

File No. 30339-1

Law Offices

PARKER McCAY P.A.

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(856) 596-8900

Attorneys for Lower Township Elementary Board of Education

**In re Complaint Filed by the
Lower Township Elementary Board of
Education Regarding P.L. 2020, Chapter
44.**

**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

**AMENDED ADDITIONAL
INFORMATION SUBMITTED WITH
FORM COMPLAINT**

Section 3 – Basis for the Claim

This Complaint addresses P.L. 2020, Chapter 44, legislation that required school districts in New Jersey to offer a new health care plan. Unfortunately, the legislation already caused the Lower Township Elementary Board of Education to incur approximately \$79,408.45 in overall increased health care costs for the 2020-2021 school year. On July 7, 2021, Governor Murphy signed legislation amending Chapter 44. Although Section 8 of the amended law now allows for meaningful terms of the healthcare plan or contributions to be altered through negotiations, there is no mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur. As a result, the mandate continues to be unfunded.

1. Prior to the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits were based on a percentage of premium model.
2. With the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits are now based on a percentage of salary model (with caps), and employees are placed in a plan known as the New Jersey Educators Health Plan (“NJEHP”) or equivalent plan (herein collectively: “NJEHP”). The NJEHP has raised the overall costs of health care for the Lower Township Elementary Public School District and their employees.
3. Notably, this change in the basis for contribution rates reduces the percentage of the employee contribution from a range of 3% to 35% to a range of 1.7% to 7.2%. Accordingly, school district employers are now forced to absorb this differential in the percentage of employee contribution rates, often increasing the net cost of health care benefits to the school district employer (or school district as a whole), under the NJEHP.
4. Prior to July 7, 2021, the “original language” of P.L. 2020, Chapter 44 stated that “the employer and the majority representative shall engage in collective negotiations over the financial impact of the [cost] difference” when the net cost to the employer under the NJEHP is higher than the net cost of health care benefits coverage available to employees through an existing collective negotiation agreement. However, the school district employer still remained bound by the contribution percentages, contribution caps, and the coverage or co-payment amounts set forth in P.L. 2020, Chapter 44. Accordingly, such collective

negotiations “over the financial impact of the difference” in implementing the NJEHP were not truly possible prior to July 7, 2021, as there were no health care related financial aspects remaining to negotiate.

5. As amended, Chapter 44 requires that Districts and employee associations engage in negotiations in order to “substantially mitigate” the financial impact of the difference “when the net cost ... to the employer [for health care benefits] is lower than the cost to the employer would be compared to the NJEHP.” Under the new law, substantial mitigation may include changes to plan level offerings or contributions for the NJEHP, or to both plan level offerings and contributions. However, the amended law does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur.
6. Because amended version of Chapter 44 does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur, it continues to be an unfunded mandate.
7. Pursuant to P.L. 2020, Chapter 44, all school district employees hired on or after July 1, 2020 were to be automatically enrolled in the NJEHP, unless they elected to waive coverage. The Lower Township Elementary Board of Education commenced with that automatic enrollment as of January 1, 2021.
8. Pursuant to P.L. 2020, Chapter 44, all school district employees hired prior to July 1, 2020, were to be provided the option to enroll in the NJEHP, unless they

affirmatively elected to waive coverage, or affirmatively elected to remain enrolled in their prior coverage. The Lower Township Elementary Board of Education commenced with that open enrollment as of January 1, 2021.

9. As detailed below, the NJEHP was created to provide cost savings, though the Lower Township Elementary Board of Education has already seen an annualized loss of \$79,408.45. The Lower Township Elementary Board of Education was previously self-insured and has recently entered into the Coastal HIF (“HIF”) program due to the uncertainty surrounding healthcare and the COVID-19 Pandemic. The switch to HIF caused rates to raise slightly, and the Lower Township Elementary Board of Education determined that they would not pass any of that cost on to their employees until July 1, 2021. Even without that, the District is forced to pay more money than they would have had P.L. 2020, Chapter 44 not existed. Further, because of the aforementioned, it is anticipated that more employees will switch to the NJEHP plan during the next open enrollment period.
10. P.L. 2020, Chapter 44 has caused the overall cost of healthcare in the District to go down by approximately \$27,000.00, yearly. P.L. 2020, Chapter 44, has not allowed the Lower Township Elementary Board of Education to realize any of those savings, instead requiring them to pay \$79,408.45 more during the 2020-2021 school year. P.L. 2020, Chapter 44 has not provided funding or any other means to make up for the negative financial impact that has already occurred and continues to occur while lengthy negotiations are pending.

Section 4 – Additional Direct Expenditures

Exhibit “A” is attached and shows the complete financial implications that P.L. 2020, Chapter 44 has had on the Lower Township Elementary Board of Education. As detailed in Exhibit “A”, the 53 employees who currently have coverage pursuant to Chapter 44, have caused the Lower Township Elementary Board of Education to see an annualized loss of \$79,408.45.

In Exhibit “A,” the “HIC” or employee contribution has gone from \$275,839.33 before P.L. 2020, Chapter 44, down to \$145,181.88. The source data is also included as Exhibit “B”. The Lower Township Elementary Board of Education was previously self-insured and has recently entered into the Coastal HIF (“HIF”) program due to the uncertainty surrounding healthcare and the COVID-19 Pandemic. The switch to HIF caused rates to raise slightly, and the Lower Township Elementary Board of Education determined that they would not pass any of that cost on to their employees until July 1, 2021. Even without that, the District is forced to pay more money than they would have had P.L. 2020, Chapter 44 not existed. Further, because of the aforementioned, it is anticipated that more employees will switch to the NJEHP plan during the next open enrollment period.

As detailed in Exhibit “A”, P.L. 2020, Chapter 44 has caused the overall healthcare costs in the District (i.e., the combined contributions from both the Lower Township Elementary Board of Education and its employees) for the 53 employees utilizing P.L. 2020, Chapter 44 coverage, to go down \$51,249.00, yearly. However, P.L. 2020, Chapter 44, has not allowed the Lower Township Elementary Board of Education to realize any of those savings, instead requiring them to pay \$79,408.45 more during the 2020-2021 school year.

Respectfully submitted,

PARKER MCCAY, P.A.

Attorneys for Claimant,

Lower Township Elementary Board of Education

BY: /s/ William C. Morlok

WILLIAM C. MORLOK

Dated: July 30, 2021

4819-0476-0052, v. 1

LAW OFFICE

Parker McCay P.A.

Exhibit A

”

LOWER TOWNSHIP SCHOOL DISTRICT

		SWITCHED TO:						
		CHAPTER 44%			CHAPTER 78%			
Plan	COUNT	20-21 Salary	medical/rx	hic	net to school	medical/rx	hic	net cost to school
E/S	6	\$ 398,583.00	\$ 177,186.00	\$ 18,750.60	\$ 158,435.40	\$ 184,008.00	\$ 39,255.04	\$ 144,752.96
F	23	\$ 1,576,203.00	\$ 763,738.00	\$ 85,161.83	\$ 678,576.17	\$ 793,247.00	\$ 152,441.38	\$ 640,805.62
P/C	10	\$ 721,269.00	\$ 191,700.00	\$ 24,063.35	\$ 167,636.65	\$ 199,450.00	\$ 46,870.75	\$ 152,579.25
S	14	\$ 733,490.00	\$ 184,674.00	\$ 17,206.10	\$ 167,467.91	\$ 191,842.00	\$ 37,272.16	\$ 154,569.84
	53	\$ 3,429,545.00	\$ 1,317,298.00	\$ 145,181.88	\$ 1,172,116.12	\$ 1,368,547.00	\$ 275,839.33	\$ 1,092,707.67
		loss to board by the switch to chapter 44			\$ 79,408.45			

