

**MINUTES FROM THE MEETING OF THE HEALTH POLICY & PLANNING SUBCOMMITTEE
TO THE STATE EMPLOYEE BENEFITS COMMITTEE
MAY 20, 2024**

The Health Policy & Planning Subcommittee to the State Employee Benefits Committee (the “Committee”) met at 1:00 p.m. on Monday, May 20, 2024 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
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 Chief Justice Collins Seitz, 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 Commissioner Trinidad Navarro, Insurance Commissioner, DOI)
Robert Scoglietti, Deputy Controller General, Office of the Controller General (“OCG”) (Appointee of Controller General Ruth Ann Miller)
David Bentz, Deputy Director of Health Care Reform, Dept. of Health and Social Services (“DHSS”) (Appointee of DHSS Secretary Josette Manning)

Subcommittee Members Not Represented or in Attendance:

Keith Warren, Chief of Staff, Office of the Lt. Governor (Appointee of Lt. Governor Bethany Hall-Long)
Matthew Rosen, Senior Policy Advisor, Office of the State Treasurer (“OST”) (Appointee of Treasurer Colleen Davis, State Treasurer, OST)
Courtney Stewart, Deputy Director, Office of Management & Budget (“OMB”) (Appointee of OMB Director Cerron Cade)
Vacant, State Retiree (Appointee of Karen Field Rogers, State Retiree)

Others in Attendance:

Deputy Director Leighann Hinkle, SBO, DHR
Stephanie Hartos, SEBC and SEBC Manager, SBO, DHR
Pam Barr, SBO, DHR
Brittany Ford, SBO, DHR
Susan Meadows-Arnold, SBO, DHR
Cherie Dodge Biron, Director, Financial & Administrative Services, DHR
Jaclyn Iglesias, WTW
Michelle Gast, WTW
Walter Mateja, Merative
Jeanette Hammon, Sr. Fiscal and Policy Analyst, OMB

Julie Caynor, Aetna
Katherine Impellizzeri, Aetna
Leah White, Aetna
Wendy Beck, Highmark
Charlene Hrivnak, CVS
Randall Bryniarski, CVS
Bria Greenlee, 302 Strategies
Paula Roy, Roy & Associates
Steven LePage
Carole Mick, SBO, DHR - Recorder, State Employee Benefits Committee and Subcommittees

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 Robert Scoglietti and seconded by Ashley Tucker to approve the minutes from the Health Policy & Planning Subcommittee meeting on April 15, 2024.

MOTION ADOPTED.

DIRECTOR'S REPORT – DIRECTOR FAITH RENTZ, SBO

Director Rentz highlighted agenda items from this morning's Financial Subcommittee meeting and next week's SEBC meeting which will occur on Tuesday, May 28, 2024 due to the Memorial Day holiday and include an Executive Session. Public comment for SEBC meetings will now occur at the beginning of the meeting following approval of the meeting minutes. This will allow members of the public to provide input on agenda items prior to SEBC discussion.

Three bills sponsored by Representative Baumbach were introduced to the General Assembly and would codify specific recommendations contained within the Retiree Healthcare Benefits Advisory Subcommittee report which was released December 31, 2023. Director Rentz will continue to keep the SEBC and SEBC Subcommittees updated on the progress of these bills, as well as a large number of other bills which could impact the SEBC and GHIP.

Director Rentz informed the Subcommittee that the June Financial and Health Policy & Planning Subcommittee meetings will be combined and held at 10:00 a.m. on June 17, 2024.

UPDATES TO CALENDAR YEAR 2024 REQUEST FOR PROPOSALS (RFPs) – DIRECTOR FAITH RENTZ, SBO

Director Rentz detailed revisions in the timelines for the CY2024 RFPs which include the flexible spending account, pre-tax commuter benefit and COBRA administration, the employee assistance program, and the group accident and critical illness supplemental insurance benefits. The RFP timelines have been revised to allow updates to the standard RFP templates which contain outdated provisions. These three RFPs will now be advertised in mid-July and the subsequent Proposal Review Committee recommendations will be presented to the SEBC towards the end of the calendar year.

The projected advertisement date for the group universal life (GUL) insurance RFP is CY2025 Q1. In addition to these four RFPs, the SBO is working to develop an RFP for auditing of claims administration and contract compliance for the GHIP's self-insured health plans and pharmacy benefit program. The SBO is targeting to advertise this RFP in CY2024 Q4 following discussions with both Subcommittees and the SEBC on potential changes to the scope of work.

The SBO is currently in negotiations with Securian for a one-year extension of the GUL insurance benefit contract after recommendations from Subcommittee members. The SEBC will be provided an update on these negotiations at next week's meeting. The one-year extension will allow the Subcommittee and SEBC to further review this benefit and consider potential changes in the RFP scope of work before releasing in CY2025 Q1. If a change in the life insurance benefit results from the RFP, the one-year extension will also allow adequate time to communicate changes to plan members.

GROUP UNIVERSAL LIFE BENEFIT – JACLYN IGLESIAS, WTW

Jaclyn Iglesias provided a recap of the GUL discussion from the April Subcommittee meeting and noted that today's discussion will focus on the various benefit options and member impact should there be a change to this benefit. Subcommittee members were posed with several questions for consideration related to the scope of the GUL RFP.

Jaclyn Iglesias reviewed typical plan provisions of a GUL insurance plan versus a group term life insurance plan,

and it was mentioned that the GUL insurance plan provisions displayed do not reflect the plan provisions that are currently contained with the State’s GUL insurance benefit. Life insurance plan design considerations for the RFP include requiring bidders to provide a quote for either or both a GUL and term life insurance plan which will allow the SEBC to evaluate pricing and plan alternatives.

Subcommittee members had a discussion on the life insurance benefit program and raised several questions related to the scope of the RFP and member impact if the State moves to a term life plan.

Jaclyn Iglesias outlined some of the current key provisions of the State’s GUL, accidental death and dismemberment (AD&D) plan, spouse term life and child term life policies compared to nationwide benchmark data and trends. Jaclyn detailed the current life insurance carrier marketplace and additional member considerations if the SEBC changed the life insurance benefit offered.

A Subcommittee member addressed additional concerns related to changing the benefit offerings for life insurance. WTW will gather additional information on member impact and will provide follow-up information to Subcommittee members. Subcommittee members would like to consider increasing the life insurance benefit maximum in the next RFP.

CVS HEALTH – VIRTUAL CARE PROGRAM – JEN MANIERI, WTW

Jen Manieri presented a new telemedicine program called CVS Virtual Health which would replace the current Teledoc program for Aetna members only should the SEBC vote to approve this change. Aetna is offering this new telemedicine program through their parent company, CVS Health. Jen Manieri detailed price comparisons for services offered by Teledoc and CVS Virtual Health, as well as potential changes in member experience. Aetna proposed an effective date of this new program for September 1, 2024 and Subcommittee members were asked to provide feedback and recommendations.

The Subcommittee discussed Aetna’s offer to change their telemedicine service provider and asked several questions related to the ability of CVS Virtual Health to provide care coordination services and how the communication between members and providers differ between the two programs. WTW will follow up with Aetna on this discussion and provide additional information to the Subcommittee at the June meeting.

OTHER BUSINESS

No other business.

PUBLIC COMMENT

No public comment.

ADJOURNMENT

A MOTION was made by Robert Scoglietti and seconded by Ashley Tucker to adjourn the public session at 2:33 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