



**MINUTES FROM THE MEETING OF THE RETIREE HEALTHCARE BENEFITS ADVISORY SUBCOMMITTEE MEETING  
JULY 20, 2023**

The Retiree Healthcare Benefits Advisory Subcommittee met at 10:00 a.m. on July 20, 2023.

The meeting was held virtually and in person at 97 Commerce Way, Suite 201 in Dover.

*Subcommittee Members in Attendance:*

Lieutenant Governor Bethany Hall-Long, Office of the Lt. Governor, Chair  
Senator Bryan Townsend, Delaware State Senate, Majority Caucus, Co-Vice Chair  
Representative Paul Baumbach, Delaware House of Representatives, Majority Caucus, Co-Vice Chair  
Secretary Claire DeMatteis, Department of Human Resources (“DHR”)  
Director Cerron Cade, Office of Management & Budget (“OMB”)  
Senator Brian Pettyjohn, Delaware State Senate, Minority Caucus  
Secretary Rick Geisenberger, Department of Finance (“DOF”)  
Commissioner Trinidad Navarro, Insurance Commissioner, Department of Insurance (“DOI”)  
Wayne Emsley, State Retiree – New Castle County  
David Craik, State Retiree – Kent County  
Denise Allen, State Retiree – Sussex County  
Jeff Taschner, Executive Director, Delaware State Education Association (“DSEA”)  
Michael Begatto, Executive Director, Delaware Public Employees Council 81  
William Oberle, Delaware State Trooper’s Association (“DSTA”)

*Subcommittee Members Not in Attendance:*

Representative Michael Ramone, Delaware House of Representatives, Minority Caucus

*Others in Attendance*

Director Faith Rentz, SBO, DHR	Wendy Beck, Highmark Delaware
Deputy Director Leighann Hinkle, SBO, DHR	Lisa Mantegna, Highmark Delaware
Samantha Mountz, SBO, DHR	Ken Bronke, Highmark Delaware
Dawn Warman, SBO, DHR	Julie Caynor, Aetna
Marie Hartigan, SBO, DHR	Paula Roy, Roy & Associates
Chris Giovannello, Willis Towers Watson (“WTW”)	Margaret Tempkin, Cheiron
Jaclyn Iglesias, WTW	Karen Peterson, Former Senator
Tom Cotter, WTW	Lynda Hastings
Walter Mateja, Merative	Wanda Pfiesser
Kristin Short, CoLab Strategies, LLC	Bob Clarkin
Robert Scoglietti, Deputy Controller	Steve LePage
General, OCG	Rebecca Scarborough
Jeanette Hammon, Sr. Fiscal and Policy	Sam Gaertner
Analyst, OMB	Tom pledgie
Keith Warren, Chief of Staff, Office of the	Joan Burnside
Lt. Governor	Diana Noonan
Courtney Stewart, Deputy Director, OMB	Elisa Diller
Jeanie Carson, Highmark Delaware	Nancy Alteri
Pamela Price, Highmark Delaware	Donna Dossett

**STATE OF DELAWARE STATEWIDE BENEFITS OFFICE**

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Joan DelFattore  
 Barbara Philbin  
 Amanda Roth  
 Bob Zimmerman  
 Bobbi Albright  
 Bryon Short  
 Ellen Scarpitti  
 Fred Willey  
 Susan Isaacs  
 James Plummer  
 John Philips  
 Margie Brittingham  
 Marian Coker  
 Ray Braverman  
 Robin Willey  
 Tom Penozza  
 Jean Betley  
 Patricia Roberts  
 Lester Johnson  
 Nancy Schuman  
 Nancy Jones  
 Charles Clark  
 Dale Swain  
 Kim York  
 Mary Graham  
 Carole Mick, SBO, DHR – Recorder, State  
 Employee Benefits Committee and Subcommittees

Stephanie Smith  
 Deborah Bain  
 Carolyn Manning  
 Barbara Coe  
 Gloria James  
 Linda Laurie  
 Lois Finley  
 Julie O’Connor  
 Amy Laurie  
 Teresa Young  
 Dennis Young  
 Evelyn Jacobs  
 Dave Jacobs  
 GA Smith  
 Georgiana Fennemore  
 Connie Merlet  
 Claudia Hughes  
 Stephenie Gaylord  
 Joe Gagliardino  
 Judith VanName  
 Anne Dunphy  
 James Jensen  
 William Taylor  
 Karen Taylor

**CALLED TO ORDER – LIEUTENANT GOVERNOR BETHANY HALL-LONG**

Lieutenant Governor Hall-Long called the meeting to order at 10:04 A.M.

**APPROVAL OF MINUTES – LIEUTENANT GOVERNOR BETHANY HALL-LONG**

A MOTION was made by Representative Baumbach and seconded by Wayne Emsley to approve the minutes from the Retiree Healthcare Benefits Advisory Subcommittee meeting on July 10, 2023 after discussion and modifications.

MOTION ADOPTED UNANIMOUSLY.

*Director Cade arrived to the meeting.*

**DISCUSSION AND RECOMMENDATIONS OF OPEB FUNDING, ELIGIBILITY, AND PLAN DESIGN**

Medicare Supplemental Plan Design Options – Chris Giovannello & Jaclyn Iglesias, WTW

Jaclyn Iglesias and Chris Giovannello reviewed a comparison of the Special Medicfill plan design versus several individual Medicare Supplement plan designs found in the marketplace. An example was provided on medical plan options for Medicare retirees after 1/1/2025 which depicts two Medicare Supplement plan designs mirrored after individual Medigap plans and included a 10<sup>th</sup>, 50<sup>th</sup>, and 90<sup>th</sup> percentile comparison of retiree costs.

OPEB Modeling Options – Lieutenant Governor Hall-Long & Secretary Geisenberger, DOF

Lieutenant Governor Hall-Long discussed funding options and another example of a combination of funding, eligibility, and benefit design options to reduce the OPEB liability.

Secretary Geisenberger provided an analysis of the projected net cost of retiree healthcare benefits without any changes to design or eligibility and the impact on the trust fund.

Subcommittee members continued a robust discussion on Medicare retiree options to reduce the OPEB Liability.

A MOTION was made by Wayne Emsley and seconded by Representative Baumbach to set the 2052 OPEB funded ratio target at a minimum of 80% and no requirement to reach the actuarially defined contribution.

Disapprovals – Secretary Geisenberger, Director Cade

Abstentions – Secretary DeMatteis

MOTION ADOPTED.

**RHBAS WORK PLAN – LIEUTENANT GOVERNOR BETHANY HALL-LONG**

The RHBAS work plan for future Subcommittee meetings through September was discussed to potentially add an additional meeting in August or extend both August meetings by one hour.

**RHBAS DISCUSSION AND OTHER BUSINESS**

No other business.

**PUBLIC COMMENT**

Members of the public provided comment on agenda items at today’s meeting and addressed concerns over proposed options for Medicare retiree healthcare.

**ADJOURNMENT**

A MOTION was made by Representative Baumbach and seconded by Wayne Emsley to adjourn the public session at 12:15 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