

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND



**JANUARY 23, 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: JANUARY 23, 2025
RANDOLPH TOWNSHIP HALL
9:30 AM**

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

FLAG SALUTE

Chairs vacated – Chair asks Executive Director to run meeting

MEETING OF FUND COMMISSIONERS CALLED TO ORDER

ROLL CALL OF 2025 FUND COMMISSIONERS

Fund Commissioners	
Thomas S. Russo	Town of Newton
Carrine Piccolo-Kaufer	Township of Hardyston
Barbara Russo	Township of Berkeley Heights
Tammy Smith	Knowlton BOE
Silvio Esposito	Township of Hanover
Greg Poff	Randolph Township
Scott Heck	Borough of Ringwood
Dina Valente - Stoel	Borough of Lincoln Park
Mike Sondermeyer	Borough of Bloomingdale
Deb Millikin	Township of Jefferson
Michael Restel	Township of Wantage
James Zepp	Township of Sparta
Patricia Bussow	Andover Township
Ralph Blakeslee	Borough of Netcong
Samuel Yodice	Borough of Woodland Park
Victoria Dobrusin	Township of Dover
Andrew Fiore	Borough of Harding
Katie Yanke	Borough of Montville
Joe Sabatini	Township of Byram
James Burnett	Borough of Madison
	Township of Prospect Park
John Shepherd	Township of Roxbury
Craig Ambrosio	Borough of Kinnelon
Gabby Evangelista	Borough of Wharton
Karen Fornaro	Borough of Chatham
Tina Kraus	Township of Vernon

	Town of Boonton
	Madison Housing Authority
Mitchell Stern	Mountain Lakes
Claudia Quinn	Mt. Olive
Michele Dale	Township of West Milford
Julie Kupilik	Twp of Pequannock
Fund Commissioner Alternates	
Ashleigh Frueholz	Township of Byram
Jennifer Dodd	Town of Newton
Lisa Spring	Township of Roxbury
Joseph Kovalcik	Borough of Wharton
Perry Mayers	Borough of Lincoln Park
Jasmin Azcona	Township of Bloomingdale
Michele Lantau	Township of Sparta
Cathy Shanahan	Township of West Milford
Adam Cruz	Township of Dover
Sandra Emmerich	Borough of Madison
Nancy VanHorn	Township of Wantage
Deborah Bonanno	Randolph Township
William Egan	Township of Jefferson
Dana Vitz	Township of Hardyston
Stephen Williams	Borough of Chatham
Shawn Bennett	Mountain Lakes
James Freda	Borough of Kinnelon
Andrew Tatarenko	Mt. Olive
Adam Brewer	Twp of Pequannock

ELECTION OF OFFICERS, EXECUTIVE COMMITTEE, & ALTERNATES

Executive Director asks for nominations. Attorney swears in Officers and Executive Committee.

RECOMMENDED SLATE:

2025 Executive Committee	
Thoams S. Russo Jr., Chair	Town of Newton
Carrine Piccolo-Kaufer	Township of Hardyston
Barbara Russo	Township of Berkeley Heights
Tammy Smith	Knowlton BOE
Silvio Esposito	Township of Hanover
Greg Poff	Randolph Township
Scott Heck	Borough of Ringwood

Executive Committee Alternates:	
Dina Valente-Stoel	Borough of Lincoln Park
Mike Sondermeyer	Borough of Bloomingdale
Deb Millikin	Township of Jefferson
OPEN	

MEETING OF EXECUTIVE COMMITTEE CALLED TO ORDER

ROLL CALL OF 2025 EXECUTIVE COMMITTEE

CORRESPONDENCE – None

APPROVAL OF MINUTES: *October 24, 2024 & December 17, 2024 Open Appendix I*

MONTHLY COMMITTEE REPORTS:

- CLAIMS COMMITTEE – Thomas S. Russo Jr.**
- CONTRACTS COMMITTEE – Tammy Smith, Chair**
- FINANCE COMMITTEE – Thomas S. Russo Jr., Chair**
- OPERATIONS COMMITTEE – Scott Heck, Chair**
- WELLNESS COMMITTEE – Carinne Piccolo-Kaufer, Chair**

REPORTS:

EXECUTIVE DIRECTOR - (PERMA)	
Monthly Report.....	Page 6
PROGRAM MANAGER - (Vozza Agency)	
Monthly Report.....	Page 15
TREASURER - (Michael Soccio)	
November 2024, December 2024, and January 2025 Voucher List.....	Page 23
Confirmation of Claims Paid/Certification of Transfers	
ATTORNEY - (Fred Semrau)	
Monthly Report	
Correspondence - ESI Letter	Page 33
NETWORK & THIRD-PARTY ADMINISTRATOR - (Aetna – Jason Silverstein)	
Monthly Report.....	Page 34

PRESCRIPTION ADMINISTRATOR - (Express Scripts-Charles Yuk)

Monthly ReportPage 38

DENTAL ADMINISTRATOR - (Delta Dental)

No Report

CONSENT AGENDAPage 43

Resolution 25-1: Appointment of Professional and ContractorsPage 44

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Resolution 25-3: Designation of Service of Process.....Page 49

Resolution 25-4: Designation of Secretary as Custodian of RecordsPage 50

Resolution 25-5: Designation of Official Newspaper.....Page 51

Resolution 25-6: Designation of Regular Meeting Times and PlacePage 52

Resolution 25-7: Designation of Bank Depositories & CMPPage 53

Resolution 25-8: Designation of Authorized Signatories.....Page 57

Resolution 25-9: Approval of Risk Management PlanPage 58

Resolution 25-10: Appointment of MRHIF Fund Commissioners.....Page 66

Resolution 25-11: Authorizing Treasurer to Process Contracted
Payments and Expenses.....Page 67

Resolution 25-12: E-Procurement SoftwarePage 68

Resolution 25-13: AHS Amendment of ServicesPage 69

Resolution 25-14: November, December 2024, and
January 2025 Bills ListPage 70

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT

MEETING ADJOURNED

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
EXECUTIVE DIRECTOR'S REPORT
JANUARY 23, 2025**

FINANCE

PRO FORMA REPORTS

- **Fast Track Financial Report** – as of November 30, 2024 (page 10)

OPERATIONS

2025 REORGANIZATION

The Reorganization resolutions are included in the consent agenda for approval. Please note the following:

Resolution 25-1 awards the contracts for 2025. All contracts match the RFPs and budget approved last year. This resolution will be advertised as per the public contract law.

