



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

March 18, 2024



# 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

- 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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