\$ 10,097	0.01%	\$ 15,000	0.00%	\$ (4,903)	0.00%
Total Other Revenues	\$ 6,153,236	5.74%	\$ 5,298,020	5.01%	\$ 855,216	16.14%		\$ 6,153,236	5.74%	\$ 5,298,020	5.01%	\$ 855,216	16.14%
Total Operating Revenues	\$ 107,211,894		\$ 105,709,074		\$ 1,502,820	1.42%		\$ 107,211,894		\$ 105,709,074		\$ 1,502,820	1.42%
OPERATING EXPENSES													
Claims													
Highmark	\$ 63,636,088	48.79%	\$ 64,087,204	49.05%	\$ (451,117)	-0.70%		\$ 63,636,088	48.79%	\$ 64,087,204	49.05%	\$ (451,117)	-0.70%
Aetna	\$ 16,924,597	12.97%	\$ 14,905,426	11.41%	\$ 2,019,172	13.55%		\$ 16,924,597	12.97%	\$ 14,905,426	11.41%	\$ 2,019,172	13.55%
Express Scripts/CVS (non-Plan D)	\$ 24,288,862	18.62%	\$ 27,003,667	20.67%	\$ (2,714,805)	-10.05%		\$ 24,288,862	18.62%	\$ 27,003,667	20.67%	\$ (2,714,805)	-10.05%
Express Scripts/CVS (Plan D)	\$ 19,375,624	14.85%	\$ 18,853,061	14.43%	\$ 522,563	2.77%		\$ 19,375,624	14.85%	\$ 18,853,061	14.43%	\$ 522,563	2.77%
Surgery Plus	\$ 1,480,320	1.13%	\$ 1,293,179	0.99%	\$ 187,140	0.99%		\$ 1,480,320	1.13%	\$ 1,293,179	0.99%	\$ 187,140	0.99%
Total Claims	\$ 125,705,491	96.37%	\$ 126,142,538	96.54%	\$ (437,047)	-0.35%		\$ 125,705,491	96.37%	\$ 126,142,538	96.54%	\$ (437,047)	-0.35%
Other Expenses													
Program Fees and Costs (Vendor ASO Fees)	\$ 3,560,978	2.73%	\$ 3,493,601	2.67%	\$ 67,377	1.93%		\$ 3,560,978	2.73%	\$ 3,493,601	2.67%	\$ 67,377	1.93%
Office Expenses	\$ 298,236	0.23%	\$ 381,562	0.29%	\$ (83,326)	-21.84%		\$ 298,236	0.23%	\$ 381,562	0.29%	\$ (83,326)	-21.84%
Employee Assistance	\$ 36,632	0.03%	\$ 35,272	0.03%	\$ 1,360	3.86%		\$ 36,632	0.03%	\$ 35,272	0.03%	\$ 1,360	3.86%
Data Warehouse	\$ 39,825	0.03%	\$ 54,842	0.04%	\$ (15,017)	-27.38%		\$ 39,825	0.03%	\$ 54,842	0.04%	\$ (15,017)	-27.38%
Consultant Fees	\$ 364,146	0.28%	\$ 143,165	0.11%	\$ 220,981	154.35%		\$ 364,146	0.28%	\$ 143,165	0.11%	\$ 220,981	154.35%
COBRA Fees	\$ 5,849	0.00%	\$ 6,625	0.01%	\$ (777)	-11.72%		\$ 5,849	0.00%	\$ 6,625	0.01%	\$ (777)	-11.72%
ACA Fees	\$ 429,469	0.33%	\$ 412,533	0.32%	\$ 16,936	-7.38%		\$ 429,469	0.33%	\$ 412,533	0.32%	\$ 16,936	4.11%
Total Other Expenses	\$ 4,735,135	3.63%	\$ 4,527,601	3.46%	\$ 207,534	4.58%		\$ 4,735,135	3.63%	\$ 4,527,601	3.46%	\$ 207,534	4.58%
Total Operating Expenses	\$ 130,440,626		\$ 130,670,138		\$ (229,513)	-0.18%		\$ 130,440,626		\$ 130,670,138		\$ (229,513)	-0.18%
Net Income	\$ (23,228,731)		\$ (24,961,064)		\$ 1,732,333			\$ (23,228,731)		\$ (24,961,064)		\$ 1,732,333	
Balance Forward	\$ 96,403,172		\$ 96,412,445					\$ 96,403,172		\$96,412,445			
Fund Equity Balance	\$ 73,174,441		\$ 71,451,381		\$ 1,723,059	2.41%		\$ 73,174,441		\$ 71,451,381		\$ 1,723,059	2.41%

Appendix

Long-term Projections

	27.0%	4.2%	4.2%	4.2%	14.9%
	FY25	FY26	FY27	FY28	FY29
GHIP Costs (\$ millions)	Actual	Projected	Projected	Projected	Projected
Average Enrolled	79,063	74,356	74,199	74,941	75,691
GHIP Revenues					
Premium Contributions	\$1,261.3	\$1,227.0	\$1,284.7	\$1,351.9	\$1,553.2
Transfer from OMB					
Payback of Transfer from OMB	(\$7.3)				
Other Revenues	\$288.1	\$362.2	\$419.3	\$452.9	\$488.5
Total Operating Revenues	\$1,542.1	\$1,589.2	\$1,704.0	\$1,804.7	\$2,041.7
GHIP Expenses					
Claims	\$1,387.7	\$1,498.2	\$1,649.0	\$1,813.3	\$1,985.1
Expenses	\$58.1	\$49.8	\$51.3	\$53.0	\$54.8
Total Operating Expenses	\$1,445.8	\$1,548.0	\$1,700.2	\$1,866.3	\$2,040.0
% Change Per Member		14.8%	10.3%	8.9%	8.4%
Adjusted Net Income	\$96.3	\$41.3	\$3.8	(\$61.6)	\$1.8
Balance Forward	\$0.1	\$96.4	\$137.7	\$141.4	\$79.8
Ending Fund Cash Balance	\$96.4	\$137.7	\$141.4	\$79.8	\$81.6
- Less Claims Liability	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
- Less Minimum Reserve	\$32.3	\$61.9	\$68.0	\$74.7	\$81.6
GHIP Surplus (After Reserves/Deposits)	\$64.1	\$75.8	\$73.4	\$5.2	\$0.0

Assumptions:

- 8% medical trend, 6% Medicfill trend, see Appendix for pharmacy trend assumption
- Starting with actual July 2024 open enrollment results and 1% per annum growth in GHIP membership with consistent plan and tier elections thereafter
- Reflects current market check improvements for FY25/FY26 pharmacy program
- Reflect changes to 2026 (and beyond) EGWP reimbursements due to the Inflation Reduction Act
- Reflects legislation already passed affecting FY26 and beyond
- Does not reflect added cost due to potential pending legislation or potential changes due to ACA enhancements

FY26 Experience by Group

Active Employees					
Month	Premium Contributions	Other Revenues	Claims	Expenses	Gain / (Loss)
July	\$73.2	\$0.7	(\$86.2)	(\$3.1)	(\$15.3)
August	\$74.0	\$28.5	(\$69.5)	(\$2.7)	\$30.4
September	\$74.1	\$0.3	(\$90.4)	(\$2.7)	(\$18.8)
October	\$74.2	\$0.3	(\$79.2)	(\$2.7)	(\$7.5)
November	\$74.2	\$34.3	(\$77.5)	(\$2.7)	\$28.3
December	\$74.3	\$0.3	(\$90.8)	(\$2.7)	(\$18.9)
January	\$74.3	\$0.3	(\$78.0)	(\$2.7)	(\$6.1)
February	\$74.4	\$36.5	(\$82.4)	(\$2.7)	\$25.8
March	\$74.5	\$0.3	(\$91.0)	(\$2.7)	(\$19.0)
April	\$74.5	\$0.3	(\$80.8)	(\$2.7)	(\$8.8)
May	\$74.6	\$38.9	(\$82.4)	(\$2.7)	\$28.3
June	\$74.7	\$0.3	(\$99.5)	(\$2.7)	(\$27.3)
Total	\$891.0	\$140.9	(\$1007.8)	(\$33.1)	(\$8.9)
					101%

Pre-65 Retirees					
Month	Premium Contributions	Other Revenues	Claims	Expenses	Gain / (Loss)
July	\$9.4	\$0.2	(\$13.0)	(\$0.6)	(\$4.0)
August	\$9.8	\$5.1	(\$11.7)	(\$0.5)	\$2.7
September	\$9.8	\$0.1	(\$15.3)	(\$0.5)	(\$5.8)
October	\$9.9	\$0.1	(\$13.3)	(\$0.5)	(\$3.9)
November	\$9.9	\$6.1	(\$13.0)	(\$0.5)	\$2.4
December	\$9.9	\$0.1	(\$15.3)	(\$0.5)	(\$5.9)
January	\$9.9	\$0.1	(\$13.1)	(\$0.5)	(\$3.7)
February	\$9.9	\$6.5	(\$13.9)	(\$0.5)	\$2.0
March	\$9.9	\$0.1	(\$15.4)	(\$0.5)	(\$5.9)
April	\$9.9	\$0.1	(\$13.6)	(\$0.5)	(\$4.1)
May	\$9.9	\$6.9	(\$13.9)	(\$0.5)	\$2.4
June	\$9.9	\$0.1	(\$16.8)	(\$0.5)	(\$7.3)
Total	\$118.0	\$25.2	(\$168.3)	(\$5.8)	(\$30.9)
					122%

Medicare Retirees					
Month	Premium Contributions	Other Revenues	Claims	Expenses	Gain / (Loss)
July	\$18.4	\$5.2	(\$26.5)	(\$1.1)	(\$3.9)
August	\$18.4	\$24.0	(\$24.1)	(\$0.9)	\$17.4
September	\$18.4	\$11.5	(\$29.3)	(\$0.9)	(\$0.3)
October	\$18.4	\$4.2	(\$27.2)	(\$0.9)	(\$5.4)
November	\$18.4	\$25.4	(\$26.3)	(\$0.9)	\$16.6
December	\$18.4	\$13.7	(\$29.1)	(\$0.9)	\$2.1
January	\$17.4	\$15.0	(\$24.6)	(\$0.9)	\$6.9
February	\$18.1	\$28.3	(\$25.9)	(\$0.9)	\$19.7
March	\$18.1	\$17.1	(\$27.7)	(\$0.9)	\$6.6
April	\$18.1	\$6.0	(\$25.6)	(\$0.9)	(\$2.3)
May	\$18.1	\$36.4	(\$26.4)	(\$0.9)	\$27.3
June	\$18.2	\$10.1	(\$29.1)	(\$0.9)	(\$1.7)
Total	\$218.6	\$197.0	(\$321.7)	(\$11.0)	\$82.9
					80%

TOTAL GHIP					
Month	Premium Contributions	Other Revenues	Claims	Expenses	Gain / (Loss)
July	\$101.1	\$6.2	(\$125.7)	(\$4.7)	(\$23.2)
August	\$102.3	\$57.6	(\$105.2)	(\$4.1)	\$50.5
September	\$102.3	\$11.9	(\$135.0)	(\$4.1)	(\$24.9)
October	\$102.4	\$4.6	(\$119.7)	(\$4.1)	(\$16.8)
November	\$102.5	\$65.7	(\$116.9)	(\$4.1)	\$47.3
December	\$102.6	\$14.1	(\$135.2)	(\$4.1)	(\$22.6)
January	\$101.6	\$15.3	(\$115.8)	(\$4.1)	(\$2.9)
February	\$102.4	\$71.3	(\$122.1)	(\$4.1)	\$47.5
March	\$102.5	\$17.4	(\$134.1)	(\$4.1)	(\$18.3)
April	\$102.6	\$6.3	(\$120.0)	(\$4.1)	(\$15.3)
May	\$102.6	\$82.1	(\$122.6)	(\$4.1)	\$58.1
June	\$102.7	\$10.5	(\$145.4)	(\$4.1)	(\$36.3)
Total	\$1227.7	\$363.1	(\$1497.7)	(\$50.0)	\$43.0
					97%

Gain/Loss is based on Claims and Expenses over Premium Contributions and Other Revenues

FY25 – Q4 Financial Report

Summary (total)	FY25			FY24			% Change		
	Medical	Rx	Total	Medical	Rx	Total	Medical	Rx	Total
Gross claims	\$858.4	\$507.8	\$1,366.2	\$790.8	\$422.3	\$1,213.1	▲ 8.5%	▲ 20.3%	▲ 12.6%
Total program cost (\$M)	\$903.1	\$224.0	\$1,131.5	\$827.8	\$214.5	\$1,046.4	▲ 9.1%	▲ 4.4%	▲ 8.1%
Premium contributions (\$M)	\$999.0	\$240.7	\$1,239.7	\$801.6	\$193.3	\$994.8	▲ 24.6%	▲ 24.5%	▲ 24.6%
Total cost PEPY	\$11,424.0	\$2,844.0	\$14,316.0	\$10,764.0	\$2,760.0	\$13,584.0	▲ 6.1%	▲ 3.0%	▲ 5.4%
Total cost PMPY	\$6,648.0	\$1,656.0	\$8,328.0	\$6,204.0	\$1,596.0	\$7,836.0	▲ 7.2%	▲ 3.8%	▲ 6.3%
Average employees	79,070			76,935			▲ 2.8%		
Average members	135,958			133,435			▲ 1.9%		
Loss ratio	91%			105%					
Net income (\$M)	\$108.2			(\$51.6)					

FY25 Actual compared to FY25 Revised Budget (approved by SEBC 8/23/2024):

Summary (total)	FY25 Actual			FY25 Budget			% Change		
	Medical	Rx	Total	Medical	Rx	Total	Medical	Rx	Total
Total program cost (\$M)	\$903.1	\$224.0	\$1,131.5	\$919.2	\$260.5	\$1,183.8	▼ 1.7%	▼ 14.0%	▼ 4.4%
Total cost PEPY	\$11,424	\$2,844	\$14,316	\$11,862	\$3,361	\$15,277	▼ 3.7%	▼ 15.4%	▼ 6.3%
Total cost PMPY	\$6,648	\$1,656	\$8,328	\$6,857	\$1,943	\$8,831	▼ 3.0%	▼ 14.8%	▼ 5.7%
Net income (\$M)	\$108.2			\$83.3					

Summary Plan Information through March 2025

FY25 Q4	Aetna	Highmark	Active	Non-Medicare Retiree	Medicare Retiree	Total
Summary (total)						
Total cost (\$M)	\$233.1	\$898.4	\$858.2	\$143.3	\$130.0	\$1,131.5
Budgeted cost (\$M) ¹	\$265.9	\$973.7	\$947.3	\$124.8	\$167.6	\$1,239.7
Loss ratio	88%	92%	91%	115%	78%	91%
PEPY	\$18,600	\$13,500	\$20,244	\$22,560	\$4,320	\$14,316
PMPY	\$8,400	\$8,304	\$9,000	\$13,944	\$4,320	\$8,328
# of enrolled employees	12,536	66,533	42,364	6,348	30,357	79,070

Assumptions:

- Paid claims and enrollment data based on reports from Aetna, Highmark, CVS; costs include operating expenses
- FY25 rates reflect 27.00% premium increase effective 7/1/2024 for non-Medicare plans and 27.00% for Medicare plans; based on average FY24 enrollment with assumed 1% enrollment growth
- ASO Fees: includes fees for vendor administration, COBRA administration, ACA-related (PCORI), Merative data analytics, EAP, and WTW consulting fees
- Office Operational Expenses: includes expenses for items such as staff salaries, supplies, etc.
- Rx rebates and EGWP payments are shown based on the period to which offsets are attributable, rather than actual payment received in a given period
- No adjustments made to cost tracking for large claims as the State does not have stop loss insurance
- HRA dollars are assumed to be included in the reported claims
- Participating groups (such as University of DE) are included in the cost tracking, but are assumed to be 100% employee paid; as a result, reported net cost and cost share percentages may be skewed; participating group fees are included in premium contributions



State of Delaware GHIP

FY26 GHIP Budget and Long-Term Projections

September 2, 2025

Disclaimer

Willis Towers Watson has prepared this information solely in our capacity as consultants under the terms of our engagement with you with knowledge and experience in the industry and not as legal advice. This information is exclusively for the State of Delaware's State Employee Benefits Committee to use in the management, oversight and administration of your state employee group health program. It may not be suitable for use in any other context or for any other purpose and we accept no responsibility for any such use.

Willis Towers Watson is not a law firm and therefore cannot provide legal or tax advice. This document was prepared for information purposes only and it should not be considered a substitute for specific professional advice. As such, we recommend that you discuss this document with your legal counsel and other relevant professional advisers before adopting or implementing its contents. This document is based on information available to Willis Towers Watson as of the date of delivery and does not account for subsequent developments after that date.

Willis Towers Watson shares available medical and pharmacy research and the views of our health management practitioners in our capacity as a benefits consultant. We do not practice medicine or provide medical, drug, or legal advice, and encourage our clients to consult with both their legal counsel and qualified health advisors as they consider implementing various health improvement and wellness initiatives.

This material was not prepared for use by any other party and may not address their needs, concerns or objectives. This document may not be reproduced, disclosed or distributed to any other party, whether in whole or in part, other than as agreed with you in writing, except as may be required by law.

We do not assume any responsibility or accept any duty of care or liability to any other party who may obtain a copy of this material and any reliance placed by such party on it is entirely at their own risk.

Enrollment

Enrollment

		First State Basic	Comp PPO	CDH Gold	HMO	Medicfill	Total
	FY23 Avg	3,867	30,081	3,477	8,772	29,327	75,525
	FY24 Avg	4,347	30,857	3,664	8,497	29,871	77,236
FY 25	July	4,688	31,092	4,008	8,477	30,114	78,379
	August	4,744	31,088	4,023	8,476	30,159	78,490
	September	4,855	31,158	4,048	8,477	30,273	78,811
	October	4,942	31,272	4,061	8,477	30,313	79,065
	November	5,005	31,293	4,078	8,450	30,368	79,194
	December	5,025	31,220	4,078	8,450	30,374	79,147
	January	5,074	31,192	4,091	8,460	30,418	79,235
	February	5,095	31,144	4,108	8,460	30,452	79,259
	March	5,130	31,128	4,103	8,451	30,422	79,234
	April	5,171	31,131	4,104	8,452	30,447	79,305
	May	5,183	31,112	4,105	8,444	30,465	79,309
	June	5,183	31,098	4,111	8,451	30,482	79,325
	FY25 Avg	5,008	31,161	4,077	8,460	30,357	79,063
FY 26 BUDGET	July	4,574	28,708	3,605	7,445	30,578	74,910
	August	4,578	28,732	3,608	7,451	30,603	74,972
	September	4,582	28,756	3,611	7,457	30,629	75,034
	October	4,585	28,780	3,614	7,464	30,654	75,097
	November	4,589	28,803	3,617	7,470	30,680	75,159
	December	4,593	28,827	3,620	7,476	30,705	75,221
	January	4,597	28,851	3,623	7,482	28,942	73,495
	February	4,601	28,875	3,626	7,488	28,966	73,556
	March	4,604	28,899	3,629	7,495	28,990	73,617
	April	4,608	28,923	3,632	7,501	29,014	73,678
	May	4,612	28,947	3,635	7,507	29,038	73,739
	June	4,616	28,971	3,638	7,513	29,062	73,800
	Average	4,595	28,839	3,621	7,479	29,822	74,356

- Total Subscribers have grown by just over 2% each year from FY23 to FY25
- July 2025 enrollments down due to the loss of the University of Delaware. Remaining Medicfill participants leave effective 1/1/2026
- Enrollment by Plan option did not change much from 7/1 open enrollment, resulting in a slight shift from First State Basic to the Comprehensive PPO
- Enrollment projected to grow by 1% per annum post July 2025 open enrollment elections

Premium Contributions

Premium Contributions

Group	What it Covers	Overview
State Employees	<ul style="list-style-type: none"> State Share Employee Share 	Received by the GHIP Fund on a bi-monthly basis, lagged one payroll cycle (e.g., 2 nd half of June credited to Fund in July)
State Pensioners	<ul style="list-style-type: none"> State Share Pensioner Share 	<ul style="list-style-type: none"> Received by the GHIP Fund on a monthly basis. State Share lagged one month (All of June credited to Fund in July) Pensioner Share not lagged (July credited to Fund in July)
Non-Payroll Groups	<ul style="list-style-type: none"> Participating Groups (fire, cities, towns, etc.) 	<ul style="list-style-type: none"> University of DE termination effective: <ul style="list-style-type: none"> 6/30/25 for active and pre-Medicare retirees 12/31/25 for Medicare eligible retirees UD represented about \$10M in Premium Revenue and \$500,000 in Participating Group Fees With UD no longer in GHIP, nearly all groups either pay current (June paid and credited in June) or in advance (July paid and credited in June)

