



**MINUTES FROM THE MEETING OF THE HEALTH POLICY & PLANNING SUBCOMMITTEE  
TO THE STATE EMPLOYEE BENEFITS COMMITTEE  
NOVEMBER 13, 2023**

The Health Policy & Planning Subcommittee to the State Employee Benefits Committee (the “Committee”) met at 1:00 p.m. on Monday, November 13, 2023 in a meeting. The meeting was held virtually and in-person at 841 Silver Lake Blvd., Suite 101, Dover, DE 19904.

*Subcommittee Members Represented or in Attendance:*

- Director Faith Rentz, Statewide Benefits Office (“SBO”), Department of Human Resources (“DHR”) (Appointee of DHR Secretary Claire DeMatteis), Chair
- Robert Scoglietti, Deputy Controller General, Office of the Controller General (“OCG”) (Appointee of Controller General Ruth Ann Miller)
- David Bentz, Deputy Director, Dept. of Health and Social Services (“DHSS”) (Appointee of DHSS Secretary Josette Manning)
- Matt Clark, American Federation of State, County, and Municipal Employees (“AFSCME”) (Appointee of Shaun O’Brien, Policy Director, AFSCME)
- Ashley Tucker, Deputy State Court Administrator, Administrative Office of the Courts (“AOC”), (Appointee of The Honorable Collins Seitz, Chief Justice, Delaware Supreme Court)
- William Oberle, Delaware State Trooper’s Association (Appointee of Thomas Brackin, Executive Director, DSTA)
- Stuart Snyder, Chief of Staff, Department of Insurance (“DOI”) (Appointee of the Honorable Trinidad Navarro, Insurance Commissioner, DOI)
- Matthew Rosen, Senior Policy Advisor, Office of the State Treasurer (“OST”) (Appointee of the Honorable Colleen Davis, State Treasurer, OST)

*Subcommittee Members Not Represented or in Attendance:*

- Keith Warren, Chief of Staff, Office of the Lt. Governor (Appointee of Lt. Governor Bethany Hall-Long)
- Courtney Stewart, Deputy Director, Office of Management & Budget (“OMB”) (Appointee of OMB Director Cerron Cade)

*Others in Attendance:*

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| Deputy Director Leighann Hinkle, SBO, DHR                              | Katherine Impellizzeri, Aetna  |
| Nina Figueroa, Health Policy Advisor, SBO, DHR                         | Leah White, Aetna  |
| Aaron Schrader, SBO, DHR   | Wendy Beck, Highmark   |
| Samantha Mountz, SBO, DHR  | Lisa Mantegna, Highmark  |
| Heather Johnson, Controller, DHR                                       | Paula Roy, Roy & Associates  |
| Cherie Dodge Biron, Director, Financial & Administrative Services, DHR | Christina Bryan, DHA   |
| Jaclyn Iglesias, Willis Towers Watson “WTW”                            | Bria Greenlee, 302 Strategies  |
| Brian Stitzel, WTW   | Steve Lepage   |
| Nicole Bitter, WTW   | Nancy Alteri   |
| Walter Mateja, Merative  | Macey Hayes  |
| Charlene Hrivnak, CVS  | Stephanie Roth   |
| Randall Bryniarski, CVS  | Carole Mick, SBO, DHR - Recorder, State Employee Benefits Committee and Subcommittee |

**STATE OF DELAWARE STATEWIDE BENEFITS OFFICE**

**CALLED TO ORDER – DIRECTOR FAITH RENTZ, SBO**

Director Rentz called the meeting to order at 1:00 p.m.

**APPROVAL OF MINUTES – DIRECTOR FAITH RENTZ, SBO**

A MOTION was made by Matthew Clark and seconded by Ashley Tucker to approve the minutes from the Health Policy & Planning Subcommittee meeting on October 16, 2023.

MOTION ADOPTED UNANIMOUSLY.

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

Director Rentz provided Subcommittee members with agenda items from this morning's Financial Subcommittee meeting and the upcoming SEBC meeting which will include an Executive Session.

