



**MINUTES FROM THE MEETING OF THE RETIREE HEALTHCARE BENEFITS ADVISORY SUBCOMMITTEE MEETING
AUGUST 24, 2023**

The Retiree Healthcare Benefits Advisory Subcommittee met at 10:00 a.m. on August 24, 2023.

The meeting was held virtually and in person at 1351 W North St, Ste 101, 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
- Representative Michael Ramone, Delaware House of Representatives, 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
- Michael Begatto, Executive Director, Delaware Public Employees Council 81
- Jeff Taschner, Executive Director, Delaware State Education Association (“DSEA”)
- William Oberle, Delaware State Trooper’s Association (“DSTA”)

Others in Attendance

- | | | |
|--|--|---|
| Director Faith Rentz, SBO, DHR | Kristin Short, CoLab Strategies, LLC | Tina Beres, Appo. SD |
| Deputy Director Leighann Hinkle, SBO, DHR | Thomas Brackin, Executive Director, DSTA | Michael McKibbin, Appo. SD |
| Heather Johnson, SBO, DHR | Keith Warren, Chief of Staff, Office of the Lt. Governor | Maria McClarin, Christina SD |
| Wendy Hrupsa-Sherwood, SBO, DHR | Matt Clark, AFSCME | Lisa Jefferson, Colonial SD |
| Dawn Warman, SBO, DHR | Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB | Karen Hugues, Sussex Academy of Arts and Sciences |
| Adria Martinelli, Deputy Attorney General, Department of Justice, SEBC Legal Counsel | Jeanie Carson, Highmark Delaware | Julie O’Connor, Caesar Rodney |
| Cherie Dodge Biron, Director, Financial & Admin. Services, DHR | Ken Bronke, Highmark Delaware | Deldra Gregory-Colvin, Colonial SD |
| Joanna Adams, Pension Administrator, Office of Pensions (“OPen”) | Lisa Mantegna, Highmark Delaware | David Kohen, Christina SD |
| Stephenie Tatman, Deputy Pension Administrator, OPen | Julie Caynor, Aetna | Carlos Espadas, NCC Vo-Tech |
| Jaclyn Iglesias, Willis Towers Watson (“WTW”) | Paula Roy, Roy & Associates | Beth Moody, Appo. SD |
| Brian Stitzel, WTW | Margaret Tempkin, Cheiron | Marian Coker, DOS |
| Tom Cotter, WTW | Bria Greenlee, 302 Strategies | Taylor Hawk, DSEA |
| Walter Mateja, Merative | Christy Wright, LegHall | Karen Peterson, Former Senator |
| | Jennifer Rini, Office of the Lt. Governor | Nancy Wagner, Former Representative |
| | Patricia Davis, DOJ | Lynda Hastings |
| | Elizabeth McFarlan, DOJ | Wanda Pfeiffer |
| | Tracy Konkle, Colonial SD | Steve LePage |
| | | Rebecca Scarborough |
| | | Sam Gaertner |

STATE OF DELAWARE STATEWIDE BENEFITS OFFICE

841 Silver Lake Blvd., Suite 100, Dover DE 19904 (D620E)

Phone: 1-800-489-8933 • Fax: (302) 739-8339 • Email: benefits@delaware.gov • Website: de.gov/statewidebenefits

Deborah Schrass
Joan Burnside
Diana Noonan
Elisa Diller
Nancy Alteri
Donna Dossett
Joan DeFattore
Barbara Philbin
Mike Kempski
Denise Schwartz
Bill Mead
Jim Chaconas
William Young
Patricia Roberts
Lester Johnson
Nancy Schuman
Barbara Reed
Carol Powell
Christine Reinert
Dale Swain
Helene Diskau
Kim York
Mary Graham
Rich Phillips
Stephanie Smith
Suzanne Seubert
Tammy Augustus
Judy VanName
June Turansky
Georgiana Fennemore
Liane Sorenson
Larry Gabbait
Avalo Shippy
Gloria James
Bob Haynes
Tony Lauria
Carlotta Cline
Claudia Hughes
Linda Justice
Ellen Scarpitti
John Goon
Karen Ross
Mark Shernoff

