



Proposed Revisions to the Disability Insurance Program (DIP) Rules and Regulations

October 28, 2025



Process for Revisions

- SBO solicited feedback on the proposed revisions from:
 - DHR Talent Management
 - A random sampling of HR/Benefits/Payroll Representatives from State Agencies, School Districts, Charter Schools, DSWA, and higher education (University of Delaware)
 - The Hartford
 - Legal review by DAG

Highlights of Proposed Revisions

- Section 2.0 **Definitions:**
 - Added “Actively at Work” for clarification
 - Term is used already multiple times in the DIP Rules and Regulations and other DIP documents
 - Aligned with the definition in the Short Term Disability (STD) Plan Booklet
 - Revised “Parental Leave” definition
 - Streamlined content
 - Added additional reference to Delaware Code

Highlights of Proposed Revisions

- Updated the use of “you” to “the/an employee” for clarification and consistency purposes throughout the DIP Rules and Regulations
- Section 8.0 **STD Benefit Payment:**
 - Revised 8.12 and added subsections 8.12.1 and 8.12.2
 - Provided explanation of what constitutes “full-time” and “part-time” as it relates to recurrent disability
 - Aligned with Hartford’s definition of disability in the Long Term Disability (LTD) Plan
- Section 15.0 **LTD Coverage:**
 - Revised 15.4 to align with language in Hartford’s LTD Plan Booklet

Next Steps

- October 28, 2025 - SEBC is asked to approve the revisions to the DIP Rules and Regulations as reflected in the Registrar of Regulations regulatory markup document
 - **Note:** Formatting (i.e., spacing, indents, etc.) will be correctly displayed in the final version after being uploaded into the Registrar of Regulations online system
- If SEBC needs additional time, a vote can be taken no later than the November 25, 2025 SEBC Meeting
- December 15, 2025 - The final due date to submit to the Registrar of Regulations for review and publication
- January 1, 2026 – The effective date of the updated DIP Rules and Regulations

Thank You



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