**GHIP ELIGIBILITY AND ENROLLMENT RULE CHANGES EFFECTIVE JANUARY 1, 2024 – LEIGHANN HINKLE, DEPUTY DIRECTOR, SBO**

Deputy Director Hinkle indicated that Subcommittee members were sent a copy of the proposed revisions for the GHIP Eligibility and Enrollment (E&E) Rules last week to review and provide feedback for the SEBC. SBO did not receive any additional proposed revisions, however, Subcommittee members are welcome to provide comments at today's meeting.

There were a few follow-ups from the last meeting related to plan entry dates and a compliance review of the State's IRC Section 125 Cafeteria Plan document and nondiscrimination testing. It was noted that SBO did receive a written DOJ legal opinion in response to a SEBC member request regarding the proposed change to a single-entry date for new hire enrollment and the impact of the change in minimizing risk of discriminatory practices. SBO and WTW continue to review the State IRC Section 125 Cafeteria Plan document and nondiscrimination testing requirements. Updates on this work will be provided to the Subcommittee as work progresses.

A Subcommittee member raised a concern regarding the terminology used in various sections of the GHIP E&E Rules related to the term step-children and asked if SBO can provide better clarification on step-children eligibility and loss of eligibility.

A Subcommittee member questioned if language can be added to the GHIP E&E Rules to suggest that when technology allows, new hires would be eligible for health benefits on the date of hire rather than a single plan entry date. Director Rentz will reach out to the DAG and provide a response at the SEBC meeting.

**MENTAL HEALTH PARITY AND ADDICTION EQUITY ACT (MHPAEA) OVERVIEW – NICOLE BITTER & JACLYN IGLESIAS, WTW**

Nicole Bitter detailed the Mental Health Parity and Addiction Equity Act (MHPAEA) and the passing of the Consolidated Appropriations Act (CAA) of 2021 and 2023. The CAA 2023 indicates that non-Federal government entities can no longer opt out. The Subcommittee reviewed the MHPAEA rules, financial requirements, and quantitative and non-quantitative treatment limitations. SBO is working with health plan TPAs and DOJ on clinical and legal/regulatory compliance support.

*Robert Scoglietti arrived to the meeting.*

**DIVERSITY, EQUITY AND INCLUSION REVIEW – JACLYN IGLESIAS, WTW**

Jaclyn Iglesias conducted a recap of the Diversity, Equity and Inclusion (DEI) benefits review and provided a more in-depth analysis on three of the six key benefits with potential short-term opportunities for improved alignment. The three key benefits discussed were family forming benefits, women's health, and broad wellbeing. Subcommittee members will review the remaining key benefits and opportunities: gender-affirming care/LGBT+, mental health/emotional wellbeing, and dental at the December meeting.

A Subcommittee member expressed support to further explore and expand coverage for infertility. Several

Subcommittee members also stated interest in pursuing plan design changes to enhance women’s health coverage.

*Matthew Rosen and David Bentz left the meeting.*

**GHIP STRATEGIC FRAMEWORK UPDATES/RECOMMENDATIONS – JACLYN IGLESIAS, WTW**

Jaclyn Iglesias conducted an overview of the GHIP Strategic Framework goals and guiding principles and provided a timeline for any changes to be discussed and adopted by the SEBC. The four main goals of the Strategic Framework were detailed which included the revised text of each goal. Subcommittee members were asked to review changes to these goals and provide feedback to SEBC members. The SEBC will be asked to vote on the updated goals at the December meeting.

*Stuart Snyder left the meeting.*

A Subcommittee member commented on goal three (Limit total cost of care inflation for GHIP participants at a level commensurate with the Health Care Spending Benchmark by the end of FY25 by focusing on specific components, which are inclusive of, but not limited to: outpatient and inpatient facility costs, pharmaceutical costs, and bariatric costs) and asked if “costs” could be replaced with “price”.

**OTHER BUSINESS**

No other business.

**PUBLIC COMMENT**

No Public Comment.

**ADJOURNMENT**

A MOTION was made by Ashley Tucker and seconded by Matthew Clark to adjourn the public session at 2:40 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