

State Health Benefits Program  
Plan Design Committee  
Open Session Minutes: August 23, 2023

Adequate notice of this meeting was provided and filed with and prominently posted in the offices of the Secretary of State. The 2023 annual meeting schedule was mailed to the Secretary of State, Star Ledger and the Trenton Times on December 20, 2022. Updates regarding this meeting were sent to the Secretary of the State and posted to the Division's website on December 1, 2022.

The meeting of the State Health Benefits Program Plan Design Committee of New Jersey was called to order on Wednesday, August 23, 2023 at 1:00 p.m. The meeting was held at the Division of Pensions and Benefits in Trenton, NJ.

The text of Resolution B (Executive Session) – was read in its entirety in the event that the Committee desires, at any point in the meeting, to approve a motion to go into closed session.

Kelly Fields took Roll Call and established that a quorum was present.

**Board Members:**

**John Megariotis, Chair**

**Andrea Spalla**

**Tariq Shabazz**

**Kevin Lyons**

**Michael Zanyor**

**Jim MCCasey**

**Steven Tully**

**David Krueger**

**Kimberly Holmes**

**Kim Walker**

**Alison Keating**

**Kelly Fields, Acting Secretary**

John Megariotis made a motion to approve the April 26, 2023 meeting minutes. Tariq Shabazz seconded the motion, all voted in favor.

Andrea Spalla discussed resolutions regarding the high deductible plan.

**New Jersey Direct High Deductible Low Resolution 2023-11:**

NOW THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. Effective for plan year 2024, the SHBP will replace the NJ Direct HD1500 with the NJ Direct HDLow plan.
2. The deductible for the NJ Direct HDLow will be the HDHP minimum deductible set by the IRS for each plan year (i.e., the deductible for plan year 2024 will be \$1,600 for single and \$3,200 for family coverage);
3. The HSA contribution limit for the NJ Direct HDLow will be the HSA contribution limit set by the IRS for each plan year (i.e., the HSA contribution limit for plan year 2024 will be \$4,150 for single and \$8,300 for family coverage);
4. The HSA employer contribution will be \$300 for each plan year.
5. The HSA catch-up contribution limit for the NJ Direct HDLow for persons age 55 or older will be the amount set by the IRS for each plan year (i.e., the HSA catch-up contribution limit for plan year 2024 will be \$1,000);
6. The in-network out-of-pocket maximum for single coverage under the NJ Direct HDLow will be \$1,000 more than the HDHP minimum deductible set by the IRS for each plan year (i.e., the in-network out-of-pocket maximum for plan year 2024 will be \$2,600 for single coverage). The in-network out-of-pocket maximum for family coverage under the NJ Direct HDLow will be twice the in-network out-of-pocket maximum for single coverage (i.e., the in-network out-of-pocket maximum for plan year 2024 will be \$5,200 for family coverage).  
The out-of-network out-of-pocket maximum for the NJ Direct HDLow will be indexed to the HDHP minimum deductible set by the IRS for each plan year. The out-of-network outof-pocket maximum for single coverage under the NJ Direct HDLow will be \$2,000 more than the HDHP minimum deductible set by the IRS for each plan year (i.e., the out-ofnetwork out-of-pocket maximum for plan year 2024 will be \$3,600 for single coverage). The out-of-network out-of-pocket maximum for family coverage under the NJ Direct HDLow will be twice the out-of-network out-of-pocket maximum for single coverage (i.e., the out-of-network out-of-pocket maximum for plan year 2024 will be \$7,200 for family coverage).  
The combined maximum out-of-pocket amount for the NJ Direct HDLow may never exceed the maximum out-of-pocket amount set by the IRS for each plan year.
7. The rest of the terms applicable to NJ Direct HD1500 plan shall apply to the NJ Direct HDLow.
8. The SHBP will offer the NJ Direct HDLow plan for plan year 2024 and every plan year thereafter until an affirmative majority vote of the SHBP Plan Design Committee determines otherwise.

Kim Walker made a motion to approve the 2023-11 resolution. Michael Zanyor seconded the motion; all voted in favor.

**New Jersey Direct High Deductible High Resolution 2023-12:**

NOW THEREFORE, BE IT RESOLVED AS FOLLOWS:

1. Effective for plan year 2024, the SHBP will replace the NJ Direct HD4000 with the NJ Direct HDHigh plan.
2. The deductible for the NJ Direct HDHigh will be will be \$2,500 greater than the HDHP minimum deductible set by the IRS for each plan year for single coverage and \$5,000 greater than the HDHP minimum deductible set by the IRS for each plan year for family coverage (i.e., the deductible for plan year 2024 will be \$4,100 for single and \$8,200 for family coverage);
3. The HSA contribution limit for the NJ Direct HDHigh will be the HSA contribution limit set by the IRS for each plan year (i.e., the HSA contribution limit for plan year 2024 will be \$4,150 for single and \$8,300 for family coverage).
4. The HSA catch-up contribution limit for the NJ Direct HDHigh for persons age 55 or older will be the amount set by the IRS for each plan year (i.e., the HSA catch-up contribution limit for plan year 2024 will be \$1,000).
5. The in-network out-of-pocket maximum for single coverage under the NJ Direct HDHigh will be \$3,500 more than the HDHP minimum deductible set by the IRS for each plan year (i.e., the in-network out-of-pocket maximum for plan year 2024 will be \$5,100 for single coverage). The in-network out-of-pocket maximum for family coverage under the NJ Direct HDHigh will be twice the in-network out-of-pocket maximum for single coverage (i.e., the in-network out-of-pocket maximum for plan year 2024 will be \$10,200 for family coverage).

The out-of-network out-of-pocket maximum for the NJ Direct HDHigh will be indexed to the HDHP minimum deductible set by the IRS for each plan year. The out-of-network outof-pocket maximum for single coverage under the NJ Direct HDHigh will be \$4,500 more than the HDHP minimum deductible set by the IRS for each plan year (i.e., the out-ofnetwork out-of-pocket maximum for plan year 2024 will be \$6,100 for single coverage). The out-of-network out-of-pocket maximum for family coverage under the NJ Direct HDHigh will be twice the out-of-network out-of-pocket maximum for single coverage (i.e., the out-of-network out-of-pocket maximum for plan year 2024 will be \$12,200 for family coverage).

The maximum out-of-pocket amount for the NJ Direct HDHigh may never exceed the maximum out-of-pocket amount set by the IRS for each plan year.

6. The rest of the terms applicable to NJ Direct HD4000 plan shall apply to the NJ Direct HDHigh.
7. The SHBP will offer the NJ Direct HDHigh plan for plan year 2024 and every plan year thereafter until an affirmative majority vote of the SHBP Plan Design Committee determines otherwise.

Andrea Spalla made a motion to approve the 2023-12 resolution. Justin Zimmerman seconded the motion; all voted in favor.

**Super Conciliation Update:**

Michael Zanyor stated the First Responder title resolution should be resolved in time for the September meeting. Mr. Zanyor stated the reference-based pricing and pharmaceutical question are both in the process of being worked on.

**New Business:**

Steven Tully suggested that a resolution be created regarding cards that would supplement co-pays.

Andrea Spalla made a motion to create a new subgroup and move the discussion regarding this resolution into that subgroup. Michael Zanyor seconded the motion; all voted in favor to approve and establish a new HRA subcommittee.

**Adjournment**

David Krueger made a motion to adjourn. Andrea Spalla seconded the motion; all voted in favor and the SHBP-PDC meeting was adjourned.

Respectfully Submitted,



Kelly Fields

Acting Secretary

State Health Benefits Plan Design Committee