

**MINUTES FROM THE MEETING OF THE HEALTH POLICY & PLANNING SUBCOMMITTEE  
TO THE STATE EMPLOYEE BENEFITS COMMITTEE  
DECEMBER 11, 2023**

The Health Policy & Planning Subcommittee to the State Employee Benefits Committee (the “Committee”) met at 1:00 p.m. on Monday, December 11, 2023 in a meeting. The meeting was held virtually and in-person at 841 Silver Lake Blvd., Suite 200, 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)  
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)  
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)  
Russell Larson, State Retiree (Appointee of Karen Field Rogers, State Retiree)

*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)  
David Bentz, Deputy Director, Dept. of Health and Social Services (“DHSS”) (Appointee of DHSS Secretary Josette Manning)  
William Oberle, Delaware State Trooper’s Association (Appointee of Thomas Brackin, Executive Director, DSTA)

*Others in Attendance:*

Deputy Director Leighann Hinkle, SBO, DHR  
Nina Figueroa, Health Policy Advisor, SBO, DHR  
Stephanie Hartos, SEBC/Subcommittee Manager,  
SBO, DHR  
Marie Hartigan, SBO, DHR  
Cherie Dodge Biron, Director, Financial &  
Administrative Services, DHR  
Jaclyn Iglesias, Willis Towers Watson “WTW”  
Brian Stitzel, WTW  
Michelle Gast, WTW  
Walter Mateja, Merative  
Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB

Michelle Carpenter, HRIS Manager, PHRST, OMB  
Charlene Hrivnak, CVS Health  
Victor Gutierrez, CVS Health  
Katherine Impellizzeri, Aetna  
Jennifer Moyer, Aetna  
Julie Caynor, Aetna  
Paula Roy, Roy & Associates  
Megan McNamara Williams, DHA  
Bria Greenlee, 302 Strategies  
Carole Mick, SBO, DHR - Recorder, State Employee  
Benefits Committee and Subcommittee

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

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

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

Director Rentz introduced Russell Larson as the new Subcommittee member for both the Financial and Health Policy & Planning Subcommittees as the State Retiree representative and Stephanie Hartos as the SEBC and SEBC Subcommittee Manager.

Director Rentz highlighted agenda items from the November SEBC and the Retiree Healthcare Benefits Advisory Subcommittee meetings and did indicate that the SEBC did approve the changes to the GHIP Eligibility and Enrollment Rules effective January 1, 2024. An overview of Agenda items was provided from this morning's Financial Subcommittee meeting and upcoming meetings for the month of December.

Upcoming SEBC and SEBC Subcommittee meetings will be held in the new SEBC Conference Room at the Department of Human Resources, located at 841 Silver Lake Blvd., Suite 200, Dover, DE 19904. These meetings will continue to have a virtual platform as well.

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

A MOTION was made by Robert Scoglietti and seconded by Ashley Tucker to approve the minutes from the Health Policy & Planning Subcommittee meeting on November 13, 2023.

MOTION ADOPTED UNANIMOUSLY.

**PRIMARY CARE DASHBOARD FY24 Q1 – NINA FIGUEROA, HEALTH POLICY ADVISOR, SBO**

Nina Figueroa summarized the FY24 Q1 primary care provider (PCP) report analysis on Group Health Insurance Plan (GHIP) member visits to their PCPs. This chart reflects changes in PCPs by county, vendor, and physician. Subcommittee members were asked about the continuation of these reports and how frequently these reports should be reviewed. As these reports are not actionable, it was decided to continue to monitor PCP providers in Delaware and notify Subcommittee members if there's any major changes in these numbers.

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

Jaclyn Iglesias conducted a recap of the Diversity, Equity and Inclusion (DEI) benefits review, detailed additional information related to family forming benefits, women's health, and broad wellbeing, and provided a more in-depth analysis on the remaining three key benefits for potential short-term benefit opportunities. The three key benefits discussed were gender-affirming care/LGBT+, mental health/emotional wellbeing, and dental.

Jaclyn Iglesias asked the Subcommittee members to prioritize the presented plan design changes for further review by the SEBC for potential implementation when the GHIP fund is more stable. Two Subcommittee members showed support for women's health being a higher priority over other plan design changes.

Subcommittee members had a discussion related to expanding coverage of mental health visits through EAP and requested additional data to determine whether using a healthcare vendor or EAP would be more cost effective.

A Subcommittee member questioned the dental benefit related to expanding coverage for all missing teeth and asked why there is a disparity between the medical and dental costs. Jaclyn Iglesias will review and provide a response at the next Subcommittee meeting.

A Subcommittee member noted that these benefits should be prioritized by out-of-pocket costs or by which benefits would impact larger populations of plan members.

A Subcommittee member showed support for alternative medicine in a future fiscal year. Jaclyn Iglesias will provide additional information related to alternative medicine in an upcoming meeting.

**OTHER BUSINESS**

No other business.

**PUBLIC COMMENT**

No Public Comment.

**ADJOURNMENT**

A MOTION was made Robert Scoglietti by and seconded by Ashley Tucker to adjourn the public session at 2:16 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