Resolution 25-2 adopts the Producer fees for each entity. Producer commissions will be paid directly to the firm through the Fund. Each entity's rates reflect its arrangement only. All Risk Managers please submit the entity resolution appointing your contract to PERMA.

Resolution 25-3 designates PERMA as the agent for the Fund to process of service.

Resolution 25-4 designates the elected Secretary as the Custodian of Fund Records. All records are retained at the Administrator's office and handle all OPRA request on behalf of the Secretary.

Resolution 25-5 designates The Star Ledger and The Record as the Official Fund Newspaper. As per recent legislation, public notices may be print or online through 3/31/25. If there are changes, the resolution can be revised.

Resolution 25-6 sets meeting dates and times which will be posted on each entity's public bulletin board.

Resolution 25-7 sets for the Cash Management Plan and bank depositories for 2025. The Cash Management Plan is a standard banking and investment policy and procedure that is used in other Joint Insurance Funds administered by PERMA. This plan has been reviewed by the Treasurer.

Resolution 25-8 designates authorized signatories for Fund bank accounts.

Resolution 25-9 is the 2025 Risk Management Plan which outlines the Fund's stop loss limits, underwriting procedures, claim appeal processes, etc. The MRHIF retention level is the only change.

Resolution 25-10 appoints the Fund Commissioner and Alternative Fund Commissioner to the MRHIF. Current MRHIF representatives are Silvio Esposito and Tammeisha Smith. Additionally, a MRHIF Special Commissioner needs to be appointed.

Resolution 25-11 authorizes the Treasurer to pay contract fees and expenses during the months that the Fund does not meet, contingent upon ratification at the next meeting.

2025 COMMITTEE APPOINTMENTS

Below are updated Sub Committees appointed by the Chair:

Contracts Committee

Tammy Smith, Chair
Perry Mayers
Silvio Esposito
Greg Poff

Finance Committee

Thomas S. Russo Jr., Chair
Scott Heck
Deb Millikin
Mike Soccio

Operations Committee

Scott Heck, Chair
Barbara Russo
Carrine Piccolo-Kaufer

Wellness Committee

Carinne Piccolo-Kaufer, Chair
Mike Sondermeyer
Greg Poff

Claims Committee

Thomas S. Russo Jr., Chair
Barbara Russo
Silvio Esposito

2025 CONTRACTS and PROFESSIONAL/CONSULTANT RFPs

1. **Medicare Advantage** – RFPs were issued due to higher-than-expected renewals for Medicare Advantage plans affected by the Inflation Reduction Act (IRA). Both Aetna and United Healthcare submitted their responses by the deadline, upholding their initial proposals, so no budget changes are necessary.

Aetna is offering its base plans and rates to the current United Healthcare populations, but due to CMS guidelines, this option for consideration after January 1, 2025. Aetna is holding the rates for effective dates throughout 2025. We are working directly with the affected entities and brokers to evaluate this option.

The RFP results were shared with the Contracts Committees. On behalf of the Fund, we will inform the carriers of the January 1, 2025, renewals, which will be formalized at the reorganization meeting

2. **Actuarial Services** - The Actuarial Services RFP was advertised and released on December 6, 2024, and closed on January 3, 2025. The Contracts Committee reviewed the responses and

evaluated which were sent to the QPA. Please see Appendix III for the summary. The committee recommends awarding the contract to Actuarial Solutions, LLC with the following fee proposal:

2025: \$13,000

2026: \$13,260

2026: \$13,525

- 3. Program Manager** – The Program Manager RFP was advertised and released on January 3, 2025. The closing date is January 28, 2025. Once responses are received, the Contracts Committee will review and provide a recommendation at the next meeting with a corresponding resolution.

2025 TPA FEES

In late fall, our TPA Aetna (and AmeriHealth) provided the Funds with a continuance of their current contract for both fees and terms. At that time, most of the budgets were adopted with a projected increase of about 5%. Thanks to our TPA partners, the Funds will realize an additional savings to be collected into contingency and hopefully earned surplus. For the NJHIF, this savings was approximately \$49,000. Reorg Resolution 1-25 ratifies the new fee.

AETNA NATIONAL ADVANTAGE PROGRAM (NAP)

The Health Insurance Funds within their contract with Aetna have the inclusion of the National Advantage Program (NAP). Aetna's NAP helps the Funds manage out of network claims spend by 1) accessing a "wrap" network of providers beyond the traditional Aetna network and 2) negotiating one-off discounts with out of network providers off billed charges.

As we saw in 2024, the Funds have experienced an uptick in out of network claims exposure for which the NAP program offers some protection and assistance. When Aetna is successful in negotiating a discount on behalf of the Funds, there is a shared savings. The Fund receives 60% and Aetna, 40%.

To assist the Funds financially in 2025, PERMA was successful in negotiating improved terms on the NAP shared savings fee beginning on January 1, 2025. The value of the NAP program cannot be understated, but with out of network use on the rise, improving the shared savings terms will result in reduced spend statewide.

Agreement Terms:

- 1) *Aetna has offered to provide a one-time fee reduction to the Funds \$360,000 statewide for higher-than-average NAP collections in 2024. Funds will be distributed on a prorated basis based on the NAP Collections of each Fund. We will provide updated figures by Fund in the upcoming meetings.*
- 2) *Aetna is reducing the per claim fee cap to \$50,000 from \$100,000.*
- 3) *Aetna will implement a \$20 per enrollee per month cap to be reconciled at the end of each Calendar Year.*

Improved NAP Fee Agreement		
Term	2024 Agreement	2025 Amended Agreement
Shared Savings Fee	40%	40%
Per Claim Fee Cap	\$100,000	\$50,000
Per Enrollee Per Month Cap	N/ A	\$20

E-PROCUREMENT SOFTWARE VENDOR

At the recommendation of the QPA, Resolution 25-12 is included in the consent allowing the Fund to utilize Bidnet for E-Procurement software vendor for competitive contracting. Costs are included in the QPA professional fee.

