

Motion for 11/28/23 Meeting

Whereas:

1. Healthcare and healthcare costs are an increasingly important concern to both active and retired state employees;
2. Typically healthcare needs increase with increasing age;
3. In the past Delaware has provided its active and retired employees with a robust and well-funded healthcare benefit package;
4. During public meetings and in private conversations, State of Delaware retirees have voiced their belief that healthcare benefits were promised to them, at their date of employment and/or at their time of retirement;
5. It appears that this promise of health benefits was rarely, if ever, provided in writing;
6. the level of healthcare benefits provided by an employer, and the continuation of these benefits in the future is a significant factor in the State's ability to hire and retain an effective and efficient workforce;

And Whereas: providing of healthcare benefits is ultimately at the discretion of the Governor and General Assembly;

Therefore, this subcommittee recommends that:

1. Legislation be drafted and passed that clarifies whether or not healthcare benefits that are in place at the date of hire, or retirement, shall be provided for the lifetime of the retiree and eligible spouse.
2. Following the passage of such legislation, administrative procedures be developed and implemented which provide each retiring person with a statement defining those healthcare benefits which are, or are not, provided for the lifetime of the retiree and eligible spouse.