Gzj kdk'D

		SWITCHED TO:								
		CHAPTER 44%				CHAPTER 78%				
Plan	COUNT	20-21 Salary	chapter 44%	medical/rx	hic	net to school	chapter 78 %	medical/rx	hic	net cost to school
E/S	6	\$ 398,583.00		\$ 177,186.00	\$ 18,750.60	\$ 158,435.40	\$ 1.28	\$ 184,008.00	\$ 39,255.04	\$ 144,752.96
F	23	\$ 1,576,203.00		\$ 763,738.00	\$ 85,161.83	\$ 678,576.17	\$ 4.42	\$ 793,247.00	\$ 152,441.38	\$ 640,805.62
P/C	10	\$ 721,269.00		\$ 191,700.00	\$ 24,063.35	\$ 167,636.65	\$ 2.35	\$ 199,450.00	\$ 46,870.75	\$ 152,579.25
S	14	\$ 733,490.00		\$ 184,674.00	\$ 17,206.10	\$ 167,467.91	\$ 2.72	\$ 191,842.00	\$ 37,272.16	\$ 154,589.84
	53	\$ 3,429,545.00		\$ 1,317,298.00	\$ 145,181.88	\$ 1,172,116.12	\$ 10.77	\$ 1,368,547.00	\$ 275,839.33	\$ 1,092,707.67
E/S	1	\$ 76,301.00	5.00%	\$ 29,531.00	\$ 3,815.05	\$ 25,715.95	27%	\$ 30,668.00	\$ 8,280.36	\$ 22,387.64
E/S	1	\$ 82,595.00	5.50%	\$ 29,531.00	\$ 4,542.73	\$ 24,988.28	28%	\$ 30,668.00	\$ 8,587.04	\$ 22,080.96
E/S	1	\$ 50,873.00	3.30%	\$ 29,531.00	\$ 1,678.81	\$ 27,852.19	15%	\$ 30,668.00	\$ 4,600.20	\$ 26,067.80
E/S	1	\$ 50,853.00	3.90%	\$ 29,531.00	\$ 1,983.27	\$ 27,547.73	15%	\$ 30,668.00	\$ 4,600.20	\$ 26,067.80
E/S	1	\$ 84,392.00	5.50%	\$ 29,531.00	\$ 4,641.56	\$ 24,889.44	28%	\$ 30,668.00	\$ 8,587.04	\$ 22,080.96
E/S	1	\$ 53,569.00	3.90%	\$ 29,531.00	\$ 2,089.19	\$ 27,441.81	15%	\$ 30,668.00	\$ 4,600.20	\$ 26,067.80
E/S	6	398583	0.271	177186	18750.602	158435.398	1.28	184008	39255.04	144752.96
F	1	\$ 95,191.00	6.60%	\$ 33,206.00	\$ 6,282.61	\$ 26,923.39	29%	\$ 34,489.00	\$ 10,001.81	\$ 24,487.19
F	1	\$ 86,135.00	6.00%	\$ 33,206.00	\$ 5,168.10	\$ 28,037.90	26%	\$ 34,489.00	\$ 8,967.14	\$ 25,521.86
F	1	\$ 60,869.00	5.00%	\$ 33,206.00	\$ 3,043.45	\$ 30,162.55	17%	\$ 34,489.00	\$ 5,863.13	\$ 28,625.87
F	1	\$ 40,735.00	3.90%	\$ 33,206.00	\$ 1,588.67	\$ 31,617.34	12%	\$ 34,489.00	\$ 4,138.68	\$ 30,350.32
F	1	\$ 67,243.00	5.00%	\$ 33,206.00	\$ 3,362.15	\$ 29,843.85	19%	\$ 34,489.00	\$ 6,552.91	\$ 27,936.09
F	1	\$ 55,369.00	4.40%	\$ 33,206.00	\$ 2,436.24	\$ 30,769.76	14%	\$ 34,489.00	\$ 4,828.46	\$ 29,660.54
F	1	\$ 55,369.00	4.40%	\$ 33,206.00	\$ 2,436.24	\$ 30,769.76	14%	\$ 34,489.00	\$ 4,828.46	\$ 29,660.54
F	1	\$ 88,801.00	6.00%	\$ 33,206.00	\$ 5,328.06	\$ 27,877.94	26%	\$ 34,489.00	\$ 8,967.14	\$ 25,521.86
F	1	\$ 87,248.00	6.00%	\$ 33,206.00	\$ 5,234.88	\$ 27,971.12	26%	\$ 34,489.00	\$ 8,967.14	\$ 25,521.86
F	1	\$ 87,766.00	6.00%	\$ 33,206.00	\$ 5,265.96	\$ 27,940.04	26%	\$ 34,489.00	\$ 8,967.14	\$ 25,521.86
F	1	\$ 75,689.00	5.50%	\$ 33,206.00	\$ 4,162.90	\$ 29,043.11	23%	\$ 34,489.00	\$ 7,932.47	\$ 26,556.53
F	1	\$ 66,869.00	5.00%	\$ 33,206.00	\$ 3,343.45	\$ 29,862.55	19%	\$ 34,489.00	\$ 6,552.91	\$ 27,936.09
F	1	\$ 95,600.00	6.60%	\$ 33,206.00	\$ 6,309.60	\$ 26,896.40	29%	\$ 34,489.00	\$ 10,001.81	\$ 24,487.19
F	1	\$ 94,048.00	6.60%	\$ 33,206.00	\$ 6,207.17	\$ 26,998.83	28%	\$ 34,489.00	\$ 9,656.92	\$ 24,832.08
F	1	\$ 52,349.00	4.40%	\$ 33,206.00	\$ 2,303.36	\$ 30,902.64	12%	\$ 34,489.00	\$ 4,138.68	\$ 30,350.32
F	1	\$ 74,479.00	5.50%	\$ 33,206.00	\$ 4,096.35	\$ 29,109.66	22%	\$ 34,489.00	\$ 7,587.58	\$ 26,901.42
F	1	\$ 50,919.00	4.40%	\$ 33,206.00	\$ 2,240.44	\$ 30,965.56	12%	\$ 34,489.00	\$ 4,138.68	\$ 30,350.32
F	1	\$ 69,725.00	5.00%	\$ 33,206.00	\$ 3,486.25	\$ 29,719.75	19%	\$ 34,489.00	\$ 6,552.91	\$ 27,936.09
F	1	\$ 55,625.00	4.40%	\$ 33,206.00	\$ 2,447.50	\$ 30,758.50	14%	\$ 34,489.00	\$ 4,828.46	\$ 29,660.54
F	1	\$ 52,769.00	4.40%	\$ 33,206.00	\$ 2,321.84	\$ 30,884.16	12%	\$ 34,489.00	\$ 4,138.68	\$ 30,350.32
F	1	\$ 62,691.00	5.00%	\$ 33,206.00	\$ 3,134.55	\$ 30,071.45	17%	\$ 34,489.00	\$ 5,863.13	\$ 28,625.87
F	1	\$ 74,479.00	5.50%	\$ 33,206.00	\$ 4,096.35	\$ 29,109.66	22%	\$ 34,489.00	\$ 7,587.58	\$ 26,901.42
F	1	\$ 26,235.00	3.30%	\$ 33,206.00	\$ 865.76	\$ 32,340.25	4%	\$ 34,489.00	\$ 1,379.56	\$ 33,109.44
F	23	1576203	1.189	763738	85161.829	678576.171	4.42	793247	152441.38	640805.62
P/C	1	\$ 50,919.00	2.80%	\$ 19,170.00	\$ 1,425.73	\$ 17,744.27	15%	\$ 19,945.00	\$ 2,991.75	\$ 16,953.25
P/C	1	\$ 84,392.00	3.60%	\$ 19,170.00	\$ 3,038.11	\$ 16,131.89	28%	\$ 19,945.00	\$ 5,584.60	\$ 14,360.40
P/C	1	\$ 87,248.00	3.60%	\$ 19,170.00	\$ 3,140.93	\$ 16,029.07	30%	\$ 19,945.00	\$ 5,983.50	\$ 13,961.50
P/C	1	\$ 89,622.00	3.60%	\$ 19,170.00	\$ 3,226.39	\$ 15,943.61	30%	\$ 19,945.00	\$ 5,983.50	\$ 13,961.50
P/C	1	\$ 40,735.00	2.50%	\$ 19,170.00	\$ 1,018.38	\$ 18,151.63	8%	\$ 19,945.00	\$ 1,595.60	\$ 18,349.40
P/C	1	\$ 66,869.00	3.00%	\$ 19,170.00	\$ 2,006.07	\$ 17,163.93	23%	\$ 19,945.00	\$ 4,587.35	\$ 15,357.65
P/C	1	\$ 70,243.00	3.30%	\$ 19,170.00	\$ 2,318.02	\$ 16,851.98	26%	\$ 19,945.00	\$ 5,185.70	\$ 14,759.30
P/C	1	\$ 54,369.00	2.80%	\$ 19,170.00	\$ 1,522.33	\$ 17,647.67	15%	\$ 19,945.00	\$ 2,991.75	\$ 16,953.25
P/C	1	\$ 89,864.00	3.60%	\$ 19,170.00	\$ 3,235.10	\$ 15,934.90	30%	\$ 19,945.00	\$ 5,983.50	\$ 13,961.50
P/C	1	\$ 87,008.00	3.60%	\$ 19,170.00	\$ 3,132.29	\$ 16,037.71	30%	\$ 19,945.00	\$ 5,983.50	\$ 13,961.50
P/C	10	721269	0.324	191700	24063.352	167636.648	2.35	199450	46870.75	152579.25
S	1	\$ 50,919.00	2.20%	\$ 13,191.00	\$ 1,120.22	\$ 12,070.78	20%	\$ 13,703.00	\$ 2,740.60	\$ 10,962.40
S	1	\$ 39,006.00	1.70%	\$ 13,191.00	\$ 663.10	\$ 12,527.90	11%	\$ 13,703.00	\$ 1,507.33	\$ 12,195.67
S	1	\$ 25,645.00	1.70%	\$ 13,191.00	\$ 435.97	\$ 12,755.04	8%	\$ 13,703.00	\$ 1,027.73	\$ 12,675.28
S	1	\$ 36,709.00	1.70%	\$ 13,191.00	\$ 624.05	\$ 12,566.95	11%	\$ 13,703.00	\$ 1,507.33	\$ 12,195.67
S	1	\$ 50,919.00	2.20%	\$ 13,191.00	\$ 1,120.22	\$ 12,070.78	20%	\$ 13,703.00	\$ 2,740.60	\$ 10,962.40
S	1	\$ 54,225.00	2.20%	\$ 13,191.00	\$ 1,192.95	\$ 11,998.05	20%	\$ 13,703.00	\$ 2,740.60	\$ 10,962.40
S	1	\$ 40,620.00	1.90%	\$ 13,191.00	\$ 771.78	\$ 12,419.22	12%	\$ 13,703.00	\$ 1,644.36	\$ 12,058.64
S	1	\$ 58,069.00	2.20%	\$ 13,191.00	\$ 1,277.52	\$ 11,913.48	23%	\$ 13,703.00	\$ 3,151.69	\$ 10,551.31
S	1	\$ 52,769.00	2.20%	\$ 13,191.00	\$ 1,160.92	\$ 12,030.08	20%	\$ 13,703.00	\$ 2,740.60	\$ 10,962.40
S	1	\$ 25,799.00	1.70%	\$ 13,191.00	\$ 438.58	\$ 12,752.42	8%	\$ 13,703.00	\$ 1,027.73	\$ 12,675.28
S	1	\$ 74,479.00	2.80%	\$ 13,191.00	\$ 2,085.41	\$ 11,105.59	32%	\$ 13,703.00	\$ 4,384.96	\$ 9,318.04
S	1	\$ 87,248.00	3.00%	\$ 13,191.00	\$ 2,617.44	\$ 10,573.56	34%	\$ 13,703.00	\$ 4,659.02	\$ 9,043.98
S	1	\$ 85,264.00	3.00%	\$ 13,191.00	\$ 2,579.92	\$ 10,633.08	34%	\$ 13,703.00	\$ 4,659.02	\$ 9,043.98
S	1	\$ 51,819.00	2.20%	\$ 13,191.00	\$ 1,140.02	\$ 12,050.98	20%	\$ 13,703.00	\$ 2,740.60	\$ 10,962.40
S	14	733490	0.307	184674	17206.095	167467.905	2.72	191842	37272.16	154569.84
	92	\$ 6,125,600.00		\$ 2,449,922.00	\$ 273,157.66	\$ 2,176,764.34		\$ 2,545,252.00	\$ 514,406.50	\$ 2,030,845.50
		ties to 12 31 2020				\$ 145,918.84				
						53	\$	2,753.19	ADDITIONAL COST PER MEMBER	
				PREMIUMS SAVINGS	\$	(95,330.00)				
				HIC LOST	\$	241,248.84				
				INCREASED COSTS	\$	145,918.84				
				loss to board by the switch to chapter 44	\$	79,408.45				

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Attorneys for Complainant, Lower Township Elementary Board of Education

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**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

CERTIFICATION OF JOHN HANSEN

I, John Hansen, School Business Administrator and Board Secretary for the Lower Township Elementary Board of Education, being of full age, do hereby certify as follows:

1. I am the School Business Administrator and Board Secretary for the Lower Township Elementary Board of Education.
2. The data and figures contained in Exhibits A and B, which are attached to Lower Township Elementary Board of Education's Amended Complaint, are true and accurate.

I certify that the foregoing statements made by me are true. I acknowledge that if any of the foregoing statements made by me are willfully false, I am subject to punishment.

By: _____


JOHN HANSEN

Dated: July 29, 2021

File No. 12160-87

Law Offices

PARKER McCAY P.A.

