



**MINUTES FROM THE MEETING OF THE STATE EMPLOYEE BENEFITS COMMITTEE  
MARCH 7, 2025**

The State Employee Benefits Committee (the “Committee”) met at 2:00 p.m. on March 7, 2025. The meeting was held virtually and in person at 841 Silver Lake Boulevard, Suite 200, Dover, DE 19904.

Committee Members Represented or in Attendance:

Director Brian Maxwell, Office of Management & Budget (“OMB”), SEBC Chair  
Treasurer Colleen Davis, State Treasurer, Office of the State Treasurer (“OST”), Vice Chair  
Secretary Yvonne Gordon, Department of Human Resources (“DHR”)  
Ashley Tucker, Deputy State Court Administrator, Chief Justice of the Supreme Court Designee, Administrative Office of the Courts (“AOC”)  
Lieutenant Governor Kyle Gay, Office of the Lt. Governor  
Steven Costantino, Director of Healthcare Reform, Secretary of the Department of Health & Social Services (“DHSS”) Designee  
Paul Baumbach, President of the Delaware State Troopers Association (“DSTA”) Designee  
Karen Peterson, State Retiree  
Bill Oberle, State Retiree  
Controller General Ruth Ann Miller, Office of the Controller General (“OCG”) – Non-Voting Member

Committee Members Not Represented or in Attendance:

Jeff Taschner, Executive Director, Delaware State Education Association (“DSEA”)  
Commissioner Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)

Others in Attendance

Director Faith Rentz, SBO, DHR	Brian Holloran, WTW
Deputy Director Leighann Hinkle, SBO, DHR	Michael Mallan, WTW
Stephanie Hartos, SEBC and SEBC Subcommittee Manager, SBO, DHR	Sarah Tarnish, WTW
Amber Cahill, SBO, DHR	Tyler Vanagas, WTW
Pamela Barr, SBO, DHR	Walter Mateja, Merative
Marie Hartigan, SBO, DHR	Robert Scoglietti, Deputy Controller General, OCG
Michelle Whalen, Deputy Attorney General, DOJ, SEBC Legal Counsel	Ann Visalli, Deputy Director, OMB
Courtney Hutt, Deputy Secretary, DHR	Andrea Godfrey, Deputy Director of Budget Development and Planning, OMB
Cherie Dodge Biron, Director, Financial & Administrative Services, DHR	Michelle Carpenter, HRIS Manager, PHRST, OMB
Heather Johnson, Controller, DHR	Drecina Fraser, OMB
Jessica Washer, DHR	John Greenage, IT Director, DTI
Joanna Adams, Pension Administrator, Office of Pensions (“OPen”)	Leah White, Aetna
Stephenie Tatman, Deputy Pension Administrator, Office of Pensions (“OPen”)	Jennifer Moyer, Aetna
Jaclyn Iglesias, Willis Towers Watson (“WTW”)	John Gadzinski, Highmark Delaware
Kant Khatri, WTW	Wendy Beck, Highmark Delaware
Michelle Gast, WTW	Randy Garcia, CVS Health
Brian Stitzel, WTW	Charlene Hrivnak, CVS Health
	Paula Roy, Roy & Associates
	David DeBruin, Deputy Attorney General, DOJ
	Kristal Diaz, OPen
	Emily Johnson, OPen

**STATE OF DELAWARE STATEWIDE BENEFITS OFFICE**

Meagan Iwaskiewicz, OPe  
William Fayson, OPe  
Daniel Arndt, OMB  
Mark Brainard, Lt. G. Office  
Daniel Madrid, DOF  
Linda Carmichael, NCC Superior Court  
Dianne Heilig, Kent County Superior Court  
Jules Villeco, DHA  
LeVar Johnson, Novo Nordisk  
Sarah Petrowich, Delaware Public  
Bria Greenlee, 302 Strategies  
Myeshia Christopher  
Barbara Philbin  
Lynda Hastings  
Bob Clarkin

Gloria James  
Rebecca Scarborough  
Steve LePage  
Mike Kempinski  
Dale Swain  
Jane Tupin  
Lisa Robinson  
Patricia Marney  
Mary Graham  
Nancy Schuman  
Albert Shields  
Carole Mick, SBO, DHR – Recorder, State  
Employee Benefits Committee and  
Subcommittees

**CALLED TO ORDER – DIRECTOR BRIAN MAXWELL, OMB**

Director Maxwell officially called the meeting to order at 2:01 p.m.

