

The State of Delaware

Benefits Modernization Initiative:
Employee Survey Update

State Employee Benefits Committee

December 19, 2022

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Modernizing benefits initiative

Overview

- At the November 2022 SEBC meeting, an update on the status of this project was provided to the Committee
 - Included overview of the project's foundation and goals, work completed to date and next steps, which included providing further details on survey components and more specific timing to the SEBC and the Subcommittees in December
 - At last Thursday's combined Subcommittee meeting, Subcommittee members were briefed on the material presented at the November SEBC meeting
- Today's discussion will focus on an overview of the topics for inclusion in the survey and a high-level timeline

Employee survey content

- Survey will focus on benefit preferences and the perceived value of benefits offered by the State
- Survey will include questions on the following topics:

Compensation	Medical / Rx Coverage	Retirement (Deferred Comp)	Flexibility in work location and schedule	Professional Development	Recognition	Other Benefits
Base pay increases	Premiums	Savings matching plan (457(b))	For employee segments where this is feasible	Formalized career plans	Methods that resonate with employees	Lifestyle spending accounts
	Plan design features			Training		Health savings accounts
	Total out-of-pocket costs			Tuition reimbursement (where offered)		Other voluntary / employee-pay-all insurance (identity theft, auto/home, pet, long-term care)
	Eligibility for coverage upon retirement*					Caregiving and family support
	Wellness					Student loan repayment

*Will include questions that cover recommendations of the Retirement Benefits Study Committee from March 2022.

Employee survey timeline

- Target launch of employee survey: February 2023
- Preliminary results shared with the SEBC: March 2023
- Detailed analysis of survey results: Q2 CY2023
- Results of detailed analysis shared with the SEBC: Q3 CY2023

- Preliminary results may inform some of the SEBC's decisions for the FY24 plan year, which are needed by March 2023 in order to implement in time for the start of FY24 (7/1/2023)
- Results of detailed survey analysis will likely be available for consideration towards changes in FY25 or later

Next steps

- Survey work group continues to meet weekly to develop survey content, work through technical details related to survey administration and establish an employee communication plan
 - This includes discussing alternatives for employees without ready access to computers and email
- Additional information about the employee communication plan will be shared as it becomes available in advance of the survey launch