WEX 2025 COUPON UPDATE

In December, all Direct Bill members received a letter from WEX stating their coupons may be delayed. WEX confirmed they began processing the 2025 coupons last week to be sent out. Based on the timeline provided, we are expecting the coupons to be sent out by the end of the month.

2025 PERMA MANAGEMENT TEAM UPDATES

We are pleased to announce that following the retirement of Diane Peterson, who dedicated over 30 years to the HIFs. John Lajewski has been appointed as the HIF Consulting Business Leader. John brings 18 years of invaluable experience in shaping HIF strategic goals and guidelines.

Additionally, Matt Rudman, a seasoned actuary with significant experience in the public entity benefits arena, will take on an expanded role as the internal HIF Chief Data Leader. In this role, Matt will drive enhancements to HIF programs through the development and implementation of strategic data analytics.

We look forward to the contributions John and Matt will bring to the HIF team in their new roles.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND						
FINANCIAL FAST TRACK REPORT						
		AS OF	November 30, 2024			
		THIS MONTH	YTD CHANGE	PRIOR YEAR END	FUND BALANCE	
1.	UNDERWRITING INCOME		5,441,014	58,919,131	839,803,082	898,722,213
2.	CLAIM EXPENSES					
	Paid Claims	4,544,197	53,507,402	698,809,897	752,317,299	
	IBNR	1,456	2,017,191	3,677,424	5,694,615	
	Less Specific Excess	(65,974)	(287,599)	(21,558,076)	(21,845,675)	
	Less Aggregate Excess	-	-	-	-	
TOTAL CLAIMS		4,479,679	55,236,994	680,929,245	736,166,239	
3.	EXPENSES					127,195,472
	MA & HMO Premiums	319,340	3,395,674	26,121,322	29,516,996	
	Excess Premiums	360,231	3,949,402	35,004,790	38,954,192	
	Administrative	282,816	2,960,522	55,763,762	58,724,284	
TOTAL EXPENSES		962,387	10,305,598	116,889,874		
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)		(1,053)	(6,623,461)	41,983,963	35,360,502
5.	INVESTMENT INCOME		39,098	536,809	5,500,768	6,037,577
6.	DIVIDEND INCOME		-	-	6,212,250	6,212,250
7.	STATUTORY PROFIT/(LOSS) (4+5+6)		38,046	(6,086,651)	53,696,981	47,610,330
8.	DIVIDEND		-	-	42,501,592	42,501,592
9.	Transferred Surplus IN		-	-		-
10.	Transferred Surplus OUT		-	-	-	-
STATUTORY SURPLUS (7-8+9)			38,046	(6,086,651)	11,195,389	5,108,738
SURPLUS (DEFICITS) BY FUND YEAR						
Closed		Surplus	10,053	167,613	11,447,431	11,615,044
		Cash	(31,708)	(286,352)	14,148,822	13,862,470
2023		Surplus	4,618	(1,856,483)	(252,043)	(2,108,526)
		Cash	(23,422)	(3,040,551)	870,567	(2,169,984)
2024		Surplus	23,375	(4,397,781)		(4,397,781)
		Cash	435,808	(1,058,944)		(1,058,944)
TOTAL SURPLUS (DEFICITS)			38,046	(6,086,651)	11,195,388	5,108,737
TOTAL CASH			380,678	(4,385,847)	15,019,389	10,633,541
CLAIM ANALYSIS BY FUND YEAR						
TOTAL CLOSED YEAR CLAIMS			27,574	282,172	638,800,951	639,083,123
FUND YEAR 2023						44,170,075
	Paid Claims	23,688	5,778,300	38,450,871	44,229,171	
	IBNR	(27,582)	(3,655,361)	3,677,424	22,063	
	Less Specific Excess	-	(81,159)	-	(81,159)	
	Less Aggregate Excess	-	-	-	-	
TOTAL FY 2023 CLAIMS			(3,894)	2,041,780	42,128,295	
FUND YEAR 2024						52,913,041
	Paid Claims	4,492,935	47,444,848		47,444,848	
	IBNR	29,038	5,672,552		5,672,552	
	Less Specific Excess	(65,974)	(204,358)		(204,358)	
	Less Aggregate Excess	-	-		-	
TOTAL FY 2024 CLAIMS			4,455,999	52,913,041		
COMBINED TOTAL CLAIMS			4,479,679	55,236,994	680,929,246	736,166,239