**APPROVAL OF FEBRUARY 21, 2025 SEBC MINUTES – DIRECTOR BRIAN MAXWELL, OMB**

A MOTION was made by Steven Costantino and seconded by Karen Peterson to approve the public session minutes from the February 21, 2025 meeting of the State Employee Benefits Committee (SEBC).

MOTION ADOPTED UNANIMOUSLY.

**APPROVAL OF DECEMBER 20, 2024 SEBC EXECUTIVE SESSION MINUTES – DIRECTOR BRIAN MAXWELL, OMB**

Director Maxwell provided an update from the March 7, 2025 SEBC meeting that he had consulted with counsel and confirmed that there is nothing in Statute preventing the SEBC from voting to approve Executive Session minutes in the public session and that FOIA actually prohibits voting in Executive Session.

A MOTION was made by Treasurer Davis and seconded by Lieutenant Governor Gay to approve the Executive Session minutes from the December 20, 2024 meeting of the State Employee Benefits Committee (SEBC).

Abstentions – Karen Peterson, Bill Oberle, Paul Baumbach

MOTION ADOPTED UNANIMOUSLY.

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

Statewide Benefits Office (SBO) Director, Faith Rentz, stated that there are no updates to provide at this time, however, informed Committee members that this will remain a standing agenda item to allow the opportunity to present any updates on agenda item topics or other significant work of the SBO that pertains to the work of the SEBC.

**FY26 PLANNING CONSIDERATIONS**

*EyeMed Vision Plan Enhancements – Deputy Director Leighann Hinkle, SBO*

SBO Deputy Director, Leighann Hinkle, presented proposed enhancements to the EyeMed vision plans for FY26. The State currently offers two EyeMed vision plans, a high plan which offers a higher monthly premium but lower out-of-pocket costs, and a low plan which offers a lower monthly premium and higher out-of-pocket costs. The proposed enhancements are specific to the premiums for tier 4 progressive lenses and tier 3 anti-reflective lens coating. Both proposed enhancements include changes to the coverage amount and would benefit most plan members. EyeMed did confirm with the SBO that there will be no rate change for FY26 for either vision plan, regardless of the Committee’s decision on these proposed enhancements.

Paul Baumbach requested additional information on the out-of-pocket costs for plan members who may be impacted negatively by these enhancements. Additional information on plan member out-of-pocket costs will be provided at the next meeting.

Securian Accident and Critical Illness Insurance Enhancements – Deputy Director Leighann Hinkle, SBO

SBO Deputy Director, Leighann Hinkle, provided an overview of the SEBC's December 2024 decision for SBO to begin negotiations on a new contract with Securian for the supplemental accident and critical illness insurance benefit. During contract negotiations, Securian offered an enhancement to the health and wellness benefit which would allow for the benefit to be paid for each dependent child covered under the plan. Under the current contract, the health and wellness benefit can only be paid for one dependent child regardless of the number of dependent children covered. This enhancement will not impact rates for the duration of the contract and would better align the plan with the current marketplace.

Updated Rate Scenarios – Brian Stitzel, WTW

Brian Stitzel outlined the long-term projections, premium rate increase scenarios, and potential impact of each scenario through FY29 for all groups combined (actives, pre-Medicare retirees, and Medicare retirees), excluding the University of Delaware (UD) as SBO received confirmation of their withdrawal from the GHIP effective July 1, 2025 for non-Medicare participants and January 1, 2026 for Medicare participants. Each long-term projection includes a premium rate increase scenario to target a \$0 deficit.

Several SEBC members showed support for a smoothing approach for health plan premiums increases.