Premium Contributions

FY25 Actual		Actives		Pensioners				COBRA	Non-Payroll			Total GHIP
Month		State Share	Employee Share	State Share Pre-65	Pensioner Share Pre-65	State Share Medicare	Pensioner Share Medicare		Medicare	Pre-65	Active	
July		\$52.8	\$6.2	\$6.4	\$1.1	\$12.5	\$0.6	\$0.0	\$1.2	\$1.2	\$11.0	\$92.9
August		\$57.7	\$6.7	\$8.0	\$1.2	\$12.5	\$0.6	\$0.0	\$1.2	\$1.2	\$13.7	\$102.8
September		\$58.0	\$6.8	\$8.5	\$1.1	\$12.6	\$0.6	\$0.0	\$1.2	\$1.2	\$11.6	\$101.7
October		\$58.9	\$6.9	\$8.2	\$1.1	\$12.6	\$0.7	\$0.1	\$1.2	\$1.2	\$13.0	\$103.8
November		\$59.2	\$6.9	\$8.2	\$1.1	\$12.6	\$0.7	\$0.1	\$1.2	\$1.2	\$13.7	\$104.8
December		\$59.2	\$6.9	\$8.1	\$1.1	\$12.6	\$0.7	\$0.0	\$1.2	\$1.2	\$12.6	\$103.7
January		\$59.2	\$6.9	\$8.0	\$1.1	\$12.6	\$0.8	\$0.1	\$1.2	\$1.2	\$12.7	\$103.8
February		\$59.2	\$6.9	\$8.1	\$1.1	\$16.0	\$0.8	\$0.1	\$1.2	\$1.2	\$12.8	\$107.4
March		\$59.3	\$6.9	\$8.2	\$1.1	\$16.0	\$0.8	\$0.1	\$1.2	\$1.2	\$12.3	\$107.2
April		\$59.5	\$6.9	\$8.2	\$1.1	\$16.0	\$0.8	\$0.1	\$1.2	\$1.2	\$12.7	\$107.7
May		\$59.5	\$6.9	\$8.2	\$1.1	\$16.0	\$0.8	\$0.1	\$1.2	\$1.2	\$12.7	\$107.8
June		\$59.7	\$7.0	\$8.0	\$1.1	\$16.0	\$0.8	\$0.1	\$1.2	\$1.2	\$22.7	\$117.7
Total		\$702.1	\$81.9	\$96.1	\$13.4	\$167.9	\$8.8	\$0.6	\$14.6	\$14.5	\$161.3	\$1,261.3
FY26 Budget		Actives		Pensioners				COBRA	Non-Payroll			Total GHIP
Month		State Share	Employee Share	State Share Pre-65	Pensioner Share Pre-65	State Share Medicare	Pensioner Share Medicare		Medicare	Pre-65	Active	
July		\$61.0	\$7.1	\$8.0	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$100.4
August		\$62.3	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
September		\$62.4	\$7.3	\$8.3	\$1.1	\$16.0	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.3
October		\$62.4	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.4
November		\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.5
December		\$62.5	\$7.3	\$8.4	\$1.1	\$16.1	\$0.8	\$0.1	\$1.5	\$0.4	\$4.4	\$102.6
January		\$62.6	\$7.3	\$8.4	\$1.1	\$16.1	\$0.9	\$0.1	\$0.4	\$0.4	\$4.4	\$101.6
February		\$62.6	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.4
March		\$62.7	\$7.3	\$8.4	\$1.1	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.5
April		\$62.7	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
May		\$62.8	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.6
June		\$62.9	\$7.3	\$8.4	\$1.2	\$16.8	\$0.9	\$0.1	\$0.5	\$0.4	\$4.4	\$102.7
Total		\$749.5	\$87.3	\$100.1	\$13.8	\$196.4	\$10.2	\$0.7	\$11.9	\$4.3	\$52.8	\$1,227.0

Other Revenues

EGWP Part D Payment Streams Overview

Acronym	Name	What it Covers	How the Plan Gets Paid	Notes for EGWPs
Direct Subsidy (DS)	Risk-adjusted premium subsidy	Expected drug costs based on bid & risk scores	Monthly from CMS, reconciled year-end	Core funding for all Part D plans
CGDP / Manufacturer Discount	Coverage Gap / Manufacturer Discounts	Required manufacturer discounts in certain benefit phases	Manufacturer funds flow through plan's claims	Applies to EGWPs like individual PDPs
LICS	Low-Income Cost-Sharing Subsidy	Reimburses plan for reduced/zero copays for LIS members	CMS pays plan (prospective + year-end reconciliation)	EGWP receives LICS for any LIS members
Reinsurance	Federal reinsurance for high-cost claims	Costs above catastrophic threshold	CMS reimburses plan; reconciled year-end	Structure changing under Part D redesign

EGWP Revenues - Direct Subsidy

	DIRECT SUBSIDY								
	CALENDAR 2024			CALENDAR 2025			CALENDAR 2026		
	Members	PMPM	Actual	Members	PEPM	Actual / Expected	Members	PEPM	Actual / Expected
Jan	29,905	\$15	\$458,344	30,418	\$91	\$2,772,546	28,942	\$159	\$4,601,700
Feb	29,915	\$15	\$459,150	30,452	\$91	\$2,767,831	28,966	\$159	\$4,605,517
Mar	29,929	\$15	\$447,173	30,422	\$133	\$4,051,079	28,990	\$159	\$4,609,338
Apr	29,982	\$15	\$443,386	30,447	\$103	\$3,143,254	29,014	\$159	\$4,613,161
May	29,974	\$15	\$448,618	30,465	\$103	\$3,139,314	29,038	\$159	\$4,616,988
Jun	29,999	\$15	\$454,626	30,482	\$104	\$3,169,371	29,062	\$159	\$4,620,818
Jul	30,024	\$25	\$763,152	30,578	\$108	\$3,989,116	29,086	\$159	\$4,624,651
Aug	30,049	\$16	\$480,222	30,603	\$108	\$3,305,163	29,110	\$159	\$4,628,488
Sep	30,074	\$16	\$469,325	30,629	\$108	\$3,307,905	29,134	\$159	\$4,632,327
Oct	30,099	\$16	\$474,553	30,654	\$108	\$3,310,649	29,158	\$159	\$4,636,170
Nov	30,123	\$17	\$498,926	30,680	\$108	\$3,313,396	29,182	\$159	\$4,640,016
Dec	30,148	\$15	\$463,762	30,705	\$108	\$3,316,144	29,207	\$159	\$4,643,865
	360,220	\$16	\$5,861,237	366,535	\$108	\$39,585,770	348,887	\$159	\$55,473,039

- The Direct Subsidy represents the base portion of Part D (and EGWPs) financed by the government.
- Due to the Inflation Reduction Act (IRA) of 2022, Medicare has updated its calculation of the Direct Subsidy which will lead to higher payments in 2025 and 2026. Assumed to remain flat thereafter.

EGWP Revenues - Federal Reinsurance

	FEDERAL REINSURANCE														
	CALENDAR 2024					CALENDAR 2025					CALENDAR 2026				
	Members	Estimated PMPM	Total Expected	Prospective	Prospective Factor	Members	Estimated PMPM	Expected	Prospective	Prospective Factor	Members	Estimated PMPM	Expected	Prospective	Prospective Factor
Jan	29,905	\$91	\$2,721,355	\$2,056,492	0.756	30,418	\$70	\$2,129,260	\$893,294	0.420	28,942	\$73	\$2,112,730	\$1,386,877	0.656
Feb	29,915	\$91	\$2,722,265	\$2,063,245	0.758	30,452	\$70	\$2,131,640	\$895,027	0.420	28,966	\$73	\$2,114,483	\$1,388,028	0.656
Mar	29,929	\$91	\$2,723,539	\$2,061,255	0.757	30,422	\$70	\$2,129,540	\$895,422	0.420	28,990	\$73	\$2,116,237	\$1,389,179	0.656
Apr	29,982	\$91	\$2,728,362	\$2,063,814	0.756	30,447	\$70	\$2,131,290	\$894,936	0.420	29,014	\$73	\$2,117,992	\$1,390,331	0.656
May	29,974	\$91	\$2,727,634	\$2,066,444	0.758	30,465	\$70	\$2,132,550	\$895,970	0.420	29,038	\$73	\$2,119,749	\$1,391,485	0.656
Jun	29,999	\$91	\$2,729,897	\$2,067,724	0.757	30,482	\$70	\$2,133,740	\$896,882	0.420	29,062	\$73	\$2,121,508	\$1,392,639	0.656
Jul	30,024	\$91	\$2,732,161	\$2,134,388	0.757	30,578	\$70	\$2,140,460	\$929,877	0.420	29,086	\$73	\$2,123,268	\$1,393,794	0.656
Aug	30,049	\$91	\$2,734,428	\$2,136,159	0.757	30,603	\$70	\$2,142,236	\$930,648	0.420	29,110	\$73	\$2,125,029	\$1,394,950	0.656
Sep	30,074	\$91	\$2,736,696	\$2,137,931	0.757	30,629	\$70	\$2,144,013	\$931,420	0.420	29,134	\$73	\$2,126,792	\$1,396,108	0.656
Oct	30,099	\$91	\$2,738,966	\$2,139,704	0.757	30,654	\$70	\$2,145,791	\$932,193	0.420	29,158	\$73	\$2,128,556	\$1,397,266	0.656
Nov	30,123	\$91	\$2,741,238	\$2,141,479	0.757	30,680	\$70	\$2,147,571	\$932,966	0.420	29,182	\$73	\$2,130,322	\$1,398,425	0.656
Dec	30,148	\$91	\$2,743,512	\$2,143,256	0.757	30,705	\$70	\$2,149,353	\$933,740	0.420	29,207	\$73	\$2,132,089	\$1,399,585	0.656
	360,220		\$32,780,053	\$25,211,891		366,535		\$25,657,443	\$10,962,376		348,887		\$25,468,754	\$16,718,667	
			Year-end Reconciliation	\$7,345,388				Year-end Reconciliation	\$14,695,067				Year-end Reconciliation	\$8,750,087	
			Low Income Cost Sharing Subsidies	\$1,635,430				Low Income Cost Sharing Subsidies	\$1,400,000				Low Income Cost Sharing Subsidies	\$1,400,000	
			Total Due to the GHIP	\$8,980,818				Total Due to the GHIP	\$16,095,067				Total Due to the GHIP	\$10,150,087	

- Due to the IRA of 2022, Medicare has updated the catastrophic reinsurance payment for 2025. Previously, EGWPs were responsible for 20% of claims in the final Medicare Part D phase, the catastrophic zone. In 2025, that number jumped up to 60% responsibility and therefore we will see less reinsurance prospectively and during the true up.
- The reinsurance program is paid in two pieces – an upfront Prospective payment and then a settlement provided within 12-15 months after year end. For 2025, CMS lowered the monthly prospective payment from \$71.09 in 2024 to \$30.41 in 2025. For 2026, that amount is expected to be \$47.92.
- Total Federal Reinsurance payments assumed to grow by 4% per year for 2027 and beyond.

EGWP Revenues – Manufacturer Discount Program

- Due to the IRA of 2022, Medicare removed the Coverage Gap Discount Program for 2025 and replaced it with a similar program called the Manufacturer Discount Program, where discounts will still be passed back to EGWPs.

	COVERAGE GAP/MANUFACTURER DISCOUNT PROGRAM (Lagged 90 - 120 Days)								
	CALENDAR 2024			CALENDAR 2025			CALENDAR 2025		
	Members	PEPM	Received	Members	PEPM	CVS Expected	Members	PEPM	CVS Expected
Q1	89,749		\$5,283,875	91,292		\$5,133,184	86,897		\$4,125,983
Q2	89,955		\$7,864,125	91,394		\$7,288,199	87,113		\$5,858,154
Q3	90,146		\$10,228,247	91,810		\$9,479,185	87,330		\$7,619,239
Q4	90,371		\$11,963,733	92,039		\$11,087,574	87,547		\$8,912,039
	360,220	\$98	\$35,339,979	366,535	\$90	\$32,988,141	348,887	\$76	\$26,515,415

Feature	Coverage Gap Discount Program (Through 2024)	Manufacturer Discount Program (Starting 2025)
Benefit Phases Affected	Only applies in coverage gap ('donut hole') phase	Applies in Initial Coverage and Catastrophic phases
Brand Drug Discount %	70% manufacturer discount (coverage gap)	10% in Initial Coverage phase 20% in Catastrophic phase
Generic Drug Discount %	0% manufacturer discount	0% manufacturer discount (unchanged)
Plan Liability in Phase	5% brand cost, 75% generic cost (coverage gap)	Varies by phase; plan bears more catastrophic cost due to lower reinsurance
Beneficiary Liability	25% (brand or generic) unless employer wrap reduces it	Varies; \$2,000 OOP cap eliminates catastrophic cost sharing
TrOOP Impact	Manufacturer discount counts toward TrOOP (True Out-of-Pocket Maximum)	Manufacturer discount continues to count toward TrOOP
Employer EGWP Impact	Manufacturer funds concentrated in mid-year gap phase	Manufacturer funds spread across year; higher catastrophic plan liability

EGWP Revenues – Total

	2024	2025	2026
	Total Earned	Total Expected	Total Expected
Direct Subsidy	\$5,861,237	\$39,585,770	\$55,473,039
Federal Reinsurance/LICS	\$34,192,709	\$27,057,443	\$26,868,754
Manufacturer Discount Program	\$35,339,979	\$32,988,141	\$26,515,415
Total	\$75,393,925	\$99,631,355	\$108,857,208

Other Revenues

FY25 Actual										
Month	EGWP Direct Subsidy	Federal Reinsurance	Commercial Rebates	EGWP Rebates	EGWP Year-end Reconciliation	Coverage Gap Discount	Participating Group Fees	Other Revenues		Total GHIP
July	\$ 763,152	\$ 2,070,638	\$ -	\$ 153,629	\$ -	\$ -	\$ 675,186	\$ 1,653,501		\$ 5,316,107
August	\$ 480,222	\$ 2,075,899	\$ 25,559,138	\$ 17,153,685	\$ -	\$ -	\$ 810,308	\$ 119,421		\$ 46,198,673
September	\$ 469,325	\$ 2,080,022	\$ -	\$ 9	\$ -	\$ -	\$ 642,690	\$ (7,300,651)		\$ (4,108,605)
October	\$ 474,553	\$ 2,087,345	\$ -	\$ -	\$ -	\$ 7,864,125	\$ 777,152	\$ 17,702		\$ 11,220,877
November	\$ 498,926	\$ 2,088,909	\$ 26,281,210	\$ 18,352,621	\$ -	\$ -	\$ 812,539	\$ 17,125		\$ 48,051,330
December	\$ 463,762	\$ 2,092,179	\$ -	\$ -	\$ 6,638,693	\$ 10,228,247	\$ 757,813	\$ 19,771		\$ 20,200,465
January	\$ 2,772,546	\$ 893,294	\$ -	\$ -	\$ -	\$ -	\$ 760,514	\$ 392,293		\$ 4,818,646
February	\$ 2,767,831	\$ 895,027	\$ -	\$ -	\$ -	\$ -	\$ 765,668	\$ 68,065		\$ 4,496,591
March	\$ 4,051,079	\$ 895,422	\$ 28,046,819	\$ 19,419,646	\$ -	\$ 11,014,494	\$ 741,505	\$ 40,306		\$ 64,209,272
April	\$ 3,143,254	\$ 894,936	\$ -	\$ -	\$ -	\$ -	\$ 762,819	\$ 27,103		\$ 4,828,112
May	\$ 3,139,314	\$ 895,970	\$ 29,836,384	\$ 26,435,846	\$ -	\$ -	\$ 780,033	\$ 9,430		\$ 61,096,976
June	\$ 3,169,371	\$ 896,882	\$ -	\$ -	\$ -	\$ 6,082,423	\$ 1,274,717	\$ 3,079,022		\$ 14,502,416
Total	\$ 22,193,335	\$ 17,866,523	\$ 109,723,552	\$ 81,515,436	\$ 6,638,693	\$ 35,189,289	\$ 9,560,944	\$ (1,856,912)		\$ 280,830,860
FY26 Budget										
Month	EGWP Direct Subsidy	Federal Reinsurance	Commercial Rebates	EGWP Rebates	EGWP Year-end Reconciliation	Coverage Gap Discount	Participating Group Fees	Other Revenues		Total GHIP
July	\$ 3,989,000	\$ 929,877	\$ -	\$ -	\$ -	\$ -	\$ 364,143	\$ 15,000		\$ 5,298,020
August	\$ 3,305,000	\$ 930,648	\$ 33,226,880	\$ 19,726,737	\$ -	\$ -	\$ 364,445	\$ 15,000		\$ 57,568,710
September	\$ 3,308,000	\$ 931,420	\$ -	\$ -	\$ -	\$ 7,288,199	\$ 364,747	\$ 15,000		\$ 11,907,366
October	\$ 3,311,000	\$ 932,193	\$ -	\$ -	\$ -	\$ -	\$ 365,050	\$ 15,000		\$ 4,623,243
November	\$ 3,313,000	\$ 932,966	\$ 39,992,159	\$ 21,105,514	\$ -	\$ -	\$ 365,353	\$ 15,000		\$ 65,723,992
December	\$ 3,316,000	\$ 933,740	\$ -	\$ -	\$ -	\$ 9,479,185	\$ 365,656	\$ 15,000		\$ 14,109,581
January	\$ 4,602,000	\$ 1,386,877	\$ -	\$ -	\$ 8,980,818	\$ -	\$ 315,959	\$ 15,000		\$ 15,300,654
February	\$ 4,606,000	\$ 1,388,028	\$ 42,678,889	\$ 22,332,593	\$ -	\$ -	\$ 316,221	\$ 15,000		\$ 71,336,731
March	\$ 4,609,000	\$ 1,389,179	\$ -	\$ -	\$ -	\$ 11,087,574	\$ 316,484	\$ 15,000		\$ 17,417,236
April	\$ 4,613,000	\$ 1,390,331	\$ -	\$ -	\$ -	\$ -	\$ 316,746	\$ 15,000		\$ 6,335,078
May	\$ 4,617,000	\$ 1,391,485	\$ 45,402,073	\$ 30,401,223	\$ -	\$ -	\$ 317,009	\$ 15,000		\$ 82,143,789
June	\$ 4,621,000	\$ 1,392,639	\$ -	\$ -	\$ -	\$ 4,125,983	\$ 317,272	\$ 15,000		\$ 10,471,894
Total	\$ 48,210,000	\$ 13,929,384	\$ 161,300,000	\$ 93,566,068	\$ 8,980,818	\$ 31,980,940	\$ 4,089,085	\$ 180,000		\$ 362,236,295