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.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND												
RATIOS												
		FY2024										
INDICES	2023	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV
Cash Position	15,019,389	\$ 12,677,102	\$ 14,154,852	\$ 14,569,752	\$ 13,620,035	\$ 12,012,611	\$ 13,163,955	\$ 12,574,565	\$ 12,215,752	\$ 12,101,638	\$ 10,252,863	\$ 10,633,541
IBNR	3,677,424	\$ 4,007,308	\$ 4,607,101	\$ 5,170,005	\$ 5,427,111	\$ 5,568,628	\$ 5,647,326	\$ 5,680,484	\$ 5,678,403	\$ 5,679,172	\$ 5,693,158	\$ 5,694,615
Assets	17,877,237	\$ 17,175,672	\$ 16,710,912	\$ 17,759,260	\$ 17,093,183	\$ 15,958,358	\$ 15,905,030	\$ 15,285,455	\$ 14,902,461	\$ 14,783,961	\$ 13,421,705	\$ 13,473,236
Liabilities	6,681,850	\$ 6,833,350	\$ 7,445,834	\$ 8,014,669	\$ 8,284,814	\$ 8,242,938	\$ 8,316,390	\$ 8,341,590	\$ 8,323,426	\$ 8,350,899	\$ 8,351,015	\$ 8,364,500
Surplus	11,195,387	\$ 10,342,322	\$ 9,265,078	\$ 9,744,591	\$ 8,808,368	\$ 7,715,420	\$ 7,588,640	\$ 6,943,865	\$ 6,579,036	\$ 6,433,062	\$ 5,070,690	\$ 5,108,736
Claims Paid -- Month	4,341,792	\$ 4,646,910	\$ 4,560,002	\$ 3,620,349	\$ 5,225,177	\$ 5,545,666	\$ 4,600,965	\$ 5,178,064	\$ 4,946,063	\$ 4,651,201	\$ 5,989,538	\$ 4,544,197
Claims Budget -- Month	3,818,377	\$ 4,048,231	\$ 4,038,368	\$ 4,486,176	\$ 4,505,632	\$ 4,503,243	\$ 4,490,343	\$ 4,478,591	\$ 4,467,563	\$ 4,457,173	\$ 4,468,414	\$ 4,452,024
Claims Paid -- YTD	42,208,409	\$ 4,646,910	\$ 9,206,912	\$ 12,827,260	\$ 18,052,438	\$ 23,598,103	\$ 28,199,068	\$ 33,377,132	\$ 38,323,195	\$ 42,974,396	\$ 48,963,934	\$ 53,508,131
Claims Budget -- YTD	41,738,979	\$ 4,048,231	\$ 8,086,599	\$ 12,572,775	\$ 17,078,407	\$ 21,581,650	\$ 26,061,828	\$ 30,547,055	\$ 35,012,183	\$ 39,465,918	\$ 43,934,332	\$ 48,386,356
RATIOS												
Cash Position to Claims Paid	3.46	2.73	3.10	4.02	2.61	2.17	2.86	2.43	2.47	2.6	1.71	2.34
Claims Paid to Claims Budget -- Month	1.14	1.15	1.13	0.81	1.16	1.23	1.02	1.16	1.11	1.04	1.34	1.02
Claims Paid to Claims Budget -- YTD	1.01	1.15	1.14	1.0	1.1	1.1	1.1	1.09	1.09	1.09	1.11	1.11
Cash Position to IBNR	4.08	3.16	3.07	2.82	2.51	2.16	2.33	2.21	2.15	2.13	1.8	1.87
Assets to Liabilities	2.68	2.51	2.24	2.22	2.06	1.94	1.91	1.83	1.79	1.77	1.61	1.61
Surplus as Months of Claims	2.93	2.55	2.29	2.17	1.95	1.71	1.69	1.55	1.47	1.44	1.13	1.15
IBNR to Claims Budget -- Month	0.96	0.99	1.14	1.15	1.2	1.24	1.26	1.27	1.27	1.27	1.27	1.28

North Jersey Municipal Employee Benefits Fund

CONSOLIDATED BALANCE SHEET

AS OF NOVEMBER 30, 2024

BY FUND YEAR

	NJMEB 2024	NJMEB 2023	CLOSED YEAR	FUND BALANCE
ASSETS				
Cash & Cash Equivalents	(1,058,944)	(2,169,984)	13,862,470	10,633,541
Assessments Receivable (Prepaid)	1,200,471	(1,881)	(3,147)	1,195,443
Interest Receivable	28,107	6,188	196,459	230,754
Specific Excess Receivable	204,358	80,642	-	285,000
Aggregate Excess Receivable	-	-	-	-
Dividend Receivable	-	-	-	-
Prepaid Admin Fees	1,061	-	-	1,061
Other Assets	1,127,437	-	-	1,127,437
Total Assets	1,502,490	(2,085,036)	14,055,781	13,473,236
LIABILITIES				
Accounts Payable	-	(0)	-	(0)
IBNR Reserve	5,672,552	22,063	-	5,694,615
A4 Retiree Surcharge	-	-	-	-
Dividends Payable	-	-	20,831	20,831
Retained Dividends	-	-	2,419,907	2,419,907
Accrued/Other Liabilities	227,719	1,428	-	229,147
Total Liabilities	5,900,271	23,491	2,440,738	8,364,500
EQUITY				
Surplus / (Deficit)	(4,397,781)	(2,108,526)	11,615,043	5,108,736
Total Equity	(4,397,781)	(2,108,526)	11,615,043	5,108,736
Total Liabilities & Equity	1,502,490	(2,085,036)	14,055,781	13,473,236
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						
2024 Budget Report						
AS OF NOVEMBER 30, 2024						
				Cumulative	\$ Variance	% Variance
	Cumulative	Annual	Latest Filed	Expensed		
LINE ITEMS						
Medical Claims Aetna	43,514,441	47,522,822	39,546,391			
Medical Claims Aetna BOEs	500,255	545,019	595,717			
Subtotal Medical Claims	44,014,696	48,067,841	40,142,108	47,547,254	(3,532,558)	-8%
Prescription Claims	2,831,636	3,090,413	2,558,040			
Subtotal Rx Claims	2,831,636	3,090,413	2,558,040	3,909,306	(1,077,670)	-38%
Dental Claims	1,540,024	1,679,776	1,630,553	1,456,482	83,542	5%
Subtotal	48,386,356	52,838,030	44,330,701	52,913,041	(4,526,685)	-9%
Medicare Advantage - United	514,030	559,960	596,569	Included in Medicare Advantage-Aetna below		
Medicare Advantage - Aetna	2,877,296	3,150,816	2,389,779	3,395,674	(4,347)	0%
Reinsurance						
Specific	3,945,250	4,305,777	3,975,900	3,949,402	(4,152)	0%
Wellness	259,417	283,000	283,000	259,416	1	0%
Total Loss Fund	55,982,350	61,137,583	51,575,949	60,517,533	(4,535,183)	-8%
Expenses						
Legal	18,792	20,500	20,500	36,674	(17,882)	-95%
Treasurer	21,480	23,433	23,433	21,483	(3)	0%
Administrator	483,413	528,124	459,793	483,880	(468)	0%
Program Manager -	645,299	705,017	605,584	609,876	35,423	5%
Program Manager - Brokerage	649,453	706,631	717,435	692,450	(42,996)	-7%
TPA - Aetna	889,492	971,340	818,952	890,441	(949)	0%
Wellness Coordinator	22,917	25,000	25,000	8,333	14,583	64%
Dental TPA	71,710	78,246	78,597	71,747	(37)	0%
Actuary	11,673	12,735	12,734	11,679	(6)	0%
Auditor	16,327	17,811	17,811	16,324	3	0%
Subtotal Expenses	2,830,556	3,088,836	2,779,840	2,842,886	(12,330)	0%
Miscellaneous and Special Services						
Misc/Cont(incl. A4 surcharge)	38,958	42,500	42,500	6,464	32,495	83%
Claims and Service Audits	36,667	40,000	40,000	0	-	0%
Affordable Care Act Taxes	12,868	14,052	11,847	15,601	(2,733)	-21%
Subtotal Misc/Sp Svcs	88,493	96,552	94,347	22,064	29,762	34%
Total Expenses	2,919,049	3,185,388	2,874,188	2,864,951	17,431.26	1%
Total Budget	58,901,398	64,322,971	54,450,137	63,382,484	(4,517,752)	-8%