Frank P. Cavallo, Jr., Esq. (01795-1986)

William C. Morlok Esq. (01834-2009)

9000 Midlantic Drive, Suite 300

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Mount Laurel, New Jersey 08054

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Attorneys for Franklin Township Board of Education

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Regarding P.L. 2020, Chapter 44.**

**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

**AMENDED ADDITIONAL
INFORMATION SUBMITTED WITH
FORM COMPLAINT**

Section 3 – Basis for the Claim

This Complaint addresses P.L. 2020, Chapter 44, legislation that required school districts in New Jersey to offer a new health care plan. Unfortunately, the legislation could cause the Franklin Township Public School District and their employees to incur over \$1,100,000.00 in overall increased health care costs. On July 7, 2021, Governor Murphy signed legislation amending Chapter 44. Although Section 8 of the amended law now allows for meaningful terms of the healthcare plan or contributions to be altered through negotiations, there is no mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur. As a result, the mandate continues to be unfunded.

1. Prior to the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits were based on a percentage of premium model.
2. With the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits are now based on a percentage of salary model (with caps), known as the New Jersey Educators Health Plan (NJEHP). The NJEHP has raised the overall costs of health care for the Franklin Township Public School District and their employees.
3. Notably, this change in the basis for contribution rates reduces the percentage of the employee contribution from a range of 3% to 35% to a range of 1.7% to 7.2%. Accordingly, school district employers are now forced to absorb this differential in the percentage of employee contribution rates, often increasing the net cost of health care benefits to the school district employer (and school district as a whole), under the NJEHP.
4. Prior to July 7, 2021, the “original language” of P.L. 2020, Chapter 44 stated that “the employer and the majority representative shall engage in collective negotiations over the financial impact of the [cost] difference” when the net cost to the employer under the NJEHP is higher than the net cost of health care benefits coverage available to employees through an existing collective negotiation agreement. However, the school district employer still remained bound by the contribution percentages, contribution caps, and the coverage or co-payment amounts set forth in P.L. 2020, Chapter 44. Accordingly, such collective negotiations “over the financial impact of the difference” in implementing the NJEHP were not truly possible prior to July 7, 2021, as there were no health care related financial aspects remaining to negotiate.

5. As amended, Chapter 44 requires that Districts and employee associations engage in negotiations in order to “substantially mitigate” the financial impact of the difference “when the net cost ... to the employer [for health care benefits] is lower than the cost to the employer would be compared to the NJEHP.” Under the new law, substantial mitigation may include changes to plan level offerings or contributions for the NJEHP, or to both plan level offerings and contributions. However, the amended law does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur.
6. Because amended version of Chapter 44 does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur, it continues to be an unfunded mandate.
7. Pursuant to P.L. 2020, Chapter 44, all school district employees hired on or after July 1, 2020 were to be automatically enrolled in the NJEHP, unless they elected to waive coverage. The Franklin Township Board of Education did not complete that automatic enrollment due to the negative financial impact and unfunded mandate, as discussed throughout this Complaint.
8. Pursuant to P.L. 2020, Chapter 44, all school district employees hired prior to July 1, 2020, were to be provided the option to enroll in the NJEHP, unless they affirmatively elected to waive coverage, or affirmatively elected to remain enrolled in their prior coverage. The Franklin Township Board of Education did not complete that open

enrollment due to the negative financial impact and unfunded mandate, as discussed throughout this complaint.

9. As detailed below, the NJEHP was created to provide cost savings, though if every employee of the Franklin Township Board of Education switched to the plan, it would result in employees and the Franklin Township Board of Education paying a combined \$1,131,967.68 more in annual healthcare costs. The Franklin Township Board of Education and their employees have worked tirelessly and collaboratively to secure what is believed to be some of the lowest costs for health care in the State of New Jersey. P.L. 2020, Chapter 44, has thwarted those efforts and not provided funding or any other means to make up for the negative financial impact that has already occurred and continues to occur while lengthy negotiations are pending.
10. With the recently passed amendments to P.L. 2020, Chapter 44, the Franklin Township Board of Education provided the Franklin Township Education Association a request to negotiate over the financial impacts of P.L. 2020, Chapter 44. Through further correspondence, the Franklin Township Education Association has refused to negotiate and the Franklin Township Board of Education has reiterated its position, to no avail.

Section 4 – Additional Direct Expenditures

The negative direct expenditures required to implement P.L. 2020, Chapter 44 are clear and quantifiable in all manners of review. The below discussed data comprises the make-up of the Franklin Township Board of Education as of January 31, 2021. All the figures are annual totals.

Exhibit “A” is attached and shows the complete financial implications of P.L. 2020, Chapter 44. Exhibit “A” includes a plethora of data and requires some explanation. Column A

includes the 14 separate Benefit Class Numbers (“Numbers”) in which employees are currently enrolled. In general, the Numbers are broken down by bargaining unit and date of hire. Numbers 1 through 10 were employees hired prior to July 1, 2020 and as such, would not be automatically enrolled in the NJEHP plan. Numbers 11 through 14 were employees hired on or after July 1, 2020 and would have been subject to automatic enrollment in the NJEHP plan (unless they waived coverage). In general, the District has two plans. An HMO plan and an Open Access (“OA”) plan. The OA plan is more costly and offers more options. Numbers 1 through 5, due to being hired before a certain date (the date varies by group but they must have at least 12 years of service) are able to retain the OA plan at no additional cost. All others Numbers, hired at a later date, are placed in the HMO plan, but may join the OA plan if they pay the increased costs.

The first sets of data in Exhibit “A” show what would occur if every employee was placed in the NJEHP plan. The Franklin Township Public School District and their employees currently pay a combined total of \$24,169,030.92 for health coverage. A switch to the NJEHP plan would cost \$25,300,998.30, or \$1,131,967.68 more for the public school district and taxpayers. Columns E through N show how the \$1,131,967.68 was calculated. The change for those employees currently in the HMO plan would result in \$2,818,765.15 more being paid by the Franklin Township Board of Education, with employees paying \$709,505.95 less. The change for those employees currently in the OA plan would result in \$473,950.37 more being paid by the Franklin Township Board of Education, with employees paying \$1,451,241.89 less. If everyone in both plans switched, the Franklin Township Board of Education would pay \$3,292,715.52 more, annually.

Exhibit “B” shows the known financial implications of what would have occurred if the 39 employees hired on or after July 1, 2020¹ were placed in the NJEHP plan, as required by P.L. 2020, Chapter 44. That move, required by the unfunded mandate, would have the Franklin Township Board of Education paying \$131,222.60 more, with new employees paying \$66,446.68 less, for an increased overall cost of \$64,776.12. Unlike the following calculations that involve an estimate of who would have elected to be placed in the NJEHP plan, Exhibit “B” shows 39 new employees who were required to be placed in the NJEHP plan.

Exhibits “C” through “E” show what would occur if a certain percentage of each group who could choose to opt into the NJEHP plan chose to do so (along with 100% of the 39 new employees discussed in Exhibit “B”). Exhibit “C” reveals that if 80% of employees who could choose the NJEHP plan, did so, the Franklin Township Board of Education would pay \$2,660,416.94 more, with employees paying \$1,741,887.57 less, for an increased overall cost of \$918,529.37. Exhibit “D” reveals that if 50% of employees who could choose the NJEHP plan, did so, the Franklin Township Board of Education would pay \$1,711,969.06 more, with employees paying \$1,113,597.16 less, for an increased overall cost of \$598,371.90. Exhibit “E” reveals that if 25% of employees who could choose the NJEHP plan, did so, the Franklin Township Board of Education would pay \$921,595.83 more, with employees paying \$590,021.82 less, for an increased overall cost of \$331,574.01.

The data shows that under any scenario of who switches to the NJEHP plan: just “new employees,” to 100% of employees, and everything in between, that the overall cost of health care will increase. Further, the Franklin Township Board of Education will bear the brunt of the costs.

¹ The 39 employees are through January 28, 2021. Since that time, with more hires, the expenses have increased.

Respectfully submitted,

PARKER MCCAY, P.A.
Attorneys for Claimant,
Franklin Township Board of Education

BY: /s/William C. Morlok
WILLIAM C. MORLOK

Dated: July 30, 2021

4810-9755-2884, v. 1

EXHIBIT A

HMO w/Rx = Aetna HMO with prescription plan included

OA w/Rx = Aetna Open Access with prescription plan included

Benefit class #	Benefit Class Name	# EE in Class	Description	HMO w/Rx	Employee Difference (Monthly)	BOE Difference (Monthly)	Employee Difference (Annually)	BOE Difference (Annually)	OA w/Rx	Employee Difference (Monthly)	BOE Difference (Monthly)	Employee Difference (Annually)	BOE Difference (Annually)
1	FTEA	297	Teachers or Secretaries employed prior to 7/1/2008 Base plan = Open Access	35	(\$5,238.32)	\$14,970.71	(\$62,859.89)	\$179,648.57	262	(\$69,797.24)	\$20,437.63	(\$837,566.83)	\$245,251.51
2	FTSAA	2	Association Administrators employed prior to 7/1/1996 Base plan = Open Access	1	(\$100.57)	(\$172.70)	(\$1,206.84)	(\$2,072.40)	1	(\$36.59)	(\$59.60)	(\$439.08)	(\$715.20)
3	NA-Admins	2	Non-Affiliated Administrators employed prior to 7/1/1996 Base plan = Open Access	0	\$0.00	\$0.00	\$0.00	\$0.00	2	(\$451.31)	\$98.81	(\$5,415.69)	\$1,185.69
4	NA-Clerical	1	Non-Affiliated Secretaries employed prior to 7/1/2008 Base plan = Open Access	0	\$0.00	\$0.00	\$0.00	\$0.00	1	(\$149.75)	(\$26.50)	(\$1,796.97)	(\$318.03)
5	Cabinet	3	District leadership team Base Plan = Open Access	1	(\$62.74)	\$508.55	(\$752.88)	\$6,102.60	2	(\$609.68)	\$117.88	(\$7,316.16)	\$1,414.56
6	FTEA08	419	Teachers or Secretaries employed on or after 7/1/2008 Base plan =HMO	328	(\$38,331.61)	\$132,485.29	(\$459,979.34)	\$1,589,823.50	91	(\$29,312.59)	\$14,248.18	(\$351,751.10)	\$170,978.18
7	FTSSA	109	Support Staff Association members Base Plan = HMO	92	(\$6,220.24)	\$28,545.71	(\$74,642.89)	\$342,548.53	17	(\$3,407.39)	\$891.50	(\$40,888.65)	\$10,697.97
8	FTSAA96	32	Association Administrators employed on or after 7/1/1996 Base plan = Open Access w/additional contribution	12	(\$1,237.67)	\$5,157.05	(\$14,852.02)	\$61,884.58	20	(\$6,301.13)	\$2,260.57	(\$75,613.52)	\$27,126.80
9	NA-Clerical 08	30	Non-Affiliated Secretaries employed on or after 7/1/2008 Base plan = HMO	13	(\$2,018.36)	\$6,897.05	(\$24,220.30)	\$82,764.58	17	(\$4,828.16)	\$1,974.43	(\$57,937.92)	\$23,693.16
10	Paraprofessional	136	Paraprofessionals Base Plan = HMO	108	(\$2,823.75)	\$36,439.35	(\$33,885.02)	\$437,272.22	28	(\$3,598.02)	(\$1,316.16)	(\$43,176.26)	(\$15,793.90)
11	FTEA21	32	Teachers or Secretaries employed on or after 7/1/2020 Current Base plan = HMO	25	(\$2,882.94)	\$8,955.30	(\$34,595.24)	\$107,463.56	7	(\$2,258.39)	\$1,035.05	(\$27,100.64)	\$12,420.56
12	FTSSA21	5	Support Staff Association members employed on or after 7/1/2020 Base Plan = HMO	4	(\$196.30)	\$904.82	(\$2,355.61)	\$10,857.85	1	(\$148.18)	(\$28.07)	(\$1,778.13)	(\$336.87)
13	NA-Clerical 21	1	Non-Affiliated Secretaries employed on or after 7/1/2020 Base plan = HMO	1	(\$12.99)	\$205.96	(\$155.92)	\$2,471.56	0	\$0.00	\$0.00	\$0.00	\$0.00
14	Paraprofessional 21	1	Paraprofessionals employed on or after 7/1/2020 Base plan = HMO	0	\$0.00	\$0.00	\$0.00	\$0.00	1	(\$38.41)	(\$137.84)	(\$460.94)	(\$1,654.06)
		1070		620			(\$709,505.95)	\$2,818,765.15	450			(\$1,451,241.89)	\$473,950.37

Blue = Hired on or after 7/1/2020
Must be placed in new plan.

