



**MINUTES FROM THE MEETING OF THE STATE EMPLOYEE BENEFITS COMMITTEE  
March 6, 2023**

The State Employee Benefits Committee (the “Committee”) met at 1:00 p.m. on March 6, 2023.  
The meeting was held virtually and in person at 97 Commerce Way, Suite 201, in Dover.

Committee Members in Attendance:

Secretary Claire DeMatteis, Department of Human Resources (“DHR”), SEBC Co-Chair  
Director Cerron Cade, Office of Management & Budget (“OMB”), SEBC Co-Chair  
Controller General Ruth Ann Jones, Office of the Controller General (“OCG”)  
The Honorable Colleen Davis, State Treasurer, Office of the State Treasurer “OST”  
The Honorable Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)  
The Honorable Bethany Hall-Long, Lieutenant Governor, Office of the Lt. Governor  
Mr. Shaun O’Brien, Policy Director, American Federation of State, County, and Municipal Employees (“AFSCME”)  
Mr. Thomas Brackin, Executive Director, Delaware State Troopers Association (“DSTA”)  
Secretary Molly Magarik, Department of Health & Social Services (“DHSS”)  
The Honorable Chief Justice Collins Seitz, Delaware Supreme Court

Others in Attendance

Director Faith Rentz, SBO, DHR	Pensions (“OPen”)
Deputy Director Leighann Hinkle, SBO, DHR	Ms. Carla Cassell-Carter, Director of Budget Development and Planning, OMB
Ms. Nina Figueroa, Health Policy Advisor, SBO, DHR	Ms. Andrea Godfrey, Deputy Director of Budget Development and Planning, OMB
Ms. Mary Bradley, SBO, DHR	Ms. Michelle Carpenter, HRIS Manager, PHRST, OMB
Ms. Marie Hartigan, SBO, DHR	Mr. Charles Simons, Highmark Delaware
Ms. Samantha Mountz, SBO, DHR	Ms. Wendy Beck, Highmark Delaware
Ms. Brittany Ford, SBO, DHR	Ms. Jeanie Carson, Highmark Delaware
Ms. Aaron Schrader, SBO, DHR	Mr. Kenneth Bronke, Highmark Delaware
Ms. Heather Johnson, DHR	Ms. Katherine Impellizzeri, Aetna
Mr. Aaron Goldstein, Deputy Attorney General, Department of Justice, Legal Counsel	Ms. Julie Caynor, Aetna
Mr. Chris Giovannello, Willis Towers Watson (“WTW”)	Ms. Rebecca Byrd, ByrdGomes
Ms. Jaclyn Iglesias, WTW	Ms. Kristina Deakins, City of Dover
Ms. Brian Stitzel, WTW	Ms. Naomi Poole, City of Dover
Mr. Walter Mateja, Merative	Ms. LaVette Whaley, City of Dover
Mr. Eric Poston, Merative	Mr. Jeffrey Dill, City of Dover
Ms. Ashley Tucker, Deputy State Court Administrator, AOC	Ms. Sharon Duca, City of Dover
Mr. Robert Scoglietti, Deputy Controller General, OCG	Mr. LeVar Johnson, Novo Nordisk
Ms. Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB	Ms. Felicia McCamy, Novo Nordisk
Mr. Steven Costantino, Director Health Care Reform, DHSS	Ms. Jessyca Hamby, Novo Nordisk
Mr. Jeff Taschner, Executive Director, Delaware State Education Association “DSEA”	Mr. Kevin Mead, Novo Nordisk
Ms. Courtney Stewart, Deputy Director, OMB	Ms. Lydia Wang, Novo Nordisk
Mr. Michael Begatto, Executive Director, Delaware Public Employees Council 81	Mr. Paul Dempsey, Novo Nordisk
Ms. Joanna Adams, Pension Administrator, Office of	Ms. Shauna Sharrar, Novo Nordisk
	Ms. Paula Roy, Roy & Associates

**STATE OF DELAWARE STATEWIDE BENEFITS OFFICE**

97 Commerce Way, Suite 201, Dover DE 19904 (D620E)

Phone: 1-800-489-8933 • Fax: (302) 739-8339 • Email: [benefits@delaware.gov](mailto:benefits@delaware.gov) • Website: [de.gov/statewidebenefits](http://de.gov/statewidebenefits)