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	To Be Filed pending reorg
Fund Officers	To Be Filed pending reorg
Renewal Resolutions	To Be Filed pending reorg
Indemnity and Trust	To Be Filed pending reorg
New Members	N/A
Withdrawals	N/A
Risk Management Plan and By Laws	To Be Filed pending reorg
Cash Management Plan	To Be Filed pending reorg
Unaudited Financials	9/30/2023 Filed
Annual Audit	12/31/2023 filed
Budget Changes	N/A
Transfers	N/A
Additional Assessments	N/A
Professional Changes	N/A
Officer Changes	N/A
RMP Changes	To Be Filed pending reorg
Bylaw Amendments	N/A
Contracts	To Be Filed pending reorg
Benefit Changes	N/A



Office of the Program Manager
North Jersey Municipal Benefits Fund



An Insurance and Risk Management Corporation

77 Market Street • P.O. Box 100 • Park Ridge, New Jersey 07656 • Phone (201) 573-1000 • Fax (201)573-1004

TO: Executive Committee
North Jersey Municipal Employee Benefits Fund

FROM: The Vozza Agency - Office of the Program Manager

DATE: **January 23, 2025**

RE: **Program Manager's Report**

- Town Visits/Meetings/Plan Change Requests
- Enrollment, Eligibility and Billing
- POCR Fee
- Medicare Part B Premiums
- Medicare Advantage
- Aetna
- Express – Scripts
- Wellness

TOWN VISITS/MEETINGS/PLAN CHANGE REQUESTS

Our office frequently works with towns for review of plan options for union negotiations. If anyone is entering union negotiations and needs assistance, please feel free to contact our office directly to discuss.

ENROLLMENT, ELIGIBILITY, BILLING

The funds policy is to limit retro corrections, including terminations to 60 days. Please check your monthly invoice for accuracy. If you find a discrepancy, please report it immediately to the NJHIF enrollment Team at northernnjenrollments@permainc.com.

- *Use of the WEX (formerly Benefits Express) enrollment system is mandatory.*

Online Enrollment System Training Schedule – 2025

PERMA offers virtual training and a refresher class of the online enrollment system the third Wednesday of each month. The session provides an overview of the Fund's enrollment system and shows HR users how to perform tasks in the system. To gain access to the Fund's enrollment system, each HR user must complete a system access form.

Wednesday, February 19th	10:00 am - 11:00 am
Wednesday, March 19th	10:00 am - 11:00 am
Wednesday, April 16th	10:00 am - 11:00 am
Wednesday, May 21st	10:00 am - 11:00 am
Wednesday, June 18 th	10:00 am - 11:00 am
Wednesday, July 16th	10:00 am - 11:00 am
Wednesday, August 20th	10:00 am - 11:00 am
Wednesday, September 17th	10:00 am - 11:00 am
Wednesday, October 15th	10:00 am - 11:00 am
Wednesday, November 19th	10:00 am - 11:00 am
Wednesday, December 17th	10:00 am – 11:00am

Email: HIFTraining@permainc.com

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 to your email so an invite can be sent.

POCR FEE

On December 3, 2024, the IRS released Notice 2024-83, announcing that the adjusted applicable dollar amount used to determine the PCOR fee for plan years ending on or after October 1, 2024, and before October 1, 2025, is \$3.47.

The PCOR filing deadline is July 31, 2025, for all self-funded medical plans (including level-funded) and some HRAs (including ICHRAs) for plan years (including short plan years) ending in 2024. The NJHIF will be submitting the fee for all NJHIF members.

A "POCR fee" refers to the "Patient-Centered Outcomes Research" fee, which is a tax imposed on health insurance issuers and self-insured health plan sponsors under the Affordable Care Act (ACA) to fund the Patient-Centered Outcomes Research Institute (PCORI) - an organization dedicated to conducting research to improve

healthcare decision-making for patients and caregivers; essentially, it's a fee used to support research on the effectiveness of different medical treatments and procedures.

MEDICARE PART B PREMIUMS

The Centers for Medicare and Medicaid Services (CMS) announced a \$10.30 increase in monthly Medicare Part B premiums for 2025.

The 2025 standard Medicare Part B premium is \$185.

In a press release, the CMS confirmed the much-anticipated Medicare Part B standard premium for 2025 is, as projected, \$185 per person per month, a hefty 5.9% increase from the 2024 standard premium of \$174.70.

This amount is paid by all individuals who have Medicare Part B (unless they receive some help from Medicaid or in plans for low-income seniors).

This year's big jump comes on the heels of another 5.9% increase Part B beneficiaries had to absorb just last year. That means the new 2025 premium is \$20 per month higher than just two years ago when the standard premium was \$164.90.

According to the CMS, the increases over the past couple of years are a result of new estimates and projections of the real costs and usage of Part B services.

