Burlington County Board of Social Services

Resolution No. 2026-41

Approving and Authorizing Health Benefits Changes/Health Reimbursement Agreement/Difference Card for 2027 for NJ HDHigh Plan

WHEREAS, the Burlington County Board of Social Services ("Board") is authorized to offer Health Benefit Coverage to all full-time employees; and

WHEREAS, the Board believes it is in the best interest of its employees, both represented and unrepresented, to provide Health Benefit Coverage options that can result in cost savings to its employees; and

WHEREAS, the Board, the Communications Workers of America, Local 1036 (CWA) and Office & Professional Employees International Union Local 153, AFL-CIO (OPEIU), have reached agreement to offer employees the opportunity to enroll in the NJ HDHigh + Difference Card, with a fully funded Health Reimbursement Arrangement (HRA) in the amount of $23,000.00 for each employee regardless of level of coverage (Single, Member/Spouse, Parent/Child, Family) to be effective January 1, 2027, as memorialized in the attached Memorandums of Agreements; and

WHEREAS, the Board has decided to offer Administrative/Non-Represented employees the opportunity to enroll in the NJ HDHigh + Difference Card, with a fully funded Health Reimbursement Arrangement (HRA) in the amount of $23,000.00 for each employee regardless of level of coverage (Single, Member/Spouse, Parent/Child, Family) to be effective January 1, 2027; and

WHEREAS, EB Employee Solutions, LLC, dba The Difference Card, with a business address of 200 Business Park Drive, Suite 311, Armonk, NY 10504, is appointed to provide HRA services for the period January 1, 2027 through December 31, 2027; now, therefore, be it

RESOLVED, that the Burlington County Board of Social Services hereby approves the Health Benefits Changes/Health Reimbursement Agreement/Difference Card for 2027 to provide covered CWA and OPEIU employees the opportunity to enroll in the NJ HDHigh+ Difference Card, with a fully funded Health Reimbursement Arrangement (HRA) in the amount of $23,000.00 for each employee regardless of level of coverage (Single, Member/Spouse, Parent/Child, Family) to be effective January 1, 2027; and be it

FURTHER RESOLVED, by the Burlington County Board of Social Services that the changes to the Health Benefits Coverage allowing Administrative/Non-Represented Employees the opportunity to enroll in the NJ HDHigh + Difference Card, with a fully funded Health Reimbursement Arrangement (HRA) in the amount of $23,000.00 for each employee regardless of level of coverage (Single, Member/Spouse, Parent/Child, Family) to be effective January 1, 2027 are hereby approved; and

FURTHER RESOLVED, that the Temporary Director is authorized and directed to take all action necessary to effectuate the changes to the Health Benefits Coverage for CWA, OPEIU and Administrative/Non-Represented Employees including the execution of any other documents necessary to complete the Health Benefit Coverage including the execution of the attached Memorandums of Agreement with CWA and OPEIU.

Harriet D. T. Cole
Chair

I hereby certify that the above Resolution was adopted by the Burlington County Board of Social Services assembled in regular session on October 15, 2026.

Dorothy D. Gayle
Secretary/Treasurer