

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND



**JULY 24, 2025
RANDOLPH TOWNSHIP HALL
9:30 AM
AGENDA AND REPORTS**

Meeting Location: Township of Randolph Municipal Building

502 Millbrook Ave.
Randolph, NJ 07869
Tel: 973.989.7100
Fax: 973.989.7096

STATEMENT OF COMPLIANCE WITH OPEN PUBLIC MEETINGS ACT

NOTICE OF THIS MEETING WAS GIVEN BY (1) SENDING SUFFICIENT NOTICE HERewith TO THE STAR LEDGER AND THE RECORD (2) FILING ADVANCE WRITTEN NOTICE OF THIS MEETING WITH THE CLERK/ADMINISTRATOR OF EACH MEMBER MUNICIPALITY AND (3) POSTING A COPY OF THE MEETING NOTICE ON THE PUBLIC BULLETIN BOARD OF ALL MEMBER MUNICIPALITIES.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
AGENDA MEETING: JULY 24, 2025
RANDOLPH TOWNSHIP HALL
9:30 AM

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

FLAG SALUTE

ROLL CALL OF 2025 FUND COMMISSIONERS

2025 Executive Committee	
Thomas S. Russo, Jr., Chair	Town of Newton
Carrine Piccolo-Kaufer, Secretary	Township of Hardyston
Barbara Russo	Township of Berkeley Heights
Tammy Smith	Knowlton BOE
Greg Poff	Randolph Township
Scott Heck	Borough of Ringwood
Dina Valente-Stoel	Borough of Lincoln Park
Executive Committee Alternates:	
Mike Sondermeyer	Borough of Bloomingdale
Deb Millikin	Township of Jefferson

APPROVAL OF MINUTES: *May 22, 2025, Open Appendix I*

MONTHLY COMMITTEE REPORTS:

CLAIMS COMMITTEE – Thomas S. Russo, Jr., Chair

CONTRACTS COMMITTEE – Tammy Smith, Chair

FINANCE COMMITTEE – Thomas S. Russo, Jr., Chair

OPERATIONS COMMITTEE – Scott Heck, Chair

July 7, 2025, Meeting.... Appendix II

WELLNESS COMMITTEE – Carrine Piccolo-Kaufer, Chair

FUND DOCUMENT REVIEW COMMITTEE – Thomas S. Russo, Jr., Chair

REPORTS:

EXECUTIVE DIRECTOR - (PERMA)

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PROGRAM MANAGER - (Conner Strong & Buckelew)

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TREASURER - (Michael Soccio)

June and July 2025 Voucher ListPage 20

Confirmation of Claims Paid/Certification of Transfers

ATTORNEY - (Fred Semrau)

Monthly Report & Claims Settlement Negotiations..... Verbal

NETWORK & THIRD-PARTY ADMINISTRATOR - (Aetna – Jason Silverstein)

Monthly Report.....Page 27

PRESCRIPTION ADMINISTRATOR - (Express Scripts-Charles Yuk)

Monthly ReportPage 31

DENTAL ADMINISTRATOR - (Delta Dental - Lurha V. Ebarle)

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CONSENT AGENDA Page 37

Resolution 25-22: Appointment of MRHIF Fund CommissionersPage 38

Resolution 25-23: Appointment of QPAPage 39

Resolution 25-24: Increase Threshold for QPAPage 40

Resolution 25-25: Authorize Settlement for Claims (Mazie)Page **41**

Resolution 25-26: Authorize Settlement for Claims (Cohen Howard).....Page **43**

Resolution 25-27: June and July 2025 Bills ListPage **44**

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT - *Motion to Open*

Motion to Close

MEETING ADJOURNED

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
EXECUTIVE DIRECTOR'S REPORT
JULY 24, 2025**

FINANCE

PRO FORMA REPORTS

- **Fast Track Financial Report** – as of April 30, 2025 (page 10)

NO SURPRISES ACT LEGISLATION CLAIMS

Row Labels	Sum of Arb Fee	Sum of Admin Fee	Sum of Arb Decision Amount	Count of Arb Decision/Result
Closed by IDRE Due to Incorrect Batching			\$0.00	3
Dismissed	\$4,963.00	\$8,350.00	\$0.00	69
Loss	\$51,022.00	\$12,645.00	\$2,464,194.97	102
Rebutted	\$6,955.00	\$1,660.00		15
Resubmission Required				2
Summary Judgment	\$11,953.00	\$2,415.00	\$458,835.90	23
Win	\$1,545.00	\$930.00	\$0.00	6
Withdrawn	\$990.00	\$165.00		2
(blank)	\$23,613.00	\$5,450.00		
Grand Total	\$101,041.00	\$31,615.00	\$2,923,030.87	222

The No Surprises Act (NSA) took effect January 1, 2022, and was designed to protect patients from surprise medical bills, particularly in emergency and out-of-network (OON) situations. While successful in curbing balance billing for consumers, the implementation of the law has led to significant unintended consequences for employer-sponsored health plans, particularly those that are self-funded. The Independent Dispute Resolution (IDR) process, a core element of the NSA, has been marked by high volume, provider-favorable outcomes, and substantial administrative burdens. This summary outlines the law's mechanics, its financial and operational impact on employers, and the urgent need for reform.

Understanding the NSA and the IDR Process - Under the NSA, when a patient receives OON emergency care or services from ancillary providers at in-network facilities, the provider and health plan must negotiate reimbursement without billing the patient beyond in-network cost sharing. If no agreement is reached, either party may initiate the IDR process, wherein a certified arbitrator selects one party's proposed payment. Initially, the "Qualified Payment Amount" (QPA) was intended to serve as the primary benchmark in IDR cases. The QPA represents the median in-network rate for a service in a geographic area. However, legal challenges and court rulings have allowed arbitrators to weigh other factors more heavily, such as provider experience and case complexity. Right or wrong, this has diluted the intended cost-containment role of the QPA.

The Disproportionate Impact on Employers Plan Sponsors – Employers and Plan Sponsors, and particularly those with self-funded plans, are bearing the brunt of NSA-related cost increases. The financial impact arises from both the direct cost of arbitration awards and the indirect administrative expenses tied to compliance and dispute resolution. Here are some data points that put the added costs into perspective:

1. Provider-Favored Arbitration Outcomes

- Providers win an estimated 85% of emergency-related IDR cases.
- Average payment awards in these cases are roughly 2.7x the QPA, with some cases reaching as high as 4x Medicare rates.

2. High Prevalence of Emergency Room Disputes

- Approximately two-thirds of all IDR disputes relate to emergency services.
- From Q1 2023 to Q2 2024, about 1.24 million surprise billing disputes were filed, over 40% of which resulted in arbitration.

3. Escalating Employer Costs Consider a 'mid-sized' self-funded employer encountering 200 ER-related IDR cases annually (examples):

- QPA (benchmark): \$600
- Typical Award: \$1,620 (2.7x the QPA)
- Incremental Cost/Case: \$1,020

IMPACT:

- Annual Impact: \$204,000 in additional claims cost
- IDR Fees: \$315 to \$1,300 per case = \$63,000 to \$260,000 annually

4. National Cost Exposure

- With an estimated 500,000 ER-related disputes resolved over 15 months, total added cost to the system could be as much as \$500 million to \$700 million annually.
- Administrative and certified IDR entity fees alone add another \$105 million or more.

5. Administrative Burden and Compliance Risk

- Employers must ensure TPAs comply with IDR timelines and manage disputes. The costs of which are simply passed back to the employer.
- Compliance involves tracking QPAs, submitting documentation, and responding within strict timeframes.
- Legal volatility due to shifting federal court rulings has made consistent compliance difficult.

NSA Reform Proposals - There is growing recognition of the strain NSA has placed on employers and plan sponsors. Legislative and regulatory proposals are emerging from Congress and the administration. HR 9572 in the US House offers a series of fixes intended to rein in payments that are far more than the QPA that lead to increased financial exposure to self-funded plans.

EXPRESS SCRIPTS - GLP1 CLAIMS PROCESSING UPDATE

As reported in prior meetings, when the Encircle/Omada GLP1 program was rolled out beginning September 1, 2024, there was an error in the application. Several entities who did not cover weight loss medications had the coverage erroneously opened. As of February 1, 2025, that coverage was shut down.

In cooperation with the Vozza Agency and Fund Attorney Express Scripts accepted the error and agreed to reimburse the Fund for the claims that processed in error and allowing a grace period for the impacted members.

As of July 17, 2025, our office was advised the North HIF has received a credit of \$101,000 from 83 claims being reversed.

- 62 claims reversed for \$78,000 credited to the June 22, 2025 claims invoice
- 21 claims reversed for \$23,000 credited to the July 12, 2025 claims invoice

Express Scripts has provided PERMA with the records of all claimants and amounts that were refunded.

Next Steps:

- 1) Provide records of receipt of monies and corresponding claims to the Attorney
- 2) Work with the Program Manager's office to audit the claims information provided vs. what is in the system to ensure all erroneous claims are accounted for.
- 3) Provide final update for the Executive Committee

MRHIF SPECIAL FUND COMMISSIONER

At the last meeting, it was noted that there is an open position for the MRHIF Special Fund Commissioner. This role only needs to be filled for the remainder of 2025, as the Special Fund Commissioner rotates annually.

Resolution 25-22 is included in consent for the updated MRHIF Fund Commissioners.

MRHIF UPDATE

The MRHIF met twice since the last meeting. Chair Thomas S. Russo Jr. was in attendance. The following action items were taken:

1. Final Audit was approved and filed with the State. There were no comments or recommendations
2. An almost \$7M dividend was released. NJHIF share of the dividend is \$778,884 and has already been received

FUND QUALIFIED PURCHASING AGENT (QPA)

At the last meeting, the Fund was authorized to issue quotes for a QPA since the estimated contract was below the bid threshold. The incumbent QPA, the Canning Group, was the only responder to the deadline of May 21, 2025. The proposal included a fee of \$3,000 for all NJHIF related RFPs issued in the next Fund year.

We recommend issuing a contract to the Canning Group through the 2025 fund year via Resolution 25-23.

QPA THRESHOLD

The State Treasurer recently increased the minimum bid threshold to \$53,000 for bids using a QPA. The Fund QPA recommended Resolution 25-24 for action to recognize this change.

CLAIMS COMMITTEE UPDATE

Mr. James Zepp of the Township of Sparta has agreed to join the Claims Committee, with Chair Russo expressing support for this addition. The updated Committee Membership is as follows:

Claims Committee

Tom Russo, Chair

Barbara Russo

James Zepp

COOPERATIVE PURCHASING SYSTEM - MEDICAL THIRD-PARTY ADMINISTRATOR (TPA) BID

After months of discussion with the Office of the State Comptroller, the Health Insurance Cooperative Purchasing System (HICPS) is preparing Medical TPA prequalification regulations that must be presented and adopted at a public hearing prior to bid release. On June 19th, the local Fund HICPS representatives held a meeting to review and discuss the regulations, which a NJHIF representative was in attendance.

A public hearing was held on July 1st at 3:00 PM via Zoom. This hearing specifically allowed the opportunity to comment, review, and adopt the prequalification regulations which will be used to determine qualified bidders for the Medical TPA bid specification for all Funds within the HICPS.

A certified copy of the prequalification regulations must be filed with the Division of Local Government Services within ten days of the meeting. They then have 30 days to approve. Once approved, the pre-qualification regulations will be advertised, and prospective bidders will be invited to submit responses. The responses from the prospective bidders will be reviewed and those that are determined to be qualified bidders will receive the bid specifications for the TPA services.

The final evaluation will be reviewed by the Cooperative representatives from each local Fund then recommend the contract award in early Fall.

PCORI AND A4 SURCHARGE FEES

The PCORI is an independent, nonprofit research organization that seeks to empower patients and others with actionable information about their health and healthcare choices.

As part of the Affordable Care Act (ACA) group health plans are required to pay an annual fee, which is a certain dollar amount per enrollee contributing to the PCORI effort. The fee is considered in the Fund's budget development and paid by the PERMA Accounting team on behalf of all our medical groups. This fee will be paid in July.

In addition, all School Board members that are not in the State Health Benefits Fund are surcharged for retiree benefits. The Fund has one School Board that the Fund will pay this fee in July on its behalf, which was included in its rates upon joining the Fund.

MEL/MRHIF EDUCATIONAL SEMINAR FOLLOW UP PRESENTATION

On June 5th, Joe DiBella and Tammy Brown, from Conner Strong & Buckelew, hosted a second webinar presentation following the MEL/MRHIF Education Seminar. The discussion focused on newer, material cost drivers for GLP-1 medications and the rising out of-network providers experienced by the public sectors. The presentation was sent out as an attachment to the agenda. If you were not able to attend, the recording can be viewed by clicking [here](#) or visiting the NJHIF website.

BROKER OF RECORD (BOR) DOCUMENTATION

On the recommendation of the Fund Attorney as best practice, on behalf of the Fund we are working to collect individual group resolutions by appointing their servicing broker(s). This is particularly important for those entities who have their broker compensation built into rates and paid by the Fund.