Claims

Claims

FY25 Actual		Actives						Pre-65 Retirees				Medicare Retirees			Total GHIP
Month		Highmark	Aetna	Surgery Plus	Hinge Health	CVS Commercial	Total	Highmark	Aetna	CVS Commercial	Total	Medicfill	EGWP	Total	
July		\$48.7	\$11.7	\$1.7	\$0.0	\$15.9	\$78.1	\$6.9	\$2.1	\$2.8	\$11.8	\$6.9	\$17.2	\$24.2	\$114.1
August		\$39.8	\$15.5	\$1.0	\$0.1	\$19.4	\$75.9	\$5.9	\$3.2	\$3.2	\$12.3	\$5.4	\$19.0	\$24.4	\$112.5
September		\$38.7	\$11.3	\$0.9	\$0.2	\$19.3	\$70.4	\$6.2	\$2.1	\$2.9	\$11.3	\$5.2	\$18.1	\$23.3	\$105.0
October		\$45.7	\$13.3	\$1.5	\$0.1	\$20.9	\$81.5	\$7.8	\$1.6	\$3.6	\$13.0	\$6.9	\$19.0	\$25.9	\$120.4
November		\$40.0	\$11.5	\$1.4	\$0.1	\$20.6	\$73.6	\$6.7	\$2.2	\$3.2	\$12.1	\$5.5	\$19.0	\$24.6	\$110.3
December		\$48.5	\$13.6	\$0.8	\$0.0	\$19.6	\$82.4	\$7.4	\$1.7	\$3.0	\$12.1	\$7.3	\$17.7	\$25.0	\$119.6
January		\$38.1	\$12.6	\$1.0	\$0.1	\$21.2	\$73.0	\$5.9	\$1.8	\$3.3	\$11.0	\$5.1	\$19.4	\$24.5	\$108.5
February		\$44.6	\$13.3	\$2.0	\$0.2	\$20.1	\$80.2	\$7.6	\$1.8	\$3.4	\$12.8	\$8.4	\$18.6	\$27.0	\$120.0
March		\$39.9	\$13.4	\$0.8	\$0.1	\$20.0	\$74.3	\$7.1	\$2.1	\$2.9	\$12.1	\$7.0	\$17.3	\$24.3	\$110.8
April		\$52.9	\$13.5	\$1.3	\$0.0	\$21.8	\$89.5	\$10.2	\$2.5	\$3.5	\$16.1	\$7.8	\$19.8	\$27.6	\$133.2
May		\$39.0	\$16.7	\$1.2	\$0.3	\$21.6	\$78.9	\$6.9	\$2.7	\$3.2	\$12.8	\$6.2	\$18.7	\$24.9	\$116.6
June		\$43.6	\$12.3	\$1.2	\$0.1	\$21.7	\$78.9	\$7.2	\$2.3	\$3.5	\$13.0	\$5.8	\$18.8	\$24.6	\$116.6
Total		\$519.7	\$158.8	\$14.8	\$1.4	\$242.3	\$936.9	\$85.8	\$26.0	\$38.6	\$150.4	\$77.6	\$222.7	\$300.3	\$1,387.7
FY26 Budget		Actives						Pre-65 Retirees				Medicare Retirees			Total GHIP
Month		Highmark	Aetna	Surgery Plus	Hinge Health	CVS Commercial	Total	Highmark	Aetna	CVS Commercial	Total	Medicfill	EGWP	Total	
July		\$48.0	\$12.7	\$1.2	\$0.1	\$23.1	\$85.2	\$8.3	\$2.2	\$3.9	\$14.4	\$7.7	\$18.9	\$26.6	\$126.1
August		\$34.3	\$11.3	\$1.1	\$0.1	\$22.8	\$69.5	\$5.9	\$2.0	\$3.8	\$11.7	\$5.5	\$18.5	\$24.1	\$105.2
September		\$49.8	\$13.2	\$1.2	\$0.1	\$26.1	\$90.4	\$8.6	\$2.3	\$4.4	\$15.3	\$8.0	\$21.3	\$29.3	\$135.0
October		\$39.3	\$13.0	\$1.2	\$0.1	\$25.6	\$79.2	\$6.8	\$2.2	\$4.3	\$13.3	\$6.3	\$20.8	\$27.2	\$119.7
November		\$38.8	\$12.8	\$1.2	\$0.1	\$24.6	\$77.5	\$6.7	\$2.2	\$4.1	\$13.0	\$6.2	\$20.0	\$26.3	\$116.9
December		\$50.3	\$13.3	\$1.2	\$0.1	\$25.8	\$90.8	\$8.7	\$2.3	\$4.3	\$15.3	\$8.1	\$21.0	\$29.1	\$135.2
January		\$39.0	\$12.9	\$1.2	\$0.1	\$24.8	\$78.0	\$6.8	\$2.2	\$4.2	\$13.1	\$5.8	\$18.8	\$24.6	\$115.8
February		\$41.2	\$13.6	\$1.3	\$0.1	\$26.1	\$82.4	\$7.1	\$2.3	\$4.4	\$13.9	\$6.2	\$19.7	\$25.9	\$122.1
March		\$49.6	\$13.1	\$1.2	\$0.1	\$26.9	\$91.0	\$8.6	\$2.3	\$4.5	\$15.4	\$7.4	\$20.3	\$27.7	\$134.1
April		\$40.3	\$13.3	\$1.2	\$0.1	\$25.9	\$80.8	\$7.0	\$2.3	\$4.3	\$13.6	\$6.0	\$19.6	\$25.6	\$120.0
May		\$40.6	\$13.4	\$1.3	\$0.1	\$26.9	\$82.4	\$7.0	\$2.3	\$4.5	\$13.9	\$6.1	\$20.3	\$26.4	\$122.6
June		\$55.7	\$14.8	\$1.4	\$0.1	\$27.5	\$99.5	\$9.7	\$2.5	\$4.6	\$16.8	\$8.3	\$20.8	\$29.1	\$145.4
Total		\$527.0	\$157.6	\$14.7	\$1.4	\$306.1	\$1,006.8	\$91.3	\$27.1	\$51.2	\$169.6	\$81.8	\$240.0	\$321.8	\$1,498.2

Expenses

Expenses - Detail

Category	What it Covers	FY25 Amounts	FY26 through FY29
Program & ASO Fees	<ul style="list-style-type: none"> Refunds / Overpayments Aetna Admin Fees Highmark Admin Fees CVS Admin Fees 	<ul style="list-style-type: none"> \$269,000 \$6.7M – PEPM Admin Fees + PMPM DHIN Fee \$34.7M – PEPM Admin Fees + CCMU + Well360 Rewards + DHIN Fee \$8.7M – Per script fee + EGWP PMPM fee + Prior Auth + PrudentRx 	<ul style="list-style-type: none"> Refunds assumed flat Fees known for FY26, similar growth thereafter
Office Expenses	<ul style="list-style-type: none"> Personnel Expenses Travel Legal, Postage, Printing Supplies 	<ul style="list-style-type: none"> \$3.9M < \$1,000 \$500,000 \$4,000 	Assumed to grow by inflation
EAP	<ul style="list-style-type: none"> ComPsych through FY25 Health Advocate FY26 – FY29 	<ul style="list-style-type: none"> \$456,000 – PMPM Admin fee charged by ComPsych/Health Advocate 	Assumed flat PMPM
Data Warehouse	<ul style="list-style-type: none"> IBM/Merative 	<ul style="list-style-type: none"> \$658,000 – Monthly fee plus twice per year Benefits Mentor Fee 	Assumed flat over projection period
Consulting Fees	<ul style="list-style-type: none"> Claim Technologies WTW Vanguard Direct 	<ul style="list-style-type: none"> \$1.7M 	Assumed to grow by inflation
COBRA Administration	<ul style="list-style-type: none"> ASI Admin Fees 	<ul style="list-style-type: none"> \$79,000 – Qualifying Event fee / General Rights fee / flat Per (Enrolled) Per Month fee 	Assumed flat over projection period
ACA	<ul style="list-style-type: none"> PCORI Fees 	<ul style="list-style-type: none"> \$445,000 – includes \$52,000 penalty from 2022 	5% average increase per year

Expenses

FY25 Actual										
Month	Program & ASO Fees	Office Expenses	Employee Assistance	Data Warehouse	Consulting Fees	COBRA Fees	ACA Fees		Total GHIP	
July	\$ 3,661,554	\$ 262,107	\$ 35,979	\$ 39,633	\$ 154,948	\$ 4,532	\$ 392,889		\$ 4,551,642	
August	\$ 4,863,803	\$ 246,519	\$ 54,028	\$ 39,825	\$ 15,000	\$ 5,530	-		\$ 5,224,705	
September	\$ 3,646,144	\$ 269,182	\$ 36,248	\$ 39,825	\$ 109,948	\$ 6,409	-		\$ 4,107,756	
October	\$ 3,335,176	\$ 530,388	\$ 36,404	\$ 39,825	\$ 184,448	\$ 10,938	-		\$ 4,137,178	
November	\$ 3,698,396	\$ 356,789	\$ 36,554	\$ 39,825	\$ 125,948	\$ 7,017	-		\$ 4,264,528	
December	\$ 3,628,971	\$ 267,970	\$ 36,624	\$ 39,825	\$ 311,646	\$ 5,637	-		\$ 4,290,673	
January	\$ 3,602,828	\$ 241,105	\$ 36,580	\$ 39,825	-	\$ 6,234	-		\$ 3,926,572	
February	\$ 3,641,123	\$ 229,433	\$ 36,613	\$ 39,825	\$ 109,707	\$ 6,193	\$ 52,186		\$ 4,115,079	
March	\$ 3,839,848	\$ 417,243	\$ 36,605	\$ 39,825	\$ 171,948	\$ 6,217	-		\$ 4,511,686	
April	\$ 9,270,164	\$ 337,548	\$ 36,609	\$ 130,025	\$ 158,947	\$ 5,938	-		\$ 9,939,232	
May	\$ 3,652,177	\$ 346,346	\$ 36,644	\$ 39,825	\$ 193,448	\$ 5,212	-		\$ 4,273,652	
June	\$ 3,531,833	\$ 941,516	\$ 36,633	\$ 130,025	\$ 131,948	\$ 8,859	-		\$ 4,780,814	
Total	\$ 50,372,016	\$ 4,446,145	\$ 455,520	\$ 658,108	\$ 1,667,936	\$ 78,715	\$ 445,075		\$ 58,123,516	
FY26 Budget										
Month	Program & ASO Fees	Office Expenses	Employee Assistance	Data Warehouse	Consulting Fees	COBRA Fees	ACA Fees		Total GHIP	
July	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	\$ 412,533		\$ 4,527,601	
August	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
September	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
October	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
November	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
December	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
January	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
February	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
March	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
April	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
May	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
June	\$ 3,493,601	\$ 381,562	\$ 35,272	\$ 54,842	\$ 143,165	\$ 6,625	-		\$ 4,115,067	
Total	\$ 41,923,213	\$ 4,578,739	\$ 423,269	\$ 658,108	\$ 1,717,974	\$ 79,502	\$ 412,533		\$ 49,793,340	

FY26 Total Budget & Long-Term Projection

FY26 Budget by Month

FY26 BUDGET	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Jan-26	Feb-26	Mar-26	Apr-26	May-26	Jun-26	Total
Operating Revenues													
Premium Contributions	\$100.4	\$102.3	\$102.3	\$102.4	\$102.5	\$102.6	\$101.6	\$102.4	\$102.5	\$102.6	\$102.6	\$102.7	\$1,227.0
Other Revenues	\$5.3	\$57.6	\$11.9	\$4.6	\$65.7	\$14.1	\$15.3	\$71.3	\$17.4	\$6.3	\$82.1	\$10.5	\$362.2
Total Operating Revenues	\$105.7	\$159.8	\$114.3	\$107.1	\$168.2	\$116.7	\$116.9	\$173.7	\$119.9	\$108.9	\$184.8	\$113.2	\$1,589.2
Operating Expenses													
Claims	\$126.1	\$105.2	\$135.0	\$119.7	\$116.9	\$135.2	\$115.8	\$122.1	\$134.1	\$120.0	\$122.6	\$145.4	\$1,498.2
Other Expenses	\$4.5	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$4.1	\$49.8
Total Operating Expenses	\$130.7	\$109.4	\$139.1	\$123.8	\$121.0	\$139.3	\$119.9	\$126.2	\$138.2	\$124.2	\$126.7	\$149.5	\$1,548.0
Net Monthly Income	-\$25.0	\$50.5	-\$24.9	-\$16.8	\$47.3	-\$22.6	-\$02.9	\$47.5	-\$18.3	-\$15.3	\$58.1	-\$36.3	\$41.3
Ending Fund Equity Balance	\$71.5	\$121.9	\$97.1	\$80.3	\$127.5	\$104.9	\$102.0	\$149.5	\$131.2	\$115.9	\$174.0	\$137.7	\$137.7
Reserves													
Claim Liability	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Minimum Reserve	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9	\$61.9
GHIP Surplus (After Reserves)	\$9.5	\$60.0	\$35.1	\$18.3	\$65.6	\$43.0	\$40.0	\$87.6	\$69.2	\$54.0	\$112.0	\$75.8	\$75.8

Long-term Projections

	27.0%	4.2%	4.2%	4.2%	14.9%
	FY25	FY26	FY27	FY28	FY29
GHIP Costs (\$ millions)	Actual	Projected	Projected	Projected	Projected
Average Enrolled	79,063	74,356	74,199	74,941	75,691
GHIP Revenues					
Premium Contributions	\$1,261.3	\$1,227.0	\$1,284.7	\$1,351.9	\$1,553.2
Transfer from OMB					
Payback of Transfer from OMB	(\$7.3)				
Other Revenues	\$288.1	\$362.2	\$419.3	\$452.9	\$488.5
Total Operating Revenues	\$1,542.1	\$1,589.2	\$1,704.0	\$1,804.7	\$2,041.7
GHIP Expenses					
Claims	\$1,387.7	\$1,498.2	\$1,649.0	\$1,813.3	\$1,985.1
Expenses	\$58.1	\$49.8	\$51.3	\$53.0	\$54.8
Total Operating Expenses	\$1,445.8	\$1,548.0	\$1,700.2	\$1,866.3	\$2,040.0
% Change Per Member		14.8%	10.3%	8.9%	8.4%
Adjusted Net Income	\$96.3	\$41.3	\$3.8	(\$61.6)	\$1.8
Balance Forward	\$0.1	\$96.4	\$137.7	\$141.4	\$79.8
Ending Fund Cash Balance	\$96.4	\$137.7	\$141.4	\$79.8	\$81.6
- Less Claims Liability	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
- Less Minimum Reserve	\$32.3	\$61.9	\$68.0	\$74.7	\$81.6
GHIP Surplus (After Reserves/Deposits)	\$64.1	\$75.8	\$73.4	\$5.2	\$0.0

Assumptions:

- 8% medical trend, 6% Medicfill trend, see Appendix for pharmacy trend assumption
- Starting with actual July 2024 open enrollment results and 1% per annum growth in GHIP membership with consistent plan and tier elections thereafter
- Reflects current market check improvements for FY25/FY26 pharmacy program
- Reflect changes to 2026 (and beyond) EGWP reimbursements due to the Inflation Reduction Act
- Reflects legislation already passed affecting FY26 and beyond
- Does not reflect added cost due to potential pending legislation or potential changes due to ACA enhancements

Appendix

Pharmacy Trend - By Component - Commercial

COMMERCIAL – 8% to 4% FY26 Trend	FY23	FY24	Incr	FY25 ³	Incr	FY26	Incr	FY27	Incr	FY28	Incr	FY29	Incr
Gross Spend before GLP-1's & PrudentRx ²	\$183.6	\$198.3	8%	\$205.9	4%	\$224.4	9%	\$244.6	9%	\$266.6	9%	\$290.6	9%
GLP-1 - Weight Loss		\$14.2		\$53.8	280%	\$136.7	154%	\$170.9	25%	\$196.5	15%	\$216.1	10%
GLP-1 – Diabetes	\$17.0	\$24.7	45%	\$31.0	26%	\$37.7	22%	\$43.4	15%	\$47.7	10%	\$52.5	10%
PrudentRx Savings		(\$16.0)		(\$9.9)	-38%	(\$10.8)	9%	(\$11.8)	9%	(\$12.9)	9%	(\$14.1)	9%
Total Gross Spend before Rebates	\$200.6	\$221.2	10%	\$280.8	27%	\$388.0	38%	\$447.1	15%	\$498.0	11%	\$545.2	9%
Rebates ¹	(\$71.6)	(\$90.1)	26%	(\$109.7)	22%	(\$161.3)	47%	(\$196.3)	22%	(\$224.4)	14%	(\$246.8)	10%
Net Spend after Rebates	\$129.0	\$131.0	2%	\$171.1	31%	\$226.7	33%	\$250.7	11%	\$273.6	9%	\$298.4	9%

¹Reflect the exclusion of Zepbound from the commercial formulary

²PrudentRx is included trend projections through FY29 and subject to change based on results of the PBM RFP

³Based on actual experience through June 2025

Pharmacy Trend - By Component - EGWP

EGWP	FY23	FY24	Incr	FY25 ³	Incr	FY26	Incr	FY27	Incr	FY28	Incr	FY29	Incr
Gross Spend before GLP-1's ² & PrudentRx ²	\$165.5	\$181.5	10%	\$198.6	9%	\$219.1	9%	\$241.5	9%	\$266.3	9%	\$293.6	9%
GLP-1 - Weight Loss													
GLP-1 - Diabetes	\$14.9	\$19.3	30%	\$24.1	25%	\$28.9	20%	\$33.2	15%	\$36.5	10%	\$40.2	10%
PrudentRx Savings													
Total Gross Spend before Rebates	\$180.4	\$200.8	11%	\$222.7	11%	\$248.0	11%	\$274.7	11%	\$302.8	10%	\$333.8	10%
Rebates	(\$51.5)	(\$62.8)	22%	(\$81.5)	30%	(\$93.7)	15%	(\$103.1)	10%	(\$113.4)	10%	(\$124.7)	10%
Net Spend after Rebates	\$128.9	\$138.0	7%	\$141.2	2%	\$154.3	9%	\$171.6	11%	\$189.4	10%	\$209.1	10%

²PrudentRx is included trend projections through FY29 and subject to change based on results of the PBM RFP

³Based on actual experience through June 2025



Open Enrollment Results – FY26

September 2, 2025



Executive Summary

- All health plan rates increased by 4.2% effective July 1, 2025
 - Compared to July 2024, the Highmark Comp PPO family plan saw a decrease of -0.7% whereas there were slight increases in the other Comp PPO tiers. The Highmark First State Basic plans saw increases ranging from 0% for employee and child coverage to 3.4% for employee & spouse coverage.
 - Aetna enrollment was relatively stable with minor shifts across plans.
- Despite network expansion, the Dominion Dental HMO plan saw a 6.9% decrease over July 2024. The Delta Dental PPO plan enrollment had a slight decrease of 0.6%.
- Vision plans saw a slight increase across both the low plan (0.2%) and the high plan (0.3%) for an overall increase of 0.3%
- Accident Coverage grew by 13.9% (low) and 15.8% (high) and Critical Illness by 13.6% (\$30K) and 16.5% (\$15K) for an overall 14.6% increase in both programs
- Group Universal Life coverage increased by 913 subscribers (7.1%) over July 2024. Nearly 52% of these enrollments elected 1x annual salary and 20% elected 6x annual salary. The majority of new enrollments electing spouse and child coverage chose the higher \$20K coverage option
- FSA – Health Care enrollments increased by 7.1% where Dependent Care enrollment increased by 5.9%

All Benefit Plans

2025 OE Membership Changes - Enrollment for July 2025				
	June Subscribers	July Subscribers	Change in Subscribers	Percentage Change
Highmark	*32,941	33,302	361	1.10%
Aetna	*11,010	11,020	10	0.09%
Delta	41,507	41,241	-266	-0.64%
Dominion	3,311	3,083	-228	-6.89%
EyeMed	41,117	41,223	106	0.26%
Securian Accident	4,367	5,036	669	15.32%
Securian Critical Illness	4,281	4,897	616	14.39%
Securian GUL	12,126	12,981	855	7.05%
ASI Flex	8,887	9,506	619	6.97%

* Excludes the University of Delaware (UD) for more accurate trend comparisons

Appendix

Aetna Plans

2025 OE Membership Changes - Enrollment for July 2025				
	June Subscribers (excluding UD)	July Subscribers	Change in Subscribers	Percentage Change
Aetna CDH Gold- EE Only	1,610	1,618	8	0.50%
Aetna CDH Gold- EE& SP	397	395	-2	-0.50%
Aetna CDH Gold- EE& Child	938	947	9	1.00%
Aetna CDH Gold- Family	634	637	3	0.47%
Aetna HMO- EE Only	3,032	3,046	14	0.47%
Aetna HMO- EE& SP	885	872	-13	-1.47%
Aetna HMO- EE & Child	1,856	1,856	0	0.00%
Aetna HMO- Family	1,658	1,649	-9	-0.54%
Totals	11,010	11,020	10	0.09%

Highmark Plans

2025 OE Membership Changes - Enrollment for July 2025				
	June Subscribers (excluding UD)	July Subscribers	Change in Subscribers	Percentage Change
Comp PPO- EE Only	11,865	12,095	230	1.90%
Comp PPO- EE&SP	3,382	3,389	7	0.21%
Comp PPO-EE& Child	7,431	7,515	84	1.13%
Comp PPO- Family	5,773	5,733	-40	-0.69%
FSB PPO- EE Only	2,653	2,704	51	1.92%
FSB PPO- EE&SP	381	394	13	3.41%
FSB PPO-EE& Child	884	884	0	0.00%
FSB PPO- Family	572	588	16	2.80%
Totals	32,941	33,302	361	1.10%

ASIFlex Plans

2025 OE Membership Changes - Enrollment for July 2025

	June Subscribers	July Subscribers	Change in Subscribers	Percentage Change
Health Care FSA	8,068	8,639	571	7.08%
Dependent Care FSA	819	867	48	5.86%
Totals	8,887	9,506	619	6.97%

Vision Plans

2025 OE Membership Changes - Enrollment for July 2025

	June Subscribers	July Subscribers	Change in Subscribers	Percentage Change
State Low Plan	23,139	23,185	46	0.20%
State High Plan	17,978	18,038	60	0.33%
Totals	41,117	41,223	106	0.26%

Securian Accident

2025 OE Membership Changes - Enrollment for July 2025

	June Subscribers	July Subscribers	Change in Subscribers	Percentage Change
Accident Low Plan	1,089	1,240	151	13.87%
Accident High Plan	3,278	3,796	518	15.80%
Totals	4,367	5,036	669	15.32%

Securian Critical Illness

2025 OE Membership Changes - Enrollment for July 2025

	June Subscribers	July Subscribers	Change in Subscribers	Percentage Change
Critical Illness \$30,000	3,156	3,586	430	13.62%
Critical Illness \$15,000	1,125	1,311	186	16.52%
Totals	4,281	4,897	616	14.39%

Securian Group Universal Life (GUL)

State of Delaware Enrollment Activity

As of 06/01/2025

GUL and AD&D Elections

Election	Total
1x	2,601
2x	1,590
3x	3,933
4x	702
5x	442
6x	2,308
\$200,000	550
Total	12,126