Ms. Christina Crooks Bryan, DEHA  
Ms. Michael Bacu, OMB  
Ms. Wendy Bailey, DHSS  
Ms. Tara Banks, Woodbridge SD  
Ms. Chantal Garrison, DHSS  
Ms. Aimee Holthaus, DNREC  
Ms. Amanda McAtee, LegHall  
Rep. Michael Smith, House of Representatives  
Ms. Joanne White, DHSS  
Ms. Anna Wicks, DNREC  
Ms. Deldra Gregory-Colvin, Colonial SD  
Ms. Dany B Smith, City of Wilmington  
Ms. Gisela McKenzie, UD  
Mr. Taylor Hawk, DSEA  
Ms. Betsy Price, Freelance Writer  
Ms. Lizzie Lewis, 302 Strategies  
Ms. Jalissia Haynes, Delaware Alliance of Nonprofit  
Advancement  
Ms. Vanessa Fiorillo, Rx Savings Solutions  
Ms. Barbara Philbin, Pensioner  
Ms. Lynda Hastings, Pensioner

Ms. Denise Schwartz, Pensioner  
Mr. Sam Gaertner, Pensioner Spouse  
Ms. Diana Noonan, Pensioner  
Ms. Joan Delfattore, Pensioner  
Ms. Rebecca Scarborough, Pensioner  
Mr. Steve LePage, Pensioner  
Mr. Tom Pledge, Pensioner  
Ms. Carla Benson-Green, Pensioner  
Ms. Deborah Schrass, Pensioner  
Ms. Mary Peterson, Pensioner  
Ms. Annette Shine, Pensioner  
Mr. Michael Kempfski, Pensioner  
Ms. Pat Sine, Pensioner  
Mr. Dan Maher, Pensioner  
Pat Lucas  
Sam Haut  
Jill Hutt, GPBCH  
Ms. Carole Mick, SBO, DHR – Recorder, State  
Employee Benefits Committee and  
Subcommittee

**CALLED TO ORDER – SECRETARY DEMATTEIS, DHR**

Secretary DeMatteis called the meeting to order at 1:01 p.m.

**APPROVAL OF REVISED MINUTES – JANUARY 23, 2023 – SECRETARY DEMATTEIS, DHR**

A MOTION was made by Director Cade and seconded by Treasurer Davis to approve the revised minutes from the January 23, 2023 meeting of the State Employee Benefits Committee.

ABSTENTIONS – Shaun O’Brien

MOTION ADOPTED UNANIMOUSLY.

**APPROVAL OF MINUTES – FEBRUARY 20, 2023 – SECRETARY DEMATTEIS, DHR**

A MOTION was made by Director Cade and seconded by Lieutenant Governor Hall-Long to approve the minutes from the February 20, 2023 meeting of the State Employee Benefits Committee.

ABSTENTIONS – Secretary Magarik

MOTION ADOPTED UNANIMOUSLY.

**DIRECTOR’S REPORT – DIRECTOR FAITH RENTZ, SBO**

No updates to report.

**FINANCIAL UPDATE – MR. CHRIS GIOVANNELLO, WTW**

January 2023 Fund Report

Mr. Giovannello detailed the January 2023 fund report to include premium contributions, other revenues, claims, and the updated fund equity balance.

**FY24 PLANNING CONSIDERATIONS – MS. JACLYN IGLESIAS, WTW**

*Flexible Spending Account (FSA) Plan – Participant Fund Forfeitures - Faith Rentz, SBO, DHR*

Director Rentz provided the SEBC with the FY24 FSA plan year recommendations regarding a one-time plan year contribution for plan members enrolling during OE and Q1 FY24 with new enrollments after Q1 FY24 receiving a prorated contribution. Additionally, a recommendation was reviewed to increase the FY24 FSA plan year employee minimum for health care and dependent care elections to match the one-time contribution.

*Weight Loss Medication Coverage*

Ms. Jaclyn Iglesias provided detailed information on weight loss medication coverage, potential costs associated with adding this coverage, and studies that have been conducted on savings surrounding the addition of weight loss medications. Weight loss medications are currently not being recommended by WTW as further study and consideration by the Health Policy & Planning Subcommittee was indicated on this item.

*Program and Copay Options to Promote Preferred Site of Care*

Ms. Iglesias reviewed potential copay changes that included copay increases to emergency room, hospital outpatient surgery, and high-tech imaging for non-preferred sites of care. Incremental copay increases and the impact associated with each of these categories on the potential premium rate increase for FY24 was modeled. Additional considerations include requiring additional assistance in terms of performance guarantees from medical carriers to support steering of members to preferred sites of care.

*Prescription Copay Options*

WTW modeled incremental Rx copay increases with estimated cost avoidance to the GHIP and impact to the FY24 premium rate increase.