A reminder was sent out to entities that the resolutions must be submitted to the Fund. Below is the status of the resolutions received. Please send the resolutions to HIFAdmin@permainc.com.

Entity	BOR ON FILE?
Andover Township	YES
Berkeley Heights	YES
Bloomington	YES
Boonton	Requested
Byram	YES
Chatham	Requested
Dover	YES
Hanover	YES
Harding Township	YES
Hardyston	YES
Jefferson	YES
Kinnelon	Requested
Knowlton BOE	YES
Lincoln Park	YES
Madison	YES
Madison Housing Authority	YES
Montville	YES

Mountain Lakes	YES
Mt Olive	Requested
Netcong	YES
Newton	YES
Pequannock	YES
Prospect Park	Requested
Randolph	Requested
Ringwood	Requested
Roxbury	YES
Sparta	Requested
Vernon	Requested
Wantage	YES
West Milford	Requested
Wharton	YES
Woodland Park	Requested

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND						
FINANCIAL FAST TRACK REPORT						
			AS OF	April 30, 2025		
			THIS MONTH	YTD CHANGE	PRIOR YEAR END	FUND BALANCE
1.	UNDERWRITING INCOME		6,250,051	24,891,811	904,107,444	928,999,255
2.	CLAIM EXPENSES					
	Paid Claims		6,211,272	21,800,891	757,428,998	779,229,889
	IBNR		104,402	1,113,957	5,391,675	6,505,632
	Less Specific Excess		-	(112,019)	(21,890,106)	(22,002,125)
	Less Aggregate Excess		-	-	-	-
	TOTAL CLAIMS		6,315,674	22,802,829	740,930,567	763,733,396
3.	EXPENSES					
	MA & HMO Premiums		353,967	1,366,063	29,832,098	31,198,161
	Excess Premiums		378,028	1,509,804	39,310,567	40,820,371
	Administrative		224,963	1,072,142	58,909,172	59,981,314
	TOTAL EXPENSES		956,958	3,948,009	128,051,837	131,999,846
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)		(1,022,581)	(1,859,026)	35,125,040	33,266,014
5.	INVESTMENT INCOME		31,713	112,894	6,076,848	6,189,742
6.	DIVIDEND INCOME		-	-	6,212,250	6,212,250
7.	STATUTORY PROFIT/(LOSS) (4+5+6)		(990,867)	(1,746,132)	47,414,138	45,668,006
8.	DIVIDEND		-	-	42,501,592	42,501,592
9.	Transferred Surplus IN		-	-	-	-
10.	Transferred Surplus OUT		-	-	-	-
	STATUTORY SURPLUS (7-8+9)		(990,867)	(1,746,132)	4,912,546	3,166,414
SURPLUS (DEFICITS) BY FUND YEAR						
	Closed	Surplus	20,862	1,955	11,652,116	11,654,071
		Cash	1,162	119,670	13,856,991	13,976,661
	2023	Surplus	(112,948)	(203,979)	(2,188,681)	(2,392,660)
		Cash	(112,942)	(197,413)	(2,215,001)	(2,412,414)
	2024	Surplus	(233,194)	(1,176,802)	(4,550,891)	(5,727,693)
		Cash	(403,173)	(4,233,835)	(1,484,861)	(5,718,696)
	2025	Surplus	(665,587)	(367,305)		(367,305)
		Cash	(941,910)	2,684,356		2,684,356
	TOTAL SURPLUS (DEFICITS)		(990,867)	(1,746,132)	4,912,544	3,166,412
	TOTAL CASH		(1,456,863)	(1,627,223)	10,157,129	8,529,906
CLAIM ANALYSIS BY FUND YEAR						
	TOTAL CLOSED YEAR CLAIMS		1,677	88,675	639,081,420	639,170,095
	FUND YEAR 2023					
	Paid Claims		113,391	204,409	44,333,500	44,537,909
	IBNR		-	-	-	-
	Less Specific Excess		-	-	(81,159)	(81,159)
	Less Aggregate Excess		-	-	-	-
	TOTAL FY 2023 CLAIMS		113,391	204,409	44,252,341	44,456,750
	FUND YEAR 2024					
	Paid Claims		558,493	6,195,378	52,453,922	58,649,300
	IBNR		(269,584)	(4,852,508)	5,391,675	539,167
	Less Specific Excess		-	(112,019)	(248,789)	(360,808)
	Less Aggregate Excess		-	-	-	-
	TOTAL FY 2024 CLAIMS		288,909	1,230,851	57,596,808	58,827,659
	FUND YEAR 2025					
	Paid Claims		5,537,711	15,312,428		15,312,428
	IBNR		373,986	5,966,465		5,966,465
	Less Specific Excess		-	-		-
	Less Aggregate Excess		-	-		-
	TOTAL FY 2025 CLAIMS		5,911,697	21,278,893		21,278,893
	COMBINED TOTAL CLAIMS		6,315,674	22,802,829	740,930,569	763,733,397

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND						
RATIOS						
		FY2025				
INDICES	2024	JAN	FEB	MAR	APR	
Cash Position	10,157,130	\$ 8,492,235	\$ 9,125,835	\$ 9,986,769	\$ 8,529,906	
IBNR	5,391,675	\$ 5,803,386	\$ 6,158,683	\$ 6,401,230	\$ 6,505,632	
Assets	13,023,401	\$ 13,136,548	\$ 12,738,269	\$ 13,057,567	\$ 12,151,515	
Liabilities	8,110,857	\$ 8,328,137	\$ 8,657,194	\$ 8,900,287	\$ 8,985,103	
Surplus	4,912,544	\$ 4,808,411	\$ 4,081,075	\$ 4,157,280	\$ 3,166,412	
Claims Paid -- Month	5,111,699	\$ 4,985,739	\$ 5,515,379	\$ 5,088,501	\$ 6,211,272	
Claims Budget -- Month	4,451,674	\$ 5,120,906	\$ 5,145,574	\$ 5,144,382	\$ 5,136,523	
Claims Paid -- YTD	58,619,830	\$ 4,985,739	\$ 10,501,117	\$ 15,589,619	\$ 21,800,891	
Claims Budget -- YTD	52,838,030	\$ 5,120,906	\$ 10,266,480	\$ 15,408,757	\$ 20,545,279	
RATIOS						
Cash Position to Claims Paid	1.99	1.70	1.65	1.96	1.37	
Claims Paid to Claims Budget -- Month	1.15	0.97	1.07	0.99	1.21	
Claims Paid to Claims Budget -- YTD	1.11	0.97	1.00	1.0	1.1	
Cash Position to IBNR	1.88	1.46	1.48	1.56	1.31	
Assets to Liabilities	1.61	1.58	1.47	1.47	1.35	
Surplus as Months of Claims	1.10	0.94	0.79	0.81	0.62	
IBNR to Claims Budget -- Month	1.21	1.13	1.20	1.24	1.27	

North Jersey Municipal Employee Benefits Fund
2025 Budget Report
AS OF APRIL 30, 2025

				Cumulative	\$ Variance	% Variance
	Cumulative	Annual	Latest Filed	Expensed		
LINE ITEMS						
Medical Claims Aetna	18,379,312	55,269,725	54,973,097			
Medical Claims Aetna BOEs	182,494	581,768	765,250			
Subtotal Medical Claims	18,561,806	55,851,493	55,738,347	19,025,549	(463,743)	-2%
Prescription Claims	2,041,387	6,080,373	6,294,793			
Prescription Rebates	(653,244)	(1,945,719)	(2,014,334)			
Subtotal Rx Claims	1,388,143	4,134,654	4,280,459	1,801,122	(412,979)	-30%
Dental Claims	588,474	1,770,494	1,756,672	592,155	(3,681)	-1%
Subtotal	20,538,423	61,756,641	61,775,478	21,418,826	(880,403)	-4%
Medicare Advantage - United	194,323	528,402	686,131	Included in Medicare Advantage-Aetna below		
Medicare Advantage - Aetna	1,372,329	4,231,545	3,990,711	1,366,063	200,588	13%
Reinsurance						
Specific	1,510,536	4,552,872	4,494,560	1,509,804	732	0%
Wellness	73,333	220,000	220,000	73,332	1	0%
Total Loss Fund	23,688,944	71,289,460	71,166,880	24,368,025	(679,081)	-3%
Expenses						
Legal	6,967	20,900	20,900	11,446	(4,479)	-64%
Treasurer	7,658	22,974	22,974	7,658	-	0%
Administrator	182,936	551,292	545,654	183,267	(330)	0%
Program Manager - 1/1-4/30	244,718	244,718	729,452	238,275	6,443	3%
Program Manager - Brokerage	239,026	705,668	720,446	239,374	(348)	0%
TPA - Aetna	331,187	998,227	1,036,763	331,424	(237)	0%
Claims Contingency	95,787	287,360	287,360	0	95,787	100%
Dental TPA	26,292	79,231	77,956	26,186	107	0%
Actuary	4,330	12,989	12,989	4,333	(4)	0%
Auditor	4,667	14,000	14,000	4,668	(1)	0%
Subtotal Expenses	1,143,567	2,937,359	3,468,493	1,046,630	96,937	8%
Miscellaneous and Special Services						
Misc/Cont(incl. A4 surcharge)	14,167	42,500	42,500	1,225	12,942	91%
Claims and Service Audits	13,333	40,000	40,000	0	-	0%
Affordable Care Act Taxes	4,791	14,441	14,284	0	4,791	100%
Subtotal Misc/Sp Svcs	32,291	96,941	96,784	1,225	17,733	55%
Total Expenses	1,175,858	3,034,299	3,565,277	1,047,855	114,670.00	10%
Total Budget	24,864,802	74,323,759	74,732,157	25,415,879	(564,411)	-2%

North Jersey Municipal Employee Benefits Fund

CONSOLIDATED BALANCE SHEET

AS OF APRIL 30, 2025

BY FUND YEAR

	NJMEB 2025	NJMEB 2024	NJMEB 2023	CLOSED YEAR	FUND BALANCE
ASSETS					
Cash & Cash Equivalents	2,684,356	(5,718,696)	(2,412,414)	13,976,661	8,529,906
Assessments Receivable (Prepaid)	1,906,942	745	(1,881)	(3,147)	1,902,658
Interest Receivable	4,127	(1,358)	64	12,549	15,382
Specific Excess Receivable	-	127,092	80,642	-	207,733
Aggregate Excess Receivable	-	-	-	-	-
Dividend Receivable	-	-	-	-	-
Prepaid Admin Fees	2,167	-	-	-	2,167
Other Assets	1,072,169	421,500	-	-	1,493,669
Total Assets	5,669,760	(5,170,718)	(2,333,589)	13,986,062	12,151,515
LIABILITIES					
Accounts Payable	-	(0)	59,071	-	59,071
IBNR Reserve	5,966,465	539,167	-	-	6,505,632
A4 Retiree Surcharge	-	-	-	-	-
Dividends Payable	-	-	-	193,331	193,331
Retained Dividends	-	-	-	2,138,661	2,138,661
Accrued/Other Liabilities	70,600	17,808	-	-	88,408
Total Liabilities	6,037,065	556,975	59,071	2,331,992	8,985,103
EQUITY					
Surplus / (Deficit)	(367,305)	(5,727,693)	(2,392,660)	11,654,070	3,166,412
Total Equity	(367,305)	(5,727,693)	(2,392,660)	11,654,070	3,166,412
Total Liabilities & Equity	5,669,760	(5,170,718)	(2,333,589)	13,986,062	12,151,515
BALANCE	-	-	-	-	-

This report is based upon information which has not been audited nor certified
by an actuary and as such may not truly represent the condition of the fund.
Fund Year allocation of claims have been estimated.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

Year: 2025

<u>Monthly Items</u>	<u>Filing Status</u>
Budget	Filed
Assessments	Filed
Actuarial Certification	Filed
Reinsurance Policies	Filed
Fund Commissioners	Filed
Fund Officers	Filed
Renewal Resolutions	Filed
Indemnity and Trust	Filed
New Members	N/A
Withdrawals	N/A
Risk Management Plan and By Laws	Filed
Cash Management Plan	Filed
Unaudited Financials	9/30/2024 Filed
Annual Audit	Filed
Budget Changes	N/A
Transfers	N/A
Additional Assessments	N/A
Professional Changes	N/A
Officer Changes	N/A
RMP Changes	Filed
Bylaw Amendments	N/A
Contracts	Filed
Benefit Changes	N/A

North Jersey Municipal Employee Benefits Fund
Program Manager
July 2025 Program Manager: Conner Strong & Buckelew

Agenda

- Industry Update
- Program Manager – Ongoing Projects
- Fund Performance/Observations
- Client Services/Eligibility/Enrollment
- Wellness & Population Health

Conner Strong & Buckelew Program Manager Team

Tammy Brown

Executive Partner, Public Entity and HIF Business, Training and Technology Leader

Direct: 856-552-4694

Email: tbrown@connerstrong.com

John Lajewski

Senior Partner, HIF Business Leader

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Associate Consultant

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Industry Updates

New Jersey SHBP/SEHBP 2026 Plan Year Renewals

- New Jersey SHBP/SEHBP has released their initial rate evaluation for the 2026 program year.
 - Proposed SHBP combined increase (medical/Rx) +36.5%
 - Proposed SEHBP combined increase (medical/Rx) +29.7%

Program Manager – Ongoing Projects

Plan Documents:

- The current project plan is attached for review.