Director Maxwell asked Committee members to begin considering ways the SEBC could reduce future health plan premium rate increases and send them to SEBC and Subcommittee Manager, Stephanie Hartos, at the SEBC@delaware.gov mailbox to add to the work plan discussions beginning in April.

SEBC members will be asked to vote on a premium rate scenario for FY26 at the March 21, 2025 meeting.

GHIP Enrollment – Brian Stitzel, WTW

Brian Stitzel provided a follow-up on the GHIP enrollments and noted that enrollment increased more than 4% from FY23 to FY24. FY25 actual enrollments are on par with budget enrollment projections.

Other Revenues – Brian Stitzel, WTW

Brian Stitzel presented a detailed analysis of the GHIP fund revenues which included the different components of Other Revenues captured in the monthly Fund Reports and an overview of the FY25 actuals vs. budget for Other Revenues.

Steven Costantino asked if the trend assumption has been re-analyzed or re-adjusted without the UD population. Brian Stitzel would not recommend a change in trend assumptions as the removal UD will likely not have a significant impact on these assumptions long term.

**PHARMACY BENEFIT MANAGER (PBM) REQUEST FOR PROPOSALS (RFP) – SCOPE OF WORK – SARAH TARNISH, WTW**

Sarah Tarnish discussed the pharmacy benefit manager (PBM) services that are currently provided by CVS Health for both the commercial and the employer group waiver plan (EGWP) populations in the GHIP. The current PBM contract will be expiring on June 30, 2026, meaning the SEBC will need to review and issue an RFP for a new PBM contract later this year. Preliminary results of the CVS market check were provided; CVS concluded that there is no opportunity for contract improvements due to rebate guarantees, however, CVS is working to provide an option to re-balance pricing between brand and generic specialty drugs for better alignment with plan costs and the market price of the drug.

Sarah Tarnish outlined the marketplace perspective of PBMs which included the functions of a PBM, an overview of what other employers are doing, and PBM adjudication models.

Paul Baumbach asked when the SEBC will be voting to approve the PBM RFP. Stephanie Hartos stated that the SEBC will be asked to vote on the approval of this RFP at the May 2025 meeting.

Karen Peterson requested information on the current administrative fees the GHIP is paying with the current PBM contract with CVS Health. WTW will provide follow-up information on administrative fees.

Sarah Tarnish presented additional details on the proposed scope of services for the 2025 PBM RFP. SEBC members will continue discussions on this RFP at upcoming meetings.

**LIFE INSURANCE BENEFIT REQUEST FOR PROPOSALS (RFP) – JACLYN IGLESIAS & TYLER VANAGAS, WTW**

Jaclyn Iglesias reviewed the life insurance benefit RFP scope of services which was approved by the SEBC in September 2024. Tyler Vanagas detailed the RFP questionnaire topics that bidders will be asked to provide a response.

SEBC members are being asked to provide feedback on the life insurance RFP to the SBO by end of day Monday, March 10, 2025. The SEBC will be asked to vote on this RFP at the next meeting and an employee survey will be released in early March to gauge employee preferences for Proposal Review Committee (PRC) consideration.

**SEBC PLANNING – FUTURE AGENDA ITEMS – DIRECTOR BRIAN MAXWELL, OMB**

Director Maxwell shared the 2025 critical items timeline and noted that the work plan will be discussed at an upcoming meeting.

Bill Oberle provided additional comments on the PBM RFP and voiced concerns over the current cost of PBM services and that the current scope of services does not allow for alternate procurement options for PBM services such as a reverse auction. Director Maxwell stated that the SEBC is restricted due to current procurement laws which would need to be amended before the SEBC could explore other options.

Karen Peterson expressed concerns that the PBM RFP requires bidders to have 10 years' experience which might be restrictive and limit the pool of bidders.

**PUBLIC COMMENT**

A member of the public provided comment on agenda items related to the pharmacy benefit plan.

**OTHER BUSINESS**

Director Maxwell informed SEBC members who may have questions regarding the materials presented during meetings to contact Stephanie Hartos and should not contact SBO consultants directly.

**ADJOURNMENT**

A MOTION was made by Karen Peterson and seconded by Treasurer Davis to adjourn the public session at 4:07 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