Annual Premium for Data Set in Current Plan \$24,169,030.92
Annual Premium for Data Set in Chapter 44 Plan \$25,300,998.60
Total Addition Premium \$1,131,967.68

Addition Premium for Claimant Franklin Township Board of Education \$3,292,715.52

EXHIBIT B

HMO w/Rx = Aetna HMO with prescription plan included
 OA w/Rx = Aetna Open Access with prescription plan included

Benefit class #	Benefit Class Name	# EE in Class	Description	HMO w/Rx	Employee Difference (Monthly)	BOE Difference (Monthly)	Employee Difference (Annually)	BOE Difference (Annually)	OA w/Rx	Employee Difference (Monthly)	BOE Difference (Monthly)	Employee Difference (Annually)	BOE Difference (Annually)
11	FTEA21	32	Teachers or Secretaries employed on or after 7/1/2020 Current Base plan = HMO	25	(\$2,882.94)	\$8,955.30	(\$34,595.24)	\$107,463.56	7	(\$2,258.39)	\$1,035.05	(\$27,100.64)	\$12,420.56
12	FTSSA21	5	Support Staff Association members employed on or after 7/1/2020 Base Plan = HMO	4	(\$196.30)	\$904.82	(\$2,355.61)	\$10,857.85	1	(\$148.18)	(\$28.07)	(\$1,778.13)	(\$336.87)
13	NA-Clerical 21	1	Non-Affiliated Secretaries employed on or after 7/1/2020 Base plan = HMO	1	(\$12.99)	\$205.96	(\$155.92)	\$2,471.56	0	\$0.00	\$0.00	\$0.00	\$0.00
14	Paraprofessional 21	1	Paraprofessionals employed on or after 7/1/2020 Base plan = HMO	0	\$0.00	\$0.00	\$0.00	\$0.00	1	(\$38.41)	(\$137.84)	(\$460.94)	(\$1,654.06)
		39					(\$37,106.77)	\$120,792.97	9			(\$29,339.71)	\$10,429.63

Blue = Hired on or after 7/1/2020
 Must be placed in new plan.

TOTAL ADDITIONAL PREMIUM IF ALL 39 "NEW HIRES" ARE PLACED IN THE NEW PLAN \$64,676.12
TOTAL ADDITIONAL PREMIUM TO CLAIMANT FRANKLIN TOWNSHIP BOARD OF EDUCATION \$131,222.60

EXHIBIT C

HMO w/Rx = Aetna HMO with prescription plan included
 OA w/Rx = Aetna Open Access with prescription plan included

Exhibit C - Percentage of Eligible = 80%

Benefit class #	Benefit Class Name	# EE in Class	Description	EE Difference			BOE Difference		
				% Change	HMO w/Rx	OA w/Rx	% Change	HMO w/Rx	OA w/Rx
1	FTEA	297	Teachers or Secretaries employed prior to 7/1/2008 Base plan = Open Access	80%	(\$50,287.91)	(\$670,053.47)	80%	\$143,718.86	\$196,201.21
2	FTSAA	2	Association Administrators employed prior to 7/1/1996 Base plan = Open Access	80%	(\$965.47)	(\$351.26)	80%	(\$1,657.92)	(\$572.16)
3	NA-Admins	2	Non-Affiliated Administrators employed prior to 7/1/1996 Base plan = Open Access	80%	\$0.00	(\$4,332.55)	80%	\$0.00	\$948.55
4	NA-Clerical	1	Non-Affiliated Secretaries employed prior to 7/1/2008 Base plan = Open Access	80%	\$0.00	(\$1,437.57)	80%	\$0.00	(\$254.43)
5	Cabinet	3	District leadership team Base Plan = Open Access	80%	(\$602.30)	(\$5,852.93)	80%	\$4,882.08	\$1,131.65
6	FTEA08	419	Teachers or Secretaries employed on or after 7/1/2008 Base plan =HMO	80%	(\$367,983.47)	(\$281,400.88)	80%	\$1,271,858.80	\$136,782.54
7	FTSSA	109	Support Staff Association members Base Plan = HMO	80%	(\$59,714.31)	(\$32,710.92)	80%	\$274,038.82	\$8,558.38
8	FTSAA96	32	Association Administrators employed on or after 7/1/1996 Base plan = Open Access w/additional contribution	80%	(\$11,881.61)	(\$60,490.81)	80%	\$49,507.66	\$21,701.44
9	NA-Clerical 08	30	Non-Affiliated Secretaries employed on or after 7/1/2008 Base plan = HMO	80%	(\$19,376.24)	(\$46,350.34)	80%	\$66,211.67	\$18,954.53
10	Paraprofessional	136	Paraprofessionals Base Plan = HMO	80%	(\$27,108.01)	(\$34,541.01)	80%	\$349,817.77	(\$12,635.12)
11	FTEA21	32	Teachers or Secretaries employed on or after 7/1/2020 Current Base plan = HMO	100%	(\$34,595.24)	(\$27,100.64)	100%	\$107,463.56	\$12,420.56
12	FTSSA21	5	Support Staff Association members employed on or after 7/1/2020 Base Plan = HMO	100%	(\$2,355.61)	(\$1,778.13)	100%	\$10,857.85	(\$336.87)
13	NA-Clerical 21	1	Non-Affiliated Secretaries employed on or after 7/1/2020 Base plan = HMO	100%	(\$155.92)	\$0.00	100%	\$2,471.56	\$0.00
14	Paraprofessional 21	1	Paraprofessionals employed on or after 7/1/2020 Base plan = HMO	100%	\$0.00	(\$460.94)	100%	\$0.00	(\$1,654.06)
		1070			(\$575,026.11)	(\$1,166,861.45)		\$2,279,170.71	\$381,246.22
						(\$1,741,887.57)			\$2,660,416.94

TOTAL ADDITIONAL PREMIUM \$918,529.37
TOTAL ADDITIONAL PREMIUM TO CLAIMANT FRANKLIN TOWNSHIP BOARD OF EDUCATION \$2,660,416.94

EXHIBIT D

HMO w/Rx = Aetna HMO with prescription plan included
 OA w/Rx = Aetna Open Access with prescription plan included

				Exhibit D - Percentage of Eligible = 50%					
				EE Difference		BOE Difference			
Benefit class #	Benefit Class Name	# EE in Class	Description	% Change	HMO w/Rx	OA w/Rx	% Change	HMO w/Rx	OA w/Rx
1	FTEA	297	Teachers or Secretaries employed prior to 7/1/2008 Base plan = Open Access	50%	(\$31,429.95)	(\$418,783.42)	50%	\$89,824.29	\$122,625.76
2	FTSAA	2	Association Administrators employed prior to 7/1/1996 Base plan = Open Access	50%	(\$603.42)	(\$219.54)	50%	(\$1,036.20)	(\$357.60)
3	NA-Admins	2	Non-Affiliated Administrators employed prior to 7/1/1996 Base plan = Open Access	50%	\$0.00	(\$2,707.85)	50%	\$0.00	\$592.84
4	NA-Clerical	1	Non-Affiliated Secretaries employed prior to 7/1/2008 Base plan = Open Access	50%	\$0.00	(\$898.48)	50%	\$0.00	(\$159.02)
5	Cabinet	3	District leadership team Base Plan = Open Access	50%	(\$376.44)	(\$3,658.08)	50%	\$3,051.30	\$707.28
6	FTEA08	419	Teachers or Secretaries employed on or after 7/1/2008 Base plan =HMO	50%	(\$229,989.67)	(\$175,875.55)	50%	\$794,911.75	\$85,489.09
7	FTSSA	109	Support Staff Association members Base Plan = HMO	50%	(\$37,321.44)	(\$20,444.33)	50%	\$171,274.26	\$5,348.98
8	FTSAA96	32	Association Administrators employed on or after 7/1/1996 Base plan = Open Access w/additional contribution	50%	(\$7,426.01)	(\$37,806.76)	50%	\$30,942.29	\$13,563.40
9	NA-Clerical 08	30	Non-Affiliated Secretaries employed on or after 7/1/2008 Base plan = HMO	50%	(\$12,110.15)	(\$28,968.96)	50%	\$41,382.29	\$11,846.58
10	Paraprofessional	136	Paraprofessionals Base Plan = HMO	50%	(\$16,942.51)	(\$21,588.13)	50%	\$218,636.11	(\$7,896.95)
11	FTEA21	32	Teachers or Secretaries employed on or after 7/1/2020 Current Base plan = HMO	100%	(\$34,595.24)	(\$27,100.64)	100%	\$107,463.56	\$12,420.56
12	FTSSA21	5	Support Staff Association members employed on or after 7/1/2020 Base Plan = HMO	100%	(\$2,355.61)	(\$1,778.13)	100%	\$10,857.85	(\$336.87)
13	NA-Clerical 21	1	Non-Affiliated Secretaries employed on or after 7/1/2020 Base plan = HMO	100%	(\$155.92)	\$0.00	100%	\$2,471.56	\$0.00
14	Paraprofessional 21	1	Paraprofessionals employed on or after 7/1/2020 Base plan = HMO	100%	\$0.00	(\$460.94)	100%	\$0.00	(\$1,654.06)
		1070			(\$373,306.36)	(\$740,290.80)		\$1,469,779.06	\$242,190.00
						(\$1,113,597.16)			\$1,711,969.06
TOTAL ADDITIONAL PREMIUM								\$598,371.16	
TOTAL ADDITIONAL PREMIUM TO CLAIMANT FRANKLIN TOWNSHIP BOARD OF EDUCATION								\$1,711,969.06	