On Going Litigation:

- Meeting with Fund attorney to review all open litigations completed.

- Fund attorney recommendations on outstanding cases distributed to claims committee on July 11th for review and comments.
- CSB supports the Fund attorney's recommendations on settlement actions.
- Comments on settlement recommendations have been received by Claims Committee and being reviewed.

Field Service:

- Direct service Fund members have been contacted and action plans for each have been developed.

Out of Network Provider Schedule Recommendation:

- CSB distributed to the Fund Operations Committee and Fund Attorney a recommendation to amend the out-of-network payment schedule for Fund members with plans which deviate from a Medicare schedule. (supporting documents attached)

New Fund Member Requests for 2026 Program Year:

- The Executive Director and Program Manager will meet with the Fund Operations Committee to discuss strategy on new Fund member petitions for 2026 program year.
- The strategy document is in development and will be distributed once complete.

Fund Performance/Observations

Medical – Aetna

- Fund performance report with data through June 2025 is being finalized and will be distributed to the Fund Operations Committee for review and comments in preparation for the 2026 Fund year budget.

Pharmacy – Express Scripts

- 2025 National Preferred Formulary (NPF) – Effective 7/1/25 (Previously Reported)
 - Humalog - excluded for members with a new prescription as of 1/1/25, members currently taking the drug will be excluded effective 1/1/26.
 - Humira - excluded for members with a new prescription as of 1/1/25, members currently taking the drug will be excluded effective 7/1/25.
- SaveOn (applies to all members) – Effective 7/1/25
 - Drugs highlighted in green (21) were added to the list effective July 1, 2025.
 - Drugs highlighted in red (5) were removed from the list effective July 1, 2025.
 - There is one member impacted by the drugs added to the list.
- Encircle Program (GLP-1 Weight Loss) – (Previously Reported)

- Effective September 1, 2024, members with new prescriptions, including renewal prescriptions for expired prior authorizations (PA), will need to meet the following criteria to be approved for a GLP-1 weight loss medication:
 - BMI ≥ 32 OR
 - BMI between $27 \leq 32$ WITH 2 or more documented comorbidities
- Members with an active approved PA prior to 9/1/2024 will be grandfathered and upon renewal of their PA, members will need to meet the above BMI requirements to be considered for approval.
- PA renewals will need to include documentation to support the above BMI requirements for all members, regardless of members having been approved in the past.
- Effective January 1, 2025, members who have an approved PA (active and new) will need to meet the following guidelines.
- Members will receive a welcome kit from Omada free of charge. The kit includes a digital scale and information on downloading the mobile app and/or using the web browser. The scale is programmed to the member's ESI active account prior to delivery. The scale will record each weigh-in and will update the member's file automatically. Members must weigh in a minimum of 4 times a month.
- Members must engage with an assigned online Omada coach via a mobile application or web browser a minimum of 4 times a month.
- If members do not adhere to both of the requirements outlined above, the following month in which they are non-compliant, they will not be able to refill their weight loss prescription. Members will be required to complete the missing weigh-ins and/or online coaching engagement in order to refill their prescription.

Legislative Review

No Surprise Billing and Transparency (NSA) - (Previously Reported)

- The NJMEBF protect plan members from surprise billing with involuntary out of network balance bills with a hold harmless clause.
- The law also imposes certain requirements on the Carriers, PBMs and healthcare providers and CSB continues to work with the insurance providers to ensure that the NJMEBF remains compliant.
- NSA claims are being analyzed as the frequency and impact of initial backlog of the processing of these claims will have an impact on the financials of the Fund.
- The Executive Director and Program Manager met with the Fund Operations Committee to review the impact of NSA claims and discuss strategy to address moving forward.

Client Services/Eligibility/Enrollment

Please direct any claims, eligibility, enrollment, or system related questions to your CSB-assigned Client Services team.

Victoria Friday, vfriday@permainc.com, 856-552-4748

Alex Koch, akoch@permainc.com, 856-552-4778

- System training (new and refresher) is provided to all contacts with WEX access every 3rd Wednesday at 10AM. Please contact HIFtraining@permainc.com for additional information or to request an invite.
- In the subject line of the email, please include Training – Fund Name and Client Name. Please be sure to add the date of the training you would like to attend in your email so an invitation can be sent.

WEX COBRA/Direct Bill Administration Update – Effective 7/1/2025

- Effective July 1, 2025, WEX will be transitioning all COBRA and Direct Bill members from the BenefitExpress platform to their WEX Health Inc. (WEX) platform. WEX is the parent company of BenefitExpress and this update will ensure participants have access to their most enhanced platform, resources and support services.
- Takeover/Welcome Notice to current participants will be sent starting June 26th through July 15th. (Sent by WEX)
- Date range reflects notices that will be sent to members after their June premium payment is processed.
- The notice will include new coupons, instructions on WEX account setup and a new mailing address for future payments.
- Termination Notice to current participants will be sent to starting July 7th through July 15th. (Sent by WEX on behalf of BenefitExpress)
- Notices will be sent after service through BenefitExpress expires and after the participant is issued their Takeover/Welcome Notice.
- Reference to the Termination Notice is mentioned in the Takeover/Welcome Notice
- Please note to remain compliant with both the Takeover/Welcome Notice and Termination Notice must be sent to all current participants, there is not an option to suppress the termination notice.
- Attached is a sample of the Takeover/Welcome Notice that current participants will receive explaining the transition.
- WEX will transfer the participants' current contact information as it noted in BenefitExpress.
- WEX will transfer all active ACH accounts to the new platform and are expected to complete the process by July 1st.
- If a participant signs into the portal and it still reflects the BenefitExpress logo information, their account has not yet been transitioned. They can call into WEX using the contact information on the attached to have their account updated. We recommend they allow time for the transition as the ACH will occur once the transition is complete; June payment is received.
- Participants who send their payments to WEX via US Mail will have a new remittance address to submit future payments, as outlined in the attached letter.

- We are currently confirming if July payments that have already been mailed will be transferred to the new PO Box and are being applied to participants' accounts with WEX.
- WEX is prepared to accept calls from participants and answer questions they have related to the transition, their account set up status, payment status, etc.
- Participants' coverage will not be terminated if they experience an issue due to the transition.

Carrier Appeals

<u>Submission Date</u>	<u>Appeal Type</u>	<u>Appeal Number</u>	<u>Reason</u>	<u>Determination</u>	<u>Determination Date</u>
06/17/25	Medical/ Aetna	NNJHIF 2025 06 01	Surgery	Upheld	06/23/2025
06/27/25	Medical/ Aetna	NNJHIF 2025 06 02	Infant Formula	Under Review	
06/30/25	Medical/ Aetna	North 2025 06 03	Anesthesia	Upheld	07/07/2025

IRO Submissions:

<u>Submission Date</u>	<u>Appeal Type</u>	<u>Appeal Number</u>	<u>Reason</u>	<u>Determination</u>	<u>Determination Date</u>
06/23/25	Medical/ Aetna	NNJHIF 2025 06 01	Surgery	Upheld	06/25/2025

Wellness and Population Health

In force wellness program Activities

- June/July Fund wellness newsletter delivered.
- June/July Fund wellness schedule of webinars delivered.
- June webinar attendance reconciliation distributed to participating Fund Members.
- Coordinating meeting with the Wellness Committee in preparation for 2026 Fund year.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND BILLS LIST

JUNE 2025

Resolution No.

WHEREAS, the Treasurer has certified that funding is available to pay the following bills:

BE IT RESOLVED that that North JerseyMunicipal Employee Benefit Fund’s Executive Board,
hereby
authorizes the Fund treasurer to issue warrants in payment of the following claims; and

FURTHER, that this authorization shall be made a permanent part of the records of the Fund.

FUND YEAR 2024

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
HOLMAN, FRENIA, ALLISON, P.C.	FINAL- FINANCIAL STMT AUDIT Y/E 2024	2,000.00
		2,000.00
	Total Payments FY 2024	2,000.00

FUND YEAR 2025

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 06/25	355,375.60
		355,375.60
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE 06/25	42,583.00
		42,583.00
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 06/25	6,596.50
		6,596.50
AETNA	MEDICAL TPA 06/25	82,994.46
		82,994.46
INSPIRA FINANCIAL HEALTH, INC	RINGWOOD-HSA 156488-2068610 05/25	9.00
INSPIRA FINANCIAL HEALTH, INC	RANDOLPH HSA - 150688-2068826 05/25	9.00
INSPIRA FINANCIAL HEALTH, INC	KINNELON-HSA- 156486-268494 05/25	3.00
		21.00
PERMA	POSTAGE 05/25	82.26
PERMA	ADMIN FEES 06/25	45,838.04
		45,920.30
CONNER STRONG & BUCKELEW	PROGRAM MANAGER FEES 06/25	25,946.00
		25,946.00
KORE INSURANCE HOLDINGS, LLC	BROKER FEES 06/25	1,816.08
		1,816.08
MICHAEL J. SOCCIO	TREASURER FEES 06/25	1,914.50
		1,914.50
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 06/25	27,843.50
		27,843.50
DORSEY & SEMRAU	ATTORNEY MONTHLY RETAINER 06/25	1,667.00
DORSEY & SEMRAU	SPECIAL LITIGATION INV 22392 FOR 05/25	1,364.00
		3,031.00
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 06/25	2,436.00
		2,436.00

CORPORATE BENEFIT SOLUTIONS	BROKER FEES 06/25	2,376.45 2,376.45
SKYLANDS RISK MANAGEMENT	BROKER FEES 06/25	1,440.96 1,440.96
BROWN AND BROWN METRO LLC	BROKER FEES 06/25	4,900.15 4,900.15
FITNESS COACHING, LLC	WELLNESS- DOVER 5/1/25-5/30/25	9,810.00 9,810.00
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 06/25	1,339.70 1,339.70
VERNON NUTRITIONAL CENTER, LLC VERNON NUTRITIONAL CENTER, LLC	METABOLISM TESTING 6/16/25 07/25 METABOLISM TESTING 5/1/25-5/19/25 07/25	2,735.00 15,326.40 18,061.40
ACRISURE NJ PARTNERS INS SERVICES, LLC	BROKER FEES 06/25	10,108.86 10,108.86
THE CANNING GROUP LLC	QPA FEES -,NJMEBF 2025-06	250.00 250.00
SOUTHERN NEW JERSEY REG EBF	REIMB- 05/25 OSC REVIEW OF RFP -HARRIS	260.16 260.16
NJ ADVANCE MEDIA	A# 51909 INV 3085319-10985753 4/18/25	27.59
NJ ADVANCE MEDIA	A# 51909 INV 3085319-10983760 4/14/25	76.54
NJ ADVANCE MEDIA	A# 51909 INV 3085319 - 10982116 4/6/25	17.20
NJ ADVANCE MEDIA	A# 51909 INV 3085319-10983756 4/14/25	129.60
NJ ADVANCE MEDIA	A# 51909 INV 3085319-10983759 4/14/25	129.60
		380.53
ACCESS	INV 11526788 DEPT 421 04/30/25	220.06 220.06
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 06/25	379,691.59 379,691.59
	Total Payments FY 2025	1,025,317.80
	TOTAL PAYMENTS ALL FUND YEARS	1,027,317.80

Chairperson

Attest:

Dated:_____

I hereby certify the availability of sufficient unencumbered funds in the proper accounts to fully pay the above claims.

Treasurer

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND BILLS LIST

JULY 2025

Resolution No.

WHEREAS, the Treasurer has certified that funding is available to pay the following bills:

BE IT RESOLVED that that North JerseyMunicipal Employee Benefit Fund’s Executive Board,
hereby
authorizes the Fund treasurer to issue warrants in payment of the following claims; and

FURTHER, that this authorization shall be made a permanent part of the records of the Fund.