GUL Spouse Life Elections

Election	Total
\$10K	1,147
\$20K	1,747
Total	2894

GUL Child Life Elections

Election	Total
\$10K	1,999
\$20K	1,506
Total	3505

As of 07/01/2025

GUL and AD&D Elections

Election	Total	New contracts	Existing contracts	Increases	Decreases
1x	2972	470	2,480	0	22
2x	1665	76	1,497	71	21
3x	3996	83	3,852	51	10
4x	747	47	669	29	2
5x	495	39	431	17	8
6x	2508	182	2,285	41	0
\$200,000	598	16	537	44	1
Total	12,981				

GUL Spouse Life Elections

Election	Total	New contracts	Existing contracts	Increases	Decreases
\$10K	1147	6	1,134	0	7
\$20K	1774	45	1,728	1	0
Total	2921				

GUL Child Life Elections

Election	Total	New contracts	Existing contracts	Increases	Decreases
\$10K	1995	31	1,959	0	5
\$20K	1623	117	1,493	13	0
Total	3618				

State of Delaware - Quarterly Financial Reporting

FY25 Q4 Cost Analysis

August 2025



State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis

Summary plan information

- FY25 YTD compared to FY24 YTD:

Summary (total)	FY25			FY24			% Change		
	Medical	Rx	Total ²	Medical	Rx	Total ²	Medical	Rx	Total ²
Gross claims ¹	\$859.4	\$507.8	\$1,367.2	\$790.8	\$422.3	\$1,213.1	▲ 8.7%	▲ 20.3%	▲ 12.7%
Total program cost (\$M) ²	\$904.1	\$224.0	\$1,132.6	\$827.8	\$214.5	\$1,046.4	▲ 9.2%	▲ 4.4%	▲ 8.2%
Premium contributions (\$M) ³	\$999.0	\$240.7	\$1,239.7	\$801.6	\$193.3	\$994.8	▲ 24.6%	▲ 24.5%	▲ 24.6%
Total cost PEY	\$11,436.0	\$2,844.0	\$14,328.0	\$10,764.0	\$2,760.0	\$13,584.0	▲ 6.2%	▲ 3.0%	▲ 5.5%
Total cost PMPY	\$6,648.0	\$1,656.0	\$8,328.0	\$6,204.0	\$1,596.0	\$7,836.0	▲ 7.2%	▲ 3.8%	▲ 6.3%
Average employees	79,070			76,935			▲ 2.8%		
Average members	135,958			133,435			▲ 1.9%		
Loss ratio	91%			105%					
Net income (\$M)	\$107.1			(\$51.6)					

¹ Gross claims include paid medical and pharmacy claims as reported by Aetna, Highmark, CVS; includes capitation:

² Total program cost includes gross claims, pharmacy rebate and EGWP payment offsets, ASO fees, and office operational expenses

³ Includes fees for participating non-State groups

- FY25 Actual compared to FY25 Revised Budget (approved by SEBC 8/23/2024):

Summary (total)	FY25 Actual			FY25 Budget			% Change		
	Medical	Rx	Total	Medical	Rx	Total	Medical	Rx	Total
Total program cost (\$M) ¹	\$904.1	\$224.0	\$1,132.6	\$919.2	\$260.5	\$1,183.8	▼ 1.6%	▼ 14.0%	▼ 4.3%
Total cost PEY	\$11,436	\$2,844	\$14,328	\$11,862	\$3,361	\$15,277	▼ 3.6%	▼ 15.4%	▼ 6.2%
Total cost PMPY	\$6,648	\$1,656	\$8,328	\$6,857	\$1,943	\$8,831	▼ 3.0%	▼ 14.8%	▼ 5.7%
Net income (\$M)	\$107.1			\$83.3					

- Summary Plan Information through June 2025

FY25 Q4	Aetna	Highmark	Active	Non-Medicare Retiree	Medicare Retiree	Total
Summary (total)						
Total cost (\$M)	\$233.4	\$899.2	\$859.2	\$143.3	\$130.1	\$1,132.6
Budgeted cost (\$M) ¹	\$265.9	\$973.7	\$947.3	\$124.8	\$167.6	\$1,239.7
Loss ratio	88%	92%	91%	115%	78%	91%
PEPY	\$18,612	\$13,512	\$20,268	\$22,560	\$4,320	\$14,328
PMPY	\$8,400	\$8,316	\$9,012	\$13,944	\$4,320	\$8,328
# of enrolled employees	12,536	66,533	42,364	6,348	30,357	79,070

¹ Budgeted cost (premiums) are the product of monthly budget rates and quarterly average tiered contract counts provided by the medical vendors; budget rates are calculated based on pooled experience across all vendors, plans and statuses; loss ratios should therefore be evaluated in aggregate

Plan performance dashboard - key observations for GHIP Active population: June 2023 - June 2024 (compared to July 2022 - June 2023)

- The COVID-19 pandemic has had a significant impact on GHIP utilization and claims. Utilization of medical care continues to return to and/or exceed pre-pandemic levels varying by service category. The Merative plan performance dashboards highlight the following program trends:
- Increases in well care and preventive visits: increase of 4.8% preventive adult visits
- Fluctuation in screening rates, with cervical cancer screenings down over prior and breast cancer, colon cancer and cholesterol screening rates are above the prior period. All reported screening rates at or above benchmark except cervical cancer (-0.8%)
- Prevalence of top chronic conditions fluctuated from prior year, for example, diabetes (+1.8%) and asthma (-6.9%); chronic condition prevalence all significantly above benchmark
- 6.2% decrease in inpatient admits; 3.1% decrease in ER visits
- 0.8% increase in Rx cost across all prescriptions and 15.5% increase in utilization of all prescriptions
- Specialty medications now make up 45.2% of pharmacy spend; reduction in cost for specialty drugs offset by 9.1% increase in days supply

Additional notes

- Claims and expenses are reported on a paid basis
- FY25 rates reflect 27.00% premium increase effective 7/1/2024 for non-Medicare plans and 27.00% for Medicare plans; based on average FY24 enrollment with assumed 1% enrollment growth
- Paid claims and enrollment data based on reports from Aetna, Highmark, CVS; costs include operating expenses
- Expenses are broken down into two categories:
 - ASO Fees: includes fees for vendor administration, COBRA administration, ACA-related (PCORI), Merative data analytics, EAP, and WTW consulting fees
 - Office Operational Expenses: includes expenses for items such as staff salaries, supplies, etc.
- Rx rebates and EGWP payments are shown based on the period to which offsets are attributable, rather than actual payment received in a given period
- No adjustments made to cost tracking for large claims as the State does not have stop loss insurance
- HRA dollars are assumed to be included in the reported claims
- Participating groups (such as University of DE) are included in the cost tracking, but are assumed to be 100% employee paid; as a result, reported net cost and cost share percentages may be skewed; participating group fees are included in premium contributions

State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis

Total GHIP Results								
Legend								
- Medical/Rx Budget								
■ Fees and Op. Expenses								
■ Rx (incl. Rebates and EGWP)								
■ Medical (incl. capitation)								
	Q1 2025	Q2 2025	Q3 2025	Q4 2025	FY25 YTD Actual	FY25 YTD WTW Budget	Difference vs. Budget	
Total Program Cost	\$293,966,265	\$260,909,150	\$275,585,574	\$302,543,965	\$1,133,004,954	\$1,183,825,000	▼ 4.3%	
- Paid Claims	275,974,407	252,324,528	263,032,236	283,550,268	1,074,881,439	1,132,945,000	▼ 5.1%	
- Medical (includes capitation ¹)	204,826,220	206,185,876	221,623,297	226,787,298	859,422,690	875,775,000	▼ 1.9%	
- Rx (Including Rebates and EGWP)	71,148,187	46,138,652	41,408,940	56,762,970	215,458,749	257,170,000	▼ 16.2%	
- Rx Paid Claims	123,198,322	127,655,013	124,858,343	132,109,655	507,821,333	515,395,000	▼ 1.5%	
- EGWP ²	(9,347,922)	(26,654,283)	(24,968,444)	(18,125,216)	(79,095,864)	(73,792,000)	▲ 7.2%	
- Direct Subsidy	(1,712,699)	(1,437,241)	(9,591,456)	(9,451,939)	(22,193,335)	(24,743,000)	▼ 10.3%	
- CGDP	0	(18,092,372)	(11,014,494)	(949,239)	(30,056,105)	(30,700,000)	▼ 2.1%	
- Catastrophic Reinsurance	(7,635,223)	(7,124,670)	(4,362,493)	(7,724,038)	(26,846,424)	(18,349,000)	▲ 46.3%	
- Rx Rebates ³	(\$42,702,213)	(\$54,862,078)	(\$58,480,959)	(\$57,221,470)	(\$213,266,720)	(184,433,000)	▲ 15.6%	
- ASO Fees	16,944,868	7,698,658	11,665,557	17,368,287	53,677,369	46,710,000	▲ 14.9%	
- Operational Expenses	1,046,989	885,964	887,781	1,625,411	4,446,145	4,170,000	▲ 6.6%	
Medical/Rx Premium Contributions ⁴	\$308,578,118	\$309,684,151	\$311,130,913	\$310,272,898	\$1,239,666,080	\$1,267,137,000	▼ 2.2%	
- Net Income	14,611,853	48,775,002	35,545,339	7,728,932	106,661,126	83,312,000	▲ 27.3%	
- Total Cost as % of Budget	95%	84%	89%	98%	91%	93%	▲ 2%	
Current Year Per Capita								
- Total per employee per year ⁵	14,964	13,188	13,908	15,264	14,328	15,277	▼ 6.2%	
- Total % change over prior	12.1%	1.1%	10.8%	0.0%	5.7%			
- Medical per employee per year	11,136	10,740	11,676	12,168	11,436	11,862	▼ 3.6%	
- Medical % change over prior	8.3%	1.8%	15.7%	0.5%	6.3%			
- Rx per employee per year	3,720	2,388	2,196	3,024	2,844	3,361	▼ 15.4%	
- Rx % change over prior	23.0%	-2.5%	-8.0%	-3.1%	3.6%			
- Medical per member per year	6,468	6,420	6,792	7,080	6,648	6,857	▼ 3.0%	
- Rx per member per year	2,160	1,404	1,272	1,752	1,656	1,943	▼ 14.8%	
- Total per member per year ⁶	8,700	7,884	8,100	8,880	8,328	8,831	▼ 5.7%	
Prior Year Results	Q1 FY24	Q2 FY24	Q3 FY24	Q4 FY24	FY24			
- Total Program Cost	242,886,025	249,972,679	240,508,473	297,528,759	1,030,895,936	-	-	
- Total Program Cost \$ Change	51,080,240	10,936,471	35,077,101	5,015,206	102,109,018	-	-	
- Total per employee per year ⁷	13,344	13,044	12,552	15,264	13,551	-	-	
- Medical per employee per year	10,284	10,548	10,092	12,108	10,758	-	-	
- Rx per employee per year	3,024	2,448	2,388	3,120	2,745	-	-	
EE Contributions ⁶	\$64,977,852	\$64,956,402	\$47,040,494	\$47,004,514	\$223,979,262	-	-	
- Net SoD	228,988,413	195,952,748	228,545,080	255,539,451	909,025,692	-	-	
- SoD Subsidy %	78%	75%	83%	84%	80%	-	-	
Headcount								
- Enrolled Ees	78,590	79,133	79,243	79,313	79,070	77,491	▲ 2.0%	
- Enrolled Members	135,187	132,328	136,170	136,197	135,958	134,048	▲ 1.4%	
- Member/EE Ratio	1.7	1.7	1.7	1.7	1.7	1.7		

¹ Capitation payments apply to HMO plan only

² Direct subsidy and catastrophic reinsurance prospective payments reflect actual payments received during quarter; CGDP estimated based on payment attributable to quarter; projected EGWP PMPM amounts provided by CVS Health

³ Reflects estimated rebates attributable to FY25; prior quarters to be updated with actual FY25 rebates when received; estimated rebates based on WTW analysis of expected rebates under CVS contract effective July 2021

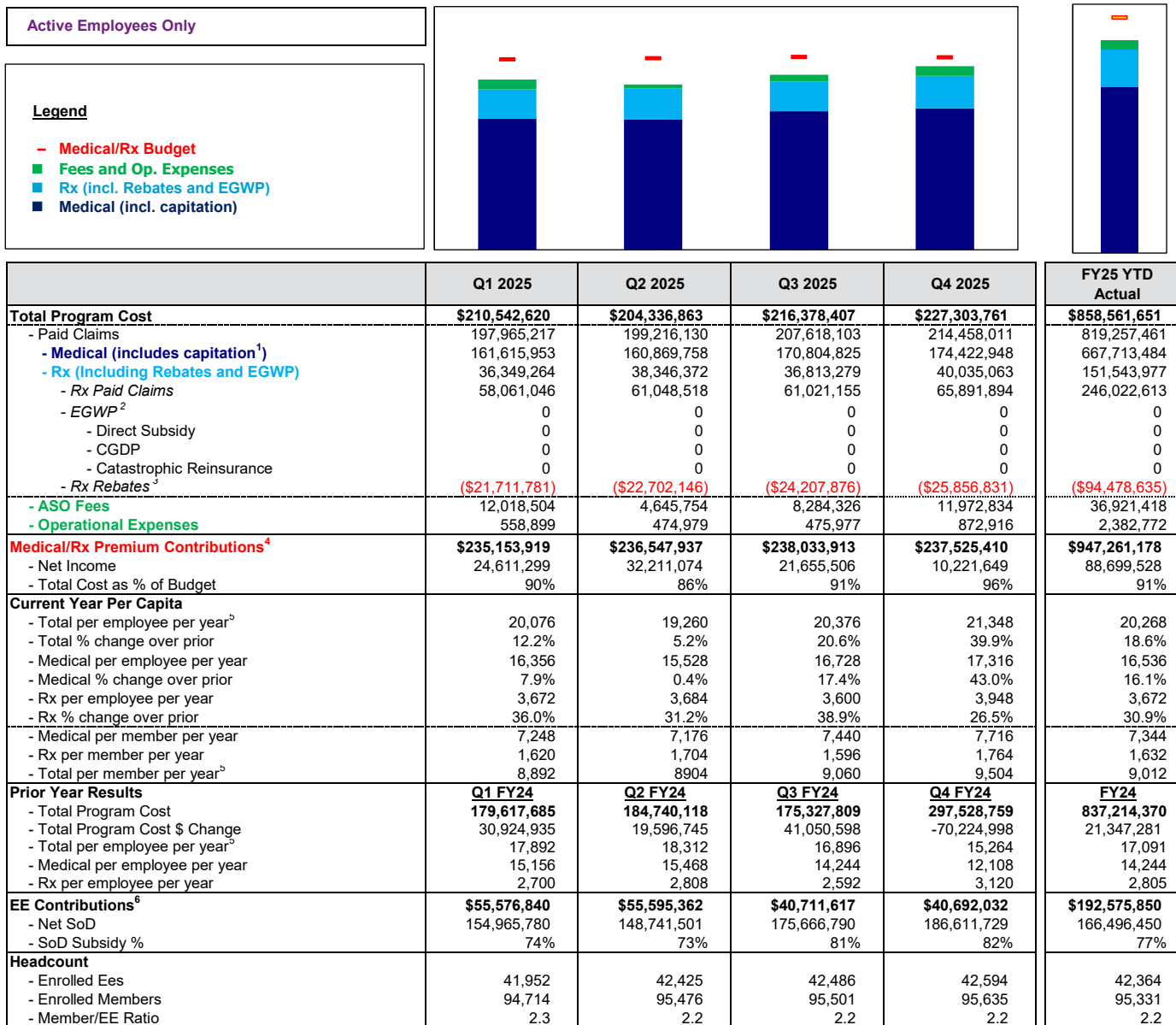
⁴ Premium contributions include fees for participating non-State groups

⁵ Total per employee per year (PEPY) and per member per year (PMPY) values include operational expenses; these expenses are excluded from medical and Rx PEPY/PMPY splits

⁶ Participating groups are assumed to be 100% EE funded, and Medicare retirees are assumed to be fully subsidized

⁷ WTW Budget based on revised FY25 Budget approved by SEBC 08/23/2024

State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis



¹ Capitation payments apply to HMO plan only

² Direct subsidy and catastrophic reinsurance prospective payments reflect actual payments received during quarter; CGDP estimated based on payment attributable to quarter; projected EGWP PMPM amounts provided by CVS Health

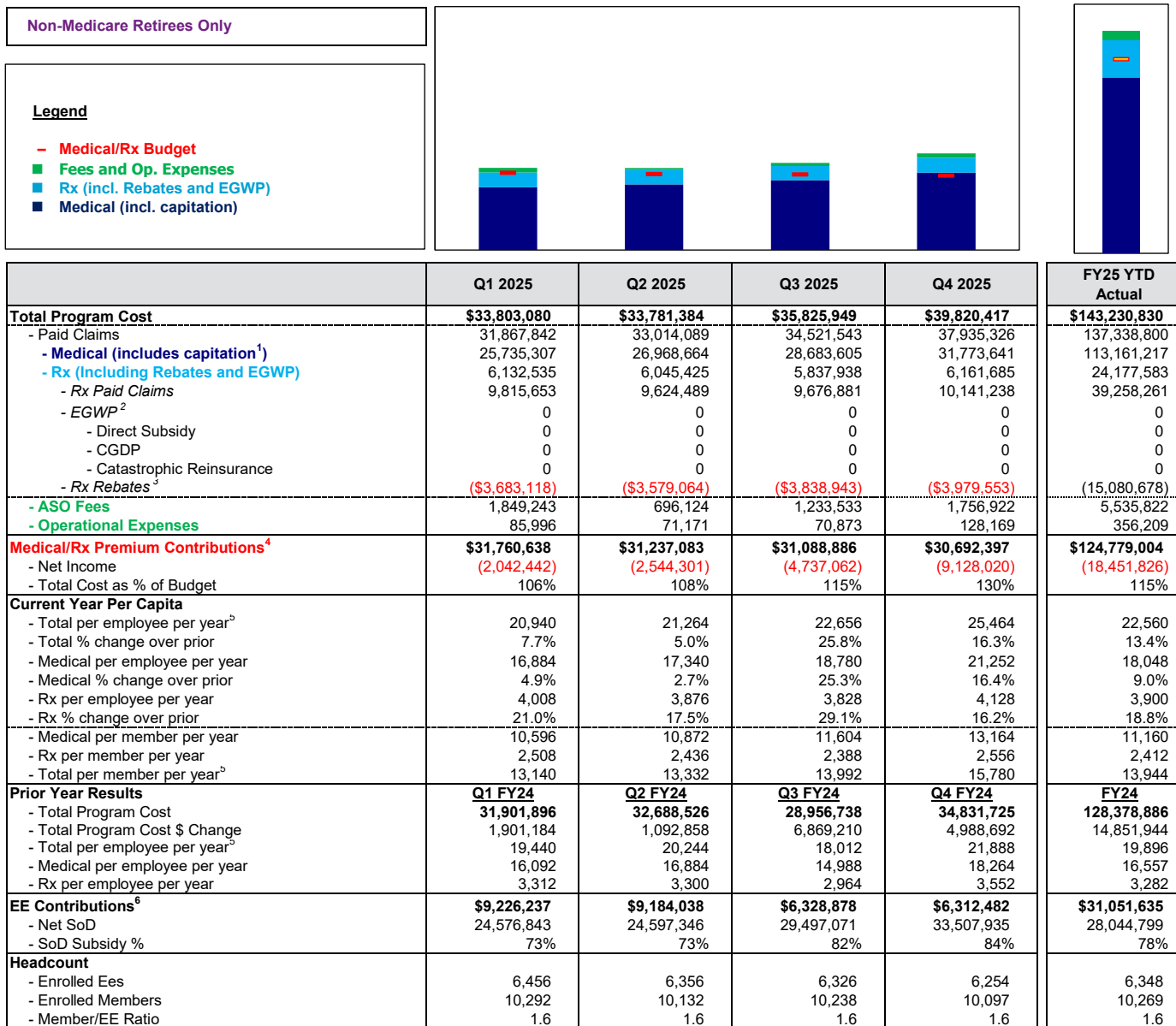
³ Reflects estimated rebates attributable to FY25 prior quarters to be updated with actual FY25 rebates when received; estimated rebates based on WTW analysis of expected rebates under CVS contract effective July 2021

⁴ Premium contributions include fees for participating non-State groups

⁵ Total per employee per year (PEPY) and per member per year (PMPY) values include operational expenses; these expenses are excluded from medical and Rx PEPY/PMPY splits

⁶ Participating groups are assumed to be 100% EE funded due to data reporting limitations

State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis



¹ Capitation payments apply to HMO plan only

² Direct subsidy and catastrophic reinsurance prospective payments reflect actual payments received during quarter; CGDP estimated based on payment attributable to quarter; projected EGWP PMPM amounts provided by CVS Health