Medicare Part B pays 80% of your costs when seeking healthcare services from a physician, specialist, nurse practitioner, physician's assistant, and other healthcare professionals. Part B also covers durable medical equipment such as continuous glucose monitors, walkers, and oxygen tanks. And, if you need outpatient services for chemotherapy or other infusions.

If your income exceeds certain levels on your IRS Form 1040, CMS will charge a higher premium for Part B coverage. Please refer to the 2025 chart below for IRMAA monthly adjusted amounts.

2025 Part B IRMAA: Income-Related Monthly Adjustment Amount			
Medicare MAGI = Adjusted Gross Income + any tax-exempt income 2025 rates based on your 2023 MAGI from IRS Form 1040			
Married Filing Jointly MAGI	Single Filer MAGI	Income-Related Monthly Adjustment Amount (IRMAA)	TOTAL Part B Premium PER PERSON PER MONTH
\$212,000 or less	\$106,000 or less	\$0	\$185.00
\$212k – \$266k	\$106k – \$133k	\$74.00	\$259.00
\$266k – \$334k	\$133k – \$167k	\$185.00	\$370.00
\$334k – \$400k	\$167k – \$200k	\$295.90	\$480.90
\$400k – \$750k	\$200k – \$500k	\$406.90	\$591.90
\$750k+	\$500k+	\$443.90	\$628.90

MEDICARE ADVANTAGE

The Township of Berkeley Heights Medicare Advantage plan through UHC was the only group within the fund that maintained prescription drug coverage under the self-funded plan with Express-Scripts due to the lack of an available MA Rx plan which could provide the same or better RX copays / coverage. The issue was revisited this year with the Twp as the increases in the MA products were double digits due to changes in coverages mandated by CMS and increases in RX costs. Aetna offers a similar plan with a \$1 copay which was presented to Twp as an alternative to move their RX to the Aetna MA product. Twp has requested the move to the Aetna MA plan. All Berkeley Heights retirees will move to the Aetna Medicare Advantage plan with \$1 RX copay effective 3/1/2025. We are in the process of developing transition notices to all affected retirees. Those notices will be sent within the next 7-10 days.

Motion to approve Berkeley Heights change in plans effective 3/1/2025.

Approve _____ Deny _____

AETNA

Reminder: CVS Virtual Health

Beginning January 1, 2025, CVS Virtual Care will replace Teladoc for all NJMEBF Aetna active covered members.

Aetna sent out new member ID cards to all covered members with the CVS Virtual Care information, removing any reference to Teladoc. Member ID numbers did not change.

EXPRESS – SCRIPTS

GLP1 Coverage:

The Omada program became effective on 9/1/2024. Prior to 9/1/2024, our office investigated a member issue who was being denied coverage for a GLP1 for weight loss. Through the course of our investigation, it was identified that the town for which the employee was enrolled excluded weight loss medications and therefore, coverage could not be provided. Further investigation revealed that there were several towns / plans within the fund that included a weight loss or appetite suppressant exclusion. In reviewing further with ESI, they identified 16 people within four towns that were able to get GLP1 drugs for weight loss when they should not have. We were advised that the implementation of the Omada program caused weight loss exclusions to be overridden. We were subsequently advised that when Safeguard Rx was added to the care value utilization management program on 6/1/24, this program also could have overridden the same plan exclusions as the Omada program allowing members who should not have had access to the drugs fill the medications. Our office reached out to the impacted towns to discuss the issue and resolution of the same, which involved direct member contact and a special open enrollment to allow members to change plans where applicable.

Berkeley Heights has opted to include GLP1's for their members and as such, their rates were adjusted accordingly. Knowlton BOE and the Town of Newton both offer an alternate (newer) plan that does not exclude weight loss medications. Six impacted members were given the opportunity to move to the alternate plan through a special open enrollment and as of this writing, one has elected that option so far. Another is changing their coverage from family to P&C and their spouse who was using the drug will get coverage under their employer's plan.

ESI has agreed to reimburse the fund for the cost of these drugs for these members through 1/31/2025. The Fund attorney has communicated with ESI. The Operations Committee was made aware of the situation and approved holding a special open enrollment for groups who offer a plan where coverage can be provided.

We are asking for a motion to ratify the special open enrollment for Newton and Knowlton BOE which ends on January 31, 2025.

Approve _____ Deny _____

The broker of the remaining towns was advised of the issue. As of the date of this writing, we have not received any further communication on these two towns.

In addition, our office has been fielding calls for members having difficulty navigating the transition to the new Omada program. In some cases, the issues were pending members registration with the Omada program however, there has been some confusion on prior authorizations and whether or not they would be required to obtain another prior authorization again once enrolled. I have attached a FAQ for members which should help answer member questions regarding the program. Members having continuing issues accessing the Omada program can contact our office for further review and investigation.

ENCIRCLE RX PROGRAM – GLP-1 DRUGS Update

As presented in our May report, the Encircle / Omada Program establishes specific criteria that must be met for the approval of a GLP-1 drug being prescribed for weight loss such as BMI and enrollment in a lifestyle modification program.

Effective January 1, 2025,

Any new members or members who already have an approved PA for one of the GLP-1 weight loss medications will need to engage in the mandatory guidelines of the program.

- 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 Pre-programmed to the member's ESI account prior to delivery. The scale will record each weigh-in by the member automatically – the member does not need to upload the data into their ESI account. **Members must weigh-in a minimum of 4 times per month.**
- Members must engage with an assigned online Omada coach via a mobile application or web browser a minimum of 4 times per month.
- If members do not adhere to the mandatory requirements of the program following the month in which they are noncompliant, they will not be able to refill their weight loss medication. Members will be required to complete the missing weigh-ins and / or online coaching engagement(s) in order to refill their medication.

2025 Formulary List

Attached is the 2025 Formulary Guide and Exclusion List for your reference.

There are 27 members affected by the new formulary changes with the majority of the affected members taking Humalog, which will remain in place for current users until 1/1/26.

Humira will be excluded for members currently taking the drug effective 7/1/25. There are 4 members impacted by this change. New Humira members will be excluded effective 1/1/25 and will be required to take the biosimilar.