FUND YEAR 2024

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
STATE OF NJ HEALTH BENEFITS FUND	2024 ACTUAL STATE SURCH. 7/23-6/24	6,902.00 6,902.00
HOLMAN, FRENIA, ALLISON, P.C.	2024 AUDIT CONFIRMATIONS INV 72035	39.90 39.90
Total Payments FY 2024		6,941.90

FUND YEAR 2025

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA	VOID AND REISSUE	-82,954.92 -82,954.92
STATE OF NJ HEALTH BENEFITS FUND	2025 STATE SURCHARGE ESTIMATE 07/25	4,776.00 4,776.00
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 07/25	358,573.51 358,573.51
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE 07/25	40,827.00 40,827.00
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 07/25	6,603.18 6,603.18
AETNA	MEDICAL TPA 07/25	83,310.78
AETNA	MEDICAL TPA 04/25	82,954.92
		166,265.70
INSPIRA FINANCIAL HEALTH, INC	CHATHAM HSA 156514-2068566 05/25	3.00
INSPIRA FINANCIAL HEALTH, INC	WOODLAND PK HSA 156496-2077236 06/25	18.00
INSPIRA FINANCIAL HEALTH, INC	CHATHAM HSA 156514-2077524 06/24	3.00
INSPIRA FINANCIAL HEALTH, INC	RANDOLPH HSA- 150688-2076648 06/25	9.00
INSPIRA FINANCIAL HEALTH, INC	KINNELON-HSA- 156486-2073916 06/25	3.00
INSPIRA FINANCIAL HEALTH, INC	RINGWOOD-HSA 156488-2077024 06/25	9.00
		45.00
PERMA	POSTAGE FEES 06/25	78.34
PERMA	ADMIN FEES 07/25	45,984.80
		46,063.14
ACTUARIAL SOLUTIONS, LLC	ACTUARY FEES Q3 2025	3,250.00 3,250.00
CONNER STRONG & BUCKELEW	PROGRAM MANAGER FEES 07/25	26,042.00 26,042.00
KORE INSURANCE HOLDINGS, LLC	BROKER FEES 07/25	1,632.00 1,632.00

MICHAEL J. SOCCIO	TREASURER FEE 07/25	1,914.50 1,914.50
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 07/25	26,539.05 26,539.05
DORSEY & SEMRAU DORSEY & SEMRAU	ATTORNEY MONTHLY RETAINER 07/25 SPECIAL LITIGATION INV 22459 FOR 6/25	1,667.00 837.40 2,504.40
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 07/25	2,490.10 2,490.10
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 07/25	2,218.02 2,218.02
SKYLANDS RISK MANAGEMENT	BROKER FEES 07/25	8,532.26 8,532.26
BROWN AND BROWN METRO LLC	BROKER FEES 07/25	4,942.76 4,942.76
LIFE LINE SCREENING OF AMERICA, LTD	DEP. FOR SCREENING 9/18/25 INV 1525	5,000.00 5,000.00
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 07/25	1,368.40 1,368.40
ACRISURE NJ PARTNERS INS SERVICES, LLC	BROKER FEES 07/25	10,737.52 10,737.52
THE CANNING GROUP LLC	QPA FEES -,NJMEBF 2025-07	250.00 250.00
SOUTHERN NEW JERSEY REG EBF	REIMB- 06/25 OSC REVIEW OF RFP -HARRIS	343.38 343.38
CONNER STRONG & BUCKELEW	SELECTIVE BOND RENEWAL 5/25-5/26	2,269.00 2,269.00
ACCESS	INV 11573855 DEPT 421 5/31/25	240.83 240.83
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 07/25	380,600.87 380,600.87
DEPARTMENT OF TREASURY	2025 PCORI FEES 07/25	18,415.29 18,415.29
	Total Payments FY 2025	1,039,488.99
	TOTAL PAYMENTS ALL FUND YEARS	1,046,430.89

Chairperson

Attest:

Dated: _____

I hereby certify the availability of sufficient unencumbered funds in the proper accounts to fully pay the above claims.

Treasurer

North Jersey Municipal Employee Benefits Fund										
SUMMARY OF CASH TRANSACTIONS - ALL FUND YEARS COMBINED										
Current Fund Year: 2025 Month Ending: April										
	Medical	Dental	Rx	Reinsurance	Dividend Reserve	LFC	Admin	0	0	TOTAL
OPEN BALANCE	10,178,640.91	307,498.96	(2,648,323.64)	(38,468.40)	2,132,806.99	25,768.69	28,837.58	0.00	0.00	9,986,761.09
RECEIPTS										
Assessments	4,371,719.14	119,117.06	295,720.45	322,010.22	0.00	21,084.65	254,397.66	0.00	0.00	5,384,049.18
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	30,784.77	614.50	0.00	298.71	4,121.32	49.79	452.23	0.00	0.00	36,321.32
Invest Adj	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Invest	30,784.77	614.50	0.00	298.71	4,121.32	49.79	452.23	0.00	0.00	36,321.32
Other *	475,412.78	0.00	142,594.38	0.00	0.00	0.00	36,849.00	0.00	0.00	654,856.16
TOTAL	4,877,916.69	119,731.56	438,314.83	322,308.93	4,121.32	21,134.44	291,698.89	0.00	0.00	6,075,226.66
EXPENSES										
Claims Transfers	5,736,599.22	162,143.19	613,728.70	0.00	0.00	0.00	0.00	0.00	0.00	6,512,471.11
Expenses	353,967.03	0.00	0.00	378,028.38	0.00	0.00	262,594.19	0.00	0.00	994,589.60
Other *	24,166.67	0.00	0.00	0.00	0.00	0.00	862.20	0.00	0.00	25,028.87
TOTAL	6,114,732.92	162,143.19	613,728.70	378,028.38	0.00	0.00	263,456.39	0.00	0.00	7,532,089.58
END BALANCE	8,941,824.69	265,087.33	(2,823,737.52)	(94,187.85)	2,136,928.31	46,903.13	57,080.08	0.00	0.00	8,529,898.17

CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES									
North Jersey Municipal Employee Benefits Fund									
Month		April							
Current Fund Year		2025							
Policy Year	Coverage	1. Calc. Net Paid Thru Last Month	2. Monthly Net Paid April	3. Monthly Recoveries April	4. Calc. Net Paid Thru April	5. TPA Net Paid Thru April	6. Variance To Be Reconciled	7. Delinquent Unreconciled Variance From	8. Change This Month
2025	Medical	9,001,590.60	5,073,142.68	0.00	14,074,733.28	0.00	14,074,733.28	9,001,590.60	5,073,142.68
	Dental	352,216.94	151,819.01	0.00	504,035.95	0.00	504,035.95	352,216.94	151,819.01
	Rx	1,457,360.41	613,728.70	0.00	2,071,089.11	0.00	2,071,089.11	1,457,360.41	613,728.70
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	10,811,167.95	5,838,690.39	0.00	16,649,858.34	0.00	16,649,858.34	10,811,167.95	5,838,690.39
2024	Medical	5,313,079.45	548,169.24	0.00	5,861,248.69	0.00	5,861,248.69	5,313,079.45	548,169.24
	Dental	45,128.59	10,324.18	0.00	55,452.77	0.00	55,452.77	45,128.59	10,324.18
	Rx	278,676.69	0.00	0.00	278,676.69	0.00	278,676.69	278,676.69	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	5,636,884.73	558,493.42	0.00	6,195,378.15	0.00	6,195,378.15	5,636,884.73	558,493.42
2023	Medical	89,772.12	113,390.69	0.00	203,162.81	0.00	203,162.81	89,772.12	113,390.69
	Dental	430.80	0.00	0.00	430.80	0.00	430.80	430.80	0.00
	Rx	815.69	0.00	0.00	815.69	0.00	815.69	815.69	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	91,018.61	113,390.69	0.00	204,409.30	0.00	204,409.30	91,018.61	113,390.69
2022	Medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Dental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rx	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Closed Year	Medical	87,178.74	1,896.61	0.00	89,075.35	0.00	89,075.35	87,178.74	1,896.61
	Dental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rx	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	87,178.74	1,896.61	0.00	89,075.35	0.00	89,075.35	87,178.74	1,896.61
0	Medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Dental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rx	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0	Medical	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Dental	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Rx	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	0.00	0.00	0.00	25 0.00	0.00	0.00	0.00	0.00
	TOTAL	16,626,250.03	6,512,471.11	0.00	23,138,721.14	0.00	23,138,721.14	16,626,250.03	6,512,471.11

SUMMARY OF CASH AND INVESTMENT INSTRUMENTS					
North Jersey Municipal Employee Benefits Fund					
ALL FUND YEARS COMBINED					
CURRENT MONTH	April				
CURRENT FUND YEAR	2025				
Description:		CASH MANAGEMENT FUND	TD BANK ASSET MANAGEMENT	CITIZENS	
ID Number:					
Maturity (Yrs)					
Purchase Yield:		0.7			
TOTAL for All Accts & instruments					
Opening Cash & Investment Balance	\$9,986,761.06	\$ 21,485.10	\$ 4,414,337.50	\$ 5,550,938.46	
Opening Interest Accrual Balance	\$15,930.54	0	\$ 15,930.54	\$ -	
1	Interest Accrued and/or Interest Cost	-\$548.91	\$0.00	-\$548.91	\$0.00
2	Interest Accrued - discounted Instr.s	\$0.00	\$0.00	\$0.00	\$0.00
3	(Amortization and/or Interest Cost)	\$0.00	\$0.00	\$0.00	\$0.00
4	Accretion	\$0.00	\$0.00	\$0.00	\$0.00
5	Interest Paid - Cash Instr.s	\$36,321.35	\$74.97	\$15,930.54	\$20,315.84
6	Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00
7	Realized Gain (Loss)	\$0.00	\$0.00	\$0.00	\$0.00
8	Net Investment Income	\$35,772.44	\$74.97	\$15,381.63	\$20,315.84
9	Deposits - Purchases	\$6,014,738.67	\$0.00	\$0.00	\$6,014,738.67
10	(Withdrawals - Sales)	-\$7,507,922.91	\$0.00	-\$862.20	-\$7,507,060.71
Ending Cash & Investment Balance		\$8,529,898.17	\$21,560.07	\$4,429,405.84	\$4,078,932.26
Ending Interest Accrual Balance		\$15,381.63	\$0.00	\$15,381.63	\$0.00
Plus Outstanding Checks		\$3,242,915.90	\$0.00	\$0.00	\$3,242,915.90
(Less Deposits in Transit)		-\$524,165.07	\$0.00	\$0.00	-\$524,165.07
Balance per Bank		\$11,248,649.00	\$21,560.07	\$4,429,405.84	\$6,797,683.09



**NORTH JERSEY MUNICIPAL
EMPLOYEE BENEFITS FUND**

Monthly Claim Activity Report

JULY 24, 2025



NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

	MEDICAL CLAIMS PAID 2024	# OF EES	PER EE	MEDICAL CLAIMS PAID 2025	# OF EES	PER EE
JANUARY	\$3,931,217	1,920	\$ 2,048	\$4,047,634	2,090	\$ 1,937
FEBRUARY	\$3,769,432	1,881	\$ 2,004	\$4,492,106	2,100	\$ 2,139
MARCH	\$2,964,735	2,084	\$ 1,423	\$4,136,850	2,102	\$ 1,968
APRIL	\$4,417,158	2,094	\$ 2,109	\$5,002,556	2,105	\$ 2,377
MAY	\$4,419,584	2,098	\$ 2,107	\$4,842,581	2,107	\$ 2,298
JUNE	\$3,489,075	2,091	\$ 1,669			
JULY	\$4,264,290	2,087	\$ 2,043			
AUGUST	\$3,899,598	2,086	\$ 1,869			
SEPTEMBER	\$3,622,277	2,076	\$ 1,745			
OCTOBER	\$4,935,236	2,079	\$ 2,374			
NOVEMBER	\$3,436,587	2,073	\$ 1,658			
DECEMBER	\$4,506,772	2,075	\$ 2,172			
TOTALS	\$47,655,960			\$22,521,727		
				2025 Average	2,101	\$2,144
				2024 Average	2,054	\$1,935

Large Claimant Report (Drilldown) - Claims Over \$100000

Plan Sponsor Unique ID : All
 Customer: North Jersey Municipal Employee Benefits Fund
 Group / Control: 00727848,00866355,SI220763

Paid Dates: 04/01/2025 - 04/30/2025
 Service Dates: 01/01/2011 - 04/30/2025
 Line of Business: All

	Paid Amt	Diagnosis/Treatment
	\$124,172.32	BREAKDOWN (MECHANICAL) OF INTRAPERITONEAL
Total:	\$124,172.32	

Large Claimant Report (Drilldown) - Claims Over \$100000

Plan Sponsor Unique ID : All
 Customer: North Jersey Municipal Employee Benefits Fund
 Group / Control: 00727848,00866355,SI220763

Paid Dates: 05/01/2025 - 05/31/2025
 Service Dates: 01/01/2011 - 05/31/2025
 Line of Business: All

	Paid Amt	Diagnosis/Treatment
	\$158,012.69	INFECTION OF AMPUTATION STUMP, RIGHT LOWER
	\$145,846.05	NONRHEUMATIC AORTIC (VALVE) STENOSIS
	\$114,586.57	BENIGN NEOPLASM OF CEREBRAL MENINGES
	\$102,774.73	ACUTE RESPIRATORY FAILURE WITH HYPERCAPNIA
Total:	\$521,220.04	

**Medical Claims Paid:
January 2025- June 2025**Total Medical Paid per EE: **\$2,144****Network Discounts**

Inpatient: **65.1%**
Ambulatory: **69.5%**
Physician/Other: **68.0%**
TOTAL: 67.9%

Provider Network

% Admissions In-Network: **97.4%**
% Physician Office: **93.3%**

Aetna Book of Business:
Admissions 98.2%; Physician 90.9%

**Top Facilities Utilized (by total
Medical Spend)**

- Morristown Medical Center
- MSK
- Saint Clare's Hospital
- Chilton Medical Center
- Newton Medical Center

