



Revisions to Group Health Insurance Plan Eligibility and Enrollment Rules

August 14, 2023



Agenda

- Registrar of Regulations Review Process
- Review Process
- Summary of Proposed Revisions
- Timeline for revisions and approval

Registrar of Regulations Review

- The Office of the Registrar of Regulations is a section of the Division of Research and serves as the official repository for all administrative regulations for the State of Delaware.
- Per Section 25 of House Bill 195 signed into law on June 30, 2023, “Notwithstanding the provisions of the Administrative Procedures Act, 29 Del. C. c. 101 or any 15 other laws to the contrary, the State Employee Benefits Committee is authorized to amend the rules for Employees 16 Eligible to Participate in the State Group Health Insurance Program and the State Disability Insurance Program by 17 approving such amendments and causing the amendments to be published in the Register of Regulations with such 18 amendments to be effective as of the date of such publication unless otherwise specified by the State Employee 19 Benefits Committee.”
- This portion of the epilogue gives the SEBC the authority to make revisions to the Eligibility and Enrollment Rules, and, upon SEBC approval, submit the revisions to the Registrar of Regulations for publication.

Process for Revisions

- SBO Internal Working Group
 - Health, Vision, Dental, DIP Program Leads
 - Customer Service Team- revisions from member and Ben Rep inquiries
- PHRST
- Pension Office
- Compliance assistance by WTW
- Legal review by DAG

Review Process for HP&P Subcommittee

- A spreadsheet with all current Rules is posted with today's materials and shared with the Subcommittee members.

Health Policy & Planning Subcommittee Member Name-						
Location	Original	Proposed Revision/Addition	Reason for Revision/Addition	Category for Revision/Addition	Determination	Comments: Required if Disagree or Not Sure
	2000 EMPLOYEE BENEFITS State Employee Benefits Committee 2001 Group Health Insurance Plan Eligibility and Enrollment Rules					
Title	(Effective January 1, 2024)					

Review Process for HP&P Subcommittee

- The spreadsheet will be updated to include the recommended revisions, the reason, and the category.
- This updated spreadsheet will be sent out to the HP&P Subcommittee members in advance of the Oct 2 meeting for their review and feedback. Feedback will include whether they agree, disagree or are not sure of the proposed revision. Comments are required if they disagree or are unsure.
- The Oct 2 HP&P meeting discussion will focus on any proposed revisions that the Subcommittee members do not agree with or are unsure.

Review Process for HP&P Subcommittee

- Based on the discussion from the Oct 2 HP&P Subcommittee meeting, revisions will be made to the spreadsheet.
- The revised spreadsheet will be used for the discussion at the Nov 13 HP&P meeting where the Subcommittee will be asked to make recommendations to the SEBC.

Process for Public Comment

- Revisions to the Rules will be posted online with other meeting materials
- Public will have an opportunity to comment on the Rule revisions during Public Comment at the October and November subcommittee and SEBC meetings

Highlights of Key Proposed Revisions/Updates

- Clarifications of eligibility for coverage and changes in coverage based on input from GHIP organizations and Office of Pensions
- Revisions to cost for coverage as required by House Bill 185 and the removal of State Share waiting period language for “Regular Officers and Employees”
- Revisions, as needed, to align with Internal Revenue Service Code Section 125 Cafeteria Plan requirements
- Revisions and clarifications, as needed, to align with Centers for Medicare and Medicaid Services (CMS) requirements

Timeline for Revisions

- August 14, 2023*- Review high level summary of proposed revisions with the Health Policy & Planning Subcommittee
- October 2, 2023*- Review proposed revisions with the Health Policy & Planning Subcommittee
- October 23, 2023*- Review proposed revisions with the SEBC
- November 13, 2023*- Health Policy & Planning Subcommittee to vote on proposed revisions
- November 20, 2023*- SEBC to vote on proposed revisions
- December 15, 2023- Submit for Registrar of Regulations Review
- January 1, 2023- Publication/effective date of revised Rules

*Meeting agendas will include an opportunity for public comment on the Rule revisions and details will be posted in advance of discussion, votes and approval.

Thank You



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