EXHIBIT E

HMO w/Rx = Aetna HMO with prescription plan included
 OA w/Rx = Aetna Open Access with prescription plan included

				Exhibit E - Percentage of Eligible = 25%					
				EE Difference			BOE Difference		
Benefit class #	Benefit Class Name	# EE in Class	Description	% Change	HMO w/Rx	OA w/Rx	% Change	HMO w/Rx	OA w/Rx
1	FTEA	297	Teachers or Secretaries employed prior to 7/1/2008 Base plan = Open Access	25%	(\$15,714.97)	(\$209,391.71)	25%	\$44,912.14	\$61,312.88
2	FTSAA	2	Association Administrators employed prior to 7/1/1996 Base plan = Open Access	25%	(\$301.71)	(\$109.77)	25%	(\$518.10)	(\$178.80)
3	NA-Admins	2	Non-Affiliated Administrators employed prior to 7/1/1996 Base plan = Open Access	25%	\$0.00	(\$1,353.92)	25%	\$0.00	\$296.42
4	NA-Clerical	1	Non-Affiliated Secretaries employed prior to 7/1/2008 Base plan = Open Access	25%	\$0.00	(\$449.24)	25%	\$0.00	(\$79.51)
5	Cabinet	3	District leadership team Base Plan = Open Access	25%	(\$188.22)	(\$1,829.04)	25%	\$1,525.65	\$353.64
6	FTEA08	419	Teachers or Secretaries employed on or after 7/1/2008 Base plan =HMO	25%	(\$114,994.84)	(\$87,937.77)	25%	\$397,455.88	\$42,744.54
7	FTSSA	109	Support Staff Association members Base Plan = HMO	25%	(\$18,660.72)	(\$10,222.16)	25%	\$85,637.13	\$2,674.49
8	FTSAA96	32	Association Administrators employed on or after 7/1/1996 Base plan = Open Access w/additional contribution	25%	(\$3,713.00)	(\$18,903.38)	25%	\$15,471.14	\$6,781.70
9	NA-Clerical 08	30	Non-Affiliated Secretaries employed on or after 7/1/2008 Base plan = HMO	25%	(\$6,055.08)	(\$14,484.48)	25%	\$20,691.15	\$5,923.29
10	Paraprofessional	136	Paraprofessionals Base Plan = HMO	25%	(\$8,471.25)	(\$10,794.07)	25%	\$109,318.05	(\$3,948.47)
11	FTEA21	32	Teachers or Secretaries employed on or after 7/1/2020 Current Base plan = HMO	100%	(\$34,595.24)	(\$27,100.64)	100%	\$107,463.56	\$12,420.56
12	FTSSA21	5	Support Staff Association members employed on or after 7/1/2020 Base Plan = HMO	100%	(\$2,355.61)	(\$1,778.13)	100%	\$10,857.85	(\$336.87)
13	NA-Clerical 21	1	Non-Affiliated Secretaries employed on or after 7/1/2020 Base plan = HMO	100%	(\$155.92)	\$0.00	100%	\$2,471.56	\$0.00
14	Paraprofessional 21	1	Paraprofessionals employed on or after 7/1/2020 Base plan = HMO	100%	\$0.00	(\$460.94)	100%	\$0.00	(\$1,654.06)
		1070			(\$205,206.56)	(\$384,815.26)		\$795,286.01	\$126,309.82
						(\$590,021.82)			\$921,595.83

TOTAL ADDITIONAL PREMIUM \$331,574.01
TOTAL ADDITIONAL PREMIUM TO CLAIMANT FRANKLIN TOWNSHIP BOARD OF EDUCATION \$921,595.83

File No. 12160-87

Law Offices

PARKER McCAY P.A.

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Attorneys for Complainant, Franklin Township Board of Education

**In re Complaint Filed by the
Franklin Township Board of Education
Regarding P.L. 2020, Chapter 44.**

**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

**CERTIFICATION OF BRIAN
BONANNO**

I, Brian Bonanno, Assistant Business Administrator, Assistant Board Secretary, and Manager of Human Resources for the Franklin Township Board of Education, being of full age, do hereby certify as follows:

1. I am the Assistant Business Administrator, Assistant Board Secretary, and Manager of Human Resources for the Franklin Township Board of Education.
2. The data and figures contained in Exhibits A through E, which are attached to Franklin Township Board of Education's Amended Complaint, are true and accurate.

I certify that the foregoing statements made by me are true. I acknowledge that if any of the foregoing statements made by me are willfully false, I am subject to punishment.

Dated: July 29, 2021

By: 
BRIAN BONANNO

File No. 14357-1

Law Offices

PARKER McCAY P.A.

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Attorneys for Gloucester City Board of Education

**In re Complaint Filed by the
Gloucester City Board of Education
Regarding P.L. 2020, Chapter 44.**

**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

**AMENDED ADDITIONAL
INFORMATION SUBMITTED WITH
FORM COMPLAINT**

Section 3 – Basis for the Claim

This Complaint addresses P.L. 2020, Chapter 44 (“Chapter 44”), legislation that required school districts in New Jersey to offer a new health care plan. Unfortunately, the legislation has already caused the Gloucester City Board of Education (“Board”) to incur an additional \$9,833 monthly, or approximately \$117,996 yearly, in health care costs. On July 7, 2021, Governor Murphy signed legislation amending Chapter 44. Although Section 8 of the amended law now allows for meaningful terms of the healthcare plan or contributions to be altered through negotiations, there is no mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur. As a result, the mandate continues to be unfunded.

1. Prior to the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits were based on a percentage of premium model.
2. With the passage of P.L. 2020, Chapter 44, school district employee contribution rates toward health care benefits are now based on a percentage of salary model (with caps), and employees are placed in a plan known as the New Jersey Educators Health Plan (“NJEHP”) or equivalent plan (herein collectively: “NJEHP”). The NJEHP has raised the overall costs of health care for the Gloucester City Public School District and their employees.
3. Notably, this change in the basis for contribution rates reduces the percentage of the employee contribution from a range of 3% to 35% to a range of 1.7% to 7.2%. Accordingly, school district employers are now forced to absorb this differential in the percentage of employee contribution rates, often increasing the net cost of health care benefits to the school district employer (or school district as a whole), under the NJEHP.
4. Prior to July 7, 2021, the “original language” of P.L. 2020, Chapter 44 stated that “the employer and the majority representative shall engage in collective negotiations over the financial impact of the [cost] difference” when the net cost to the employer under the NJEHP is higher than the net cost of health care benefits coverage available to employees through an existing collective negotiation agreement. However, the school district employer still remained bound by the contribution percentages, contribution caps, and the coverage or co-payment amounts set forth in P.L. 2020, Chapter 44. Accordingly, such collective negotiations “over the financial impact of the difference” in implementing the NJEHP were not truly possible prior to July 7, 2021, as there were no health care related financial aspects remaining to negotiate.

5. As amended, Chapter 44 now requires that Districts and employee associations engage in negotiations in order to “substantially mitigate” the financial impact of the difference “when the net cost ... to the employer [for health care benefits] is lower than the cost to the employer would be compared to the NJEHP.” Under the new law, substantial mitigation may include changes to plan level offerings or contributions for the NJEHP, or to both plan level offerings and contributions. However, the amended law does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur.
6. Because amended version of Chapter 44 does not provide any mechanism for the Board to recoup the prior financial impacts of implementing the “original version” of Chapter 44, or the current and continuing financial impacts while lengthy negotiations occur, it continues to be an unfunded mandate.
7. Pursuant to P.L. 2020, Chapter 44, all school district employees hired on or after July 1, 2020 were to be automatically enrolled in the NJEHP, unless they elected to waive coverage. The Gloucester City Board of Education commenced with that automatic enrollment as of January 1, 2021.
8. Pursuant to P.L. 2020, Chapter 44, all school district employees hired prior to July 1, 2020, were to be provided the option to enroll in the NJEHP, unless they affirmatively elected to waive coverage, or affirmatively elected to remain enrolled in their prior coverage. The Gloucester City Board of Education commenced with that open enrollment as of January 1, 2021.

9. As detailed below, the NJEHP was created to provide cost savings, though the Gloucester City Board of Education has seen a monthly loss of \$9,833, which is annualized to \$117,996. The Gloucester City Board of Education had recently entered into the School Health Insurance Fund (“SHIF”) program and saw a significant cost savings. P.L. 2020, Chapter 44 has thwarted those efforts and not provided funding or any other means to make up for the negative financial impact that has already occurred and continues to occur while lengthy negotiations are pending.
10. With the recently passed amendments to P.L. 2020, Chapter 44, the Gloucester City Board of Education provided the Gloucester City Education Association a request to negotiate over the financial impacts of P.L. 2020, Chapter 44.

Section 4 – Additional Direct Expenditures

The negative direct expenditures required to implement P.L. 2020, Chapter 44 are clear and quantifiable in all manners of review. The below discussed data compares the healthcare costs for staff of the Gloucester City Board of Education, with data from March of 2021 (after the implementation of P.L. 2020, Chapter 44). Further, the data has been equalized for consistency in both members (employees) and covered lives (including employees’ family members).

As detailed in Exhibit “A,” the NJEHP was created to provide cost savings, though the Gloucester City Board of Education has seen a monthly loss of \$9,833, which is annualized to \$117,996. The Board was forced to incur these losses without funding to offset them. Inversely, employees are contributing \$18,898 less per month, per the March 2021 data. Although P.L. 2020, Chapter 44, has caused overall healthcare costs in the District (i.e., the combined contributions from both the Gloucester City Board of Education and its employees) to go down

by \$9,065 per month, it has drastically shifted the burden of expenses to the Board. See Exhibit A.

In Exhibit A, the District's projections show that P.L. 2020, Chapter 44 will cause healthcare costs to continue to shift to the Board as salaries increase for the 2021-2022 school year, as evidenced by the July 2021 numbers, which shows a monthly expenditure increase of \$10,480.68. See Exhibit A. Again, Chapter 44 does not provide funding or any other means to make up for the negative financial impact that will continue to occur while lengthy negotiations are pending.