**Catastrophic Claim Impact
January 2025- June 2025**

Number of Claims Over \$50,000: **69**
Claimants per 1000 members: **13.0**
Avg. Paid per Claimant: **\$127,676**
Percent of Total Paid: **34.6%**
• Aetna BOB- HCC account for an
average of 45.2% of total Medical Cost

**Aetna One Flex Member Outreach:
thru June 2025**

Total Members Identified: **1,231**
Members Targeted for 1:1 Nurse
Support : **267**
Members Targeted for digital activity:
964
Member 1:1 outreach completed:
251
Member 1:1 Outreach in Progress: **16**

CVSHealth. CVS Virtual Care**January 2025 – June 2025**

Completed Visits in June: **11**
Unique Patients in June: **10**
Completed Visits in 2025 : **72**
Unique Patients in 2025: **55**
Total Scheduled Visits in 2025: **92**
Average visit duration: **8 Minutes**
BoB: Average First Available: **42**
minutes
BoB: Average First Available (6am-6pm)
33 Minutes

**Service Center Performance Goal
Metrics YTD 2024****Customer Service Performance**

1st Call Resolution: **93.88%**
Abandonment Rate: **0.45%**
Avg. Speed of Answer: **15.2 sec**

Claims Performance

Financial Accuracy: **98.68%***
*Q1 2025

90% processed w/in: **7.2 days**
95% processed w/in: **14.9 days**

**Claims Performance (Monthly)
(March 2025)**

90% processed w/in: **8.4 days**
95% processed w/in: **16.8 days**
(Note: This is not a PG metric)

Performance Goals

1st Call Resolution: **90%**
Abandonment Rate less than: **3.0%**
Average Speed of Answer: **30 sec**

Financial Accuracy: **99%**

Turnaround Time

90% processed w/in: **14 days**
95% processed w/in: **30 days**



EXPRESS SCRIPTS®

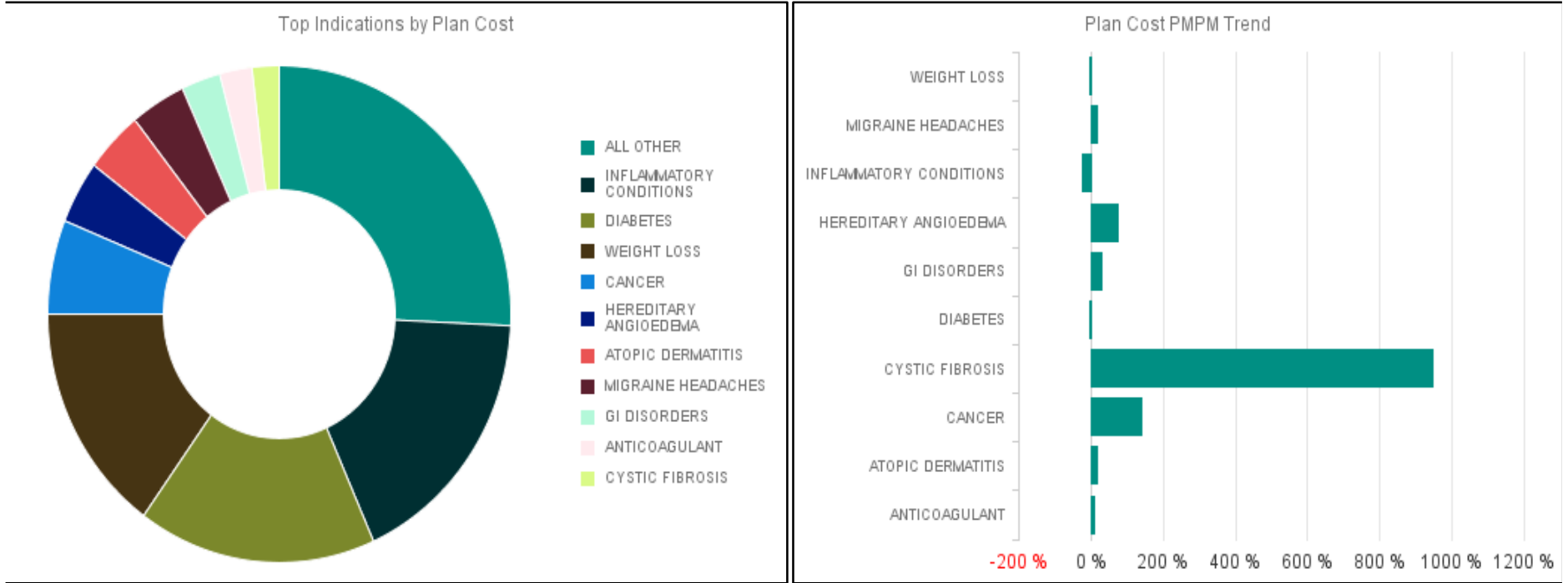
North Jersey Municipal Employee Benefits Fund

Total Component/Date of Service (Month)	2024 01	2024 02	2024 03	2024 Q1	2024 04	2024 05	2024 06	2024 Q2	2024 07	2024 08	2024 09	2024 Q3	2024 10	2024 11	2024 12	2024 Q4	2024 YTD
Membership	4,905	4,873	5,422	5,067	5,440	5,436	5,427	5,434	5,406	5,395	5,382	5,394	5,402	5,387	5,382	5,390	5,321
Total Days	203,129	186,437	209,955	599,521	224,419	220,536	206,816	651,771	238,244	212,391	215,612	666,247	231,275	209,076	225,116	665,467	2,583,006
Total Patients	1,970	1,908	2,198	3,207	2,174	2,117	2,096	3,246	2,164	2,062	2,105	3,202	2,270	2,187	2,259	3,348	4,505
Total Plan Cost	\$865,276	\$792,398	\$1,083,188	\$2,740,862	\$1,119,123	\$1,186,041	\$1,238,550	\$3,543,714	\$1,182,586	\$1,304,102	\$1,314,231	\$3,800,919	\$1,289,845	\$1,162,456	\$1,316,182	\$3,768,483	\$13,853,978
Generic Fill Rate (GFR) - Total	86.0%	87.0%	86.5%	86.5%	85.9%	85.8%	84.9%	85.5%	84.4%	83.7%	81.7%	83.3%	81.8%	83.8%	84.4%	83.3%	84.6%
Plan Cost PMPM	\$176.41	\$162.61	\$199.78	\$180.32	\$205.72	\$218.18	\$228.22	\$217.37	\$218.75	\$241.72	\$244.19	\$234.87	\$238.77	\$215.79	\$244.55	\$233.04	\$216.95
Total Specialty Plan Cost	\$308,439	\$274,926	\$466,401	\$1,049,766	\$481,465	\$510,693	\$521,653	\$1,513,811	\$354,254	\$525,688	\$522,866	\$1,402,808	\$489,981	\$428,573	\$464,731	\$1,383,285	\$5,349,670
Specialty % of Total Specialty Plan Cost	35.6%	34.7%	43.1%	38.3%	43.0%	43.1%	42.1%	42.7%	30.0%	40.3%	39.8%	36.9%	38.0%	36.9%	35.3%	36.7%	38.6%

Total Component/Date of Service (Month)	2025 01	2025 02	2025 03	2025 Q1	2025 04	2025 05	2025 06	2025 Q2	2025 07	2025 08	2025 09	2025 Q3	2025 10	2025 11	2025 12	2025 Q4	2025 YTD
Membership	5,396	5,412	5,303	5,370	5,307	5,310											
Total Days	232,631	199,457	217,914	650,002	224,528	210,286											
Total Patients	2,293	2,146	2,172	3,372	2,188	2,127											
Total Plan Cost	\$1,081,914	\$1,112,629	\$1,241,559	\$3,436,103	\$1,321,771	\$1,395,301											
Generic Fill Rate (GFR) - Total	85.9%	85.4%	85.0%	85.5%	85.3%	84.3%											
Plan Cost PMPM	\$200.50	\$205.59	\$234.12	\$213.28	\$249.06	\$262.77											
% Change Plan Cost PMPM	13.7%	26.4%	17.2%	18.3%	21.1%	20.4%											
Total Specialty Plan Cost	\$369,247	\$454,191	\$475,569	\$1,299,006	\$564,385	\$629,852											
Specialty % of Total Specialty Plan Cost	34.1%	40.8%	38.3%	37.8%	42.7%	45.1%											

Top Indications

N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2025 - 05/2025 vs. Previous Period 08/2024 - 12/2024) Peer = Government - National Preferred Formulary



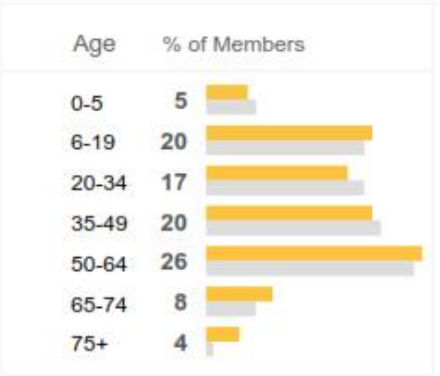
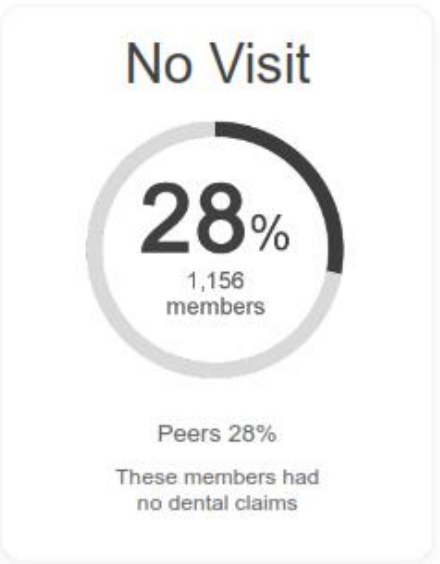
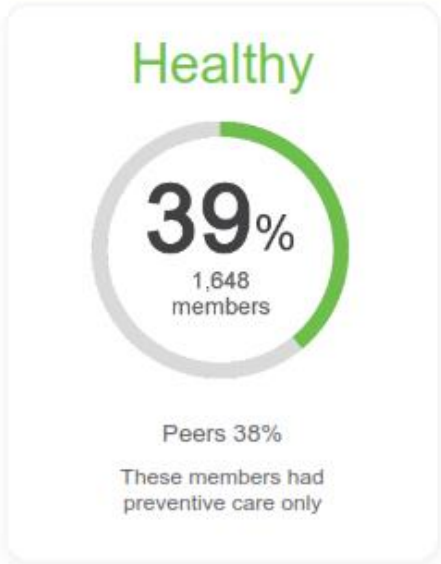
			Current Period						Previous Period						Trend
Rank	Peer Rank	Indication	Market Share	Adjusted Rx	Plan Cost	Plan Cost PMPM	GFR	Peer GFR	Market Share	Adjusted Rx	Plan Cost	Plan Cost PMPM	GFR	Peer GFR	Plan Cost PMPM
1	2	INFLAMMATORY CONDITIONS	23.7 %	317	\$1,082,029	\$40.48	40.4 %	30.1 %	31.9 %	323	\$1,412,950	\$52.43	36.5 %	30.9 %	-22.8 %
2	1	DIABETES	22.4 %	3,021	\$1,022,964	\$38.27	32.4 %	24.1 %	24.2 %	3,191	\$1,073,519	\$39.84	31.1 %	25.1 %	-3.9 %
3	4	WEIGHT LOSS	20.2 %	931	\$925,165	\$34.61	3.4 %	4.3 %	21.4 %	957	\$947,960	\$35.18	1.8 %	4.3 %	-1.6 %
4	3	CANCER	8.3 %	205	\$377,152	\$14.11	90.7 %	75.4 %	3.6 %	222	\$158,760	\$5.89	96.4 %	75.5 %	139.5 %
5	10	HEREDITARY ANGIOEDEMA	5.5 %	4	\$251,785	\$9.42	0.0 %	8.6 %	3.3 %	3	\$144,497	\$5.36	0.0 %	13.2 %	75.7 %
6	5	ATOPIC DERMATITIS	5.5 %	421	\$249,536	\$9.34	77.2 %	80.2 %	4.9 %	410	\$218,572	\$8.11	80.5 %	81.1 %	15.1 %
7	6	MIGRAINE HEADACHES	5.2 %	326	\$236,704	\$8.86	36.2 %	51.4 %	4.6 %	328	\$205,009	\$7.61	42.4 %	52.6 %	16.4 %
8	8	GI DISORDERS	3.7 %	210	\$168,092	\$6.29	47.1 %	58.2 %	3.0 %	246	\$132,425	\$4.91	48.8 %	56.6 %	28.0 %
9	7	ANTICOAGULANT	3.0 %	302	\$138,753	\$5.19	11.6 %	18.5 %	3.0 %	280	\$130,876	\$4.86	11.1 %	18.0 %	6.9 %
10	9	CYSTIC FIBROSIS	2.6 %	9	\$116,784	\$4.37	33.3 %	7.4 %	0.3 %	4	\$11,235	\$0.42	100.0 %	7.3 %	948.0 %
Total Top 10				5,746	\$4,568,963	\$170.94	33.2 %	33.2 %		5,964	\$4,435,803	\$164.61	33.0 %	33.9 %	3.8 %

