



**MINUTES FROM THE MEETING OF THE HEALTH POLICY & PLANNING SUBCOMMITTEE
TO THE STATE EMPLOYEE BENEFITS COMMITTEE
JANUARY 22, 2024**

The Health Policy & Planning Subcommittee to the State Employee Benefits Committee (the “Committee”) met at 1:00 p.m. on Monday, January 22, 2024 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)
- 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)
- Treasurer Colleen Davis, State Treasurer, Office of the 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)

Others in Attendance:

- | | |
|--|---|
| Deputy Director Leighann Hinkle, SBO, DHR | Walter Mateja, Merative |
| Nina Figueroa, Health Policy Advisor, SBO, DHR | Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB |
| Stephanie Hartos, SEBC/Subcommittee Manager,
SBO, DHR | Charlene Hrivnak, CVS Health |
| Desiree Klein, SBO, DHR | Jennifer Moyer, Aetna |
| Aaron Schrader, SBO, DHR | Julie Caynor, Aetna |
| Crystal Sheats, SBO, DHR | Paula Roy, Roy & Associates |
| Leslie Ramsey, SBO, DHR | Bria Greenlee, 302 Strategies |
| Heather Johnson, Controller, DHR | Kasey O’Connor |
| Jaclyn Iglesias, Willis Towers Watson “WTW” | Lisa Gruss |
| Brian Stitzel, WTW | Steve LePage |
| Michelle Gast, WTW | 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 Stuart Snyder and seconded by Ashley Tucker to approve the minutes from the Health Policy & Planning Subcommittee meeting on December 11, 2023.

MOTION ADOPTED UNANIMOUSLY.

DIRECTOR'S REPORT – DIRECTOR FAITH RENTZ, SBO

Director Rentz confirmed that the updated Group Health Insurance Plan (GHIP) Eligibility and Enrollment Rules were submitted and accepted by the Registrar of Regulations. Changes largely surround the elimination of the 90-day State Share waiting period pursuant to HB185. SBO has sent communications of these revisions to GHIP organizations, and an updated copy has been posted to the SEBC website.

The Health Policy and Planning Subcommittee will begin work on changes to the Disability Insurance Program (DIP) Rules and Regulations with an effective date of July 1, 2024.

The SBO is currently monitoring several bills that have been filed that would impact the GHIP. Little movement on these bills is expected over the next few weeks as the Legislature will be breaking for the Joint Finance Committee budget hearings.

Director Rentz highlighted agenda items from the Financial Subcommittee meeting and the SEBC and Executive Session meetings. Any health plan benefit changes for FY25 will be voted on by the Committee no later than the end of March to prepare for Open Enrollment (OE). The Committee has two meetings scheduled for the month of March on March 11, 2024 and March 25, 2024

DISABILITY INSURANCE PROGRAM (DIP) RULES AND REGULATIONS REVIEW – AARON SCHRADER, SBO

Aaron Schrader provided an overview of the DIP Rules and Regulations review process, highlights for the proposed revisions and a timeline to complete the proposed revisions. Subcommittee members will be asked to review all recommended revisions and provide their input for each proposed revision.

SITE OF CARE STEERAGE – ADDITIONAL CENTERS OF EXCELLENCE OPPORTUNITIES – JACLYN IGLESIAIS, WTW

Jaclyn Iglesias reviewed additional centers of excellence opportunities by Employer Direct Healthcare (EDHC) which currently administers the SurgeryPlus program. Bariatric surgery is currently carved out through SurgeryPlus. EDHC would like the Committee to consider carving out additional procedures through SurgeryPlus, such as elective spine and joint procedures. Cost saving estimates are expected in March 2024.

Subcommittee members showed interest in further analyzing opportunities with EDHC, however, did voice some concerns about the provider network and potential ACA implications.

David Bentz arrived to the meeting.

DIVERSITY, EQUITY AND INCLUSION REVIEW – JACLYN IGLESIAIS, WTW

Jaclyn Iglesias conducted a recap of the Diversity, Equity and Inclusion (DEI) benefits review for short-term and long-term benefit enhancement opportunities. As some of these opportunities have a significant financial impact and the GHIP fund is not financially stable, today's discussion provides an update to outstanding questions from the December meeting related to broad wellbeing, family forming benefits, mental health/emotional wellbeing, and dental benefits.

A Subcommittee member showed strong support for the additional coverage of wigs, cooling caps and mastectomy bras and expressed concerns over the potential cost of other, more expensive benefit changes from the DEI review.

OTHER BUSINESS

No other business.

PUBLIC COMMENT

No Public Comment.

ADJOURNMENT

A MOTION was made by Robert Scoglietti by and seconded by Courtney Stewart to adjourn the public session at 2:06 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