



**MINUTES FROM THE MEETING OF THE STATE EMPLOYEE BENEFITS COMMITTEE
March 20, 2023**

The State Employee Benefits Committee (the “Committee”) met at 10:00 a.m. on March 20, 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 Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)
The Honorable Bethany Hall-Long, Office of the Lt. Governor
Secretary Molly Magarik, Department of Health & Social Services (“DHSS”)
The Honorable Colleen Davis, State Treasurer, Office of the State Treasurer “OST”
The Honorable Chief Justice Collins Seitz, Delaware Supreme Court
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”)
Ms. Karen Field Rogers, State Retiree

Others in Attendance

Director Faith Rentz, SBO, DHR	Ms. Laura Rowe, DSEA
Deputy Director Leighann Hinkle, SBO, DHR	Ms. Joanna Adams, Pension Administrator, Office of Pensions (“Open”)
Ms. Nina Figueroa, Health Policy Advisor, SBO, DHR	Ms. Stephenie Tatman, Deputy Pension Administrator, Open
Ms. Mary Bradley, SBO, DHR	Ms. Carla Cassell-Carter, Director of Budget Development and Planning, OMB
Ms. Marie Hartigan, SBO, DHR	Ms. Andrea Godfrey, Deputy Director of Budget Development and Planning, OMB
Mr. Aaron Schrader, SBO, DHR	Ms. Michelle Carpenter, HRIS Manager, PHRST, OMB
Ms. Samantha Mountz, SBO, DHR	Mr. Adam Knox, Highmark Delaware
Ms. Cherie Dodge Biron, Director, Financial & Administrative Services, DHR	Mr. Charles Simons, Highmark Delaware
Ms. Heather Johnson, DHR	Ms. Wendy Beck, Highmark Delaware
Ms. Adria Martinelli, Deputy Attorney General, Department of Justice, SEBC Legal Counsel	Mr. Kenneth Bronke, Highmark Delaware
Mr. Chris Giovannello, Willis Towers Watson (“WTW”)	Ms. Jeanie Carson, Highmark Delaware
Ms. Jaclyn Iglesias, WTW	Ms. Lizzie Lewis, 302 Strategies
Mr. Brian Stitzel, WTW	Ms. Paula Roy, Roy & Associates
Mr. Varun Sivakumar, WTW	Ms. Naomi Poole, City of Dover
Mr. Eric Poston, Merative	Ms. Kristina Deakins, City of Dover
Mr. Walter Mateja, Merative	Ms. LaVette Whaley, City of Dover
Ms. Ashley Tucker, Deputy State Court Administrator, AOC	Mr. LeVar Johnson, Novo Nordisk
Mr. Robert Scoglietti, Deputy Controller General, OCG	Ms. Deldra Gregory-Colvin, Colonial SD
Mr. David Bentz, Deputy Director, DMS, DHSS	Ms. Lisa Allison, DHR
Ms. Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB	Ms. Marian Coker, DOS
Mr. Steven Costantino, Director Health Care Reform, DHSS	Ms. Nija Collins, Christina SD
Mr. Jeff Taschner, Executive Director, Delaware State Education Association “DSEA”	

STATE OF DELAWARE STATEWIDE BENEFITS OFFICE

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Ms. Deborah Finney-Greene, Christina SD
Ms. Glennine Debeary, Christina SD
Mr. Gerard Hausheer, Christina SD
Ms. Arianna McClarin, Christina SD
Ms. Casey Montigney, Christina SD
Ms. Kimberly Rekito, Christina SD
Ms. Amy Rosas, Christina SD
Ms. Denise Stout, Christina SD
Mr. Arthur Jenkins, DOL
Ms. Julie Greenwood, UDEL
Ms. Gisela McKenzie, UDEL
Ms. Laurie Ann Atienza, AFSCME
Mr. Matt Clark, AFSCME
Mr. Taylor Hawk, DSEA

Mr. Nick Mogle, DeIDOT
Ms. Mary Kate McLaughlin, BT Law
Mr. Paul Kiefer, Delaware Public
Ms. Jalissia Haynes, Delaware Nonprofit
Ms. Louisa Phillips, DHA
Mr. Mike Kempinski
Ms. Lynda Hastings
Ms. Mary Graham
Ms. Rebecca Scarborough
Mr. Steve LePage
Mr. Tom Pledge
Mr. Sam Haut
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 10:03 p.m.