Joe Gaghardino
Lydia Tucker
MJ Diemicke
Carolyn Manning
Beverly Baxter
Brenda Baker
Michael Baker
Jean Anderson
R. Degu Shippy
Lois Finley
Teresa Young
Tim Mullany
Dennis Young
Marcia Halio
Stephanie Gagliardino
Jill Williams
William Saylor
Karen Saylor
M Jokallal
Kirk Ball
John Perry
Adele Jones
Alvin Baxter
Anne Graham
Anne Marie Higley
AnRea MacDonald
Audrey Noble
Barbara Gates
Barbara Shalley-Leonard
Bryon Short
Carla Costa
Carolyn Bailey
Carter Broach
Cathy MacPherson
Connie Bailey
Dave Bradley
Dave Deganich
David Northmore
Deanna Killen
Elaine Butterfoss
Elizabeth Stokes
Fran Laurenzi
Gabriella Hermon

Gisela McKenzie
Janet Smith
Jason Hass
Jeff Hansen
Joan Couch
Joe Edelen
John Pesek
John Philips
Judy Sheldon
Kathleen Aldridge
Kathy Devine
Kelli Bradley
Lee Stanton
Linda Bucher
Linda Dion
Linda Thompson
Lyn Anderson
Maria Aristigueta
Many Canon
Melanie Chadwick
Melody Hammond
Michael O'Connor
Regina Mullen
Robert Foraker
Roger Jones
Ruth Alborn
Sally Fintel
Sandra Lewis
Sarah Stowens
Steve Hastings
Teresa Wells
TJ Wells
Tom Pledge
Vera Kaminiski
Vikki Bandy
William Cain
William Gehrlain
Carole Mick, SBO, DHR –
Recorder, State Employee
Benefits Committee and
Subcommittees

CALLED TO ORDER – LIEUTENANT GOVERNOR BETHANY HALL-LONG

Lieutenant Governor Hall-Long called the meeting to order at 10:05 A.M.

APPROVAL OF MINUTES – LIEUTENANT GOVERNOR BETHANY HALL-LONG

A MOTION was made by Jeff Taschner and seconded by Bill Oberle to approve the minutes from the Retiree Healthcare Benefits Advisory Subcommittee meeting on August 10, 2023 with amended corrections.

MOTION ADOPTED UNANIMOUSLY.

DISCUSSION AND RECOMMENDATIONS ON SEBC MEDICARE REQUEST FOR PROPOSALS - LIEUTENANT GOVERNOR BETHANY HALL-LONG

Motion One

A MOTION was made by Representative Baumbach and seconded by Bill Oberle that Whereas, during a process that has included over a dozen public meetings, with active participation with a large number of state employees and retirees, this subcommittee has considered the previously proposed Medicare Advantage (MA) plan for Delaware’s state retirees, and how other states offer retiree healthcare benefits, both with and without MA options. Whereas, this Subcommittee has received innumerable and well-reasoned public comments unanimously opposed to MA. Whereas, this Subcommittee has considered at great length over many meetings whether the State should offer an MA plan as a retirement benefit for current and/or future state retirees, Therefore, we recommend that Delaware neither request nor consider a Medicare Advantage Plan in its Request for Proposal (RFP) for Medical Third-Party Administrator (TPA) Services and/or a Carrier for providing healthcare to its eligible retirees in the upcoming cycle.

Subcommittee members discussed the motion.

Voting Yes – Lieutenant Governor Hall-Long, Representative Baumbach, Senator Townsend, Commissioner Navarro, Representative Ramone, Senator Pettyjohn, Wayne Emsley, Jeff Taschner, Michael Begatto, Bill Oberle, Denise Allen

Voting No – Director Cade, Secretary DeMatteis, Secretary Geisenberger, David Craik

MOTION ADOPTED.

Motion Two

A MOTION was made by Representative Baumbach and Seconded by Bill Oberle that consistent with Senate Bill 29, to recommend that the Proposal Review Committee (PRC) for the upcoming RFP consist of representatives from each of the following offices:

Department of Health and Social Services
Lieutenant Governor’s Office
Controller General’s Office
State Insurance Commissioner’s Office
Executive Director of DSTA

The Subcommittee discussed the motion.

Representative Baumbach amended the previous MOTION to read:

I move that consistent with Senate Bill 29, we recommend that the Proposal Review Committee for the upcoming RFP consist of one representative from each of the following offices who would serve as the sole voting members:

Department of Health and Social Services
Lieutenant Governor’s Office
Controller General’s Office
State Insurance Commissioner’s Office Executive
Director of DSTA

The Subcommittee discussed the motion, and no vote took place.

