

STATE OF DELAWARE

STATE EMPLOYEE BENEFITS COMMITTEE

Resolution 2026-01

A RESOLUTION ESTABLISHING THE FINANCIAL & VENDOR STRATEGY SUBCOMMITTEE OF THE STATE EMPLOYEE BENEFITS COMMITTEE

WHEREAS,

The State Employee Benefits Committee ("SEBC") is established pursuant to Chapter 96 of Title 29 of the Delaware Code and is responsible for the administration and oversight of the State of Delaware Group Health Insurance Plan ("GHIP"); and

WHEREAS,

The SEBC adopted the FY2026–FY2029 GHIP Strategic Framework to provide long-term strategic direction for the administration, sustainability, and continuous improvement of the State's employee benefits program; and

WHEREAS,

The SEBC recognizes that effective governance includes the use of standing subcommittees to conduct detailed analysis, evaluate alternatives, and develop recommendations for consideration by the full Committee; and

WHEREAS,

The SEBC desires to establish a Financial & Vendor Strategy Subcommittee to provide focused oversight of financial strategy, vendor performance, benefit design, and other matters supporting the long-term financial sustainability of the GHIP.

NOW, THEREFORE, BE IT RESOLVED THAT:

Section 1. Establishment

There is hereby established a standing subcommittee of the SEBC to be known as the Financial & Vendor Strategy Subcommittee ("Subcommittee").

The Subcommittee shall serve in an advisory capacity to the SEBC and shall have only those powers expressly delegated by the SEBC.

Section 2. Purpose

The purpose of the Subcommittee is to support the SEBC in fulfilling its governance and oversight responsibilities for the GHIP. The Subcommittee serves as a forum for the review of financial strategy, benefit design, vendor performance, healthcare cost management, pharmacy strategy, and other initiatives that promote the long-term sustainability of the GHIP by:

- reviewing financial, actuarial, and vendor information related to the GHIP;
- evaluating strategies to improve the long-term sustainability of the GHIP;
- reviewing matters related to benefit design, vendor management, pharmacy strategy, and healthcare cost management;
- monitoring implementation of Strategic Framework initiatives related to managing cost; and
- developing recommendations for consideration by the full SEBC.

Section 3. Authority

The Subcommittee serves solely in an advisory capacity. The Subcommittee may: review and receive presentations from the Statewide Benefits Office ("SBO"), consultants, actuaries, vendors, legal counsel, and other subject matter experts; evaluate alternatives and implementation strategies; develop recommendations for consideration by the SEBC; and, request additional information through the SBO as necessary to fulfill its responsibilities.

The Subcommittee shall not establish policy on behalf of the SEBC, direct vendors or consultants independently, approve requests for proposals or procurements, or take actions reserved by law or Committee policy to the SEBC.

Section 4: Responsibilities

The Subcommittee responsibilities support the implementation of the FY2026–FY2029 GHIP Strategic Framework as it relates to managing healthcare costs for the GHIP and its members and may provide analysis and development of recommendations in the following areas:

- Financial stewardship
- Optimizing benefit design to promote cost-effective care
- Vendor strategy and performance
- Managing specialty pharmacy and high-cost drug spend
- Healthcare cost management
- High-cost condition solutions
- Engaging members to use care appropriately to reduce preventable costs

Section 5. Membership

The Subcommittee shall consist of the following members appointed by the SEBC:

- one (1) SEBC member representing an elected official, or the member's designated representative including the State Treasurer, the Lt. Governor, or the Insurance Commissioner;
- one (1) SEBC member representing the Administration, or the member's designated representative including the Secretary of the Department of Health and Human Services or the Director of the Office of Management and Budget;
- one (1) SEBC member representing organized labor, or the member's designated representative;
- one (1) SEBC member representing State pensioners, or the member's designated representative;
- one (1) SEBC member representing one of the following: the Chief Justice, the Controller General, the Chair of the Health Care Commission, or the member's designated representative; and
- the Secretary of the Department of Human Resources as a non-voting member.

A member of the SEBC who is authorized to appoint a designee to serve on the Subcommittee shall designate a single, ongoing representative. The designated representative is expected to serve on a continuing basis to promote continuity, institutional knowledge, and informed deliberation. Temporary or meeting-specific substitutions are discouraged and should occur only in exceptional circumstances.

Members shall serve at the pleasure of the SEBC until they resign, are replaced by the appointing authority, cease to be eligible for appointment, or the Committee takes action to modify the membership of the Subcommittee.

Section 6. Chair

The Chair must be a voting member of the SEBC. An individual attending a meeting for a member as a designee has the same duties and rights as the member and may serve as Chair of the subcommittee. If a subcommittee is holding a virtual meeting, the chair must attend the meeting at the anchor location. The Chair shall preside over meetings, approve agendas in consultation with the SBO, facilitate discussion, encourage participation by all members, and report recommendations to the SEBC. If the Chair is unable to attend a meeting, the Chair may designate another subcommittee member who is a voting member of the SEBC to preside over the meeting.

Section 7. Meetings

The Subcommittee shall meet as necessary to fulfill its responsibilities and meeting frequency shall be determined by the Chair in consultation with the SBO. Meetings shall be conducted in accordance with applicable provisions of Delaware law, including the Delaware Freedom of Information Act, and shall be open to the public. Administrative support shall be provided by the SBO.

Section 8: Quorum

A quorum of a subcommittee is a majority of its voting members. A meeting of a subcommittee does not constitute a meeting of the SEBC solely because a quorum of the Committee is appointed to the subcommittee or attends a meeting of the subcommittee. Official action by a subcommittee, including making findings and recommendations, requires the approval, by roll call vote, of a quorum of the subcommittee.

Section 9. Reporting and Recommendations to the SEBC

Following each meeting, the Chair shall report to the SEBC regarding significant discussions, recommendations, requests for Committee action, implementation progress; and/or issues requiring additional direction.

Recommendations of the Subcommittee shall not become effective unless approved by the SEBC. Nothing in this Resolution shall limit the authority of the SEBC to consider matters directly without prior review by the Subcommittee.

Section 10: Coordination

The Financial & Vendor Strategy Subcommittee shall coordinate with the Health Outcomes & Data Insights Subcommittee whenever agenda topics affect both financial strategy and health outcomes. Joint meetings may be held when appropriate to facilitate coordinated review and recommendation.

Section 11. Amendment or Dissolution

This Resolution may be amended or repealed by majority vote of the SEBC. The SEBC may modify the responsibilities or composition of the Subcommittee as necessary to support its governance responsibilities.

Section 12. Effective Date

This Resolution shall become effective immediately upon adoption by the SEBC.

ADOPTED by the SEBC this ____ day of _____, 2026

Chair, SEBC

ATTEST: _____

Kristin Barnekov-Short, SEBC Manager