Respectfully submitted,

PARKER MCCAY, P.A.
Attorneys for Claimant,
Gloucester City Board of Education

BY: /s/William C. Morlok
WILLIAM C. MORLOK

Dated: July 30, 2021
4818-3299-7108, v. 1

GZJ KDKV'C

Gloucester City School Board - Census Data as of March 15, 2021

This worksheets lists all staff with benefits as of March 2021. First Section is cost if no EHP Plan Design. Gray section is Actual Choice

Salary	Tier	Plan Option	Enrollment if no EHP			Enrollment as EHP as an Option	Plan Option	Enrollment as EHP as an Option			Contribution Structure Used
			Monthly Premium	Employee Contribution	District Cost			Monthly Premium	Employee Contribution	District Cost	
537.23	Family	SHF AETNA POS 10	\$3,116.00	\$174.76	\$2,679.76	SHF AETNA POS 10	\$3,116.00	\$436.24	\$2,679.76	Chapter 78	\$0.00
544.694	Family	SHF AETNA POS 10	\$3,090.00	\$170.60	\$2,719.40	HIP	\$3,090.00	\$218.77	\$2,871.23	Chapter 78	(84.00)
544.200	Single	SHF AETNA HMO 10*	\$3,015.00	\$203.00	\$2,812.00	HIP	\$3,000.00	\$95.37	\$2,904.63	Chapter 44	(88.61)
544.694	Family	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
539.380	Parent / Child	SHF AETNA HMO 10*	\$1,888.00	\$320.96	\$1,567.04	SHF AETNA HMO 10*	\$1,888.00	\$320.96	\$1,567.04	Chapter 78	\$0.00
526.874	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$91.35	\$1,938.65	SHF AETNA HMO 10*	\$2,030.00	\$91.35	\$1,938.65	Chapter 78	\$0.00
545.945	Single	SHF AETNA HMO 10*	\$3,015.00	\$203.00	\$2,812.00	SHF AETNA HMO 10*	\$3,015.00	\$203.00	\$2,812.00	Chapter 78	\$0.00
536.259	Family	SHF AETNA HMO 10*	\$2,903.00	\$174.18	\$2,728.82	HIP	\$2,860.00	\$95.71	\$2,955.71	Chapter 44	(31.47)
546.882	Family	SHF AETNA HMO 10*	\$2,903.00	\$261.27	\$2,641.73	HIP	\$2,860.00	\$152.37	\$2,712.37	Chapter 44	(56.50)
599.774	Family	SHF AETNA POS 10	\$3,116.00	\$592.04	\$2,523.96	SHF AETNA POS 10	\$3,116.00	\$592.04	\$2,523.96	Chapter 78	\$0.00
588.830	Family	SHF AETNA HMO 10*	\$2,903.00	\$754.78	\$2,148.22	SHF AETNA HMO 10*	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
552.964	Single	SHF AETNA POS 10	\$3,090.00	\$218.00	\$2,872.00	SHF AETNA POS 10	\$3,090.00	\$218.00	\$2,872.00	Chapter 78	\$0.00
536.509	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$142.10	\$1,887.90	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	Chapter 78	\$60.90
562.730	Single	SHF AETNA POS 10	\$3,090.00	\$234.10	\$2,855.90	HIP	\$3,000.00	\$130.69	\$2,869.31	Chapter 44	(77.41)
536.239	Family	SHF AETNA POS 10	\$3,116.00	\$186.96	\$2,929.04	POS 10 - 10%	\$3,116.00	\$233.60	\$2,882.40	Chapter 78	\$124.64
559.580	Family	SHF AETNA HMO 10*	\$2,903.00	\$406.42	\$2,496.58	HIP	\$2,860.00	\$217.73	\$2,642.27	Chapter 44	(145.69)
526.874	Single	SHF AETNA HMO 10*	\$3,015.00	\$276.13	\$2,738.87	HIP	\$3,000.00	\$38.07	\$2,961.93	Chapter 44	(233.05)
584.694	Family	SHF AETNA POS 10	\$3,116.00	\$247.84	\$2,868.16	HIP	\$2,860.00	\$423.47	\$2,436.53	Chapter 44	(364.17)
566.499	Single	SHF AETNA HMO 10*	\$3,015.00	\$239.35	\$2,775.65	HIP	\$3,000.00	\$393.94	\$2,606.06	Chapter 44	(140.81)
537.066	Parent / Child	SHF AETNA POS 10	\$2,026.00	\$141.82	\$1,884.18	POS 10 - 10%	\$2,026.00	\$202.60	\$1,823.40	Chapter 78	\$60.78
536.509	Family	POS 10 - 10%	\$3,116.00	\$311.00	\$2,805.00	POS 10 - 10%	\$3,116.00	\$311.00	\$2,805.00	Chapter 78	\$0.00
545.911	Family	SHF AETNA POS 10	\$3,116.00	\$316.12	\$2,809.88	SHF AETNA POS 10	\$3,116.00	\$316.12	\$2,809.88	Chapter 78	\$0.00
562.738	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$436.30	\$1,603.70	SHF AETNA HMO 10*	\$2,030.00	\$436.30	\$1,603.70	Chapter 78	\$0.00
585.183	Parent / Child	SHF AETNA HMO 10*	\$1,888.00	\$566.40	\$1,321.60	SHF AETNA HMO 10*	\$1,888.00	\$566.40	\$1,321.60	Chapter 78	\$0.00
584.694	Parent / Child	SHF AETNA HMO 10*	\$1,888.00	\$528.64	\$1,359.36	SHF AETNA HMO 10*	\$1,888.00	\$528.64	\$1,359.36	Chapter 78	\$0.00
551.142	Single	SHF AETNA POS 10	\$3,090.00	\$218.00	\$2,872.00	HIP	\$3,090.00	\$98.76	\$2,993.24	Chapter 44	(314.24)
584.694	Family	SHF AETNA POS 10	\$3,116.00	\$247.84	\$2,868.16	SHF AETNA POS 10	\$3,116.00	\$247.84	\$2,868.16	Chapter 78	\$0.00
584.694	Family	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
586.239	Employer / Spouse	POS 10 - 10%	\$2,178.00	\$217.90	\$1,960.10	POS 10 - 10%	\$2,178.00	\$217.90	\$1,960.10	Chapter 78	\$0.00
587.452	Family	SHF AETNA HMO 10*	\$2,903.00	\$754.78	\$2,148.22	SHF AETNA HMO 10*	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
553.656	Family	SHF AETNA HMO 10*	\$2,903.00	\$348.36	\$2,554.64	HIP	\$2,860.00	\$396.74	\$2,463.26	Chapter 44	(100.62)
578.895	Parent / Child	SHF AETNA POS 10	\$2,030.00	\$667.00	\$1,363.00	HIP	\$2,860.00	\$243.95	\$2,616.05	Chapter 44	(264.88)
593.885	Single	SHF AETNA POS 10	\$3,090.00	\$230.50	\$2,859.50	SHF AETNA POS 10	\$3,090.00	\$230.50	\$2,859.50	Chapter 78	\$0.00
588.830	Single	SHF AETNA POS 10	\$3,090.00	\$370.60	\$2,719.40	SHF AETNA POS 10	\$3,090.00	\$370.60	\$2,719.40	Chapter 78	\$0.00
584.694	Family	SHF AETNA POS 10	\$3,116.00	\$247.84	\$2,868.16	HIP	\$3,100.00	\$306.84	\$2,793.16	Chapter 44	(84.24)
585.183	Parent / Child	SHF AETNA POS 10	\$3,090.00	\$330.62	\$2,759.38	SHF AETNA POS 15	\$3,090.00	\$330.62	\$2,759.38	Chapter 78	\$0.00
590.553	Family	SHF AETNA POS 10	\$3,116.00	\$272.48	\$2,843.52	SHF AETNA POS 10	\$3,116.00	\$272.48	\$2,843.52	Chapter 78	\$0.00
563.863	Family	SHF AETNA HMO 10*	\$2,903.00	\$409.51	\$2,493.49	SHF AETNA HMO 10*	\$2,903.00	\$409.51	\$2,493.49	Chapter 78	\$0.00
584.694	Family	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
563.863	Single	SHF AETNA HMO 10*	\$3,015.00	\$274.05	\$2,740.95	HIP	\$3,000.00	\$133.09	\$2,866.91	Chapter 44	(126.00)
557.793	Parent / Child	SHF AETNA POS 10	\$2,026.00	\$144.42	\$1,881.58	SHF AETNA POS 10	\$2,026.00	\$144.42	\$1,881.58	Chapter 78	\$0.00
592.187	Family	SHF AETNA POS 10	\$2,993.00	\$568.67	\$2,424.33	SHF AETNA POS 15	\$2,993.00	\$568.67	\$2,424.33	Chapter 78	\$0.00
566.499	Single	SHF AETNA POS 10	\$3,116.00	\$274.00	\$2,842.00	SHF AETNA POS 10	\$3,116.00	\$274.00	\$2,842.00	Chapter 78	\$0.00
584.694	Parent / Child	SHF HMO 15/25	\$1,780.00	\$488.40	\$1,291.60	SHF HMO 15/25	\$1,780.00	\$488.40	\$1,291.60	Chapter 78	\$0.00
585.383	Single	SHF AETNA HMO 10*	\$3,015.00	\$345.10	\$2,669.90	SHF AETNA HMO 10*	\$3,015.00	\$345.10	\$2,669.90	Chapter 78	\$0.00
593.885	Family	SHF AETNA POS 10	\$2,903.00	\$812.84	\$2,090.16	HIP	\$2,860.00	\$536.37	\$2,323.63	Chapter 44	(253.47)
584.694	Family	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	HIP	\$2,860.00	\$423.47	\$2,436.53	Chapter 44	(290.25)
536.509	Family	SHF AETNA POS 10	\$3,116.00	\$230.50	\$2,885.50	HIP	\$3,100.00	\$268.60	\$2,831.40	Chapter 44	(64.10)
570.634	Family	SHF AETNA POS 10	\$3,116.00	\$685.52	\$2,430.48	SHF AETNA POS 10	\$3,116.00	\$685.52	\$2,430.48	Chapter 78	\$0.00
554.057	Family	SHF AETNA POS 10	\$3,116.00	\$373.92	\$2,742.08	SHF AETNA POS 10	\$3,116.00	\$373.92	\$2,742.08	Chapter 78	\$0.00
591.880	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$609.00	\$1,421.00	SHF AETNA HMO 10*	\$2,030.00	\$609.00	\$1,421.00	Chapter 78	\$0.00
563.174	Family	SHF AETNA HMO 10*	\$2,903.00	\$483.61	\$2,419.39	SHF AETNA HMO 10*	\$2,903.00	\$483.61	\$2,419.39	Chapter 78	\$0.00
573.021	Family	SHF AETNA POS 15	\$2,993.00	\$668.46	\$2,324.54	SHF AETNA POS 15	\$2,993.00	\$668.46	\$2,324.54	Chapter 78	\$0.00
536.509	Family	POS 10 - 10%	\$3,116.00	\$411.60	\$2,704.40	HIP	\$2,860.00	\$100.40	\$2,759.60	Chapter 44	\$44.80
536.239	Single	POS 10 - 10%	\$3,047.00	\$304.70	\$2,742.30	HIP	\$3,000.00	\$51.37	\$2,948.63	Chapter 44	(94.33)
584.694	Family	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	SHF AETNA HMO 10*	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
563.707	Single	SHF AETNA POS 10	\$3,090.00	\$284.30	\$2,805.70	HIP	\$3,000.00	\$133.72	\$2,866.28	Chapter 44	(57.51)
541.476	Family	SHF AETNA HMO 10*	\$2,903.00	\$203.21	\$2,699.79	SHF AETNA HMO 10*	\$2,903.00	\$203.21	\$2,699.79	Chapter 78	\$0.00
556.414	Single	SHF AETNA POS 10	\$3,090.00	\$250.70	\$2,839.30	SHF AETNA POS 10	\$3,090.00	\$250.70	\$2,839.30	Chapter 78	\$0.00
552.521	Single	SHF AETNA POS 10	\$3,090.00	\$218.00	\$2,872.00	HIP	\$3,000.00	\$96.29	\$2,903.71	Chapter 44	(31.71)
560.069	Single	SHF AETNA POS 15	\$2,993.00	\$667.88	\$2,325.12	HIP	\$3,000.00	\$233.54	\$2,766.56	Chapter 44	(114.44)
536.239	Family	HMO 10 - 10%	\$2,903.00	\$262.70	\$2,640.30	HMO 10 - 10%	\$2,903.00	\$262.70	\$2,640.30	Chapter 78	\$0.00
539.830	Single	SHF AETNA HMO 10*	\$3,015.00	\$345.10	\$2,669.90	SHF AETNA HMO 10*	\$3,015.00	\$345.10	\$2,669.90	Chapter 78	\$0.00
552.371	Family	SHF AETNA POS 10	\$3,116.00	\$373.92	\$2,742.08	HIP	\$2,860.00	\$393.03	\$2,466.97	Chapter 44	\$74.11
552.884	Employer / Spouse	SHF AETNA POS 10	\$2,178.00	\$126.85	\$1,851.15	HIP	\$2,000.00	\$172.20	\$1,827.80	Chapter 44	\$24.35
556.520	Family	SHF AETNA HMO 10*	\$2,903.00	\$406.42	\$2,496.58	HIP	\$2,860.00	\$207.24	\$2,652.76	Chapter 44	(154.18)
559.516	Single	SHF AETNA POS 10	\$3,090.00	\$350.70	\$2,739.30	SHF AETNA POS 10	\$3,090.00	\$350.70	\$2,739.30	Chapter 78	\$0.00
551.142	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$304.30	\$1,725.70	SHF AETNA HMO 10*	\$2,030.00	\$304.30	\$1,725.70	Chapter 78	\$0.00
524.020	Parent / Child	SHF AETNA POS 10	\$2,026.00	\$526.76	\$1,499.24	HIP	\$2,860.00	\$203.00	\$2,657.00	Chapter 44	(157.78)
590.584	Family	SHF AETNA HMO 10*	\$2,903.00	\$812.84	\$2,090.16	SHF AETNA HMO 10*	\$2,903.00	\$812.84	\$2,090.16	Chapter 78	\$0.00
599.256	Family	SHF AETNA POS 10	\$3,116.00	\$592.04	\$2,523.96	SHF AETNA POS 10	\$3,116.00	\$592.04	\$2,523.96	Chapter 78	\$0.00
565.932	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$466.90	\$1,563.10	SHF AETNA HMO 10*	\$2,030.00	\$466.90	\$1,563.10	Chapter 78	\$0.00
552.884	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$304.30	\$1,725.70	SHF AETNA HMO 10*	\$2,030.00	\$304.30	\$1,725.70	Chapter 78	\$0.00
590.000	Family	SHF AETNA HMO 10*	\$2,903.00	\$812.84	\$2,090.16	SHF AETNA HMO 10*	\$2,903.00	\$812.84	\$2,090.16	Chapter 78	\$0.00
536.009	Employer / Spouse	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	Chapter 78	\$0.00
585.183	Employer / Spouse	SHF AETNA HMO 10*	\$2,030.00	\$609.00	\$1,421.00	SHF AETNA HMO 10*	\$2,030.00	\$609.00	\$1,421.00	Chapter 78	\$0.00
588.830	Family	SHF AETNA HMO 10*	\$2,903.00	\$754.78	\$2,148.22	SHF AETNA HMO 10*	\$2,903.00	\$			