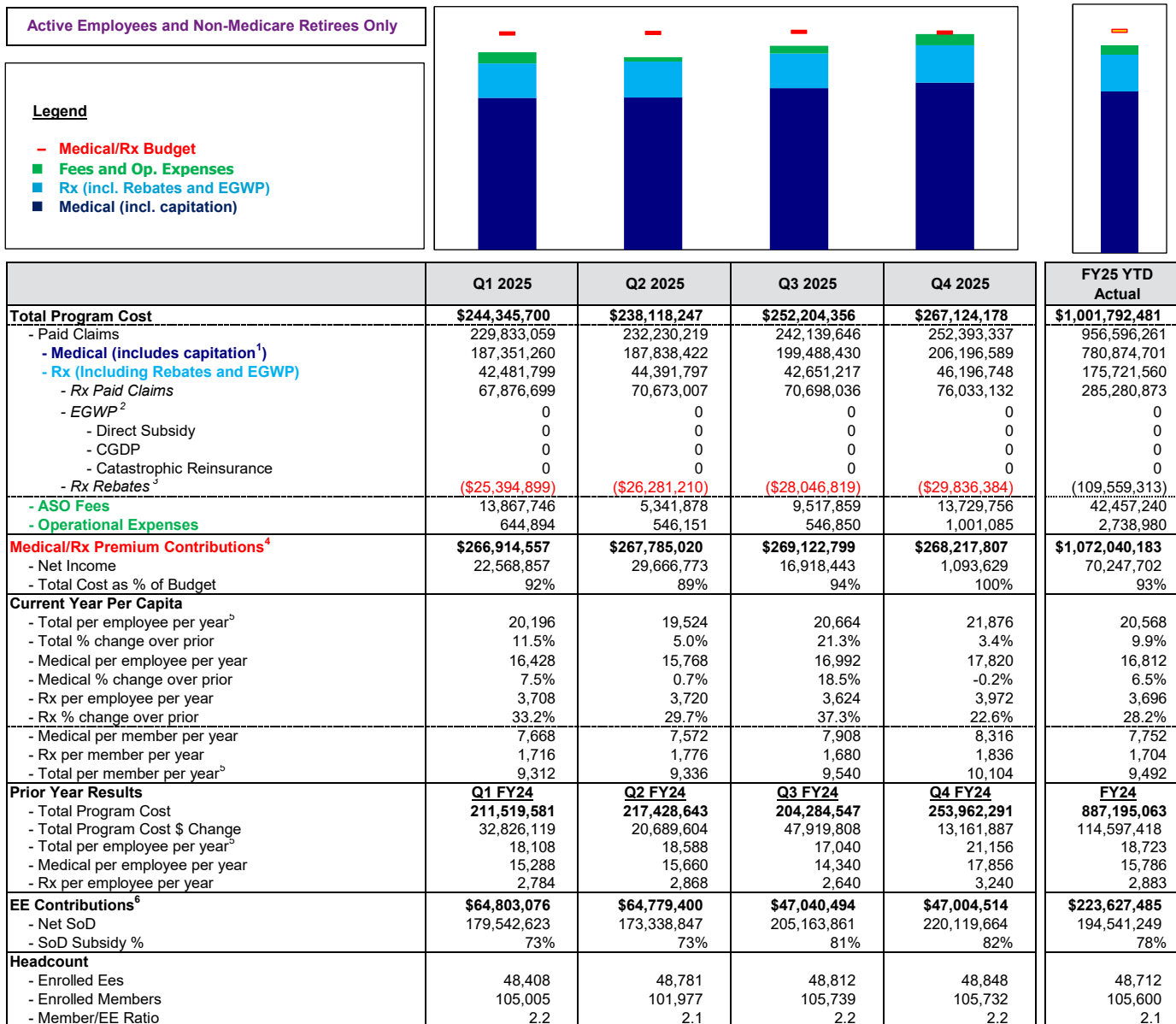
³ Reflects estimated rebates attributable to FY25; prior quarters to be updated with actual FY25 rebates when received; estimated rebates based on WTW analysis of expected rebates under CVS contract effective July 2021

⁴ Premium contributions include fees for participating non-State groups

⁵ Total per employee per year (PEPY) and per member per year (PMPY) values include operational expenses; these expenses are excluded from medical and Rx PEPY/PMPY splits

⁶ Participating groups are assumed to be 100% EE funded due to data reporting limitations

State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis



¹ Capitation payments apply to HMO plan only

² Direct subsidy and catastrophic reinsurance prospective payments reflect actual payments received during quarter; CGDP estimated based on payment attributable to quarter; projected EGWP PMPM amounts provided by CVS Health

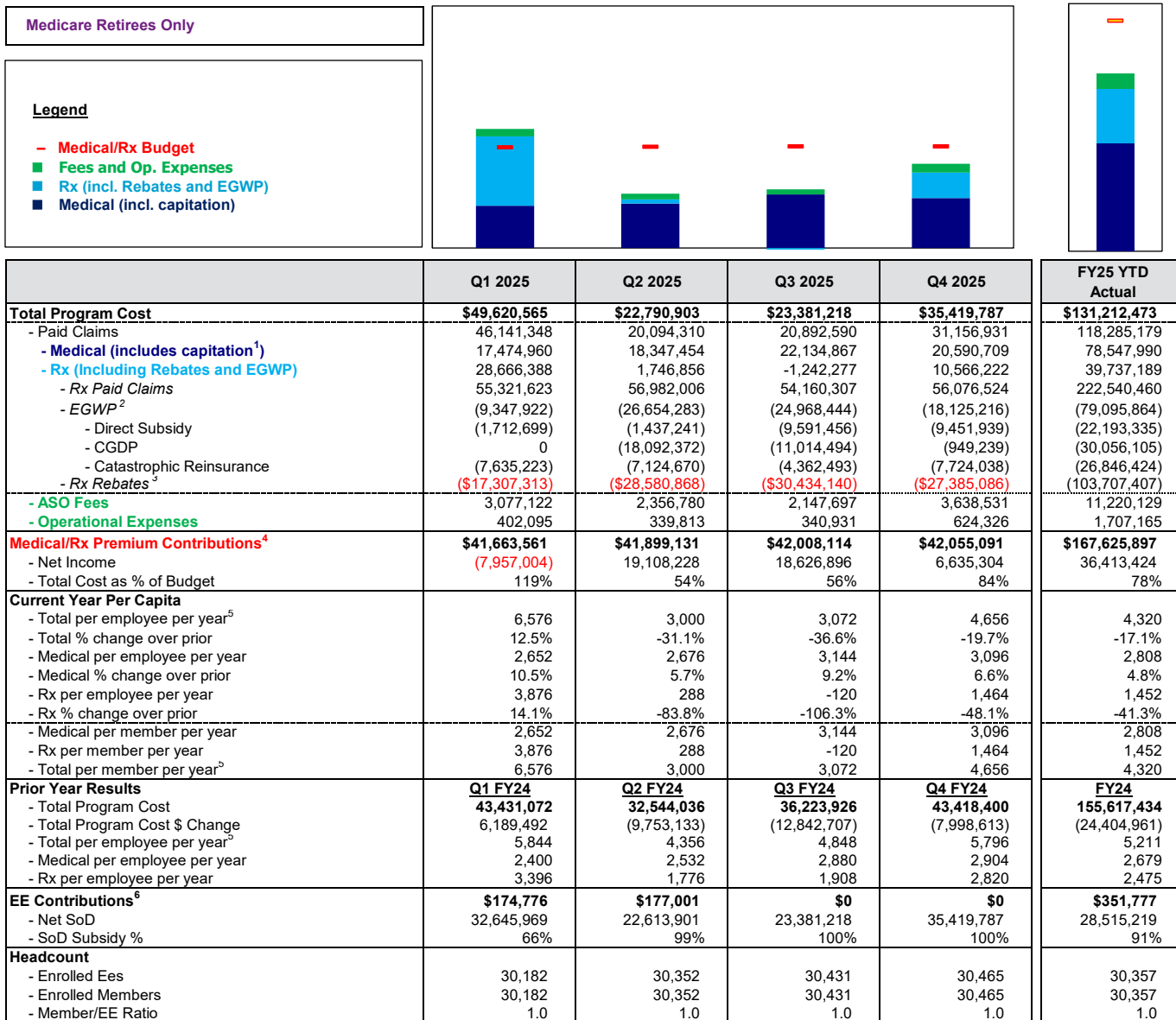
³ Reflects estimated rebates attributable to FY25; prior quarters to be updated with actual FY25 rebates when received; estimated rebates based on WTW analysis of expected rebates under CVS contract effective July 2021

⁴ Premium contributions include fees for participating non-State groups

⁵ Total per employee per year (PEPY) and per member per year (PMPY) values include operational expenses; these expenses are excluded from medical and Rx PEPY/PMPY splits

⁶ Participating groups are assumed to be 100% EE funded due to data reporting limitations

State of Delaware
Health Plan Quarterly Financial Reporting
FY25 Q4 Plan Cost Analysis



¹ Capitation payments apply to HMO plan only and do not apply to Medicaid

² Direct subsidy and catastrophic reinsurance prospective payments reflect actual payments received during quarter; CGDP estimated based on payment attributable to quarter; projected EGWP PMPM amounts provided by CVS Health

³ Reflects estimated rebates attributable to FY25; prior quarters to be updated with actual FY25 rebates when received; estimated rebates based on WTW analysis of expected rebates under CVS contract effective January 2022

⁴ Premium contributions include fees for participating non-State groups

⁵ Total per employee per year (PEPY) and per member per year (PMPY) values include operational expenses; these expenses are excluded from medical and Rx PEPY/PMPY splits

⁶ Participating groups are assumed to be 100% EE funded due to data reporting limitations;

State of Delaware FY2025 Financial Analysis of Health/Rx Plans - Paid Basis Year to Date July 1, 2024 - June 31, 2025												
Vendor	Highmark						Aetna					Total
Plan	Basic Active	Basic Non Medicare Retirees	PPO Active	PPO Non Medicare Retirees	Medicare Primary Retirees	Total Highmark	Aetna HMO Active	Aetna HMO Non Medicare Retirees	Aetna CDH Active	Aetna CDH Non Medicare Retirees	Total Aetna	Total
Medical												
Paid Claims	\$46,619,814	\$4,483,163	\$470,725,232	\$77,928,517	\$78,547,990	\$678,304,715	\$95,029,733	\$24,699,896	\$46,859,905	\$4,653,521	\$171,243,056	\$849,547,771
Capitation	\$0	\$0	\$0	\$0	\$0	\$0	\$8,478,800	\$1,396,119	\$0	\$0	\$9,874,919	\$9,874,919
<u>Administration</u>	<u>\$3,660,857</u>	<u>\$238,358</u>	<u>\$21,084,138</u>	<u>\$3,162,881</u>	<u>\$6,818,872</u>	<u>\$34,965,106</u>	<u>\$5,346,955</u>	<u>\$1,239,418</u>	<u>\$2,871,083</u>	<u>\$300,978</u>	<u>\$9,758,434</u>	<u>\$44,723,540</u>
Total Medical Program Cost	\$50,280,671	\$4,721,522	\$491,809,369	\$81,091,397	\$85,366,862	\$713,269,821	\$108,855,487	\$27,335,434	\$49,730,988	\$4,954,499	\$190,876,408	\$904,146,230
Average Number of Employees	4,706	306	27,102	4,062	30,357	66,533	6,867	1,593	3,689	387	12,536	79,070
Program Cost/Employee/Yr.	\$10,685	\$15,417	\$18,147	\$19,963	\$2,812	\$10,721	\$15,851	\$17,157	\$13,480	\$12,819	\$15,226	\$11,436
Change from prior period (pepy)	10.5%	16.6%	7.1%	16.9%	7.3%	8.2%	3.0%	5.9%	-1.7%	-18.0%	1.1%	6.7%
Average Number of Members	8,573	424	62,427	6,405	30,357	108,186	16,329	2,753	8,002	687	27,771	135,958
Program Cost/Member/Yr.	\$5,865	\$11,140	\$7,878	\$12,661	\$2,812	\$6,593	\$6,666	\$9,929	\$6,215	\$7,208	\$6,873	\$6,648
Change from prior period (pmpy)	9.8%	13.5%	8.3%	16.8%	7.3%	8.8%	3.7%	7.3%	-1.6%	-21.5%	1.5%	7.2%
Express Scripts, Inc.												
Paid Claims	\$14,836,797	\$1,284,900	\$175,837,452	\$27,289,108	\$222,540,460	\$441,788,718	\$38,218,670	\$9,282,078	\$17,129,693	\$1,402,174	\$66,032,616	\$507,821,333
Administration	\$438,785	\$28,652	\$2,532,621	\$380,287	\$4,401,257	\$7,781,602	\$642,265	\$149,079	\$344,714	\$36,168	\$1,172,227	\$8,953,829
Estimated EGWP Savings	\$0	\$0	\$0	\$0	(\$80,188,463)	(\$80,188,463)	\$0	\$0	\$0	\$0	\$0	(\$80,188,463)
<u>Estimated Rebates¹</u>	<u>(\$4,947,382)</u>	<u>(\$428,455)</u>	<u>(\$67,616,929)</u>	<u>(\$10,491,216)</u>	<u>(\$103,707,407)</u>	<u>(\$187,191,389)</u>	<u>(\$14,707,400)</u>	<u>(\$3,569,147)</u>	<u>(\$6,599,147)</u>	<u>(\$539,512)</u>	<u>(\$25,415,207)</u>	<u>(\$212,606,596)</u>
Total Rx Program Cost	\$10,328,200	\$885,097	\$110,753,144	\$17,178,179	\$43,045,847	\$182,190,468	\$24,153,535	\$5,862,010	\$10,875,260	\$898,830	\$41,789,636	\$223,980,104
Average Number of Employees	4,706	306	27,102	4,062	30,357	66,533	6,867	1,593	3,689	387	12,536	79,070
Program Cost/Employee/Yr.	\$2,196	\$2,892	\$4,092	\$4,224	\$1,416	\$2,736	\$3,516	\$3,684	\$2,952	\$2,328	\$3,336	\$2,832
Change from prior period (pepy)	9.6%	26.8%	32.2%	15.4%	-45.9%	-3.8%	34.4%	31.8%	47.3%	28.5%	36.3%	2.2%
Average Number of Members	8,573	424	62,427	6,405	30,357	108,186	16,329	2,753	8,002	687	27,771	135,958
Program Cost/Member/Yr.	\$1,200	\$2,088	\$1,776	\$2,688	\$1,416	\$1,680	\$1,476	\$2,124	\$1,356	\$1,308	\$1,500	\$1,644
Change from prior period (pmpy)	8.7%	89.1%	60.9%	143.5%	28.3%	52.2%	33.7%	92.4%	22.8%	18.5%	35.9%	48.9%
Total Medical and Rx												
Premium	\$83,375,898	\$4,882,609	\$636,420,496	\$81,438,176	\$167,625,897	\$973,743,076	\$151,579,629	\$31,088,814	\$75,885,155	\$7,369,405	\$265,923,004	\$1,239,666,080
Program Cost (prior to operational)	\$60,608,871	\$5,606,619	\$602,562,513	\$98,269,577	\$128,412,709	\$895,460,290	\$133,009,023	\$33,197,444	\$60,606,248	\$5,853,330	\$232,666,044	\$1,128,126,334
<u>Operational Expenses</u>	<u>\$265,629</u>	<u>\$17,192</u>	<u>\$1,523,352</u>	<u>\$228,010</u>	<u>\$1,707,165</u>	<u>\$3,741,347</u>	<u>\$386,202</u>	<u>\$89,291</u>	<u>\$207,588</u>	<u>\$21,717</u>	<u>\$704,798</u>	<u>\$4,446,145</u>
Total Program Cost	\$60,874,501	\$5,623,811	\$604,085,865	\$98,497,586	\$130,119,874	\$899,201,637	\$133,395,225	\$33,286,735	\$60,813,836	\$5,875,046	\$233,370,842	\$1,132,572,479
Net Income	\$22,501,398	(\$741,202)	\$32,334,631	(\$17,059,411)	\$37,506,023	\$74,541,439	\$18,184,404	(\$2,197,921)	\$15,071,319	\$1,494,359	\$32,552,162	\$107,093,600
Total Cost as % of Budget	73.0%	115.2%	94.9%	120.9%	77.6%	92.3%	88.0%	107.1%	80.1%	79.7%	87.8%	91.4%
Average Number of Employees	4,706	306	27,102	4,062	30,357	66,533	6,867	1,593	3,689	387	12,536	79,070
Program Cost/Employee/Yr.	\$12,936	\$18,360	\$22,284	\$24,252	\$4,284	\$13,512	\$19,428	\$20,892	\$16,488	\$15,204	\$18,612	\$14,328
Change from prior period (pepy)	10.3%	18.1%	10.9%	16.7%	-19.0%	5.5%	7.6%	9.6%	4.6%	-13.1%	6.0%	5.8%
Average Number of Members	8,573	424	62,427	6,405	30,357	108,186	16,329	2,753	8,002	687	27,771	135,958
Program Cost/Member/Yr.	\$7,104	\$13,272	\$9,672	\$15,384	\$4,284	\$8,316	\$8,172	\$12,096	\$7,596	\$8,544	\$8,400	\$8,328
Change from prior period (pmpy)	9.6%	15.0%	12.3%	16.5%	-19.0%	6.3%	8.4%	11.1%	4.6%	-16.9%	6.4%	6.3%
Prior Period Program Cost												
Per Employee Per Year (FY24)												
Medical	\$9,668	\$13,225	\$16,941	\$17,077	\$2,621	\$9,907	\$15,390	\$16,206	\$13,711	\$15,633	\$15,058	\$10,716
Rx	\$2,004	\$2,280	\$3,096	\$3,660	\$2,616	\$2,844	\$2,616	\$2,796	\$2,004	\$1,812	\$2,448	\$2,772
Total ²	\$11,724	\$15,552	\$20,088	\$20,784	\$5,292	\$12,804	\$18,060	\$19,056	\$15,768	\$17,496	\$17,556	\$13,548
Per Member Per Year (FY24)												
Medical	\$5,342	\$9,811	\$7,272	\$10,841	\$2,621	\$6,060	\$6,428	\$9,255	\$6,314	\$9,188	\$6,771	\$6,204
Rx	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104	\$1,104
Total ²	\$6,480	\$11,544	\$8,616	\$13,200	\$5,292	\$7,824	\$7,536	\$10,884	\$7,260	\$10,284	\$7,896	\$7,836

¹ Reflects estimated rebates attributable to FY25, based on WTW analysis of expected rebates under new CVS Health contract

