

**MINUTES FROM THE MEETING OF THE STATE EMPLOYEE BENEFITS COMMITTEE  
MARCH 11, 2024**

The State Employee Benefits Committee (the “Committee”) met at 2:00 p.m. on March 11, 2024. The meeting was held virtually and in person at 841 Silver Lake Boulevard, Suite 200, Dover, DE 19904.

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  
 Controller General Ruth Ann Miller, Office of the Controller General (“OCG”)  
 Secretary Josette Manning, Department of Health & Social Services (“DHSS”)  
 Treasurer Colleen Davis, State Treasurer, Office of the State Treasurer (“OST”)  
 Commissioner Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)  
 Chief Justice Collins Seitz, Delaware Supreme Court  
 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	Andrea Godfrey, Deputy Director of Budget Development and Planning, OMB	Jeff Taschner, Executive Director, Delaware State Education Association (“DSEA”)
Deputy Director Leighann Hinkle, SBO, DHR	Carla Cassell-Carter, Director of Budget Development and Planning, OMB	Ashley Tucker, Deputy State Court Administrator, AOC
Stephanie Hartos, SEBC and SEBC Subcommittee Manager, SBO, DHR	Cherie Dodge Biron, Director, Financial & Administrative Services, DHR	Keith Warren, Chief of Staff, Office of the Lt. Governor
Nina Figueroa, Health Policy Advisor, SBO, DHR	Heather Johnson, Controller, DHR	Courtney Stewart, Deputy Director, Office of Management & Budget (“OMB”)
Aaron Schrader, SBO, DHR	Jaclyn Iglesias, Willis Towers Watson (“WTW”)	Robert Scoglietti, Deputy Controller General, OCG
Pamela Barr, SBO, DHR	Brian Stitzel, WTW	Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB
Larry Frank, SBO, DHR	Michelle Gast, WTW	Lisa Mantegna, Highmark Delaware
Wendy Hrupsa-Sherwood, SBO, DHR	Walter Mateja, Merative	Wendy Beck, Highmark Delaware
Samantha Mountz, SBO, DHR	Secretary Rick Geisenberger, Department of Finance (“DOF”)	Susan Dahms, Highmark Delaware
Dawn Warman, SBO, DHR	Representative Michael Ramone, Delaware House of Representatives, Minority Caucus	Adam Knox, Highmark Delaware
Jennifer Biddle, Deputy Secretary, DHR	Representative Paul Baumbach, Delaware House of Representatives, Majority Caucus	Julie Caynor, Aetna
Michelle Carpenter, HRIS Manager, PHRST, OMB	William Oberle, DSTA	Katherine Impellizzeri, Aetna
Michelle Whalen, DAG, DOJ, SEBC Legal Counsel		Jennifer Moyer, Aetna
Joanna Adams, Pension Administrator, Office of Pensions (“OPen”)		Charlene Hrivnak, CVS Health
Kathy Nedelka, HRIS Specialist, PHRST, OMB		Sara Dunlevy, CVS Health
		Victor Gutierrez, CVS Health
		Carrie Schiavo, Delta Dental

**STATE OF DELAWARE STATEWIDE BENEFITS OFFICE**

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Bria Greenlee, 302 Strategies  
Christina Bryan, DHA  
Daniel Madrid, DOF  
Alicea Shanna, DeIDOT  
Sarah Day, DeIDOT  
Steven Costantino, DHSS  
Joanne White, DHSS  
Robert Burlingame, OPeN  
Lissedia Collazo-Garcia, OPeN  
Emily Johnson, OPeN  
Duana Sauls, OPeN  
Ryan Dunphy, LegHall  
Deldra Gregory-Colvin, Colonial SD  
Gisela McKenzie, UD  
Jill Floore, Brandywine SD  
Angie Thomas, Brandywine SD  
LaVette Whaley, City of Dover

Naomi Poole, City of Dover  
Patricia Marney, City of Dover  
Jeffrey Dill, City of Dover  
LeVar Johnson, Novo Nordisk  
Retired Senator Karen Peterson  
Tom Pledgie  
Steven LePage  
Joan DeFattore  
Sam Gaertner  
Barbara Philbin  
Gloria James  
Angela Taylor  
Bob Clarkin  
Lisa Gruss  
William Young  
AnRea MacDonald  
Charles Clark

Deborah Schrass  
Elisa Diller  
Jo Kallal  
Larry Bray  
Lynn Snyder-Mackler  
M. Chadwick  
Mary Graham  
Nancy Schuman  
Rebecca Byrd  
Wanda Pfeiffer  
Douglas Beyer  
William Saylor  
Carole Mick, SBO, DHR –  
Recorder, State Employee  
Benefits Committee and  
Subcommittees

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

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

**APPROVAL OF MINUTES – SECRETARY CLAIRE DEMATTEIS, DHR**

A MOTION was made by Shaun O’Brien and seconded by Thomas Brackin to approve the minutes from the February 20, 2024 meeting of the State Employee Benefits Committee.