524.865	Single	SHIP AETNA POS 10	\$1,090.00	\$59.95	\$1,030.05	SHIP AETNA POS 10	\$1,090.00	\$59.95	\$1,030.05	Chapter 78	\$0.00
584.694	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$528.64	\$1,359.36	SHIP AETNA HMO 10 *	\$1,888.00	\$528.64	\$1,359.36	Chapter 78	\$0.00
577.530	Family	SHIP AETNA POS 10	\$3,116.00	\$716.68	\$2,399.32	SHIP AETNA POS 10	\$2,860.00	\$355.21	\$2,504.79	Chapter 44	(1505.47)
559.380	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$233.45	\$781.55	SHIP AETNA HMO 10 *	\$1,015.00	\$233.45	\$781.55	Chapter 78	\$0.00
531.746	Single	SHIP AETNA POS 10	\$1,090.00	\$218.00	\$872.00	SHIP AETNA POS 10	\$1,000.00	\$94.87	\$905.13	Chapter 44	(531.13)
585.438	Parent / Child	SHIP AETNA POS 10	\$2,990.00	\$518.00	\$2,472.00	SHIP AETNA POS 10	\$2,990.00	\$518.00	\$2,472.00	Chapter 78	\$0.00
511.877	Employer / Spouse	SHIP AETNA POS 10	\$2,179.00	\$762.85	\$1,416.15	SHIP AETNA POS 10	\$2,179.00	\$762.85	\$1,416.15	Chapter 78	\$0.00
535.509	Family	HMO 10 - 10%	\$2,903.00	\$290.30	\$2,612.70	HMO 10 - 10%	\$2,903.00	\$290.30	\$2,612.70	Chapter 78	\$0.00
5106.712	Parent / Child	SHIP AETNA POS 10	\$2,026.00	\$709.10	\$1,316.90	SHIP AETNA POS 10	\$2,026.00	\$709.10	\$1,316.90	Chapter 78	\$0.00
590.553	Family	SHIP AETNA HMO 10 *	\$2,963.00	\$812.84	\$2,090.16	SHIP AETNA HMO 10 *	\$2,860.00	\$498.04	\$2,361.96	Chapter 44	(5271.80)
547.398	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$203.00	\$1,827.00	SHIP AETNA HMO 10 *	\$2,030.00	\$203.00	\$1,827.00	Chapter 78	\$0.00
551.142	Single	SHIP AETNA POS 10	\$1,090.00	\$518.00	\$572.00	SHIP AETNA POS 10	\$1,000.00	\$93.76	\$906.24	Chapter 44	(514.24)
551.142	Single	SHIP AETNA POS 10	\$1,090.00	\$718.00	\$372.00	SHIP AETNA POS 10	\$1,000.00	\$93.76	\$906.24	Chapter 44	(534.24)
552.371	Single	SHIP AETNA POS 15	\$1,047.00	\$209.40	\$837.60	SHIP AETNA POS 15	\$1,000.00	\$96.01	\$903.99	Chapter 44	(566.39)
551.746	Family	SHIP AETNA POS 10	\$3,116.00	\$379.92	\$2,736.08	SHIP AETNA POS 10	\$3,116.00	\$379.92	\$2,736.08	Chapter 78	\$0.00
541.234	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$121.80	\$893.20	SHIP AETNA HMO 10 *	\$1,015.00	\$121.80	\$893.20	Chapter 78	\$0.00
597.452	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$348.10	\$666.90	SHIP AETNA HMO 10 *	\$1,000.00	\$263.63	\$736.37	Chapter 44	(511.47)
585.383	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,860.00	\$425.92	\$2,434.08	Chapter 44	(1284.87)
584.694	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$696.72	\$2,206.28	SHIP AETNA HMO 10 *	\$2,860.00	\$423.47	\$2,436.53	Chapter 44	(1520.25)
593.885	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$609.00	\$1,421.00	SHIP AETNA HMO 10 *	\$2,000.00	\$469.43	\$1,530.57	Chapter 44	(5130.36)
536.259	Family	POS 10 - 10%	\$2,116.00	\$311.60	\$1,804.40	POS 10 - 10%	\$2,116.00	\$311.60	\$1,804.40	Chapter 78	\$0.00
541.454	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$151.04	\$1,736.96	SHIP AETNA HMO 10 *	\$1,888.00	\$151.04	\$1,736.96	Chapter 78	\$0.00
525.667	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$84.96	\$1,803.04	SHIP AETNA HMO 10 *	\$1,888.00	\$84.96	\$1,803.04	Chapter 78	\$0.00
584.694	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$696.72	\$2,206.28	SHIP AETNA HMO 10 *	\$2,860.00	\$423.47	\$2,436.53	Chapter 44	(5230.25)
587.902	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
536.509	Employer / Spouse	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	Chapter 78	\$0.00
524.665	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$55.83	\$959.17	SHIP AETNA HMO 10 *	\$1,015.00	\$55.83	\$959.17	Chapter 78	\$0.00
538.550	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$142.10	\$1,887.90	SHIP AETNA HMO 10 *	\$2,030.00	\$142.10	\$1,887.90	Chapter 78	\$0.00
586.073	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
584.694	Family	SHIP AETNA POS 10	\$2,903.00	\$609.00	\$2,294.00	SHIP AETNA POS 10	\$2,179.00	\$518.12	\$1,660.88	Chapter 78	\$0.00
586.073	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$348.10	\$666.90	SHIP AETNA HMO 10 *	\$1,015.00	\$348.10	\$666.90	Chapter 78	\$0.00
563.174	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$493.53	\$2,409.47	SHIP AETNA HMO 10 *	\$2,860.00	\$282.23	\$2,577.77	Chapter 44	(5147.29)
524.665	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$87.09	\$2,815.91	SHIP AETNA HMO 10 *	\$2,903.00	\$87.09	\$2,815.91	Chapter 78	\$0.00
544.834	Employer / Spouse	SHIP AETNA POS 20/30	\$2,903.00	\$126.06	\$2,776.94	SHIP AETNA POS 20/30	\$2,903.00	\$126.06	\$2,776.94	Chapter 78	(1500.90)
586.073	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,860.00	\$430.37	\$2,429.63	Chapter 44	(5281.42)
524.665	Parent / Child	SHIP AETNA POS 10	\$2,026.00	\$709.10	\$1,316.90	SHIP AETNA POS 10	\$2,026.00	\$709.10	\$1,316.90	Chapter 78	\$0.00
535.509	Family	POS 10 - 10%	\$3,116.00	\$311.60	\$2,804.40	SHIP AETNA HMO 10 *	\$3,116.00	\$311.60	\$2,804.40	Chapter 78	\$0.00
585.383	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
529.509	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$589.20	\$2,313.80	SHIP AETNA HMO 10 *	\$2,860.00	\$354.23	\$2,505.77	Chapter 44	(5197.70)
536.259	Family	POS 10 - 10%	\$3,116.00	\$311.60	\$2,804.40	POS 10 - 10%	\$3,116.00	\$311.60	\$2,804.40	Chapter 78	\$0.00
574.000	Family	SHIP AETNA POS 10	\$3,116.00	\$685.52	\$2,430.48	SHIP AETNA POS 10	\$3,116.00	\$685.52	\$2,430.48	Chapter 78	\$0.00
586.259	Family	SHIP AETNA POS 10	\$2,903.00	\$518.00	\$2,385.00	SHIP AETNA POS 10	\$2,903.00	\$518.00	\$2,385.00	Chapter 44	\$44.11
585.383	Family	SHIP AETNA POS 10	\$2,116.00	\$311.60	\$1,804.40	SHIP AETNA POS 10	\$2,860.00	\$425.92	\$2,434.08	Chapter 44	(5112.02)
552.435	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$203.00	\$812.00	SHIP AETNA HMO 10 *	\$1,000.00	\$96.13	\$903.87	Chapter 44	(5151.87)
588.830	Family	SHIP AETNA POS 10	\$1,116.00	\$810.16	\$305.84	SHIP AETNA POS 10	\$2,860.00	\$444.15	\$2,415.85	Chapter 44	(5110.01)
565.717	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$466.90	\$1,563.10	SHIP AETNA HMO 10 *	\$2,030.00	\$466.90	\$1,563.10	Chapter 78	\$0.00
589.774	Employer / Spouse	SHIP AETNA POS 10	\$2,179.00	\$501.17	\$1,677.83	SHIP AETNA POS 10	\$2,000.00	\$255.84	\$1,744.16	Chapter 44	(566.33)
588.830	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$466.90	\$548.10	SHIP AETNA HMO 10 *	\$1,000.00	\$323.08	\$676.92	Chapter 44	(5108.01)
596.872	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	Chapter 78	\$0.00
585.383	Parent / Child	SHIP AETNA POS 10	\$2,026.00	\$607.80	\$1,418.20	SHIP AETNA POS 10	\$2,026.00	\$607.80	\$1,418.20	Chapter 78	\$0.00
552.658	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$283.20	\$1,604.80	SHIP AETNA HMO 10 *	\$1,888.00	\$283.20	\$1,604.80	Chapter 78	\$0.00
592.802	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$582.84	\$2,320.16	SHIP AETNA HMO 10 *	\$2,860.00	\$407.69	\$2,452.31	Chapter 44	(5190.96)
535.509	Employer / Spouse	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	SHIP AETNA HMO 10 *	\$2,000.00	\$82.85	\$1,917.15	Chapter 44	(590.15)
536.509	Employer / Spouse	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	Chapter 78	\$0.00
584.694	Family	SHIP AETNA POS 10	\$1,090.00	\$719.40	\$370.60	SHIP AETNA POS 10	\$1,000.00	\$211.74	\$788.27	Chapter 44	(586.87)
586.073	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	Chapter 78	\$0.00
536.259	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,903.00	\$348.10	\$2,554.90	SHIP AETNA HMO 10 *	\$2,903.00	\$348.10	\$2,554.90	Chapter 78	\$0.00
574.000	Parent / Child	SHIP AETNA POS 10	\$1,888.00	\$156.80	\$1,731.20	SHIP AETNA POS 10	\$1,888.00	\$156.80	\$1,731.20	Chapter 78	\$0.00
536.259	Employer / Spouse	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	Chapter 78	\$0.00
588.830	Family	SHIP AETNA POS 10	\$1,116.00	\$810.16	\$305.84	SHIP AETNA POS 10	\$2,860.00	\$444.15	\$2,415.85	Chapter 44	(5110.01)
588.830	Family	SHIP AETNA POS 10	\$1,116.00	\$810.16	\$305.84	SHIP AETNA POS 10	\$2,860.00	\$444.15	\$2,415.85	Chapter 44	(5110.01)
553.673	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$348.10	\$2,554.90	SHIP AETNA HMO 10 *	\$2,903.00	\$348.10	\$2,554.90	Chapter 78	\$0.00
585.383	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	Chapter 78	\$0.00
590.553	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	SHIP AETNA HMO 10 *	\$1,888.00	\$566.40	\$1,321.60	Chapter 44	(5244.10)
536.509	Employer / Spouse	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	POS 10 - 10%	\$2,179.00	\$217.90	\$1,961.10	Chapter 78	\$0.00
536.259	Employer / Spouse	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	Chapter 78	\$0.00
813.525	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$113.28	\$1,774.72	SHIP AETNA HMO 10 *	\$1,888.00	\$113.28	\$1,774.72	Chapter 78	\$0.00
588.830	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$754.78	\$2,148.22	SHIP AETNA HMO 10 *	\$2,860.00	\$444.15	\$2,415.85	Chapter 44	(5267.64)
587.452	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$348.10	\$666.90	SHIP AETNA HMO 10 *	\$1,015.00	\$348.10	\$666.90	Chapter 78	\$0.00
536.259	Employer / Spouse	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	HMO 10 - 10%	\$2,030.00	\$203.00	\$1,827.00	Chapter 44	\$0.00
511.525	Parent / Child	SHIP AETNA HMO 10 *	\$1,888.00	\$113.28	\$1,774.72	SHIP AETNA HMO 10 *	\$1,860.00	\$57.80	\$1,802.20	Chapter 44	(527.48)
556.566	Employer / Spouse	SHIP AETNA POS 15	\$2,091.00	\$355.81	\$1,735.19	SHIP AETNA POS 15	\$2,093.00	\$355.81	\$1,737.19	Chapter 78	\$0.00
532.984	Family	SHIP AETNA POS 10	\$1,116.00	\$373.92	\$742.08	SHIP AETNA POS 10	\$2,860.00	\$384.27	\$2,475.73	Chapter 44	\$76.36
556.566	Family	SHIP AETNA POS 10	\$2,116.00	\$438.24	\$1,677.76	SHIP AETNA POS 10	\$3,116.00	\$438.24	\$2,677.76	Chapter 78	\$0.00
528.900	Employer / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$91.85	\$1,938.15	SHIP AETNA HMO 10 *	\$2,030.00	\$91.85	\$1,938.15	Chapter 78	\$0.00
584.694	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$696.72	\$2,206.28	SHIP AETNA HMO 10 *	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
596.259	Employer / Spouse	SHIP AETNA POS 20/30	\$2,903.00	\$509.00	\$2,394.00	SHIP AETNA POS 20/30	\$2,903.00	\$509.00	\$2,394.00	Chapter 78	\$0.00
599.259	Employer / Spouse	SHIP AETNA POS 15	\$2,093.00	\$481.39	\$1,611.61	SHIP AETNA POS 15	\$2,000.00	\$345.44	\$1,654.56	Chapter 44	(5121.61)
578.504	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$667.8							