² Includes Medical, Rx, and Operational Expenses

State of Delaware FY2025 Financial Analysis of Health/Rx Plans - Paid Basis Full Projection July 1, 2024 - June 30, 2025												
Vendor	Highmark						Aetna					Total
Plan	Basic Active	Basic Non Medicare Retirees	PPO Active	PPO Non Medicare Retirees	Medicare Primary Retirees	Total Highmark	Aetna HMO Active	Aetna HMO Non Medicare Retirees	Aetna CDH Active	Aetna CDH Non Medicare Retirees	Total Aetna	Total
Medical												
Paid Claims	\$47,606,850	\$4,578,081	\$480,691,443	\$79,578,422	\$80,211,011	\$692,665,807	\$105,326,858	\$27,376,300	\$51,937,498	\$5,157,762	\$189,798,418	\$882,464,225
Capitation	\$0	\$0	\$0	\$0	\$0	\$0	\$8,478,800	\$1,396,119	\$0	\$0	\$9,874,919	\$9,874,919
<u>Administration</u>	<u>\$3,470,073</u>	<u>\$225,936</u>	<u>\$19,985,349</u>	<u>\$2,998,049</u>	<u>\$6,463,510</u>	<u>\$33,142,917</u>	<u>\$5,068,301</u>	<u>\$1,174,827</u>	<u>\$2,721,458</u>	<u>\$285,293</u>	<u>\$9,249,878</u>	<u>\$42,392,795</u>
Total Medical Program Cost	\$51,076,924	\$4,804,017	\$500,676,791	\$82,576,471	\$86,674,521	\$725,808,724	\$118,873,958	\$29,947,246	\$54,658,956	\$5,443,055	\$208,923,215	\$934,731,939
Average Number of Employees	4,033	262	26,754	4,010	29,905	64,964	6,881	1,597	3,295	345	12,118	77,082
Program Cost/Employee/Yr.	\$12,665	\$18,336	\$18,714	\$20,593	\$2,898	\$11,172	\$17,276	\$18,752	\$16,588	\$15,777	\$17,241	\$12,126
Change from prior period (pepy)	22.1%	29.3%	6.9%	16.7%	8.1%	9.5%	14.1%	17.5%	14.0%	-4.9%	13.8%	10.2%
Average Number of Members	7,298	361	61,218	6,280	29,905	105,062	16,254	2,741	7,099	610	26,704	131,766
Program Cost/Member/Yr.	\$6,999	\$13,308	\$8,179	\$13,149	\$2,898	\$6,908	\$7,314	\$10,926	\$7,700	\$8,923	\$7,824	\$7,094
Change from prior period (pmpy)	31.0%	35.6%	12.5%	21.3%	10.6%	14.0%	13.8%	18.0%	21.9%	-2.9%	15.5%	14.3%
Express Scripts, Inc.												
Paid Claims	\$15,146,402	\$1,311,713	\$179,506,714	\$27,858,559	\$157,043,865	\$380,867,253	\$39,016,193	\$9,475,771	\$17,487,144	\$1,431,434	\$67,410,541	\$448,277,794
Administration	\$415,918	\$27,159	\$2,400,634	\$360,469	\$4,171,888	\$7,376,068	\$608,794	\$141,310	\$326,750	\$34,283	\$1,111,137	\$8,487,205
Estimated EGWP Savings	\$0	\$0	\$0	\$0	(\$80,507,100)	(\$80,507,100)	\$0	\$0	\$0	\$0	\$0	(\$80,507,100)
<u>Estimated Rebates¹</u>	<u>(\$5,094,479)</u>	<u>(\$441,193)</u>	<u>(\$69,627,329)</u>	<u>(\$10,803,143)</u>	<u>(\$72,296,000)</u>	<u>(\$158,262,143)</u>	<u>(\$15,144,683)</u>	<u>(\$3,675,266)</u>	<u>(\$6,795,354)</u>	<u>(\$555,553)</u>	<u>(\$26,170,857)</u>	<u>(\$184,433,000)</u>
Total Rx Program Cost	\$10,467,841	\$897,678	\$112,280,020	\$17,415,885	\$8,412,653	\$149,474,077	\$24,480,303	\$5,941,815	\$11,018,539	\$910,164	\$42,350,822	\$191,824,899
Average Number of Employees	4,033	262	26,754	4,010	28,935	63,994	6,881	1,597	3,295	345	12,118	76,112
Program Cost/Employee/Yr.	\$2,596	\$3,426	\$4,197	\$4,343	\$291	\$2,336	\$3,558	\$3,721	\$3,344	\$2,638	\$3,495	\$2,520
Change from prior period (pepy)	29.5%	50.3%	35.6%	18.7%	-88.9%	-17.9%	36.0%	33.1%	66.9%	45.6%	42.8%	-9.1%
Average Number of Members	7,298	361	61,218	6,280	29,905	105,062	16,254	2,741	7,099	610	26,704	131,766
Program Cost/Member/Yr.	\$1,434	\$2,487	\$1,834	\$2,773	\$281	\$1,423	\$1,506	\$2,168	\$1,552	\$1,492	\$1,586	\$1,456
Change from prior period (pmpy)	29.9%	47.0%	37.7%	19.1%	-89.2%	-18.2%	37.9%	35.8%	68.0%	39.7%	43.7%	-9.5%
Total Medical and Rx												
Premium	\$84,303,907	\$4,936,954	\$643,504,124	\$82,344,617	\$169,491,644	984,581,246	\$148,525,187	\$30,462,352	\$74,356,013	\$7,220,906	260,564,458	\$1,245,145,704
Program Cost (prior to operational)	\$61,544,765	\$5,701,695	\$612,956,811	\$99,992,356	\$95,087,174	875,282,802	\$143,354,261	\$35,889,060	\$65,677,495	\$6,353,219	\$251,274,037	\$1,126,556,838
<u>Operational Expenses</u>	<u>\$255,245</u>	<u>\$12,618</u>	<u>\$1,858,580</u>	<u>\$190,680</u>	<u>\$903,795</u>	<u>\$3,220,918</u>	<u>\$486,156</u>	<u>\$81,962</u>	<u>\$238,223</u>	<u>\$20,463</u>	<u>\$826,804</u>	<u>\$4,047,723</u>
Total Program Cost	\$61,800,010	\$5,714,313	\$614,815,391	\$100,183,036	\$95,990,969	\$878,503,720	\$143,840,417	\$35,971,022	\$65,915,718	\$6,373,682	\$252,100,841	\$1,130,604,561
Net Income	\$22,503,897	(\$777,359)	\$28,688,732	(\$17,838,419)	\$73,500,675	\$106,077,526	\$4,684,770	(\$5,508,671)	\$8,440,295	\$847,224	\$8,463,618	\$114,541,143
Total Cost as % of Budget	73.3%	115.7%	95.5%	121.7%	56.6%	89.2%	96.8%	118.1%	88.6%	88.3%	96.8%	90.8%
Average Number of Employees	4,033	262	26,754	4,010	29,905	64,964	6,881	1,597	3,295	345	12,118	77,082
Program Cost/Employee/Yr.	\$15,324	\$21,810	\$22,980	\$24,983	\$3,210	\$13,523	\$20,904	\$22,524	\$20,005	\$18,474	\$20,804	\$14,668
Change from prior period (pepy)	30.7%	40.2%	14.4%	20.2%	-39.3%	5.6%	15.7%	18.2%	26.9%	5.6%	18.5%	8.3%
Average Number of Members	7,298	361	61,218	6,280	29,905	105,062	16,254	2,741	7,099	610	26,704	131,766
Program Cost/Member/Yr.	\$8,468	\$15,829	\$10,043	\$15,953	\$3,210	\$8,362	\$8,850	\$13,123	\$9,285	\$10,449	\$9,441	\$8,580
Change from prior period (pmpy)	30.7%	37.1%	16.6%	20.9%	-39.3%	6.9%	17.4%	20.6%	27.9%	1.6%	19.6%	9.5%
Prior Period Program Cost (FY24)												
Per Employee Per Year												
Medical	\$10,376	\$14,179	\$17,500	\$17,642	\$2,681	\$10,206	\$15,137	\$15,953	\$14,550	\$16,597	\$15,146	\$11,000
<u>Rx</u>	<u>\$2,004</u>	<u>\$2,280</u>	<u>\$3,096</u>	<u>\$3,660</u>	<u>\$2,616</u>	<u>\$2,844</u>	<u>\$2,616</u>	<u>\$2,796</u>	<u>\$2,004</u>	<u>\$1,812</u>	<u>\$2,448</u>	<u>\$2,772</u>
Total ²	\$11,724	\$15,552	\$20,088	\$20,784	\$5,292	\$12,804	\$18,060	\$19,056	\$15,768	\$17,496	\$17,556	\$13,548
Per Member Per Year (FY24)												
Medical	\$5,342	\$9,811	\$7,272	\$10,841	\$2,621	\$6,060	\$6,428	\$9,255	\$6,314	\$9,188	\$6,771	\$6,204
<u>Rx</u>	<u>\$1,104</u>	<u>\$1,692</u>	<u>\$1,332</u>	<u>\$2,328</u>	<u>\$2,616</u>	<u>\$1,740</u>	<u>\$1,092</u>	<u>\$1,596</u>	<u>\$924</u>	<u>\$1,068</u>	<u>\$1,104</u>	<u>\$1,608</u>
Total ²	\$6,480	\$11,544	\$8,616	\$13,200	\$5,292	\$7,824	\$7,536	\$10,884	\$7,260	\$10,284	\$7,896	\$7,836

¹ Additional CVS contract savings independently projected by WTW

² Includes Medical, Rx, and Operational Expenses

State of Delaware

Health Plan Quarterly Financial Reporting

FY25 Q4 Reporting Reconciliation (WTW vs DHR Fund Equity Report)

FY25 YTD Reporting Reconciliation	Carrier FY25 Q4 Financial Report	DHR Actual. 2025 Fund Equity Report
Total Program Cost	\$1,133,004,954	\$1,445,794,335
Paid Claims	1,367,244,024	1,387,670,821
Medical Claims	859,422,690	884,137,478
Rx Claims ¹	215,458,749	242,178,390
Rx Paid Claims	507,821,333	503,533,343
EGWP	(79,095,864)	(87,269,571)
Direct Subsidy	(22,193,335)	(22,193,335)
CGDP	(30,056,105)	(47,209,713)
Catastrophic Reinsurance	(26,846,424)	(17,866,523)
Rx Rebates	(213,266,720)	(174,085,382)
Total Rx Claim (Offsets)/Revenue ²	(292,362,584)	(261,354,953)
Total Fees	58,123,514	58,123,514
ASO Fees	53,677,369	53,677,369
Operational Expenses	4,446,145	4,446,145
Premium Contributions/Operating Revenues³	\$1,239,666,080	\$1,542,104,967
Net Income	106,661,126	96,310,631
Total Cost as % of Budget	91%	94%

¹WTW Rx claims shown net of EGWP revenue and Rx rebates; DHR Rx claims reflect gross claim dollars excluding additional revenue (EGWP and rebates)

²WTW reflects EGWP revenue and Rx rebates as offsets to Rx claims; DHR reflects these items as additions to operating revenues

³DHR premium contributions represent total operating revenues, including premium contributions, Rx revenues (EGWP and rebates), other revenues totaling -\$1,166,226 and participating group fees totaling \$6,743,376; WTW premium contributions represent FY25 budget rates and headcounts (net of Rx revenues), including participating group fees; DHR premium contributions alone total \$928,094,778

State of Delaware
Health Plan Quarterly Financial Reporting
Glossary of Important Health Care Terms

Terms directly tied to cost tracking

Terminology	Acronym	Definition
Administrative Services Only	ASO	When an organization funds its own employee benefit plan, such as a health insurance program, and it hires an outside firm to perform specific administrative services. Also referred to as "self-funded". Currently, the GHIP has ASO contracts with Aetna, Highmark and Express Scripts.
Capitation	n/a	Fixed payment amount (per member) to a physician or group of physicians for a defined set of services for a defined set of members. Fixed or "capitated" payment per member provides physician with an incentive for meeting quality and cost efficiency outcomes, since the physician is responsible for any costs incurred above the capitated amount. May be risk adjusted based on the demographics of the member population or changes in the member population. Often used for <i>bundled payments</i> or other <i>value-based payments</i> .
Consumer Driven Health Plan	CDHP	Allows members to use health savings accounts (HSA), health reimbursement accounts (<i>HRA</i>), or other similar medical payment products to pay routine health care expenses directly. GHIP currently offers a CDHP with <i>HRA</i> .
Coverage Gap Discount Program	CGDP	One of the funding components of an <i>EGWP</i> . Manufacturers provide discounts on covered Part D brand prescription drugs to Medicare beneficiaries while in the coverage gap.
Employee	EE	A person employed for wages or salary.
Employer Group Waiver Plans	EGWP	A Center for Medicare Service (CMS) approved program for both employers and unions. An employer may contract directly with CMS or go through an approved TPA, such as CVS, to establish the plan. They are usually Self Funded, are integrated with Medicare Part D, and sometimes include a fully insured "wrapper" around the plan to cover non-Medicare Part D prescription drugs. GHIP currently contracts with CVS as the TPA and includes a "wrapper," which is referred to as an enhanced benefit.
Fiscal Year	FY	A year as reckoned for taxing or accounting purposes. GHIP fiscal year runs from July 1st through June 30th.
Health Maintenance Organization	HMO	A form of health insurance combining a range of coverages in a group basis. A group of doctors and other medical professionals offer care through the HMO for a flat monthly rate. However, only visits to professionals within the HMO network are covered by the policy. All visits, prescriptions and other care must be cleared by the HMO in order to be covered. A primary physician within the HMO handles referrals.
Health Reimbursement Account	HRA	Employer-funded account that reimburses employees for out-of-pocket medical expenses. Employees can choose how to use their HRA funds to pay for medical expenses, but the employer can determine what expenses are reimbursable by the HRA (e.g., employers often designate prescription drug expenses as ineligible for reimbursement by an HRA). Funds are owned by the employer and are tax-deductible to the employee. GHIP only offers HRA to employees and non-Medicare eligible retirees who enroll in the CDH Gold plan.
High Cost Claimant	HCC	An insured who incurs claims over a catastrophic claim limit during the plan year. For purposes of cost tracking, this threshold is \$100K.
Per Employee Per Month	PEPM	A monthly cost basis measured on an employee/contract/subscriber level
Per Employee Per Year	PEPY	A yearly cost basis measured on an employee/contract/subscriber level
Per Member Per Month	PMPM	A monthly cost basis measured on a member level
Per Member Per Year	PMPY	A yearly cost basis measured on a member level
Patient-Centered Outcomes Research Trust Fund Fee	PCORI	The Patient-Centered Outcomes Research Trust Fund fee is a fee on plan sponsors of self-insured health plans that helps to fund the Patient-Centered Outcomes Research Institute (PCORI). The institute will assist, through research, patients, clinicians, purchasers and policy-makers, in making informed health decisions by advancing the quality and relevance of evidence-based medicine. The institute will compile and distribute comparative clinical effectiveness research findings. This fee is part of the Affordable Care Act legislation.

State of Delaware

Health Plan Quarterly Financial Reporting

Assumptions and Caveats

Claim basis and timing

- 1 All reporting provided on a paid basis within this document.
- 2 FY25 represents the time period July 1, 2024 through June 30, 2025 for all statuses; note Medicfill plan for Medicare eligible retirees runs on a calendar year basis. Therefore, FY25 financial results span two plan years for the Medicare eligible population.

Enrollment

- 3 Medical and Rx enrollment based on quarterly tiered enrollment data from Highmark and Aetna; Medicare enrollment provided separately for retirees enrolled in medical (Highmark) and Rx (CVS).

Benefit costs/fees

- 4 Medical quarterly paid claims from Highmark and Aetna; Rx quarterly paid claims from CVS; EGWP subsidies and Rx rebates (Active, non-Medicare eligible retiree, and Medicare eligible retiree) from DHR
- 5 Administration fees and operational expenses from DHR-provided June 2024 Fund Equity Report; total quarterly fees are assigned to each plan on a contract count basis.
 - a. ASO Fees: includes fees for vendor administration, COBRA administration, ACA-related (PCORI), IBM Watson data analytics, EAP and WTW consulting fees.
 - b. Operational Expenses: includes expenses for items such as staff salaries, supplies, etc.
- 6 Pharmacy drug rebates are shown based on the period to which rebates are attributable; prior quarters to be updated with actual FY25 rebates when received; estimated rebates reflect projected improvements in Rx rebates based on result of PBM award to CVS Health; active/non-Medicare eligible retiree rebates assigned to each plan on a contract count basis; may differ from actual payments received during FY25 due to payment timing lag.
- 7 EGWP payments based on actual and expected payments attributable to the period July 1, 2024 through June 30, 2024; reflects actual direct subsidy, prospective reinsurance and coverage gap discount payments received through September 2024; remaining payments attributable to FY25 estimated based on projected amounts provided by CVS; may differ from actual payments received during FY25 due to payment timing lag.
- 8 Prior year costs calculated from WTW's FY24 Financial Reporting.

Budget/contributions

- 9 Active and non-Medicare eligible retiree budget rates and contributions reflect rates effective July 1, 2024. Medicare eligible retiree budget rates reflect rates effective January 1, 2024 for FY25 Q1 and Q2, and rates effective January 1, 2025 for FY25 Q3 and Q4. Budget rates include FY24 risk fees for Participating groups **(excludes \$2.70 PEPM charge)**.
- 10 Premiums and employee contributions are the product of monthly budget rate/contribution and quarterly average tiered contract counts provided by the medical vendors; assumes 1% enrollment growth during FY25.
- 11 Highmark quarterly reports do not provide enrollment data split by retirement date. Medicfill contributions are estimated based on reporting provided by DHR
- 12 Participating groups are assumed to be 100% employee paid in order to estimate the healthcare program's net cost to the State; actual employee contributions vary and are difficult to capture since each group pays premiums at different times; participating group fees are included in premium contributions.
- 13 While COBRA enrollment and claims are reflected in the expenses, all medical/Rx participants are assumed to pay active contributions since COBRA participants make up less than 0.1% of the total population.
- 14 HRA funding for CDH plans are included in the paid claims reported in this document.

State of Delaware

Health Plan Quarterly Financial Reporting

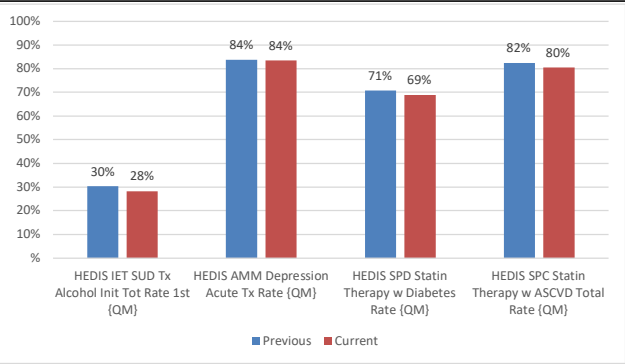
Glossary of Important Health Care Terms

Terms directly tied to cost tracking

Terminology	Acronym	Definition
Point-of-Service	POS	A type of managed care plan that is a hybrid of HMO and PPO plans. Like an HMO, participants designate an in-network physician to be their primary care provider. But like a PPO, patients may go outside of the provider network for health care services. GHIP only offers this type of plan to Port of Wilmington employees.
Preferred Provider Organization	PPO	A health care organization composed of physicians, hospitals, or other providers which provides health care services at a reduced fee. A PPO is similar to an HMO, but care is paid for as it is received instead of in advance in the form of a scheduled fee. PPOs may also offer more flexibility by allowing for visits to out-of-network professionals at a greater expense to the policy holder. Visits within the network require only the payment of a small fee. There is often a deductible for out-of-network expenses and a higher co-payment.
Transitional Reinsurance Fee	TRF	Fee collected by the transitional reinsurance program to fund reinsurance payments to issuers of non-grandfathered reinsurance-eligible individual market plans, the administrative costs of operating the reinsurance program, and the General Fund of the U.S. Treasury for the 2014, 2015, and 2016 benefit years. This fee is part of the Affordable Care Act legislation, and ends after the 2016 benefit year.
Year to Date	YTD	A period, starting from the beginning of the current year (either the calendar year or fiscal year) and continuing up to the present day. For this financial reporting document, YTD refers to the time period of July 1, 2024 to March 31, 2025.

Medical and Prescription Drug Dashboard - GHIP Population
Previous Period: Jul 2023 - Jun 2024 (Paid)
Current Period: Jul 2024 - Jun 2025 (Paid)

1. Quality Metrics



3. Well Care and Preventive Visits

	Previous	Current	Trend	Benchmark
Visits per 1000 Well Baby	5510.1	5741.2	4.2%	5365.5
Visits per 1000 Well Child	838.0	872.0	4.1%	793.8
Visits per 1000 Prevent Adult	484.3	530.4	9.5%	479.7

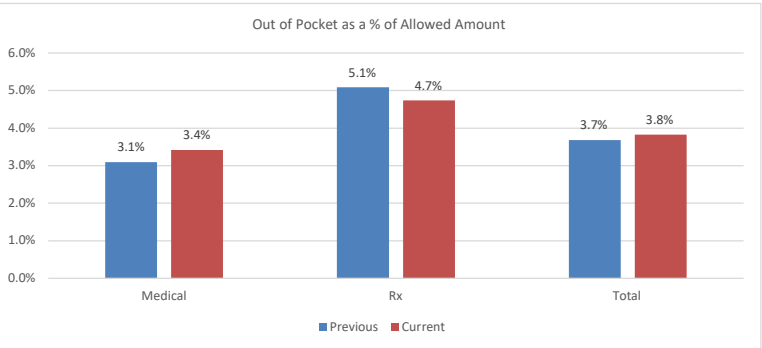
4. Medical Eligibility

	Previous	Current	Trend
Average Employees	77,214.9	79,023.0	2.3%
Average Members	132,981.9	135,407.8	1.8%
Family Size	1.7	1.7	-0.5%
Member Age	43.5	43.5	0.1%
Members % Male	44.3%	44.2%	-0.3%

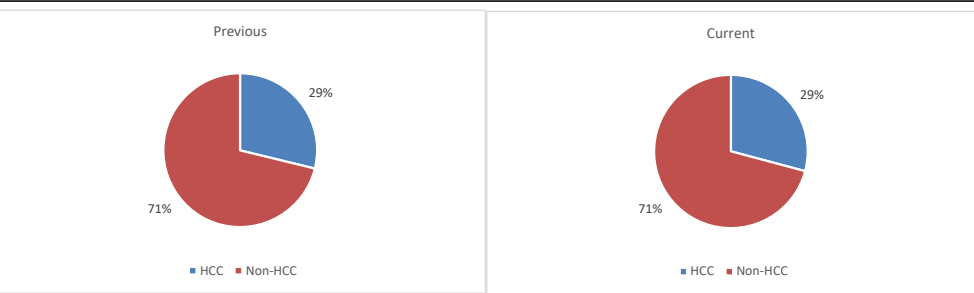
5. Risk Score

	Previous	Current
Member Risk Score	210.5	214.4

7. Cost Sharing



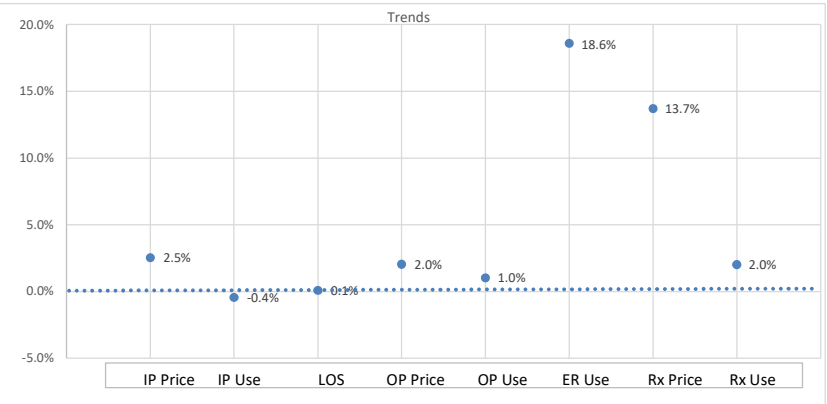
2. High Cost Claimants



	Previous	Current	Trend
Patients	1,301	1,490	14.5%
Patients per 1,000	9.8	11.0	12.5%
Payments (in Millions)	\$289 M	\$332 M	15.0%
Payments per Patient	222,121	222,964	0.4%