SaveOn SP Savings Report

SaveOnSP, your copay assistance benefit administrator for specialty medications, continues to monitor available specialty manufacturer copay assistance programs to optimize savings opportunities. Drug list modifications for January 1, 2025, ensure alignment with research and are based on the inclusion of the copay assistance benefit in your pharmacy benefit plan design. These changes have minimal plan participant impact. The 2025 drug list is attached separately. Please see further details below:

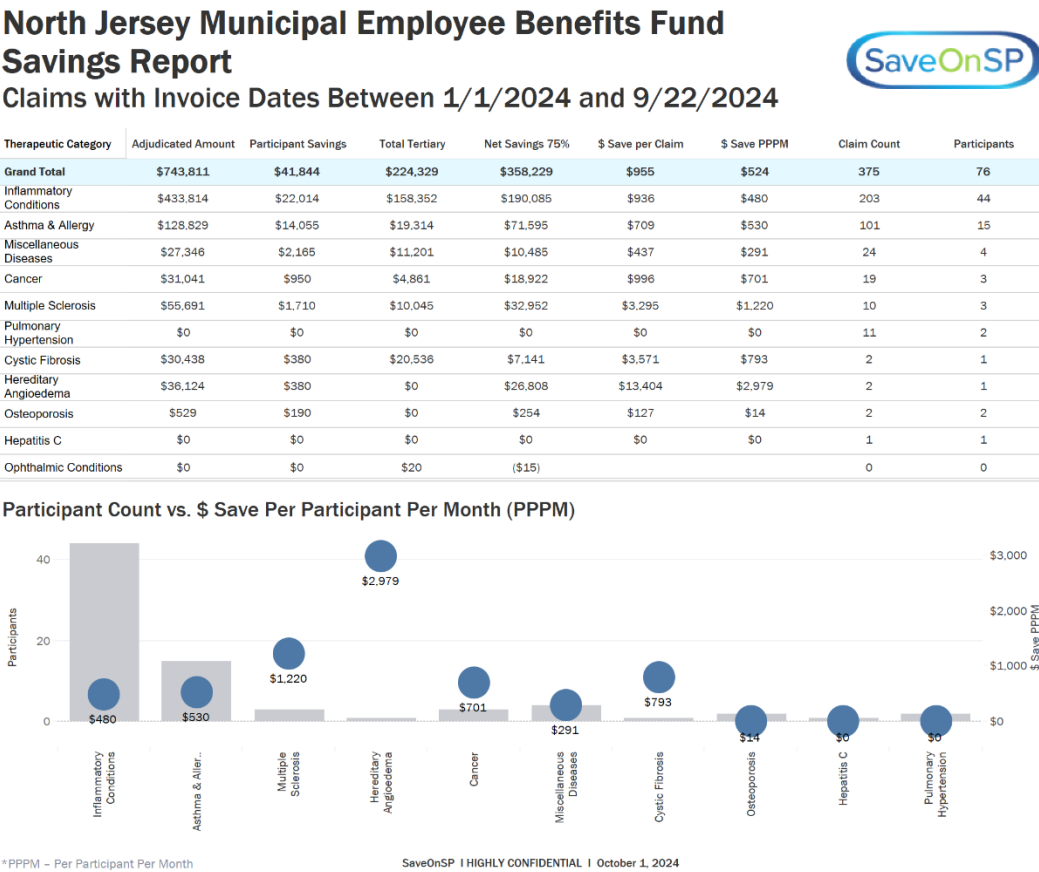
Additions:

Highlighted in green on associated drug list
Communication plan: SaveOnSP will send a letter to impacted plan participants and place follow-up outbound calls.

Removals:

Highlighted in red on associated drug list
Communication plan: SaveOnSP will send a letter to impacted plan participants and place a follow-up outbound call.

Below is the savings report for the period of 1/1/2024 – 9/22/2024. Total net savings for this period was \$358,229.00.



WELLNESS

Wellness Program

We are excited to start our 11th year of the Funds wellness program for Hardyston, Randolph, and Sparta. Diverse wellness programs are one of the ways employers can offer a personalized and flexible health plan for the changing and multi-generational workforce. We anticipate over 500 participants for 2025.

Our office has worked closely with several of our vendors to develop ideas for new screenings and components of the wellness program. In September we received a proposal from Atlantic Health Systems to provide a podiatry screening/coaching with a price of \$86pp. This would be a simple amendment to their current contract which has been approved by the Fund attorney Wellness committee, and is currently with the Contracts committee for approval, we should have approval by the meeting. This amendment is resolution 25-13 in the consent agenda.

2025 Program Outline

- Hardyston, Randolph, and Sparta will be completing a podiatry screening and coaching consultations with Atlantic Health Systems.
- Bloomingdale, Hanover, Lincoln Park, Wantage, and Wharton will be completing on-site metabolism testing and coaching session with a registered dietitian – Vernon Nutrition Center.
- Jefferson, Pequannock, Ringwood will be completing a sleep screening consultation and sleep hygiene coaching session with Atlantic Health Systems.
- Dover will be completing a Fitness evaluation with Fitness Knocking.
- Boonton and Mount Olive will be completing a comprehensive screening with Lifeline screening. (may change due to participation levels and minimum vendor requirements).

We will continue to focus on keeping employees healthy and providing education to help guide them to be educated health care consumers, maximize their benefits, and understand the importance of routine care. Please contact me with any questions or to start receiving these communications. Brittany Vozza bvozza@vozza.com.