APPROVAL OF MINUTES – SECRETARY DEMATTEIS, DHR

A MOTION was made by Director Cade and seconded by Secretary Magarik to approve the minutes from the March 6, 2023 meeting of the State Employee Benefits Committee.

Mr. O'Brien requested to include his abstention from the revised minutes of the January 23, 2023 SEBC Meeting.

ABSTENTIONS – Ms. Field Rogers
MOTION ADOPTED UNANIMOUSLY.

DIRECTOR'S REPORT – DIRECTOR FAITH RENTZ, SBO

SEBC Updates

Director Rentz provided Committee members with the request for proposals (RFP) for CY2023 which include Centers of Excellence and administration of the short-term and long-term disability programs. Contract award recommendations to the SEBC for both RFPs will occur in Q4 CY2023 with contract effective dates of July 1, 2024. Committee members need to designate an individual for the Proposal Review Committee (PRC) which is responsible for evaluating the RFPs and presenting a contract award recommendation to the SEBC.

A SEBC dashboard is currently under development which will provide monthly/quarterly GHIP and SBO metrics along with tracking of projected and actual costs for design changes approved by the Committee.

Director Rentz discussed the 2023 Open Enrollment (OE) dates, timeline for communication distribution, and provided additional information on OE items.

FINANCIAL UPDATE – MR. CHRIS GIOVANNELLO, WTW

February 2023 Fund Report

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

FY24 PLANNING CONSIDERATIONS – MR. CHRIS GIOVANNELLO & MS. JACLYN IGLESIAS, WTW

July 1, 2023 non-Medicare Health Plan Premium Rate Scenarios

Mr. Giovannello reviewed the GHIP long term health care cost projections with updated experience through February and discussed premium rate increase scenarios for active employees and non-Medicare retirees. Committee members will be asked to vote on a premium rate increase option effective July 1, 2023 at today's meeting.

Aetna's Gene-Based, Cellular, and Other Innovative Therapies (GCIT) Network

Ms. Iglesias provided an overview of cell and gene therapies (CGT) and the benefits of implementing Aetna's GCIT network. Committee members will be asked to vote on adopting Aetna's GCIT network as today's meeting.

Weight Management Strategy

Ms. Iglesias provided data on comprehensive weight management resources, current GHIP resources to support weight loss, and summarized prior authorizations for weight management medications.

RESOLUTION TO ESTABLISH FINANCIAL AND HEALTH POLICY & PLANNING SUBCOMMITTEES – DIRECTOR FAITH RENTZ, SBO

Director Rentz discussed the resolution which established the Financial and Health Policy & Planning Subcommittees as two separate subcommittees and revisions to the resolution to reflect additional SEBC membership and clarification on sending a designee. A more in-depth discussion will occur at the April SEBC meeting and potential voting to approve any changes with the resolution.

OTHER BUSINESS

No new business was presented.

PUBLIC COMMENT

A member of the public provided comment on concerns over the employee benefits survey, potential benefit changes, impact of rising costs, and employee salaries. A member of public provided comment on providing the quarterly financial report on a more regular basis to include a breakdown between non-Medicare health plan members and Medicare health plan members. A member of the public provided comment on pensioner raises and how the most recent pay raise was issued to pensioners by length of employment.

APPROVAL OF NON-MEDICARE HEALTHCARE PREMIUM RATE INCREASE FOR FY24

A MOTION was made by Secretary Magarik and seconded by Commissioner Navarro to approve a 9.4% premium rate increase for non-Medicare healthcare plans effective July 1, 2023 to smooth the rate action over the next three fiscal years with the intention to revisit the need for similar rate action next year.

Abstentions – Ms. Field Rogers

MOTION ADOPTED UNANIMOUSLY.

APPROVAL OF AETNA'S GENE-BASED, CELLULAR, AND OTHER INNOVATIVE THERAPIES (GCIT) NETWORK

A MOTION was made by Secretary Magarik and seconded by Treasurer Davis to approve the implementation of Aetna's GCIT network effective July 1, 2023.

Abstentions – Ms. Field Rogers

MOTION ADOPTED UNANIMOUSLY.

EXECUTIVE SESSION

A MOTION to move into Executive Session was made by Treasurer Davis and seconded by Secretary Magarik at 11:43 a.m.

MOTION ADOPTED UNANIMOUSLY.

ADJOURNMENT

A MOTION was made by Secretary Magarik and seconded by Commissioner Navarro to adjourn the public session at 12:07 p.m.

MOTION ADOPTED UNANIMOUSLY.

Respectfully submitted,

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