Top Drugs

N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2025 - 05/2025 vs. Previous Period 08/2024 - 12/2024) Peer = Government - National Preferred Formulary

					Current Period				Previous Period				Trend
Rank	Peer Rank	Brand Name	Indication	Specialty Drug	Adjusted Rx	Patients	Plan Cost	Plan Cost PMPM	Adjusted Rx	Patients	Plan Cost	Plan Cost PMPM	Plan Cost PMPM
1	8	ZEPBOUND	WEIGHT LOSS	N	550	133	\$524,684	\$19.63	449	114	\$383,162	\$14.22	38.1 %
2	16	WEGOVY	WEIGHT LOSS	N	325	80	\$394,242	\$14.75	464	118	\$556,799	\$20.66	-28.6 %
3	1	MOUNJARO	DIABETES	N	362	77	\$356,439	\$13.34	321	72	\$317,686	\$11.79	13.1 %
4	399	RUCONEST	HEREDITARY ANGIOEDEMA	Y	4	1	\$251,785	\$9.42	3	1	\$144,497	\$5.36	75.7 %
5	4	OZEMPIC	DIABETES	N	255	63	\$230,608	\$8.63	318	75	\$281,765	\$10.46	-17.5 %
6	7	STELARA	INFLAMMATORY CONDITIONS	Y	26	5	\$195,996	\$7.33	30	5	\$294,046	\$10.91	-32.8 %
7	14	SKYRIZI PEN	INFLAMMATORY CONDITIONS	Y	29	7	\$194,113	\$7.26	28	5	\$188,772	\$7.01	3.7 %
8	30	TALTZ AUTOINJECTOR	INFLAMMATORY CONDITIONS	Y	30	5	\$161,088	\$6.03	18	5	\$108,530	\$4.03	49.6 %
9	9	DUPIXENT PEN	ATOPIC DERMATITIS	Y	50	12	\$150,949	\$5.65	39	9	\$124,158	\$4.61	22.6 %
10	120	CABOMETYX	CANCER	Y	5	1	\$124,847	\$4.67	NA	NA	NA	NA	NA
11	250	VORANIGO	CANCER	Y	3	1	\$123,795	\$4.63	NA	NA	NA	NA	NA
12	211	KALYDECO	CYSTIC FIBROSIS	Y	6	1	\$107,702	\$4.03	NA	NA	NA	NA	NA
13	27	ELIQUIS	ANTICOAGULANT	N	181	46	\$95,364	\$3.57	175	41	\$92,964	\$3.45	3.4 %
14	12	JARDIANCE	DIABETES	N	156	35	\$88,610	\$3.32	160	33	\$88,748	\$3.29	0.7 %
15	468	RUBRACA	CANCER	Y	5	1	\$87,533	\$3.27	2	1	\$35,013	\$1.30	152.1 %
16	18	RINVOQ	INFLAMMATORY CONDITIONS	Y	15	3	\$82,926	\$3.10	24	4	\$147,126	\$5.46	-43.2 %
17	20	ENBREL SURECLICK	INFLAMMATORY CONDITIONS	Y	15	4	\$81,870	\$3.06	21	5	\$144,941	\$5.38	-43.0 %
18	25	FARXIGA	DIABETES	N	150	32	\$81,603	\$3.05	142	30	\$75,052	\$2.79	9.6 %
19	316	LIVDELZI	GI DISORDERS	Y	5	1	\$65,347	\$2.44	NA	NA	NA	NA	NA
20	38	DUPIXENT SYRINGE	ATOPIC DERMATITIS	Y	26	6	\$64,405	\$2.41	27	5	\$70,498	\$2.62	-7.9 %
21	51	UBRELVIY	MIGRAINE HEADACHES	N	45	15	\$60,459	\$2.26	34	11	\$42,790	\$1.59	42.5 %
22	32	OTEZLA	INFLAMMATORY CONDITIONS	Y	13	3	\$58,905	\$2.20	12	4	\$49,481	\$1.84	20.0 %
23	36	NURTEC ODT	MIGRAINE HEADACHES	N	38	14	\$54,806	\$2.05	42	13	\$57,991	\$2.15	-4.7 %
24	46	QULIPTA	MIGRAINE HEADACHES	N	51	16	\$52,736	\$1.97	49	12	\$50,692	\$1.88	4.9 %
25	24	HUMIRA(CF) PEN	INFLAMMATORY CONDITIONS	Y	6	2	\$45,855	\$1.72	12	3	\$107,330	\$3.98	-56.9 %
Total Top 25					2,351		\$3,736,669	\$139.80	2,370		\$3,362,042	\$124.76	12.1 %





Dental Action Report

Crista C. Odonnell
Account Manager
codonnell@deltadentalnj.com

Your Peer Comparison

19 groups in Insurance Carriers and Related Activities, statewide

100+ members

High % of visits in NJ (your group has 96%)

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
CONSENT AGENDA
JULY 24, 2025

The following Resolutions listed on the Consent Agenda will be enacted in one motion. Copies of all Resolutions are available to any person upon request. Any Commissioner wishing to remove any Resolution(s) to be voted upon, may do so at this time, and said Resolution(s) will be moved and voted separately.

Resolutions	Subject Matter
--------------------	-----------------------

Motion _____	Second _____
---------------------	---------------------

Resolution 25-22: Appointment of MRHIF Fund Commissioners	Page 38
Resolution 25-23: Appointment of QPA	Page 39
Resolution 25-24: Increase Threshold for QPA	Page 40
Resolution 25-25: Authorize Settlement for Claims (Mazie)	Page 41
Resolution 25-26: Authorize Settlement for Claims (Cohen Howard)	Page 43
Resolution 25-27: June and July 2025 Bills List	Page 44

RESOLUTION NO. 25-22

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPOINTING OF FUND COMMISSIONER, ALTERNATE FUND COMMISSIONER, AND
SPECIAL COMMISSIONER TO THE MUNICIPAL REINSURANCE HEALTH INSURANCE
FUND**

WHEREAS, The North Jersey Municipal Employee Benefits Fund has agreed to join the Municipal Reinsurance Health Insurance Fund; and

WHEREAS, by virtue of the conditions of membership contained in the by-laws of the fund, the North Jersey Municipal Employee Benefits Fund must appoint a Fund Commissioner, and Alternate;

NOW THEREFORE BE IT RESOLVED, North Jersey Municipal Employee Benefits Fund as follows:

1. That **Tammy Smith** is hereby appointed as Fund Commissioner.
2. That **Thomas S. Russo, Jr.,** is hereby appointed as Alternate to the Fund Commissioner.
3. That _____ is hereby appointed as the MRHIF Special Fund Commissioner.

ADOPTED: JULY 24, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-23

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
RESOLUTION APPOINTING A QUALIFIED PURCHASING AGENT FOR CONTRACT
PROCUREMENT FOR THE BALANCE OF FUND YEAR 2025**

WHEREAS, the North Jersey Municipal Employee Benefits Fund ("Fund") requires the services of a Qualified Purchasing Agent ("QPA") as a non-fair and open contract pursuant to the provisions of NJSA 19:44A-20.4-20.5; and

WHEREAS the QPA position will not exceed the bidding threshold of \$17,500; and

WHEREAS the anticipated term of this contract will terminate on December 31, 2025; and

WHEREAS, Sean P. Canning of The Canning Group, LLC has provided the Fund with a proposed Services Agreement to perform such QPA services at a total cost not to exceed \$3,000.00; and

WHEREAS, the Fund has determined that Sean P. Canning of the Canning Group possesses the required qualifications and experience necessary to perform the needed QPA services; and

WHEREAS, the Fund desires to approve a services contract with Sean P. Canning of The Canning Group to perform QPA services for the Fund in accordance with N.J.S.A. 40A:11-9; and

WHEREAS requests for quotes were sent to multiple known QPAs, and one response was received in accordance with N.J.S.A. 40A:11-6.11 and

WHEREAS the Fund Treasurer hereby certifies that funds are available in the amount of \$3,000.00 for the QPA services in the Fund's 2025 Budget;

NOW THEREFORE BE IT RESOLVED that the North Jersey Municipal Employee Benefits Fund hereby appoints The Canning Group, 45 S Park Place 183 Morristown, NJ 07960 as Qualified Purchasing Agent for the balance of Fund Year 2025 in accordance with N.J.S.A. 40A:11-9; and

BE IT FURTHER RESOLVED that the Fund Administrator is hereby authorized to execute the Services Agreement; and

BE IT FURTHER RESOLVED that a copy of this Resolution, together with the executed Services Agreement, shall be forwarded to the Fund Administrator and The Canning Group, LLC

ADOPTED: JULY 24, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-24

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
RESOLUTION TO INCREASE BID THRESHOLD**

WHEREAS, pursuant to *N.J.S.A. 40A:11-3*, the State Treasurer increased the minimum bid threshold to \$53,000.00 for the execution of contracts without public bid by the Qualified Purchasing Agent when said contracts do not exceed \$53,000.00 in aggregate for the contract year in those municipalities whose purchasing agents possess a Qualified Purchasing Agent (QPA) certificate awarded by the Division of Local Government Services; and

WHEREAS, as a result the new quote threshold for the above noted municipalities with a Qualified Purchasing Agent (QPA) is now \$7,950.00 (15% of the \$53,000 QPA bid threshold); and

WHEREAS, the North Jersey Municipal Employee Benefits Fund has had an appointed Qualified Purchasing Agent (QPA) as required under *N.J.S.A. 40A:11-3* and in accordance with *N.J.S.A. 40A:11-9*; and

WHEREAS, the North Jersey Municipal Employee Benefits Fund finds it is in the interest of efficiency and economy for the North Jersey Municipal Employee Benefits Fund to continue with the increase in the bid threshold and as a result the quote threshold, pursuant to *N.J.S.A. 40A:11-3*; and.

NOW, THEREFORE, BE IT RESOLVED by the North Jersey Municipal Employee Benefits Fund, pursuant to *N.J.S.A. 40A:11-3*, that its bid threshold is increased to \$53,000.00 and as a result the quote threshold shall be \$7,950.00.

BE IT FURTHER RESOLVED, that such contracts as may be awarded under this Resolution shall comply with all other applicable laws, including but not limited to certification of funds by the Chief Financial Officer where required.

ADOPTED: JULY 24, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-25

**NORTH JERSEY MUNICIPAL EMPLOYEES BENEFIT FUND
RESOLUTION TO AUTHORIZE SETTLEMENT OF CLAIMS**

WHEREAS, there were four disputes as to claims paid by the North Jersey Municipal Employee Benefits Fund (hereinafter “the Fund”) resulting from out-of-network services provided to its members; and

WHEREAS, the Plan Sponsor previously issued payments for all four claims; and

WHEREAS, plaintiff’s counsel submitted pre-litigation demands for each matter, alleging violations of law, and demanding a sum more than such payment to resolve and settle the matters, which involved various out-of-network plan member surgeries; and

WHEREAS, the parties to the disputes have since reached settlements to amicably resolve the matters; and

WHEREAS, as to the first claim, the Plan Sponsor previously issued payment for the claim; and

WHEREAS, the parties have agreed on a settlement agreement which settles and resolves all future claims with prejudice as to the claim, by making an additional payment of \$12,000 to the out-of-network service provider; and

WHEREAS, as to the second claim, the Plan Sponsor previously issued payment for the claim; and

WHEREAS, the parties have agreed on a settlement agreement which settles and resolves all future claims with prejudice as to the claim, by making an additional payment of \$44,000 to the out-of-network service provider; and

WHEREAS, as to the third claim, the Plan Sponsor previously issued payment for the claim; and

WHEREAS, the parties have agreed on a settlement agreement which settles and resolves all future claims with prejudice as to the claim, by making an additional payment of \$29,000 to the out-of-network service provider; and

WHEREAS, as to the fourth claim, the Plan Sponsor previously issued payment for the claim; and

WHEREAS, the parties have agreed on a settlement agreement which settles and resolves all future claims with prejudice as to the claim, by making an additional payment of \$36,000 to the out-of-network service provider; and

WHEREAS, all four matters were reviewed by the Fund’s legal counsel, and were thereafter considered by the Fund’s Claims Committee, which recommended each settlement.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the North Jersey Municipal Employee Benefits Fund that the proposed settlement in the amounts of \$12,000, \$44,000 and \$29,000 and \$36,000 be approved by way of such settlement agreements, directing reprocessing of the claims so as to provide the additional sums noted to the "Trust Account of Mazie, Slater Katz & Freeman, LLC" and mailed to 103 Eisenhower Parkway, Roseland NJ 07068 for such out-of-network services rendered.

This Resolution shall take effect immediately.