555.141	Employee / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$345.10	\$1,684.90	EHP	\$2,000.00	\$179.21	\$1,820.79	Chapter 44	(\$135.89)
536.509	Family	CHMD 10 - 10%	\$2,903.00	\$290.30	\$2,612.70	HMO 10 - 10%	\$2,903.00	\$290.30	\$2,612.70	Chapter 78	\$0.00
584.634	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$696.72	\$2,206.28	EHP	\$2,903.00	\$696.72	\$2,206.28	Chapter 78	\$0.00
578.688	Family	SHIP AETNA POS 15	\$3,116.00	\$716.08	\$2,399.92	EHP	\$2,860.00	\$96.14	\$2,499.87	Chapter 44	(\$94.55)
555.324	Single	SHIP AETNA HMO 10 *	\$1,015.00	\$133.45	\$781.55	EHP	\$1,000.00	\$100.00	\$900.00	Chapter 44	(\$109.49)
559.380	Family	SHIP AETNA POS 15	\$2,993.00	\$419.02	\$2,573.98	SHIP AETNA POS 15	\$2,993.00	\$419.02	\$2,573.98	Chapter 78	\$0.00
552.984	Family	SHIP AETNA HMO 10 *	\$2,903.00	\$348.36	\$2,554.64	EHP	\$2,860.00	\$194.27	\$2,665.73	Chapter 44	(\$111.09)
536.759	Family	POS 10 - 10%	\$1,116.00	\$111.60	\$2,004.40	EHP	\$2,860.00	\$98.71	\$2,761.29	Chapter 44	\$44.11
586.073	Employee / Spouse	SHIP AETNA HMO 10 *	\$2,030.00	\$609.00	\$1,421.00	EHP	\$2,030.00	\$609.00	\$1,421.00	Chapter 78	\$0.00

All Plan Types		All Plan Types	
Total Cost No EHP	\$566,265.00	Total Cost Actual	\$557,200.00
Employee Share No EHP	\$132,410.11	Employee Share Act	\$93,512.13
Net Board Cost No EHP	\$453,854.93	Net Board Cost Act	\$463,688.01
Total Actual Cost	\$463,888.01		
Increase in Actual Cost	\$9,943.08	Monthly Increase	

Salary	EE Share	EE share	Decrease in Co-Share
\$ 60,750	\$526.72	\$253.16	(\$273.56)
\$ 84,000	\$371.84	\$423.47	(\$52.63)
\$ 92,307	\$372.43	\$307.69	(\$64.74)
\$ 115,000	\$1,090.00	\$690.00	(\$400.00)

	Mar-21	No Chapter 44	Actual with Chapter 44	Increase/(Decrease)
Total Cost	\$466,265	\$557,200	(\$90,935)	
Employee Share	\$132,410	\$93,512	(\$38,898)	
Net Board Cost	\$453,855	\$463,688	(\$9,833)	
	Jul-21	No Chapter 44	Actual with Chapter 44	Increase/(Decrease)
Total Cost	\$566,265.00	\$557,200.00	(\$9,065)	
Employee Share	\$132,410.11	\$93,512.13	(\$38,898)	
Net Board Cost	\$453,854.93	\$463,688.01	(\$9,833)	

(\$448)
125768.14

File No. 14357-1

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**In re Complaint Filed by the
Gloucester City Board of Education
Regarding P.L. 2020, Chapter 44.**

**STATE OF NEW JERSEY
COUNCIL ON LOCAL MANDATES**

COLM-0001-21

CERTIFICATION OF TERI WEEKS

I, Teri Weeks, School Business Administrator and Board Secretary for the Gloucester City Board of Education, being of full age, do hereby certify as follows:

1. I am the School Business Administrator and Board Secretary for the Gloucester City Board of Education.
2. The data and figures contained in Exhibit A, which is attached Gloucester City Board of Education's Amended Complaint, are true and accurate.

I certify that the foregoing statements made by me are true. I acknowledge that if any of the foregoing statements made by me are willfully false, I am subject to punishment.

By: 
TERI WEEKS

Dated: July 29, 2021