The State Employee Benefits Committee met December 5, 2016. The following people were in attendance:

**Committee Members:**
- Brian Maxwell, Director, OMB
- Tom Cook, Secretary of Finance
- Geoff Klopp, COAD
- Mike Morton, Controller General
- Evelyn Nestlerode, Designee of Chief Justice, Administrator of Courts
- Ken Simpler, Treasurer
- Paul Silverman, Designee of DHSS
- Karen Weldin Stewart, Insurance Commissioner

**Guests (continued):**
- Chris Hudson, Univ of DE
- Katherine Impellizzeri, Aetna
- Andrew Kerber, DOJ
- Russell Larson, The Byrd Group
- Melissa Marlin, OMB
- Omar Masood, OST
- Casey Oravez, OMB, Financial Ops
- Kimberly Reinsagel-Nietubicz, CGO
- Bettina Riveros, CCHS
- Paula Roy, Roy Assoc/DCSN
- Aaron Schrader, SBO
- Christine Schultz, Parkowski, Guerke & Swayze
- Jim Testerman, DESA-R
- Valerie Watson, Finance
- Mike North, Aetna
- Wendy Beck, Highmark
- Andrew Brancati, Highmark
- Jennifer Mossman, Highmark
- Pam Price, Highmark
- Walt Mateja, Truven Consulting
- Kevin Fyock, Willis Towers Watson
- Jaclyn Iglesias, Willis Towers Watson
- Rebecca Warnken, Willis Towers Watson

**Guests:**
- Brenda Lakeman, Director, SBO
- Faith Rentz, Deputy Director, SBO
- Lisa Porter, SBO
- Jennifer Bredemeier, Univ of DE
- Susan Buell, Cigna
- Rebecca Byrd, The Byrd Group
- David Craik, Pension Office
- Cindy Diaz, PHRST
- Laurene Eheman, SBO
- Jacqueline Faulcon, DRSPA
- Darcell Griffith, Univ of DE
- Debbie Hamilton, Cozen O’Connor
- James Harrison, DSEA-R
- Leighann Hinkle, SBO

**Introductions/Sign In**
Director Maxwell called the meeting to order at 2:02 p.m. Anyone who had public comment was invited to sign up and any others wishing to comment would be given the opportunity at the end of the meeting. Introductions were made.

**Approval of Minutes** - handout
Director Maxwell entertained a motion to approve the minutes from the November 14th SEBC meeting. Controller General Morton made the motion and Secretary Cook seconded the motion. With unanimous voice vote, motion carried.

**Director’s Report** – Brenda Lakeman

**Flexible Spending Account (FSA) Update:** 568 employees enrolled in both Health Care and Dependent Care FSA. A total of 5,596 enrolled in Health Care FSA with a change of +390 or 7.5% increase from 2016. Dependent Care FSA had 820 enrollments with a change of 74 or 9.9% increase from 2016.

**Consumerism Course Updates:**
The training course is doing well with 9,709 completed (includes DLC, Schoology and separate website access link). Combining DLC and Schoology, 9,127 completed the course to date out of 28,446 employees assigned. The separate website access link shows 582 have completed this course.

**Dermatologist on call Telemedicine:** through Highmark will end December 31st due to low participation. All other telemedicine services will continue.
ESI Update: Rolling out a pilot application called Mango. This will target members with chronic conditions of diabetes, high blood pressure and high cholesterol to sign up for the app which will encourage medication adherence. Once 50,000 is reached, enrollment will cease. Statistics will be provided once available.

Financials

**October 2016 Fund & Equity Report** - handout – Casey Oravez
The ending balance is $45.1M. The expected prescription rebate was not received in October. Claims came in lower than budgeted. Dialogue occurred around WTW to obtain the assumption numbers that drive the growth numbers.

**Group Health Program Strategic Planning Discussion** – handout – Willis Tower Watson (WTW)
A recap of the health care survey results was provided with specific evidence of GHIP initiatives consistent with best practices shown with organization’s recent focus and potential initiatives for GHIP. Telemedicine shows low usage while pharmacy shows a formulary savings of $5.3M for FY15 and $6.3M for FY16 since inception of National Preferred Formulary (NPF). The mission statement was changed to include core concepts with definitions and benchmarking metrics with examples. A calendar of the GHIP tactics for CY17 shows tactics goaled for 1Q17 and those that are ongoing throughout the year moving into FY18. Decision support tools and ongoing communications were discussed.

Director Maxwell announced the committee will be moving into Executive Session and then return to public session where guests may reconvene. The Director entertained a motion to move into Executive Session. Secretary Cook made the motion and Controller General Morton seconded the motion. Motion carried and Committee entered into Executive Session at 2:44 pm.

**Group Health Program FY18 Planning** – Faith Rentz
The MyBenefitsMentor® Solution is a tool that engages employees using employee’s actual medical and prescription drug claims history and out-of-pocket costs. It educates employees on the full costs of healthcare and drives more appropriate plan selection by guiding employees through plan comparison. Online option is available for active State of Delaware employees using Employee Self-Service Portal or Truven Health Consumer Registration Portal. Paper version available for non-Medicare State of Delaware pensioners and participating groups. Estimated cost is $175,000. SEBC members and designees are invited to participate in a WebEx demonstration 1Q17. SBO is working with PHRST on details for a single sign-on and will provide detailed pricing schedule and timeline at January’s meeting. SEBC approval allows SBO to continue to determine feasibility and develop timeline for 2017 open enrollment.

Public Comments
None

Other Business
None

Motions

The Director entertained a motion to approve the MyBenefitsMentor® Solution tool for 2017 Open Enrollment. Mr. Klopp made the motion and Controller General Morton seconded the motion with seven members in favor and one member abstained. Motion carried.

Director Maxwell stated WTW will provide more information in the following week to address agenda item #6. SEBC will schedule another meeting on December 16th to finalize this item. The Director then requested a motion to adjourn the meeting. Commissioner Stewart made the motion and Controller General Morton seconded the motion. Meeting was adjourned at 4:33 pm.

Respectfully submitted,

Lisa Porter
Statewide Benefits Office