*COVID-19 National and Public Health Emergency*

Ms. Iglesias summarized the status of the COVID-19 national and public health emergency which will end May 11, 2023 and remove federal funding of COVID-19 vaccine ingredient cost and oral antivirals. Estimated cost to the GHIP was reviewed. Benefit enhancements implemented during the pandemic were reviewed and a recommendation made from WTW to extend these COVID-19 benefit enhancements through the end of FY23.

*July 1, 2023 Non-Medicare Health Plan Premium Rate Scenarios – Mr. Chris Giovannello, WTW*

Mr. Giovannello reviewed the long-term projections and rate action impact updates to include the adoption of the PrudentRx program and February claims. The updated FY24 deficit was reflected, and potential premium rate increase options were displayed. A review of long-term health care cost projections for both rate scenarios and monthly contributions was displayed.

**OTHER BUSINESS**

No new business was presented.

**PUBLIC COMMENT**

Several members from the public commented regarding weight loss medications, advocating that those working for the state should receive optimal treatment options for obesity and that weight loss medications be covered by the prescription plan.

**APPROVAL OF A ONE-TIME FLEXIBLE SPENDING ACCOUNT PLAN YEAR CONTRIBUTION OF \$125 FOR EACH FY24 FSA PLAN PARTICIPANT**

A MOTION was made by Secretary Magarik and seconded by Director Cade to approve a one-time Flexible Spending Account plan year contribution of \$125 for each FY24 FSA plan participant.

MOTION ADOPTED UNANIMOUSLY.

**APPROVAL TO PROVIDE COVERAGE OF WEIGHT LOSS MEDICATIONS ON THE PRESCRIPTION DRUG PLAN WITH UTILIZATION MANAGEMENT FOR ACTIVE EMPLOYEES AND NON-MEDICARE RETIREES**

A MOTION was made by Treasurer Davis and seconded by Lieutenant Governor Hall-Long to approve coverage of weight loss medications with utilization management for active employees and non-Medicare retirees.

MOTION ADOPTED UNANIMOUSLY.

**APPROVAL OF COPAY INCREASES FOR NON-PREFERRED SITE OF CARE FOR ACTIVE EMPLOYEES AND NON-MEDICARE RETIREES**

A MOTION was made by Treasurer Davis and seconded by Director Cade to approve copay increases for hospital outpatient surgery from \$100 to \$150 and high-tech imaging from \$75 to \$100 for non-preferred site of care for active employees and non-Medicare retirees.

Abstentions – Shaun O’Brien, Thomas Brackin

MOTION ADOPTED UNANIMOUSLY.

**APPROVAL OF COPAY INCREASES TO THE PRESCRIPTION DRUG PLAN FOR ACTIVE EMPLOYEES AND NON-MEDICARE RETIREES**

A MOTION was made Secretary Magarik and seconded by Commissioner Navarro to approve prescription drug plan copay increases for active employees and non-Medicare retirees as follows:

Up to 30-day supply:  
Generic from \$8 to \$10  
Formulary from \$28 to \$32  
Non-Formulary from \$50 to \$60

Up to 90-day supply:  
Generic from \$16 to \$20  
Formulary from \$56 to \$64  
Non-Formulary from \$100 to \$120

Opposed – Shaun O’Brien, Thomas Brackin

MOTION ADOPTED.

**APPROVAL TO EXTEND THE COVID-19 BENEFIT ENHANCEMENTS THROUGH FY24**

A MOTION was made by Lieutenant Governor Hall-Long and seconded by Mr. Thomas Brackin to approve the extension of COVID-19 coverage of the Employee Assistance Program to all state employees and elimination of copays on telehealth visits, in-network inpatient services related to treatment of COVID-19, and office visits that result in COVID-19 testing or treatment or associated health complications.

MOTION FOR DISCUSSION.

Committee members discussed to potentially delay this vote to review in-network and out-of-network coverage on these benefits enhancements, which would impact the premium rate increase by 0.1%, if the SEBC decides to continue coverage. Lieutenant Governor Hall-Long continued with the motion given the time sensitivity and further discussion on these enhancements will be considered for future planning.

MOTION ADOPTED UNANIMOUSLY.

**ADJOURNMENT**

A MOTION was made by Secretary Magarik and seconded by Director Cade to adjourn the public session at 2:10 p.m. MOTION ADOPTED UNANIMOUSLY.

Respectfully submitted,

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Carole Mick, Executive Secretary, Statewide Benefits Office, Department of Human Resources  
Recorder, State Employee Benefits Committee, and Subcommittees