



# Revisions to Disability Insurance Program (DIP) Rules and Regulations

January 22, 2024



# 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 other laws to the contrary, the State Employee Benefits Committee is authorized to amend the rules for Employees Eligible to Participate in the State Group Health Insurance Program and the State Disability Insurance Program by approving such amendments and causing the amendments to be published in the Register of Regulations with such amendments to be effective as of the date of such publication unless otherwise specified by the State Employee Benefits Committee.”
- This portion of the epilogue gives the SEBC the authority to make revisions to the DIP Rules and Regulations, and, upon SEBC approval, submit the revisions to the Registrar of Regulations for publication

# 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
  - Conduced 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

# 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 will be sent out to the HP&P Subcommittee members as a follow-up after today's 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. Feedback/comments are due by February 9, 2024.
- The March 18, 2024 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 feedback/discussion from the March 18, 2024 HP&P Subcommittee meeting, DIP Rules and Regulations with revisions from spreadsheet will be placed into the Registrar of Regulations format (Word version)\*
- The Word document will be sent out to the HP&P Subcommittee members on April 8, 2024 asking for feedback in advance of the April 15, 2024 HP&P Subcommittee meeting
- The April 15, 2024 HP&P Subcommittee meeting discussion will focus on feedback from Subcommittee members on the Word document and will be asked to make recommendation to the SEBC

*\*Note: Registrar of Regulations formatting specifications will require SBO to make minor wording changes to align with standard requirements*

# Process for Public Comment

- Revisions to the DIP Rules and Regulations will be posted online with other meeting materials
- Public will have an opportunity to comment on the DIP Rules and Regulations revisions during Public Comment at the March and April 2024 HP&P Subcommittee meetings, as well as at subsequent SEBC meetings

# Highlights of Key Proposed Revisions/Updates

- Revisions and clarifications of definitions
- Streamline 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”



# Timeline for Revisions

- January 22, 2024\* - Review high level summary of proposed revisions with the HP&P Subcommittee
- March 18, 2024\* - Review proposed revisions with the HP&P Subcommittee
- April 15, 2024\* - HP&P Subcommittee to vote on recommendation of proposed revisions to SEBC
- April 22, 2024\* - Review high level summary of proposed revisions with SEBC
- May 28, 2024\* - SEBC to vote on proposed revisions
- June 15, 2024 - Submit for Registrar of Regulations Review
- July 1, 2024 - Publication/effective date of revised DIP Rules and Regulations

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

# Thank You



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