



Revisions to Disability Insurance Program (DIP) Rules and Regulations

April 22, 2024



2023 Process for Revisions

- DIP Rules and Regulations Review Workgroup
 - SBO's DIP Program Lead and Return to Work Coordinator
 - DHR's Talent Management (including Statewide ADA Coordinator)
 - Select group of Human Resource, Benefits, and Payroll Representatives or Leads with DIP and/or Return to Work (RTW) administrative or paying responsibilities
 - Representation from State Agencies, Courts, School Districts, Charter Schools, Delaware Technical Community College, Delaware State University, Delaware Solid Waste Authority, and University of Delaware
 - Conducted virtual group meetings between September – November 2023 to gather feedback on proposed changes
- DHR's Insurance Coverage Office
- Legal review by DAG
- Office of Pensions

Highlights of Key Proposed Revisions/Updates

- Revisions and clarifications of definitions
- Streamlined use of terms and acronyms
- Clarifications of SBO being “administrative arm” of SEBC, and as such is responsible for administration of DIP and RTW
- Clarifications for enrollment and coverage
- References to Delaware Code, where applicable
- Clarifications of requirements for employees and DIP/RTW Representatives
- Revisions and clarifications for RTW process
 - STD and LTD
 - Merit and Non-Merit Employees
 - Role of SBO’s Return to Work Coordinator (RTWC)
 - New section on “Stay at Work Assistance”

Review Process for HP&P Subcommittee

- Similar to the GHIP Eligibility & Enrollment Rules review process, a spreadsheet was created with all current rules, recommended revisions, the reason, and the category.
- The spreadsheet was sent out to the HP&P Subcommittee members following discussion on January 22, 2024. Feedback was submitted to SBO by Subcommittee member including each member's agreement, disagreement or request for further discussion on each proposed revision.

Review Process for HP&P Subcommittee

- Discussion on March 18, 2024 focused on proposed revisions that the Subcommittee members did not agree to or approve as proposed.
- Based on the feedback/discussion from the March 18, 2024 HP&P Subcommittee meeting, DIP Rules and Regulations with revisions noted on the spreadsheet were placed into the Registrar of Regulations format.
- The Registrar of Regulations formatted document was sent to the HP&P Subcommittee members on April 8, 2024 with a request for feedback in advance of the April 15, 2024 HP&P Subcommittee meeting.

Review Process for HP&P Subcommittee

- The HP&P Subcommittee agreed on April 15, 2024 to recommend that the SEBC approve the proposed changes.
 - One Subcommittee member disagreed with proposed changes to the definition of Salary Supplement (bottom of page 5) and inclusion of the term “misconduct” in the definition.
 - One Subcommittee raised concern with the definition of Health Care Provider and it being inconsistent with use of the term in Delaware Code.
 - Both concerns are being further reviewed with the DOJ. There were no other unresolved concerns with the proposed changes.

Next Steps

- May 28, 2024 – Following public comment, SEBC will be asked to approve the Revisions to the DIP Rules and Regulations as reflected in the Registrar of Regulations formatted document
- June 15, 2024 - The final document will be submitted to the Registrar of Regulations for review and publication
- July 1, 2024 – Effective date of the updated DIP Rules and Regulations

Thank You



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