ADOPTED: JULY 24, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**NORTH JERSEY MUNICIPAL EMPLOYEES BENEFIT FUND
RESOLUTION TO AUTHORIZE SETTLEMENT OF CLAIM**

WHEREAS, there was a dispute as to a claim paid by the North Jersey Municipal Employee Benefits Fund (hereinafter “the Fund”) resulting from emergency medical services provided to its member; and

WHEREAS, the Plan Sponsor previously issued a payment for the claim; and

WHEREAS, plaintiff’s counsel submitted a pre-litigation demand, alleging violations of law, and demanding a sum more than such payment, to resolve and settle the matter; and

WHEREAS, the parties to the dispute have since reached a settlement to amicably resolve the matters; and

WHEREAS, the Plan Sponsor previously issued payment for the claim in the amount of \$24,929.41; and

WHEREAS, the parties have agreed on a settlement agreement which settles and resolves all future claims with prejudice as to the claim, by making an additional payment of \$72,500 to the provider for such emergency medical services; and

WHEREAS, the matter was reviewed by the Fund’s legal counsel, and was thereafter considered by the Fund’s Claims Committee, which recommended the settlement.

NOW, THEREFORE, BE IT RESOLVED by the Governing Body of the North Jersey Municipal Employee Benefits Fund that the proposed settlement in the amount of \$72,500 be approved by way of such settlement agreement, and directing reprocessing of the claim so as to provide the additional sums issued to “Trust Account of Cohen Howard, LLP” and shall be mailed to Cohen Howard, LLP 766 Shrewsbury Avenue Suite 200 Tinton Falls, NJ 07724 for such emergency services rendered.

This Resolution shall take effect immediately.

ADOPTED: JULY 24, 2024

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-27

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE JUNE AND JULY 2025 BILLS LISTS**

WHEREAS, the North Jersey Municipal Employee Benefits Fund held a Public Meeting on July 24, 2025, the purposes of conducting the official business of the Fund; and

WHEREAS, The Treasurer for the Fund presented bills lists to satisfy outstanding costs incurred for operating the Fund during the months June and July 2025 for consideration and approval of the Executive Committee; and

WHEREAS, The Treasurer for the Fund presented a Treasurers Report which detailed the claims payments and imprest transfers for the Fund for the Month of April for all Fund Years for consideration and approval of the Executive Committee; and

WHEREAS, a quorum of the Executive Committee was present thereby conforming with the By-laws of the Fund to conduct official business of the Fund,

NOW THEREFORE BE IT RESOLVED the Commissioners of the Executive Committee of the North Jersey Municipal Employee Benefits Fund hereby approve the Bills List for June and July 2025 prepared by the Treasurer of the Fund and duly authorize and concur said bills to be paid expeditiously, in accordance with the laws and regulations promulgated by the State of New Jersey for Municipal Health Insurance Funds.

NOW, THEREFORE BE IT FURTHER RESOLVED, the Commissioners of the Executive Committee of the North Jersey Municipal Employee Benefits Fund hereby approve the Treasurers Report as furnished by the Treasurer of the Fund and concur with actions undertaken by the Treasurer, in accordance with the laws and regulations promulgated by the State of New Jersey for Municipal Health Insurance Funds.

ADOPTED: JULY 24, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

OPEN MINUTES

May 22, 2025

RANDOLPH MUNICIPAL HALL- 9:30 AM

Meeting of Fund Commissioners called to order by Thomas S. Russo Jr., Chair. Open Public Meetings notice read into record.

ROLL CALL OF 2025 FUND COMMISSIONERS

2025 Executive Committee		Attendance
Thomas S. Russo, Chair	Town of Newton	Present
Carrine Piccolo- Kaufer, Secretary	Township of Hardyston	Present
Barbara Russo, Executive Committee	Township of Berkeley Heights	Present
Tammy Smith, Executive Committee	Knowlton BOE	Present
Greg Poff, Executive Committee	Randolph Township	Present
Scott Heck, Executive Committee	Borough of Ringwood	Present
Executive Committee Alternates:		
Dina Valente - Stoel	Borough of Lincoln Park	Absent
Mike Sondermeyer	Borough of Bloomingdale	Absent
Deb Millikin	Township of Jefferson	Absent
Fund Commissioners & Alternate		
Jennifer Dodd, Alternate	Town of Newton	Absent
Dana Vitz, Alternate	Township of Hardyston	Absent
Deborah Bonanno, Alternate	Randolph Township	Absent
Perry Mayers, Alternate	Borough of Lincoln Park	Present
Jasmin Azcona, Alternate	Township of Bloomingdale	Absent
William Egan, Alternate	Township of Jefferson	Absent
Karen Fornaro	Borough of Chatham	Present
Stephen Williams, Alternate	Borough of Chatham	Absent
Craig Ambrosio	Borough of Kinnelon	Absent
James Freda, Alternate	Borough of Kinnelon	Absent
James Burnett	Borough of Madison	Absent
Sandra Emmerich, Alternate	Borough of Madison	Absent
Katie Yanke	Borough of Montville	Absent
Ralph Blakeslee	Borough of Netcong	Absent
Gabby Evangelista	Borough of Wharton	Absent
Joseph Kovalcik, Alternate	Borough of Wharton	Absent
Samuel Yodice	Borough of Woodland Park	Absent

Sandra Olivola	Borough of Woodland Park	Absent
Claudia Quinn	Mount Olive	Present
Andrew Tatarenko, Alternate	Mount Olive	Absent
Mitchell Stern	Mountain Lakes	Absent
Shawn Bennett, Alternate	Mountain Lakes	Absent
Joe Sabatini	Township of Byram	Absent
Ashleigh Frueholz, Alternate	Township of Byram	Absent
Victoria Dobrusin	Township of Dover	Absent
Adam Cruz, Alternate	Township of Dover	Absent
Silvio Esposito	Township of Hanover	Absent
Andrew Fiore	Township of Harding	Absent
Julie McIver	Township of Pequannock	Present
Adam Brewer, Alternate	Township of Pequannock	Absent
John Shepherd	Township of Roxbury	Absent
Lisa Spring, Alternate	Township of Roxbury	Absent
James Zepp	Township of Sparta	Present
Michele Lantau, Alternate	Township of Sparta	Absent
Tina Kraus	Township of Vernon	Present
Michael Restel	Township of Wantage	Present
Nancy VanHorn, Alternate	Township of Wantage	Absent
Michele Dale	Township of West Milford	Absent
Cathy Shanahan, Alternate	Township of West Milford	Absent

APPOINTED OFFICIALS PRESENT:

Executive Director	PERMA Risk Management Services	Brandon Lodics Emily Koval Caitlin Perkins
Program Manager	Conner Strong & Buckelew	John Lajewski Tammy Brown Melissa Appleby
Attorney	Dorsey & Semrau	Fred Semrau
Claims Administrator	Aetna	Absent
Dental Administrator	Delta Dental	Luhra V. Ebarle
Prescription Administrator	Express Scripts	Charles Yuk
Treasurer	Michael Soccio	Absent
Auditor	Holman & Frenia	Lauren Holman Patty Linsley
Actuary	John Vataha	Absent
Wellness Coordinator	Cavitas	Absent

PRESENT FUND PROFESSIONALS:

Renee Gear, World Insurance	Dave Vozza, The Vozza Agency
Frank Covelli, World Insurance	Randi Gerber, The Vozza Agency
Joe Rude, EBCSG	Lois Manzella Marchitto, Fitness Knocking
Diana DiRezze, Randolph Twp	Lindsay Klein, Acrisure

FLAG SALUTE

HOUSEKEEPING – Ms. Koval noted that Mr. Silvio Esposito resigned from the Executive Committee, Contracts Committee, and MRHIF representative. Historically, the first Executive Committee Alternate will move up as an Executive Committee member, who is Dina Valente-Stoel who has accepted. Additionally, Commissioner Smith will become the MRHIF Representative, and Chair Russo will become the MRHIF Representative Alternate. Since NJHIF has the special MRHIF Representative this year, we will have to fill the special MRHIF Representative. She mentioned for the Contracts Committee, Commissioner Poff was the ex-officio and will become a member of the committee. She emphasized if anyone is interested, please reach out to Chair Russo to include on the next agenda.

APPROVAL OF OPEN MINUTES:**MOTION TO APPROVE MINUTES FROM MARCH 27, 2025, AND APRIL 7, 2025**

MOTION:	Commissioner B. Russo
SECOND:	Commissioner B. Poff
VOTE:	All in favor

MONTHLY COMMITTEE REPORTS:

CLAIMS COMMITTEE- No Report

CONTRACTS COMMITTEE- No Report

FINANCE COMMITTEE- Chair Russo noted that a meeting was held to discuss and review the 2024 Audit draft, which will be reviewed during this meeting.

OPERATIONS COMMITTEE- Commissioner Heck reported that the Operations Committee has been overseeing the transition for the Program Manager. He commented that it has been a smooth transition. Chair Russo welcomed Conner Strong & Buckelew and thanked Mr. Dave Vozza for all contributions to the Fund throughout the years.

WELLNESS COMMITTEE- Commissioner Piccolo-Kaufer reported there was a brief call regarding Lifeline Screening, a wellness vendor who increased the minimum price would affect

the number of participants required. Based on the number of participants who signed up, we do not believe it will be an issue but agree that the offer can be expanded to other wellness towns to ensure the minimum is hit. Additionally, she noted she has been working with Ms. Melissa Appleby from Conner Strong & Buckelew during the Program Manager transition.

FUND DOCUMENT REVIEW COMMITTEE- Chair Russo commented there will be correspondence sent in within the next month.

PROFESSIONAL REPORTS:

EXECUTIVE DIRECTOR'S REPORT

FAST TRACK FINANCIAL REPORT – Mr. Lodics reviewed the financial fast track for January and February 2025, which reflect deficits. He noted these deficits are run out of 2024 and stated on a positive side, the claims so far in 2025 are running to budget. He commented that hopefully the new assessments being collected in a timely manner and initiatives put in place will continue to result in surplus as 2024 runs out. Additionally, there are some stop loss 2024 reimbursements identified after February which will be reflected in the future.

PROGRAM MANAGER TRANSITION – Mr. Lodics alluded to Commissioner Heck's report that the Operations Committee has been overseeing the transition for the Program Manager. He noted a letter in the Appendix from PERMA to Vozza Agency outlines the transition items. He commented that the transition has been cordial, and all transition items have a plan in place to be received, if not received already.

2024 FUND YEAR AUDIT – Mr. Lodics reported that the Auditor from Holman & Frenia are in attendance and will provide a high-level overview of the 2024 audit. Ms. Linsley, from Holman & Frenia, reviewed the audit, noting that the IBNR was not included in the audit, which is no change from previous years. She noted that there were no findings for financial reporting and the audit shows full compliance. She reviewed the Statements of Net Position comparing 2023 and 2024 Fund years. Lastly, she noted the opinion was unrestricted and there were no comments or recommendations.

2024 NEW MEMBER PHARMACY REBATES – Mr. Lodics reported that a memo included in Appendix IV from Express Scripts explains how there was a rebate issue that impacted the entire MRHIF contract with certain new entities that joined the Fund in 2024. He stated there was an error that they did not receive any of the rebates that were owed. Mr. Lodics commented that the distribution to the North Fund is \$300,000 and the total error impact was approximately \$6 million. He did state Express Scripts, in show of good partnership, understands there was a potential loss of interest revenue loss and evaluating to see if there is an opportunity to reimburse for any interest revenue loss.

FINANCIAL DISCLOSURES – Mr. Lodics commented that all Financial Disclosure Statements were filed for this Fund.

MEL/MRHIF EDUCATIONAL SEMINAR PRESENTATION – Mr. Lodics noted as a follow-up from the MEL/MRHIF Educational Seminar, Mr. Joe DiBella and Ms. Tammy Brown from Conner Strong will be providing an additional webinar to discuss the GLP-1 and Out of Network usage in more depth and strategies on how the Funds can combat those. The registration link was included as an attachment to the agenda.

PERMA, LLC NOTICE AND DISCLOSURE – Mr. Lodics commented this is a standard disclosure provided to Funds when Conner Strong & Buckelew is a Program Manager describing the relationship between the two entities.

BROKER OF RECORD (BOR) DOCUMENTATION – Mr. Lodics reported at the recommendation of the Fund Attorney and best practice is better documentation between the broker and entity relationship, especially when the Fund is paying funds on behalf of the entity to the broker. He described the three different arrangements that are set up in this Fund and noted the tracking of the BOR files we have on record.

Lastly, Mr. Lodics congratulated Caitlin Perkins, the HIF Account Manager, on her expected daughter in July and this will be her last meeting before she goes out on maternity leave.

PRORAM MANAGER REPORT:

Mr. John Lajewski, from Conner Strong & Buckelew, thanked the Fund Commissioners for the appointment of Program Manager. Additionally, he reiterated that the Vozza Agency has been extremely helpful with the transition and continues to be helpful. He reviewed the following report:

Program Manager Transition

Conner Strong and Buckelew is excited to assume the role of Program Manager for the North Jersey Municipal Employee Benefits Fund (NJMEBF). We have made substantial progress toward the full transition of services from the previous program manager and have prioritized the following items based on the feedback and direction received during the program manager procurement process.

