

02/22/2023 SEBC Email – Sent to Benefit-Eligible Employees of State Agencies, School Districts, Charter Schools, DTCC, and DSU

Email Subject Line: Employee Benefits Modernization Survey – Thank You and Next Steps

Dear Fellow State Employees,

Did you know that we have four generations of employees in the state’s workforce? The State of Delaware and the State Employee Benefits Committee (SEBC) are responsible for offering a total rewards program that addresses the needs of each of these generations.

In February, state employees were invited to participate in an online *Employee Benefits Modernization Survey* to help determine what benefits are important to our diverse state workforce. This survey asked a series of questions to measure how employees value each benefit in terms of total compensation rewards. Each employee’s survey experience was unique as it was based on the choices they selected in each question. The comparison options provided in each question were based on artificial intelligence (AI) that analyzes prior choices made in the survey.

Thank you to those of you who completed this survey. Your responses are completely **confidential**, as only aggregated data will be shared by our consulting partner, Willis Towers Watson (WTW). The SEBC expects to receive preliminary survey results in March 2023, followed by a more detailed analysis in the summer. These results will inform the SEBC as we evaluate current and future benefit offerings and services. SEBC meeting materials, including the survey results, will be available on the [SEBC page](#) of the Statewide Benefits Office (SBO) website.

Thank you for participating in this survey to help us offer benefit programs that best meet the individual needs of the state’s multigenerational workforce.

Best of Health,

The State Employee Benefits Committee

SEBC Co-Chairs:

- *Claire DeMatteis, Secretary, DHR*
- *Cerron Cade, Director, OMB*

SEBC Members:

- *Bethany Hall-Long, Lt. Governor*
- *Ruth Ann Jones, Controller General*
- *Trinidad Navarro, Insurance Commissioner*
- *Colleen Davis, State Treasurer*
- *Collins Seitz, Supreme Court Chief Justice*
- *Molly Magarik, Secretary, DHSS*
- *Thomas Brackin, Executive Director, Delaware State Troopers Association*
- *Shaun O’Brien, Policy Director, American Federation of State, County & Municipal Employees*