6. Price and Use

		Previous	Current	Trend	Benchmark
Inpatient	Allowed per Admit	\$27,609	\$28,308	2.5%	\$35,980
	Admits per 1000	79.3	78.9	-0.4%	47.5
	Days LOS	5.8	5.8	0.1%	4.9
Outpatient	Allowed per Service	\$153	\$157	2.0%	\$148
	ER Visits per 1000	345.1	348.6	1.0%	231.4
Non-Specialty Rx	Allowed per Days Supply	\$3	\$3	18.6%	n/a
	Days Supply PMPY	726	740	1.8%	n/a
Specialty Rx	Allowed per Days Supply	\$135	\$132	-2.2%	n/a
	Days Supply PMPY	12	13	12.6%	n/a
All RX	Allowed per Days Supply	\$5	\$5	13.7%	\$5
	Days Supply PMPY	738	753	2.0%	377

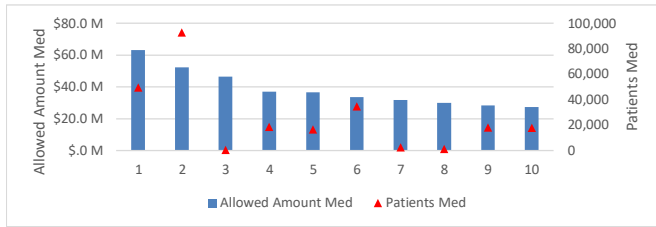


Medical and Prescription Drug Dashboard - GHIP Population

Previous Period: Jul 2023 - Jun 2024 (Paid)

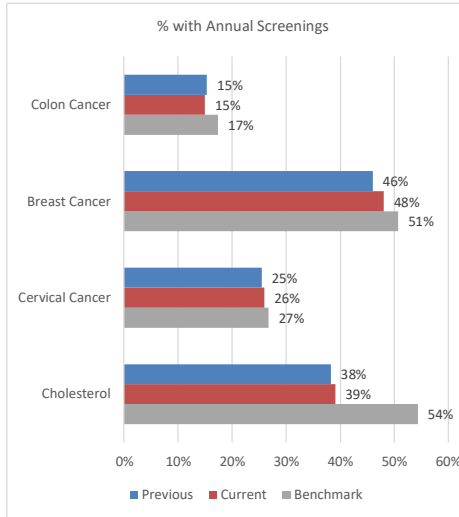
Current Period: Jul 2024 - Jun 2025 (Paid)

8. Top Medical Conditions (by cost)

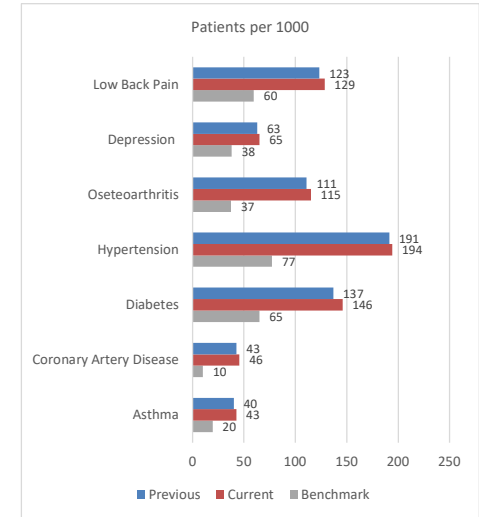


Condition	Allowed Amount Med	Patients Med	Med Allowed per Patient
1 Signs/Symptoms/Oth Cond, NE	\$63,040,065	49,562	\$1,272
2 Prevent/Admin Hlth Encounters	\$52,425,178	92,672	\$566
3 Chemotherapy Encounters	\$46,342,382	758	\$61,138
4 Spinal/Back Disord, Low Back	\$37,085,683	18,576	\$1,996
5 Osteoarthritis	\$36,616,926	16,638	\$2,201
6 Arthropathies/Joint Disord NEC	\$33,607,583	34,844	\$965
7 Pregnancy without Delivery	\$31,750,601	2,786	\$11,396
8 Newborns, w/wo Complication	\$29,913,471	1,513	\$19,771
9 Respiratory Disord, NEC	\$28,302,355	18,376	\$1,540
10 Gastroint Disord, NEC	\$27,468,192	18,001	\$1,526

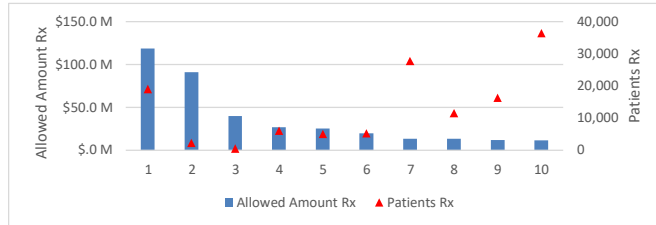
9. Screening Rates



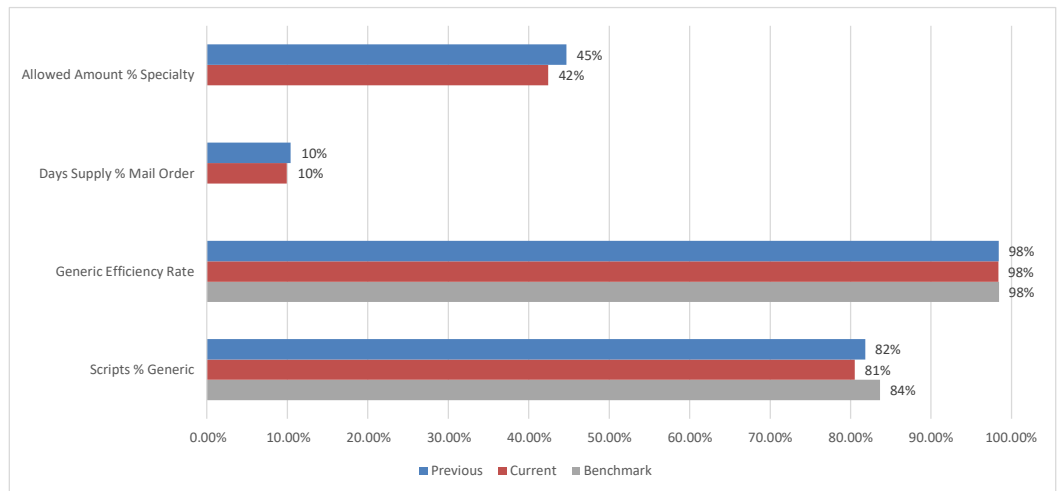
10. Chronic Condition Prevalence



11. Prescription Drug Metrics

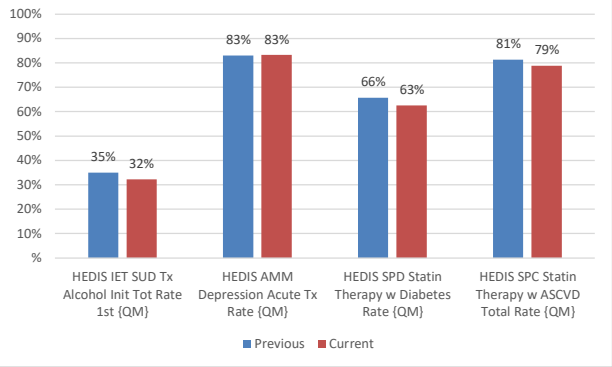


Therapeutic Class	Allowed Amount Rx	Patients Rx	Rx Allowed per Patient
1 Antidiabetic Agents, Misc	\$118,573,746	19,045	\$6,226
2 Immunosuppressants, NEC	\$90,958,142	2,242	\$40,570
3 Molecular Targeted Therapy	\$39,780,931	498	\$79,881
4 Coag/Anticoag, Anticoagulants	\$26,654,831	6,033	\$4,418
5 Antidiabetic Ag, SGLT Inhibitr	\$25,296,314	5,013	\$5,046
6 CNS Agents, Misc.	\$19,524,717	5,293	\$3,689
7 Adrenals & Comb, NEC	\$13,450,147	27,754	\$485
8 Antivirals, NEC	\$13,357,190	11,487	\$1,163
9 Cardiac Drugs, NEC	\$11,597,436	16,248	\$714
10 Antihyperlipidemic Drugs, NEC	\$11,435,342	36,437	\$314



Medical and Prescription Drug Dashboard - Active Employees
Previous Period: Jul 2023 - Jun 2024 (Paid)
Current Period: Jul 2024 - Jun 2025 (Paid)

1. Quality Metrics



3. Well Care and Preventive Visits

	Previous	Current	Trend	Benchmark	Benchmark Population
Visits per 1000 Well Baby	5507.5	5736.4	4.2%	5384.1	
Visits per 1000 Well Child	836.6	870.4	4.0%	785.8	
Visits per 1000 Prevent Adult	552.2	604.9	9.6%	479.7	

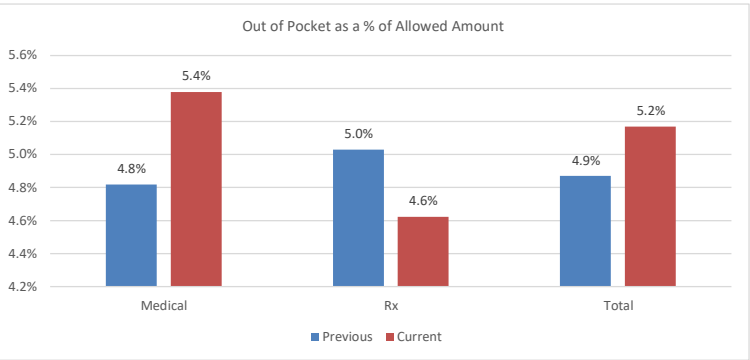
4. Medical Eligibility

	Previous	Current	Trend
Average Employees	40,754.1	42,179.5	3.5%
Average Members	92,334.2	94,484.6	2.3%
Family Size	2.3	2.2	-1.1%
Member Age	32.7	32.8	0.1%
Members % Male	45.8%	45.6%	-0.3%

5. Risk Score

	Previous	Current
Member Risk Score	118.5	118.1

7. Cost Sharing



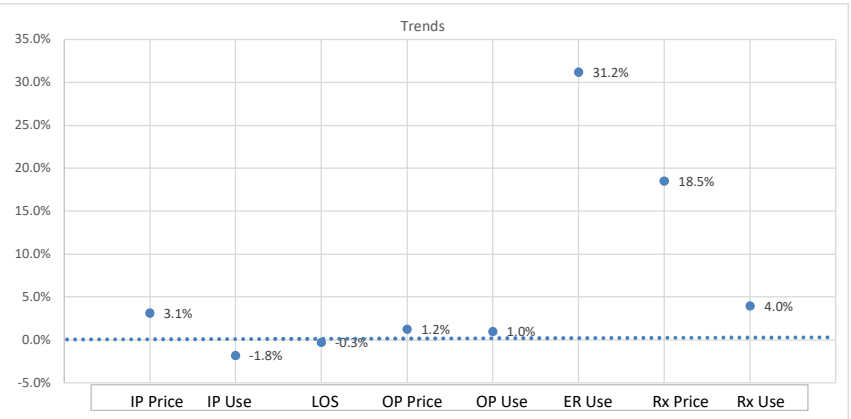
2. High Cost Claimants



	Previous	Current	Trend
Patients	1,100	1,244	13.1%
Patients per 1,000	11.9	13.2	10.5%
Payments (in Millions)	\$233 M	\$265 M	13.6%
Payments per Patient	211,691	212,634	0.4%

6. Price and Use

		Previous	Current	Trend	Benchmark
Inpatient	Allowed per Admit	\$33,882	\$34,945	3.1%	\$29,683
	Admits per 1000	52.7	51.7	-1.8%	46.8
	Days LOS	5.1	5.1	-0.3%	4.8
Outpatient	Allowed per Service	\$163	\$165	1.2%	\$148
	ER Visits per 1000	276.5	279.3	1.0%	230.3
Non-Specialty Rx	Allowed per Days Supply	\$3	\$4	31.2%	n/a
	Days Supply PMPY	427	443	3.8%	n/a
Specialty Rx	Allowed per Days Supply	\$128	\$122	-4.7%	n/a
	Days Supply PMPY	8	10	14.1%	n/a
All RX	Allowed per Days Supply	\$5	\$6	18.5%	\$5
	Days Supply PMPY	435	452	4.0%	345

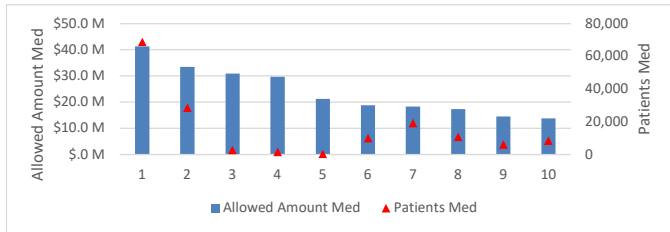


Medical and Prescription Drug Dashboard - Active Employees

Previous Period: Jul 2023 - Jun 2024 (Paid)

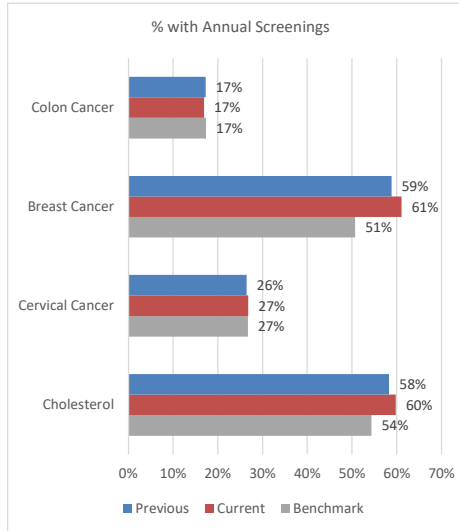
Current Period: Jul 2024 - Jun 2025 (Paid)

8. Top Medical Conditions (by cost)

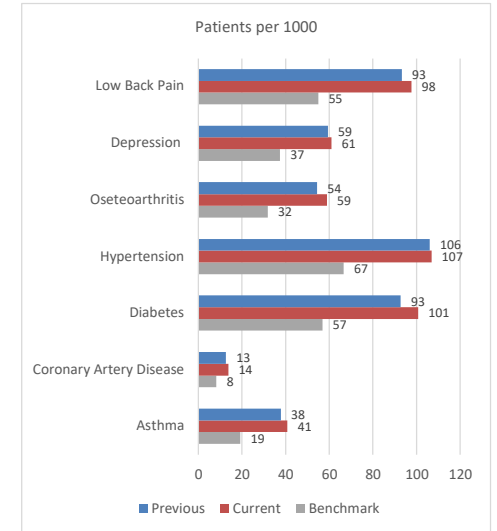


Condition	Allowed Amount Med	Patients Med	Med Allowed per Patient
1 Prevent/Admin Hlth Encounters	\$41,239,944	68,796	\$599
2 Signs/Symptoms/Oth Cond, NEC	\$33,481,884	28,546	\$1,173
3 Pregnancy without Delivery	\$30,925,173	2,695	\$11,475
4 Newborns, w/wo Complication	\$29,662,165	1,485	\$19,975
5 Chemotherapy Encounters	\$21,210,358	227	\$93,438
6 Spinal/Back Disord, Low Back	\$18,729,419	10,039	\$1,866
7 Arthropathies/Joint Disord NEC	\$18,314,593	19,258	\$951
8 Gastroint Disord, NEC	\$17,299,027	10,844	\$1,595
9 Osteoarthritis	\$14,525,586	6,054	\$2,399
10 Respiratory Disord, NEC	\$13,747,340	8,414	\$1,634

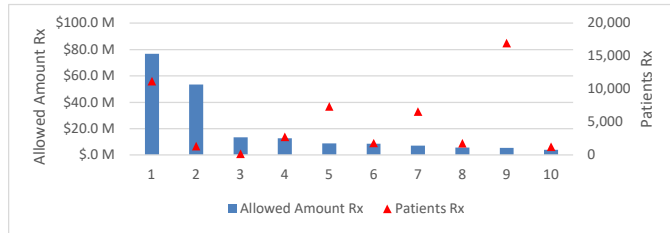
9. Screening Rates



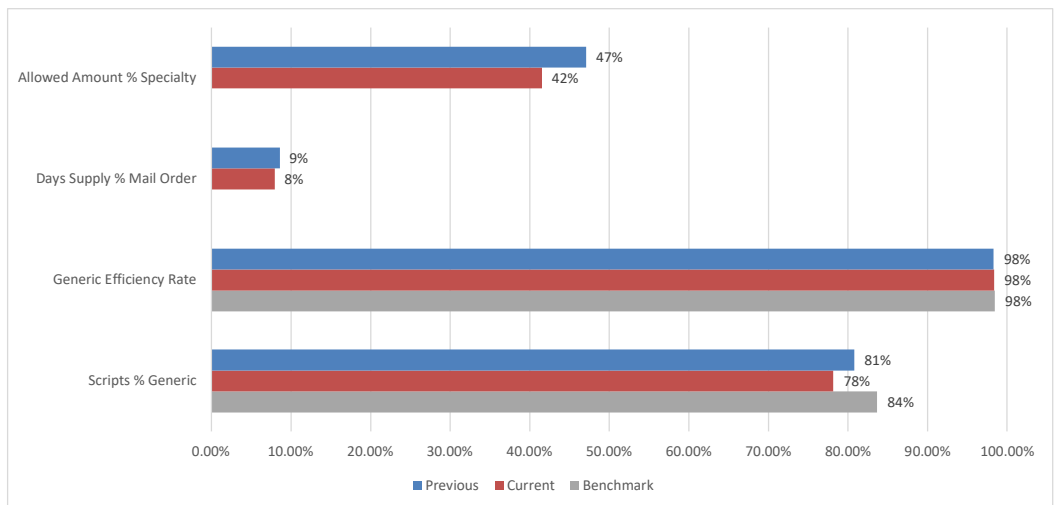
10. Chronic Condition Prevalence



11. Prescription Drug Metrics



Therapeutic Class	Allowed Amount Rx	Patients Rx	Rx Allowed per Patient
1 Antidiabetic Agents, Misc	\$76,845,806	11,215	\$6,852
2 Immunosuppressants, NEC	\$53,473,566	1,344	\$39,787
3 Molecular Targeted Therapy	\$13,444,270	208	\$64,636
4 CNS Agents, Misc.	\$12,593,448	2,760	\$4,563
5 Antivirals, NEC	\$8,764,473	7,368	\$1,190
6 Antidiabetic Ag, SGLT Inhibitr	\$8,608,141	1,799	\$4,785
7 Stimulant, Amphetamine Type	\$6,972,683	6,604	\$1,056
8 Misc Therapeutic Agents, NEC	\$5,591,995	1,772	\$3,156
9 Adrenals & Comb, NEC	\$5,446,838	16,988	\$321
10 Coag/Anticoag, Anticoagulants	\$4,061,270	1,252	\$3,244

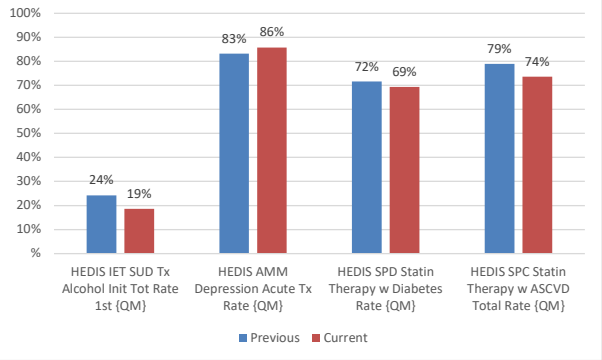


Medical and Prescription Drug Dashboard - Early Retirees

Previous Period: Jul 2023 - Jun 2024 (Paid)

Current Period: Jul 2024 - Jun 2025 (Paid)

1. Quality Metrics



3. Well Care and Preventive Visits

	Previous	Current	Trend	Benchmark
Visits per 1000 Well Baby	5333.3	5915.5	10.9%	4916.1
Visits per 1000 Well Child	896.4	934.1	4.2%	705.4
Visits per 1000 Prevent Adult	578.8	621.8	7.4%	479.7

