



**MINUTES FROM THE MEETING OF THE STATE EMPLOYEE BENEFITS COMMITTEE
JULY 24, 2023**

The State Employee Benefits Committee (the “Committee”) met at 2:00 p.m. on July 24, 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
Lieutenant Governor Bethany Hall-Long, Office of the Lt. Governor
Commissioner Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)
Secretary Josette Manning, Department of Health & Social Services (“DHSS”)
Treasurer Colleen Davis, State Treasurer, Office of the State Treasurer “OST”
Chief Justice Collins Seitz, Delaware Supreme Court
Controller General Ruth Ann Miller, Office of the Controller General (“OCG”)
Shaun O’Brien, Policy Director, American Federation of State, County, and Municipal Employees (“AFSCME”)
Thomas Brackin, Executive Director, Delaware State Troopers Association (“DSTA”)
Karen Field Rogers, State Retiree

Others in Attendance

Director Faith Rentz, SBO, DHR
Deputy Director Leighann Hinkle, SBO, DHR
Nina Figueroa, Health Policy Advisor, SBO, DHR
Samantha Mountz, SBO, DHR
Aaron Schrader, SBO, DHR
Adria Martinelli, Deputy Attorney General, Department
of Justice, SEBC Legal Counsel
Cherie Dodge Biron, Director, Financial &
Administrative Services, DHR
Heather Johnson, DHR
Chris Giovannello, Willis Towers Watson (“WTW”)
Jaclyn Iglesias, WTW
Brian Stitzel, WTW
Walter Mateja, Merative
Eric Poston, Merative
Carla Cassell-Carter, Director of Budget Development
and Planning, OMB
Andrea Godfrey, Deputy Director of Budget
Development and Planning, OMB
Kathy Nedelka, HRIS Specialist, PHRST, OMB
Robert Scoglietti, Deputy Controller General, OCG
Ashley Tucker, Deputy State Court Administrator, AOC
David Bentz, Deputy Director, DMS, DHSS
Matt Clark, AFSCME
Daniel Madrid, DOF

Kay O’Day, Elections
Liz Richards, Office of the Lt. Governor
Wendy Beck, Highmark Delaware
Lisa Mantegna, Highmark Delaware
Kenneth Bronke, Highmark Delaware
Jeanie Carson, Highmark Delaware
Julie Caynor, Aetna
Katherine Impellizzeri, Aetna
Tammy Rivera, Delta Dental
Marina Mangerie, CVS Health
Randy Garcia, CVS Health
Paula Roy, Roy & Associates
Mary Kate McLaughlin, BT Law
Christina Bryan, DHA
Arthur Jenkins, DOL
Julie Greenwood, UD
Gisela McKenzie, UD
George Schreppler
Lynda Hastings
Tom Pledge
Steven LePage
Wanda Pfeiffer
Nancy Schuman
Mike Kempinski
Joan Delfattore

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Carole Anne Williamson
Bob Clarkin
Barbara Philbin
Helene Diskau

Carole Mick, SBO, DHR – Recorder, State
Employee Benefits Committee and
Subcommittees

CALLED TO ORDER – SECRETARY DEMATTEIS, DHR

Secretary DeMatteis called the meeting to order at 2:01 p.m.

APPROVAL OF MINUTES – SECRETARY DEMATTEIS, DHR

A MOTION was made by Commissioner Navarro and seconded by Control General Miller to approve the minutes from the June 20, 2023 meeting of the State Employee Benefits Committee.

MOTION ADOPTED UNANIMOUSLY.

DIRECTOR’S REPORT – DIRECTOR FAITH RENTZ, SBO

Director Rentz discussed several bills that passed both the House and Senate chambers before the end of the legislative session and provided a summary of each bill and any potential fiscal impact.

Director Rentz reviewed benefit and enrollment changes for the FY2024 plan year which started on July 1st and provided Committee members with Agenda items that were discussed at last week’s SEBC Subcommittee meetings.

Secretary Manning and Treasurer Davis arrived to the meeting.

It was mentioned that a vote to extend the Special Medicfill plan for an additional 6 months will likely occur in an upcoming SEBC meeting.

MAY 2023 GHIP FUND REPORT– CHRIS GIOVANNELLO, WTW

Chris Giovannello detailed the May 2023 fund report to include premium contributions, other revenues, claims, and the updated fund equity balance. The Fund received the prescription drug Commercial (\$17.5M) and EGWP (14.6M) rebates with the EGWP rebate coming in higher than budgeted. Claims ran \$1.4M above budget bringing the year-to-date total about \$40M (4%) over budget. The fund equity balance is \$75.7M which includes the \$61M claim liability and \$24.3M minimum reserve and by netting these amounts out, the fund equity balance has a deficit of \$9.6M.

SEBC DASHBOARD – CHRIS GIOVANNELLO, WTW

Chris Giovannello presented the SEBC monthly dashboard which analyzes trends in cost and utilization in healthcare. The dashboard displays trends on active employees and early retirees based on utilization and unit cost from the most recent 12 months through May 2023 compared to the previous 12 months through May 2022.

GHIP TREND DISCUSSION – CHRIS GIOVANNELLO, WTW

Chris Giovannello outlined the GHIP trend development which reviewed historical gross claims, forces impacting medical inflation, trend projections and range, and provided the recommendation from Subcommittee members on increasing the trend assumptions.

Lieutenant Governor Hall-Long arrived to the meeting.

SEBC members had a discussion on increasing the medical and Rx trend assumptions for FY24. The SEBC will need to have a vote in August on the trend assumptions because modifying the trend assumptions will impact the FY24 budget.

STRATEGIC FRAMEWORK – JACLYN IGLESIAS, WTW

Jaclyn Iglesias provided an update on the goals of the strategic framework and included items that require further analysis and listed remaining items to be completed in FY24.

OTHER BUSINESS

Secretary DeMatteis informed SEBC members that the August 21st meeting will be the last meeting held at the current location as the Statewide Benefits Office will be relocating to a new building in Silver Lake.

PUBLIC COMMENT

A member of the public provided comment on Agenda items discussed on today’s meeting related to the strategic framework.

ADJOURNMENT

A MOTION was made by Lieutenant Governor Hall-Long and seconded by Shaun O’Brien to adjourn the public session at 3:45 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