Abstentions – Secretary Manning

MOTION ADOPTED UNANIMOUSLY.

A MOTION was made by Thomas Brackin and seconded by Shaun O’Brien to approve the Executive Session minutes from the February 20, 2024 meeting of the State Employee Benefits Committee.

Abstentions – Chief Justice Seitz, Director Cade, Secretary Manning, Controller General Miller

MOTION ADOPTED UNANIMOUSLY.

**EXECUTIVE SESSION**

A MOTION was made by Commissioner Navarro and seconded by Secretary Manning to move into the Executive Session at 2:04 p.m.

MOTION ADOPTED UNANIMOUSLY.

The Public Session resumed at 3:19 p.m.

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

Director Faith Rentz provided several updates on HB 281 and HB 282. SBO is currently monitoring several bills that will impact the Group Health Insurance Plan (GHIP) and more details on these bills will be provided to the Committee at the next meeting. The Retiree Healthcare Benefits Advisory Subcommittee (RHBAS) will hold a meeting on April 18<sup>th</sup>, 2024 at 10:00 a.m. SBO continues to monitor the Change Healthcare cyberattack situation which has so far not impacted member experience with pharmacy point of sale claims.

*Treasurer Davis arrived to the meeting.*

**FY25 PLANNING CONSIDERATIONS – JACLYN IGLESIAS & BRIAN STITZEL, WTW**

Jaclyn Iglesias reviewed the MHPAEA plan design changes to align mental health/substance use disorder benefits with medical/surgical benefits, discontinuation of certain COVID-19 benefit enhancements, and selected opportunities from the Diversity Equity and Inclusion benefits review. Estimated costs or cost avoidance to the GHIP and plan participants for the FY25 plan design changes were detailed. Committee members will be asked to vote on these plan design changes at the March 25, 2024 meeting.

Shaun O’Brien requested clarification on the copays for behavioral health and all other telemedicine if the Committee were to vote to end this COVID-19 benefit enhancement and also if there was a difference in cost to the plan for an in person visit and a telemedicine visit. WTW will provide follow-up information.

Updated Forecast and Rate Scenarios

Brian Stitzel provided a recap of the GHIP long-term health care cost projections from last month’s meeting and indicated that no additional changes have been made. The FY25 premium rate increase continues to remain static with the minimum reserve of 4% of operating expenses. FY25 premium contribution scenarios were outlined for all groups.

The GHIP long-term health care cost projections will be updated with results through February at the next meeting. These updates will include costs related to the MHPAEA, February experience, and the finalization of the CVS market check. No additional increases to the FY25 premium rate action are anticipated.

**MEDICARE RFP OVERVIEW AND CONTRACT AWARD RECOMMENDATION – MICHELLE GAST, WTW**

Michelle Gast detailed the timeline, findings, and recommendations from the Proposal Review Committee (PRC) for the request for proposal (RFP) for the Employer-Sponsored Medicare Supplement Plan. The Committee will be asked to vote on the recommendation at the next meeting.

**SURGERYPLUS SAVINGS ANALYSIS - JACLYN IGLESIAS, WTW**

Jaclyn Iglesias provided a progress update for the SurgeryPlus savings analysis noting that initial results to be presented at the April meeting. The savings analysis will compare SurgeryPlus procedure costs with benchmark average costs. The scope of GHIP-covered SurgeryPlus procedures and the bariatric surgery carve out was also reviewed.

**WEIGHT LOSS MEDICATIONS – MEDICAL PURPOSE AND UTILIZATION MANAGEMENT CRITERIA – STEPHANIE HARTOS, SEBC AND SEBC SUBCOMMITTEE MANAGER**

Agenda item was deferred to a future meeting.

**OTHER BUSINESS**

No Other Business.

**PUBLIC COMMENT**

Members of the public provided comments on agenda items discussed at today’s meeting related to the Retiree Healthcare Benefits Advisory Subcommittee (RHBAS) recommendations and the Employer-Sponsored Medicare Supplement Plan RFP contract award recommendation.

**ADJOURNMENT**

A MOTION was made by Commissioner Navarro and seconded by Secretary Manning to adjourn the public session at 4:02 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