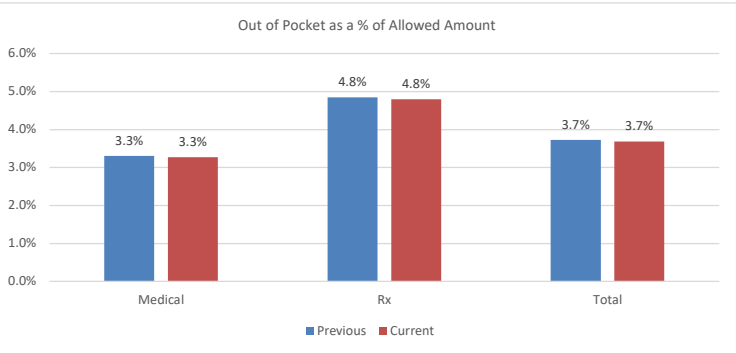
4. Medical Eligibility

	Previous	Current	Trend
Average Employees	5,890.8	5,788.8	-1.7%
Average Members	9,517.8	9,332.6	-1.9%
Family Size	1.6	1.6	-0.2%
Member Age	49.9	50.0	0.2%
Members % Male	42.6%	42.4%	-0.5%

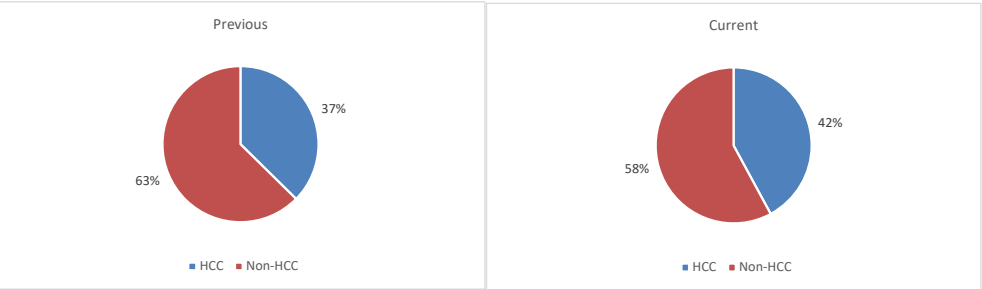
5. Risk Score

	Previous	Current
Member Risk Score	205.6	207.2

7. Cost Sharing



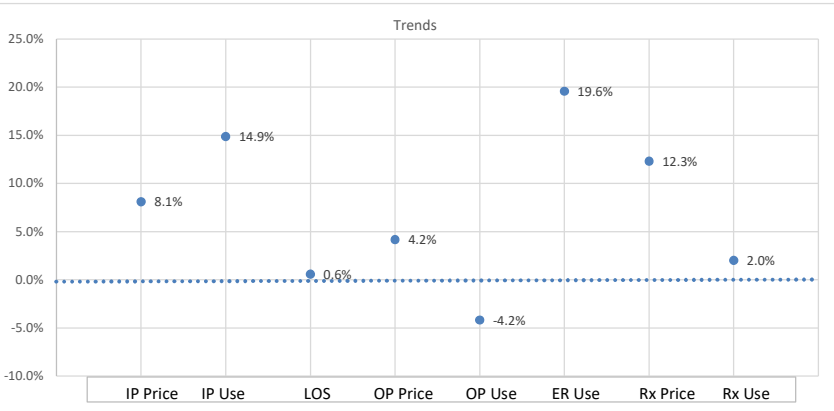
2. High Cost Claimants



	Previous	Current	Trend
Patients	264	302	14.4%
Patients per 1,000	27.7	32.4	16.7%
Payments (in Millions)	\$47 M	\$61 M	28.5%
Payments per Patient	179,874	202,075	12.3%

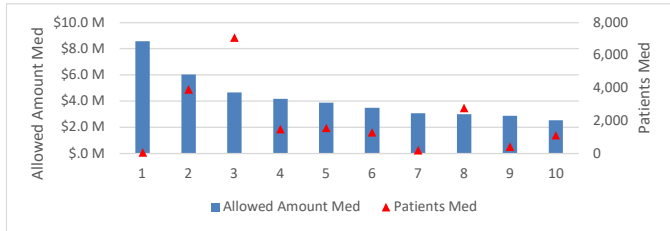
6. Price and Use

		Previous	Current	Trend	Benchmark
Inpatient	Allowed per Admit	\$42,247	\$45,671	8.1%	\$41,249
	Admits per 1000	60.7	69.8	14.9%	51.2
	Days LOS	6.7	6.8	0.6%	6.0
Outpatient	Allowed per Service	\$180	\$187	4.2%	\$148
	ER Visits per 1000	314.0	300.9	-4.2%	242.0
Non-Specialty Rx	Allowed per Days Supply	\$3	\$3	19.6%	n/a
	Days Supply PMPY	810	826	1.9%	n/a
Specialty Rx	Allowed per Days Supply	\$126	\$122	-2.7%	n/a
	Days Supply PMPY	14	15	8.6%	n/a
All RX	Allowed per Days Supply	\$5	\$5	12.3%	\$5
	Days Supply PMPY	825	841	2.0%	667



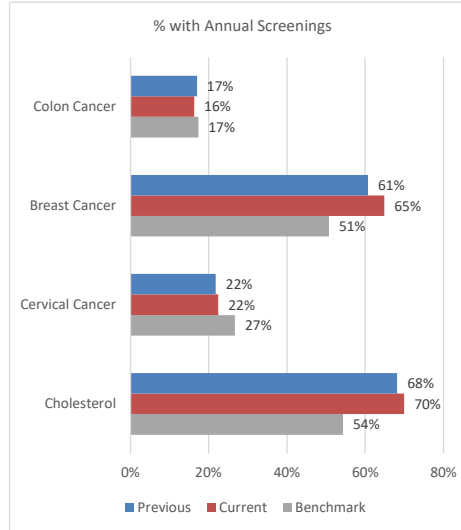
Medical and Prescription Drug Dashboard - Early Retirees
Previous Period: Jul 2023 - Jun 2024 (Paid)
Current Period: Jul 2024 - Jun 2025 (Paid)

8. Top Medical Conditions (by cost)

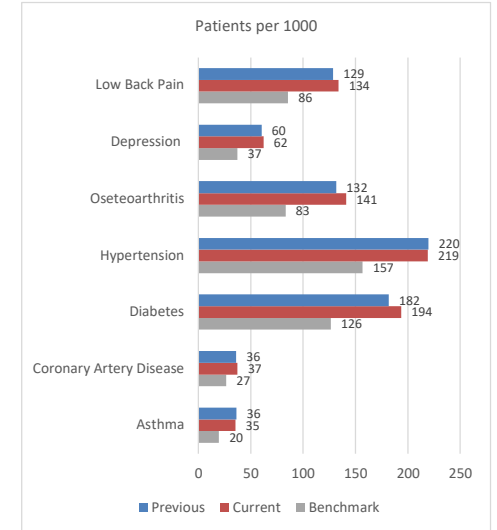


Condition	Allowed Amount Med	Patients Med	Med Allowed per Patient
1 Chemotherapy Encounters	\$8,568,839	71	\$120,688
2 Signs/Symptoms/Oth Cond, NEC	\$6,027,624	3,912	\$1,541
3 Prevent/Admin Hlth Encounters	\$4,652,141	7,075	\$658
4 Spinal/Back Disord, Low Back	\$4,183,777	1,480	\$2,827
5 Osteoarthritis	\$3,890,041	1,558	\$2,497
6 Respiratory Disord, NEC	\$3,489,367	1,275	\$2,737
7 Cancer - Breast	\$3,070,304	203	\$15,125
8 Arthropathies/Joint Disord NEC	\$2,992,183	2,785	\$1,074
9 Coronary Artery Disease	\$2,862,503	412	\$6,948
10 Infections, NEC	\$2,524,561	1,107	\$2,281

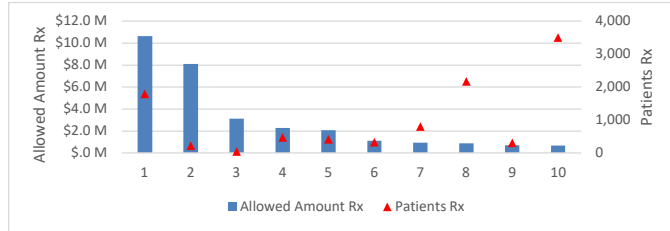
9. Screening Rates



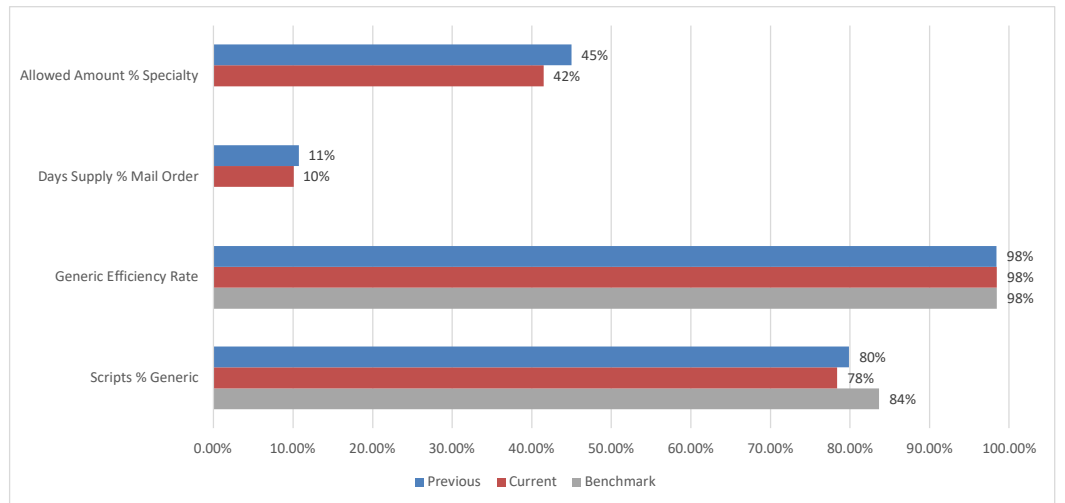
10. Chronic Condition Prevalence



11. Prescription Drug Metrics

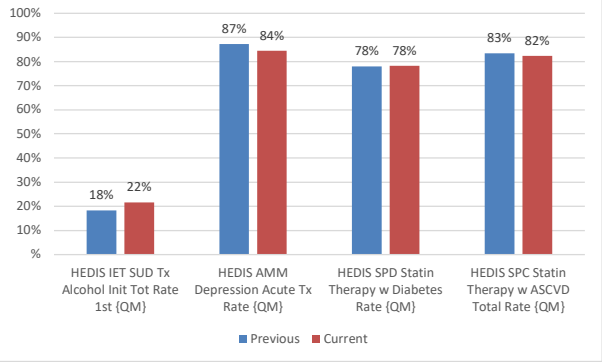


Therapeutic Class	Allowed Amount Rx	Patients Rx	Rx Allowed per Patient
1 Antidiabetic Agents, Misc	\$10,650,675	1,794	\$5,937
2 Immunosuppressants, NEC	\$8,105,000	226	\$35,863
3 Molecular Targeted Therapy	\$3,115,191	47	\$66,281
4 Antidiabetic Ag, SGLT Inhibitr	\$2,273,554	474	\$4,797
5 CNS Agents, Misc.	\$2,070,317	417	\$4,965
6 Coag/Anticoag, Anticoagulants	\$1,112,556	325	\$3,423
7 Antivirals, NEC	\$931,165	803	\$1,160
8 Adrenals & Comb, NEC	\$896,234	2,170	\$413
9 Psychother, Tranq/Antipsychotic	\$714,932	305	\$2,344
10 Antihyperlipidemic Drugs, NEC	\$676,522	3,498	\$193



Medical and Prescription Drug Dashboard - Medicare Retirees
Previous Period: Jul 2023 - Jun 2024 (Paid)
Current Period: Jul 2024 - Jun 2025 (Paid)

1. Quality Metrics



3. Well Care and Preventive Visits

	Previous	Current	Trend	Benchmark
Visits per 1000 Prevent Adult	311.3	343.0	10.2%	479.7

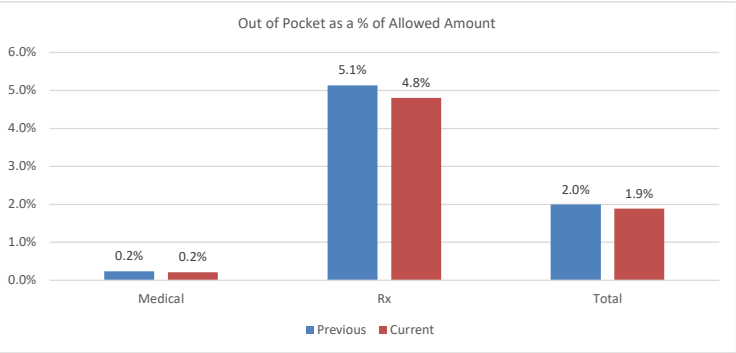
4. Medical Eligibility

	Previous	Current	Trend
Average Employees	27,948.5	28,399.9	1.6%
Average Members	28,260.6	28,698.9	1.6%
Family Size	1.0	1.0	-0.1%
Member Age	73.6	73.9	0.4%
Members % Male	40.9%	40.7%	-0.4%

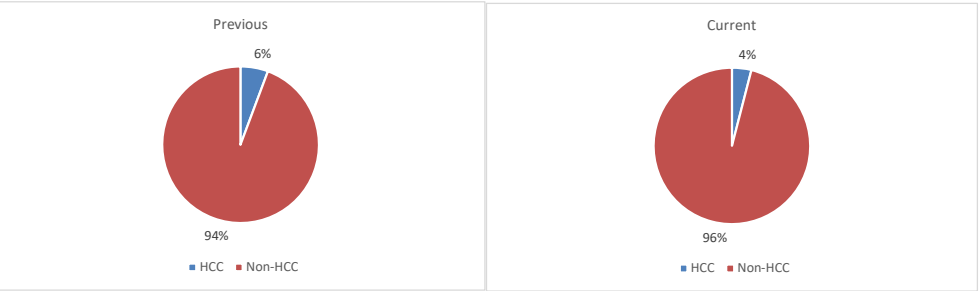
5. Risk Score

	Previous	Current
Member Risk Score	484.3	506.4

7. Cost Sharing



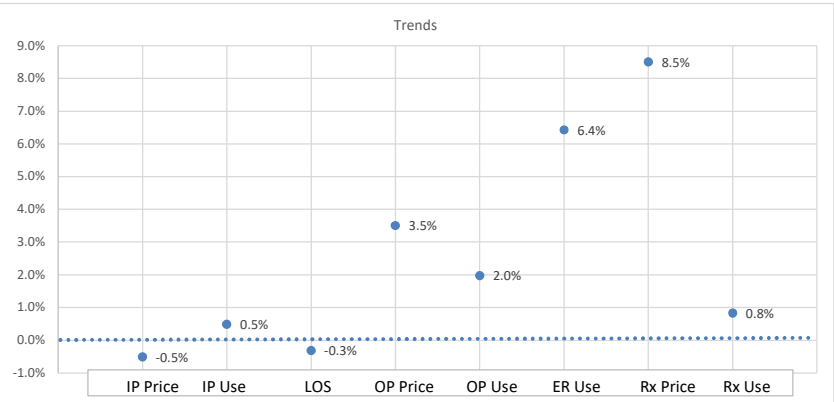
2. High Cost Claimants



	Previous	Current	Trend
Patients	49	45	-8.2%
Patients per 1,000	1.7	1.6	-9.6%
Payments (in Millions)	\$4 M	\$3 M	-25.2%
Payments per Patient	90,498	73,668	-18.6%

6. Price and Use

		Previous	Current	Trend	Benchmark
Inpatient	Allowed per Admit	\$20,077	\$19,976	-0.5%	\$23,075
	Admits per 1000	159.4	160.2	0.5%	178.5
	Days LOS	6.4	6.4	-0.3%	5.1
Outpatient	Allowed per Service	\$133	\$138	3.5%	\$134
	ER Visits per 1000	543.2	553.9	2.0%	574.9
Non-Specialty Rx	Allowed per Days Supply	\$3	\$3	6.4%	n/a
	Days Supply PMPY	1,627	1,639	0.7%	n/a
Specialty Rx	Allowed per Days Supply	\$146	\$147	1.2%	n/a
	Days Supply PMPY	21	24	11.1%	n/a
All RX	Allowed per Days Supply	\$4	\$5	8.5%	\$5
	Days Supply PMPY	1,649	1,663	0.8%	1,445

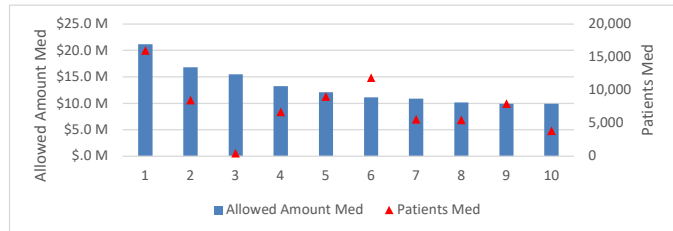


Medical and Prescription Drug Dashboard - Medicare Retirees

Previous Period: Jul 2023 - Jun 2024 (Paid)

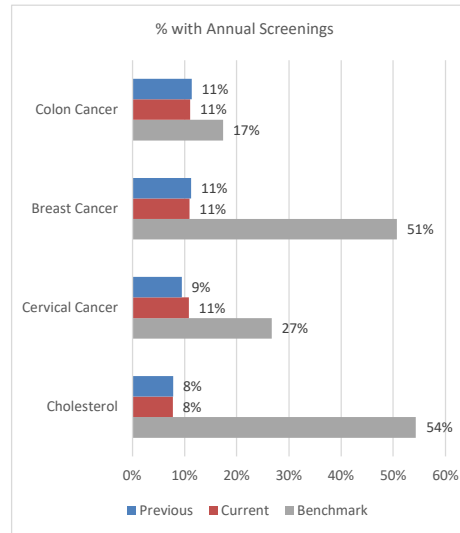
Current Period: Jul 2024 - Jun 2025 (Paid)

8. Top Medical Conditions (by cost)

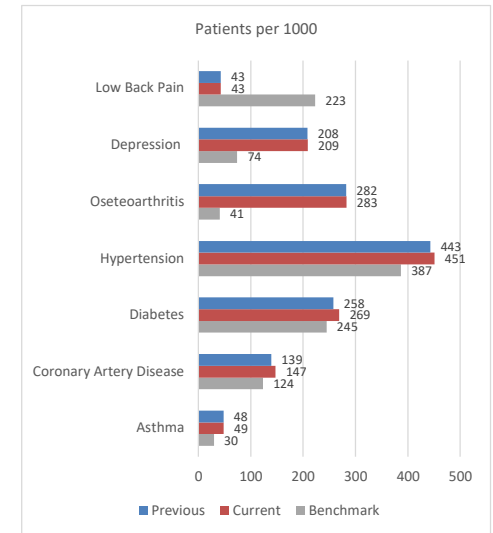


Condition	Allowed Amount Med	Patients Med	Med Allowed per Patient
1 Signs/Symptoms/Oth Cond, NEC	\$21,227,637	15,974	\$1,329
2 Osteoarthritis	\$16,844,638	8,476	\$1,987
3 Chemotherapy Encounters	\$15,452,520	435	\$35,523
4 Spinal/Back Disord, Low Back	\$13,236,773	6,676	\$1,983
5 Eye Disorders, Degenerative	\$12,099,131	9,027	\$1,340
6 Arthropathies/Joint Disord NEC	\$11,114,245	11,895	\$934
7 Cardiac Arrhythmias	\$10,883,196	5,572	\$1,953
8 Infections, NEC	\$10,164,948	5,479	\$1,855
9 Respiratory Disord, NEC	\$9,918,719	7,939	\$1,249
10 Cerebrovascular Disease	\$9,902,985	3,810	\$2,599

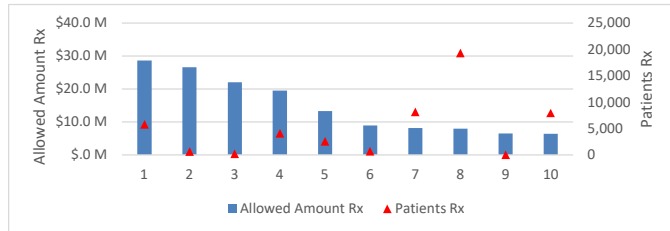
9. Screening Rates



10. Chronic Condition Prevalence



11. Prescription Drug Metrics



Therapeutic Class	Allowed Amount Rx	Patients Rx	Rx Allowed per Patient
1 Antidiabetic Agents, Misc	\$28,668,522	5,797	\$4,945
2 Immunosuppressants, NEC	\$26,668,444	647	\$41,219
3 Molecular Targeted Therapy	\$22,045,225	237	\$93,018
4 Coag/Anticoag, Anticoagulants	\$19,547,731	4,130	\$4,733
5 Antidiabetic Ag, SGLT Inhibitr	\$13,339,037	2,602	\$5,126
6 Hormone-Modifying Therapy	\$8,959,587	717	\$12,496
7 Cardiac Drugs, NEC	\$8,235,373	8,181	\$1,007
8 Antihyperlipidemic Drugs, NEC	\$7,978,744	19,339	\$413
9 Antineoplastic Agent, Misc.	\$6,557,810	61	\$107,505
10 Adrenals & Comb, NEC	\$6,429,211	7,974	\$806