Communications:

- Developed program manager onboarding plan which has been provided to the Fund Operations Committee on a weekly basis (Attachment to Agenda)
- Announcement to all Fund members and brokers announcing the CSB appointment
- Announcement to all Fund professionals announcing the CSB appointment

Client Services:

- Announcement to Fund members and broker addressing the CSB client service team and contact information

- Coordinated the transition of open client service issues to the CSB client service team

Data Integration:

- Secure data feeds from Fund vendors and initiated data mapping process to begin program analytics

Plan Documents:

- Constructed project plan to reinstate Fund member plan documents which have been shared with the Operations Committee (Attachment to Agenda)
- Process includes review of all existing plan documents, prioritizing, and production of restated plan documents
- Anticipated completion date of the project is November 1st

Wellness:

- All Fund wellness materials transitioned to CSB
- All wellness vendors contacted and advised of the program manager transition
- There was no disruption to current Fund wellness services
 - May Fund wellness newsletter delivered
 - May Fund wellness schedule of webinars delivered

On Going Litigation:

- Coordinated the transition of open litigation issues to the CSB client service team
- Meeting with Fund attorney scheduled to review all open litigations and assess the next steps for Program Manager

Field Service:

- For those Fund members who will be serviced directly by CSB, a specific communication has been sent out advising the respective Fund member of the program manager change and field service contacts
- Additional outreach is scheduled for late May to assess any assistance needed during the current program year

Fund Performance/Observations

Medical – Aetna

- Secure data feeds from Fund vendors and initiated data mapping process to begin program analytics
- The first Fund program analytics report is scheduled to be distributed to the Operations Committee and subsequently to the Fund Executive Committee prior to the next Fund meeting
- Aetna and Atlantic Health System have reached a multi-year agreement, ensuring that Aetna patients can maintain in-network access to Atlantic Health facilities and providers.

Pharmacy – Express Scripts

- ESI rebates erroneously excluded for new Fund member in 2024 have been paid in March
- CSB has engaged our in-house pharmacy consultant to assist with the recommendation of firms who can perform the audit to be funded by ESI

2025 National Preferred Formulary (NPF) – Effective 7/1/25 (Attachment to Agenda)

NPF Exclusions List, please note the following:

- Humalog - excluded for members with a new prescription as of 1/1/25, members currently taking the drug will be excluded effective 1/1/26
 - Members should share the covered preferred alternatives provided in the list with their providers
 - Fund members impacted will be identified in the fourth quarter 2025
- Humira - excluded for members with a new prescription as of 1/1/25, members currently taking the drug will be excluded effective 7/1/25
 - Members should share the covered preferred alternatives provided in the list with their providers
 - Fund members impacted by the change (3) will be notified by ESI

SaveOn (applies to all members) – Effective 7/1/25

SaveOn List effective July 1, 2025, on May 7, 2025. (Attachment to Agenda)

- Drugs highlighted in green (21) were added to the list effective July 1, 2025
- Drugs highlighted in red (5) were removed from the list effective July 1, 2025
 - There is one member impacted by the drugs added to the list

SaveOn Program Performance (1/1/2024 through 12/31/24)

In program year 2024, the North Jersey Municipal Employee Benefits Fund saved \$381,021 for members enrolled in SaveOn. There are currently 81 participants in the program. (Attachment

to Agenda)

Top Five Therapeutic Categories by Claims Count:

- Inflammatory Conditions - 46 members, totaling \$215,913 in savings
- Asthma & Allergy - 17 members, totaling \$79,283 in savings
- Miscellaneous Diseases - 5 members, totaling \$11,885 in savings
- Cancer - 3 members, totaling \$23,554 in savings
- Multiple Sclerosis - 3 members, totaling \$34,542 in savings

Encircle Program (GLP-1 Weight Loss)

Effective September 1, 2024:

- Members with new prescriptions, including renewal prescriptions for expired prior authorizations (PA), will need to meet the following criteria to be approved for a GLP-1 weight loss medication:
 - BMI \geq 32 OR
 - BMI between $27 \leq 32$ WITH 2 or more documented comorbidities
- Members with an active approved PA prior to 9/1/2024 will be grandfathered
 - Upon renewal of their PA, members will need to meet the above BMI requirements to be considered for approval
- PA renewals will need to include documentation to support the above BMI requirements for all members, regardless of members having been approved in the past.

Effective January 1, 2025:

Members who have an approved PA (active and new) will need to meet the following guidelines:

- Members will receive a welcome kit from Omada free of charge. The kit includes a digital scale and information on downloading the mobile app and/or using the web browser. The scale is programmed to the member's ESI active account prior to delivery. The scale will record each weigh-in and will update the member's file automatically. Members must weigh-in a minimum of 4 times a month
- Members must engage with an assigned online Omada coach via a mobile application or web browser a minimum of 4 times a month

If members do not adhere to both of the requirements outlined above, the following month in which they are non-compliant, they will not be able to refill their weight loss

prescription. Members will be required to complete the missing weigh-ins and/or online coaching engagement in order to refill their prescription.

Client Services/Eligibility/Enrollment

Please direct any claims, eligibility, enrollment, or system related questions to your CSB-assigned Client Services team.

- Victoria Friday, vfriday@permainc.com, 856-552-4748
- Alex Koch, akoch@permainc.com, 856-552-4778

System training (new and refresher) is provided to all contacts with WEX access every 3rd Wednesday at 10AM. Please contact HIFtraining@permainc.com for additional information or to request an invite.

In the subject line of the email, please include Training – Fund Name and Client Name. Please be sure to add the date of the training you would like to attend in your email so an invitation can be sent.

Meet and Greet - Professionals & Vendors

The Executive Director's office has reached out on our behalf to the various Fund Professionals and Vendors extend the invite for a brief meet and greet following this meeting in this room. We look forward to meeting and hearing feedback from our peers. We will also be reaching out to the brokers separately to gain their perspective. We thank Commissioner Poff and the Township of Randolph for allowing us additional time and space.

TREASURER: Ms. Koval reviewed the April and May 2025 bills list on behalf of Mr. Soccio's absence.

ATTORNEY: Mr. Semrau thanked Mr. Dave Vozza and Ms. Randi Gerber for their assistance and help throughout the years and for providing the relevant information needed for the transition. Additionally, he commented that the BOR Resolutions that Mr. Lodics mentioned in his report, that the resolutions should include amounts not to exceed and not just per employee per month (PEPM). Mr. Pasternak also thanked the Vozza Agency, especially Ms. Randi Gerber, who took the lead on the litigation matters within the Fund. Mr. Pasternak commented there are some matters in process and hope to have a recommendation of settlement before the July meeting.

In response to Commissioner Smith, Mr. Semrau stated a template resolution can be created and circulated. In response to Commissioner Heck, Mr. Pasternak provided an update with the insulin class action is currently pending but expects there will be a settlement. He also provided an update on the GLP-1 medications that were issued in error, the report states that there were

payments processed but not sure if they are all paid up to this point. Mr. Lodics noted that Mr. Yuk, from Express Scripts, is prepared to report on that and stated the GLP-1 credits should be delivered in June. Mr. Yuk confirmed that there is about \$105,000 that will be reimbursed in June. Mr. Semrau confirmed that once we are provided this full information, we can confirm that it is concluded. Commissioner Heck stated that those numbers are not reflected in the numbers provided in the financial fast track and 2024 Audit.

AETNA: Mr. Silverstein reviewed the claims for the months of February and March 2025. He highlighted there were two high claimants in both February and March. He stated the dashboard metrics continue to perform well and provided a network update that the Rober Wood Johnson negotiation has end, effective April 1, 2025, with no disruption. Additionally, Aetna will be meeting with the PERMA team regarding the Out of Network trends and how they can assist.

Chair Russo commented that he has had very positive experience with CVS Virtual Care and a great program that has been implemented.

EXPRESS SCRIPTS: Mr. Yuk reviewed the monthly utilization tracking report for the first quarter of 2025, nothing there was a 18.7% change plan cost. He did note that in the first three months of 2025, there is a decrease in the trend compared to the last three months of 2024. He noted the top cost drivers are Diabetes, Inflammatory Conditions, and Weight Loss but there are negative trends compared to the last three months of 2024. Mr. Yuk stated out of the top four drugs, there is a decrease in three of them and hopes this trend continues.

In response to Chair Russo, Mr. Yuk noted that if the GLP-1s with three peptides are in the trial stage, it is still too early to tell when it will hit the market. Mr. Yuk did mention that the oral GLP-1's is projected to be released sometime in 2026, which will be mostly an alternative for Zepbound and typically cheaper.

DELTA DENTAL: Ms. Ebarle reviewed the report on the agenda for the year 2024.

CONSENT AGENDA

- Resolution 25-19: Approving 2024 Annual Audit
- Resolution 25-20: Closing Fund Year 2023
- Resolution 25-21: April and May 2025 Bills List

MOTION TO APPROVE THE CONSENT AGENDA:

MOTION:	Commissioner Heck
SECOND:	Commissioner B. Russo
VOTE:	All in Favor

OLD BUSINESS: None.

NEW BUSINESS: None.

PUBLIC COMMENT: None.

MOTION TO ADJOURN:

MOTION:	Commissioner Heck
SECOND:	Commissioner B. Russo
VOTE:	All in Favor

MEETING ADJOURNED AT: 10:15am

**NEXT MEETING: July 24, 2025, 9:30 am
RANDOLPH MUNICIPAL BUILDING**

Caitlin Perkins
For

Carrine Piccolo-Kaufer, Secretary

APPENDIX II

NJHIF Ops Committee Meeting
July 7, 2025, at 11:30am via Teams

Scott Heck, Committee Chair

Barbara Russo, Committee Member

Carrine Piccolo-Kaufer, Committee Member

Brandon Lodics, Executive Director

Emily Koval, Associate Executive Director

John Lajewski, Program Manager

Caitlin Perkins, Account Manager

Mr. Lodics opened the meeting by noting that the initial point of the call was about peers who are currently in the State health benefits plan that may be interested in joining the North Jersey HIF. He commented before discussing potential new members, there are some challenges that have emerged that need to be addressed.

The first challenge is the No Surprises Act. Mr. Lodics explained how the federal legislation was passed to remove surprise billing for patients, such as an out of network anesthesiologist during a surgical procedure. Within this legislation, there is a thirty-day arbitration period for negotiations but there has been recent claims being processed from as far back as 2022. He commented that at one point the portal was shut down, causing claims to sit in a queue. As a result, many of those claims were processed years later, with a significant increase, approximately 25% over budget. He explained how the Funds close out the year after eighteen months and these claims are being processed in closed years. Mr. Lodics stated that this is an unexpected challenge but have connected with a Lobbyist, and a memo will shortly be released from Joe DiBella that summarizes the impact for all the Health Insurance Funds. He commented that at this point, there is no alarms needed for the North Fund and it is continuing to be tracked. There will be ongoing discussions about how to address this, including evaluating how new business is performing relative to underwriting expectations, surplus generation, as well as determining the overall appetite for taking on new business.

Ms. Koval commented that this is having a significant impact on all our Funds. While there are ongoing discussions about new members joining the Fund, she emphasized the need to further explore the implications of the No Surprises Act. Mr. Lajewski added that a key priority will be distinguishing the backlog from ongoing projections in the analysis, which will ultimately guide any necessary adjustments. Commissioner Heck agrees, we need more data to discuss intelligently to correctly assess possible new members. Mr. Lodics noted that once the June claims data is available, we'll have a clearer picture of group performance. He also mentioned that there have been modest surpluses each month. Commissioner Heck commented that, in theory, the new member growth should be contributing to surplus generation. Mr.

Lodics added that, from an underwriting best practices standpoint, the timing aligns well, as groups considering leaving the state typically do so in July, matching up with our current timeline.

In response to Commissioner Russo, Ms. Koval noted a handful of groups have reached out regarding joining the NJHIF. Mr. Lajewski commented that we expect that number to escalate based on where the State is going to land for their budget so they will most likely want to explore. Commissioner Heck commented he has been receiving some calls as well but wants to determine what is best with the Fund before accepting new groups. He noted creative solutions can be provided but we cannot put the Fund in a position where it is sacrificing the viability for existing members.

Mr. Lodics stated that the second item for future discussion is the initiative to implement a unilateral change to the out-of-network fee schedule in response to increased utilization. He noted that the Fund took similar action in 2013, which is why some current groups remain at the 150% level. Given the recent trends in out-of-network usage, Conner Strong & Buckelew, in coordination with the Fund Attorneys, are working on moving this initiative forward. From an Equal To or Better Than perspective, there is a position paper available that can be shared with the North Attorney. In response to Commissioner Kaufer, Mr. Lodics stated that a list of members will be shared with the committee that highlights those who are currently at the 150% level. Mr. Lodics commented this decision is not something that needs to be completed by the July meeting but can help curve some of the cost for the 2026 budget. Mr. Lajewski noted that this will be in proactive in the event there are potential spikes moving forward like we've seen in other Funds, and we put together a full strategy that we put together so we can package for when the time comes, we want to move forward.

Mr. Lodics lastly noted that there have been a couple of claims with the Attorney right now for litigation and the Conner Strong & Buckelew approach is a little different than the previous Program Manager strategy. He noted there will be a discussion occurring between the Fund Attorney and Conner Strong & Buckelew. Mr. Lodics thanked everyone for their time and apologized for the lack of an agenda, as these challenges are ramping up quickly.