

Implementation of SHBP Plan Design Changes (PDC Resolutions 2025 #10–12)

Pursuant to SHBP Plan Design Committee (PDC) Resolutions 2025 #10–12, DPB is implementing significant updates to plan offerings for 2026. These changes are mandatory for the State SHBP populations and apply to State active members.

State Employees (SHBP-State): Special Open Enrollment (April 1–30, 2026)

The PDC resolutions established new plan designs for the State employee group and transitioned all legacy plans to these updated versions.

- **Mandatory Transition:** All existing plans for State employees will be retired effective June 30, 2026.
- **Special Enrollment:** A Special Open Enrollment will be held in April 2026. All active State employees must select a new “26” plan during this window.
- **Effective Date:** Coverage for the new plans begins July 1, 2026, for State Monthly employees and June 27, 2026, for State Bi-Weekly employees.
- **Communication:** Prior to April 1st, an email blast will be sent to all State bi-weekly and State monthly members highlighting primary plan design changes. Additionally, plan design summaries, side-by-side comparisons, and bi-weekly/monthly rate charts will be posted on the [DPB website](#) and mynjbenefitshub. A comprehensive plan change flier will also be available in the Employer Toolkit for distribution.

Local Government (SHBP-LG): Annual Open Enrollment (October 1–31, 2026)

Under P.L. 2010, c. 2, changes negotiated for State employees are applicable to participating local employers at the same time and in the same manner. While Local Government locations will not be included in the April Special Open Enrollment, the new “26” plans will be available as follows:

- **Early Availability:** New “26” plans will be displayed in BenefitSolver effective July 1, 2026. However, these plans will only be available to new hires or members experiencing a Qualifying Life Event prior to the annual open enrollment; OR
- **Optional Transition:** Members may choose to remain in their current plans or transition to the “26” plans during the regular Annual Open Enrollment in October 2026. Changes selected during this time take effect January 1, 2027.

- **Employer Discretion:** Employers may "block" specific plans they do not wish to offer, provided they maintain at least one offering in each of the five required categories. Special open enrollment requests from LG employers will be honored but will not be publicly advertised.
- **Communication:** Prior to July 1st, DPB will send a formal notification to Certifying Officers and Health Benefit Administrators regarding plan availability. Direct communications to LG members are currently planned for the October annual enrollment period.

Next Steps & Administration

DPB is currently updating all plan materials and is working with Third-Party Administrators (TPAs) to ensure full implementation of the PDC resolutions across BenefitSolver and other platforms.