A MOTION was made by Jeff Taschner and seconded by Commissioner Navarro to amend the previous MOTION to add one representative from the Office of Management and Budget and the state retiree appointee from the SEBC.

Voting Yes – Lieutenant Governor Hall-Long, Representative Baumbach, Senator Townsend, Commissioner Navarro, Representative Ramone, Senator Pettyjohn, Director Cade, Wayne Emsley, Jeff Taschner, Michael Begatto, Bill Oberle, Denise Allen, David Craik

Voting No – Secretary DeMatteis, Secretary Geisenberger

MOTION ADOPTED.

A MOTION was made by Representative Ramone and seconded by Senator Townsend to table the previous motion.

Voting Yes – Lieutenant Governor Hall-Long, Representative Baumbach, Senator Townsend, Commissioner Navarro, Representative Ramone, Senator Pettyjohn, Secretary DeMatteis, Director Cade, Jeff Taschner, Michael Begatto, Bill Oberle, Denise Allen, David Craik

Voting No – Wayne Emsley

Abstaining - Secretary Geisenberger

MOTION ADOPTED.

This MOTION was tabled until further notice.

Motion Three

A Motion was made by Representative Baumbach and seconded by Senator Townsend that in the interest of transparency, we recommend that the SEBC hold a vote in public session in order to adopt the final and approved RFP, and that the SEBC share a draft final RFP at least one week in advance of the public session at which the agenda includes the discussion and vote. We also recommend that for that public session, the SEBC agenda include public comment before the vote on the RFP. Finally, we recommend that this final RFP be provided to all members of this subcommittee as soon as practicable after approval.

Subcommittee members discussed the motion.

Voting Yes - Lt. Governor Hall-Long, Senator Townsend, Mr. Michael Begatto, Mr. Bill Oberle, Representative Ramone, Mr. Jeff Taschner, Senator Pettyjohn, Commissioner Navarro, Ms. Denise Allen, Representative Baumbach, Mr. Wayne Emsley and Mr. David Craik

Voting No - Secretary Geisenberger, Director Cade, Secretary DeMatteis

MOTION ADOPTED.

Motion Four

A Motion was made by Representative Baumbach and seconded by Representative Ramone that given the amount of time this subcommittee has dedicated to reviewing these issues and given that the current contract was originally bid with a three-year term, with two optional one-year extensions, we recommend that this final RFP utilize the same three-year term with two optional one-year extensions.

Subcommittee members discussed the motion.

Voting Yes - Lt. Governor Hall-Long, Senator Townsend, Mr. Michael Begatto, Mr. Bill Oberle, Representative Ramone, Mr. Jeff Taschner, Senator Pettyjohn, Commissioner Navarro, Ms. Denise Allen, Representative Baumbach, Mr. Wayne Emsley and Mr. David Craik

Voting No - Secretary Geisenberger, Director Cade, Secretary DeMatteis

MOTION ADOPTED.

DISCUSSION AND RECOMMENDATIONS – COMBINATIONS OF OPEB FUNDING, ELIGIBILITY, AND PLAN DESIGN FOR MODELING – JOANNA ADAMS, OPEN

Joanna Adams continued to review the OPEB modeling options and presented new modeling options and option combinations on benefit design, eligibility, and funding.

A MOTION was made by Bill Oberle and seconded by Jeff Taschner that any changes to plan design, eligibility requirements or contribution share/percentage be limited to those employees hired on or after January 01, 2025.

Voting Yes – Lieutenant Governor Hall-Long, Representative Baumbach, Commissioner Navarro, Representative Ramone, Jeff Taschner, Michael Begatto, Bill Oberle, Denise Allen

Voting No – Secretary Geisenberger, Director Cade, Secretary DeMatteis, Senator Pettyjohn, Senator Townsend, David Craik

MOTION ADOPTED.

RHBAS WORK PLAN – LIEUTENANT GOVERNOR BETHANY HALL-LONG

The RHBAS work plan for upcoming Subcommittee meetings through September was provided with the meeting materials.

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 continued concerns over Medicare Advantage. Several members of the public applauded the work of this Subcommittee.

ADJOURNMENT

A MOTION was made by Representative Baumbach and seconded by Michael Begatto to adjourn the public session at 1:27 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