

August 2025 HBR Update



State Health Plan Board Approves 2026 Premium Rates

The State Health Plan (Plan) Board of Trustees met last week to set premiums for 2026. To view the Board of Trustees materials (which includes the approved rates) from the meeting, [click here](#).

The employer share for active subscribers for 2026 will be \$742.04. This year the employer share is \$674.62. Employees will receive more information regarding benefits and premium rates prior to the 2026 Open Enrollment period which will take place Oct. 13-31, 2025.

Click below to view a message from Treasurer Brad Briner



Salary Data Due by September 1st

To ensure a smooth and timely start to Open Enrollment, all groups must upload their salary information by Sept.1st. This deadline is critical for accurate payroll processing and to prevent any delays to paychecks.

Any employee that does not have a salary loaded by Aug. 25, 2025, 5:00 PM will be defaulted into the third highest band; \$65,001-\$90,000 for their 2026 premiums. You still have an opportunity to correct this, but it must be completed by Sept. 1.

For groups of 200 or more employees that would like to utilize the upload option, please ensure that you are following the format as provided on the [Salary-Based Premium Information](#) page of the Plan's website.

The following guidelines must be followed when submitting files:

- Social Security Numbers must contain dashes (e.g., 001-00-1234).
- Salary values must contain 2 decimal places and must not include the dollar sign (e.g., 35065.75).
- Earnings effective dates must be in MM/DD/YYYY format (e.g., 03/15/2025). This date must be the date that the salary was applied to the employee.
- The file must be in a .csv format and should be named with your group's name (e.g., NCStateTreasurer.csv).
- Each employee must already exist in eBenefits and should only have one line of salary data; multiple lines for the same person will cause an error.
- Salary values must not be zero or blank.
- Blank lines of data should be removed from the file.
- Base salaries must be annualized.

Thank you for your prompt attention to this important matter.

2026 Open Enrollment is October 13-31, 2025

The Plan hosted several Open Enrollment training webinars in July for HBRs to better prepare HBRs for the upcoming changes in 2026. If you missed them, you can catch up by visiting the Plan's [HBR Training webpage](#) to view the presentation and listen to the recorded version of the webinar.

Additional information, including rate sheets will be posted to the Plan's website this week.

Lunch & Learn Webinar: SHP 101: Food for Fuel

Do you ever ask, "Why am I so tired?" Or feel that afternoon lag? You may be surprised to learn that what you eat truly affects how you feel.

Foods can energize you or leave you feeling flat. Learn which foods are energy zappers, and which will keep you going strong all day. Includes practical meal and snack ideas and tips to fight the common fatigue of life.

Encourage your employees to attend the Plan's [Lunch & Learn Webinars: Food for Fuel: Get Your Energy Back](#). These free lunch-time webinars will be led by Plan staff and Banner Health. Both sessions cover the same information so employees can choose the one that works best for them. Register below by clicking on the dates below that works best for your schedule:

[Tuesday, August 26 at Noon →](#)

[Thursday, August 28 at Noon →](#)

HBR Lunch & Learns: Learn More about the Plan's NEW Surgical Benefit



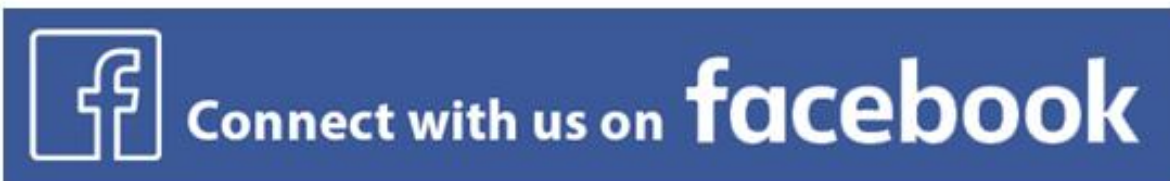
The Plan is excited to be partnering with Lantern, a trusted provider of planned, non-emergency procedures for active members*. With over 1,500 vetted surgeons across specialties like orthopedics, gynecology, and cardiac care, eligible members are matched by a Lantern Care Advocate to top providers close to home or supported with travel benefits if needed.

To help HBRs understand this NEW benefit and communicate it confidently, the Plan is offering webinars in September. These sessions will provide more information about Lantern's services, covered procedure categories, and guidance on how to support employees in navigating the program. Register now for one of these sessions!

**Medicare Primary members are not eligible.*

[Tuesday, September 23 at Noon →](#)

[Thursday, September 25 at Noon →](#)





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Eligibility and Enrollment Questions: 855-859-0966

For questions on this newsletter, e-mail: shpmemberinquiries@nctreasurer.com



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FOR TEACHERS AND STATE EMPLOYEES

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