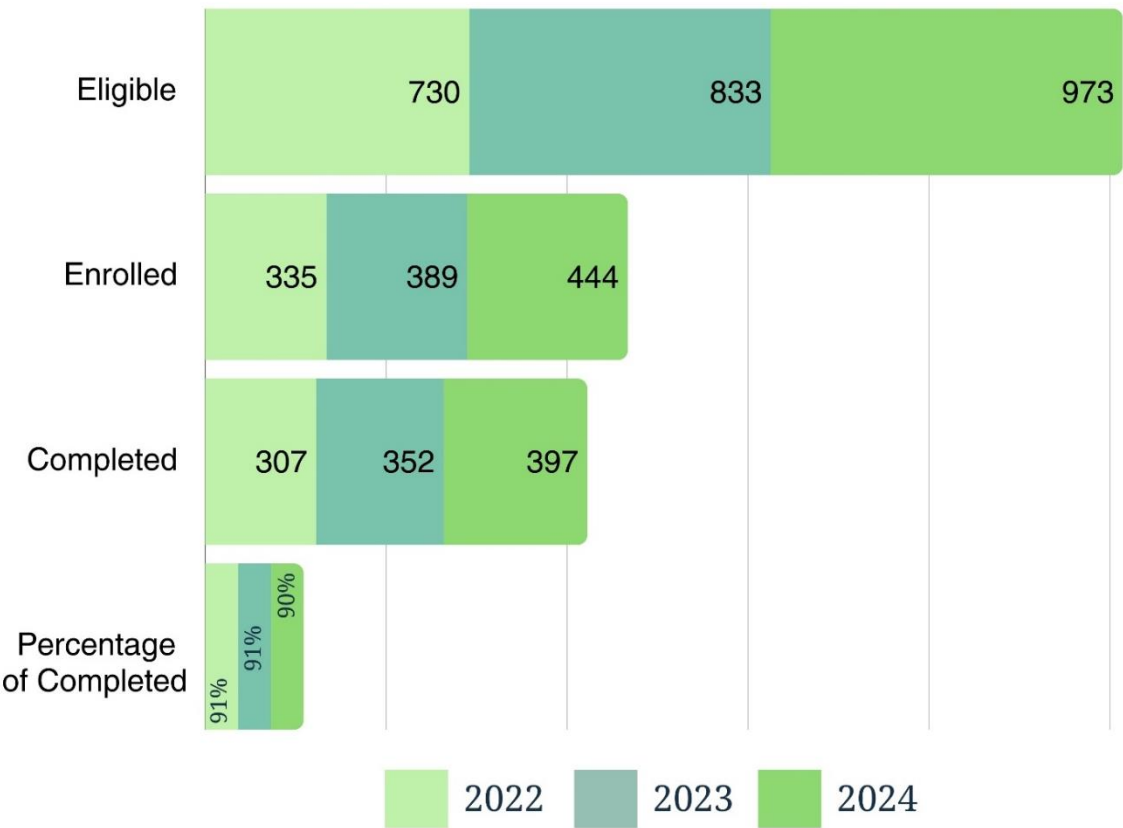
Congratulations to our current members for the excellent 2024 results!

90% of participating members have completed the program.

2024 Program Results				
Member	Eligible	Enrolled	Completed	% Completed
Bloomingdale	55	40	36	90
Dover	140	22	15	68
Hanover	103	42	42	100
Hardyston	50	24	18	75
Jefferson	103	39	31	80
Lincoln Park	69	40	38	95
Pequannock	94	16	16	100
Randolph	132	66	60	91
Ringwood	60	34	30	89
Sparta	100	81	77	95
Wantage	23	22	20	92
Wharton	44	18	14	78
Totals	973	444	397	90



Three Year Results



90% OR MORE OF ENGAGEMENT*

Bloomingdale*

Dover

Hanover*

Hardyston

Jefferson

Lincoln Park*

Pequannock*

Randolph*

Ringwood

Sparta*

Wantage*

Wharton



JEFFERSON

SINCE 2023

SINCE 2024

DOVER



NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

BILLS LIST

Resolution No.

NOVEMBER 2024

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

BE IT RESOLVED that the North Jersey Municipal Employee Benefit Fund's Executive Board,
hereby
authorizes the Fund Treasurer to issue warrents 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>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE PREMIUM 11/24	274,597.01
		274,597.01
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE PREMIUM 11/24	44,742.88
		44,742.88
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 11/24	6,556.42
		6,556.42
AETNA	MEDICAL TPA 11/24	81,966.42
		81,966.42
PERMA	POSTAGE 10/24	11.20
PERMA	ADMIN FEES 11/24	44,902.55
		44,913.75
MICHAEL J. SOCCIO	TREASURER FEE 11/24	1,953.00
		1,953.00
JOSEPH L. VOZZA AGENCY INC.	WELLNESS 11/24	3,393.66
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER FEE 11/24	56,534.53
JOSEPH L. VOZZA AGENCY INC.	PRIOR PERIOD ADJUSTMENTS 11/24	-52.30
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 11/24	26,285.41
		86,161.30
DORSEY & SEMRAU	SPECIAL LITIGATION INV 21783 10/24	341.00
DORSEY & SEMRAU	ATTORNEY RETAINER 11/24	1,667.00
		2,008.00
EMPLOYEE BENEFITS CONSULTING	BROKER FEE 11/24	2,426.76
		2,426.76
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 11/24	2,226.11
		2,226.11
SKYLANDS RISK MANAGEMENT	BROKER FEES 11/24	9,869.92
		9,869.92
BROWN AND BROWN METRO LLC	BROKER FEES 11/24	6,783.61
		6,783.61
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 11/24	1,257.13
		1,257.13
Acrisure NJ Partners Ins. Services, LLC	BROKER FEES 11/24	10,059.93
		10,059.93

THE CANNING GROUP	QPA 11/24	166.67 166.67
NJ ADVANCE MEDIA	A # XNJER0555972-AD 10921755 10/09/24	34.71
NJ ADVANCE MEDIA	A # XNJER0555972-AD 10919587 10/03/24	43.00 77.71
GANNETT NEW YORK NJ LOCALIQ	A# 1184295 INV 6727473-10654919 10/10/24	40.56 40.56
ACCESS	INV 11141501 DEPT 421 9/30/24	220.06 220.06
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 11/24	360,231.07 360,231.07
	Total Payments FY 2024	936,258.31
	TOTAL PAYMENTS ALL FUND YEARS	936,258.31

Chairperson

Attest

Date

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

Resolution No.

DECEMBER 2024

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

BE IT RESOLVED that the North Jersey Municipal Employee Benefit Fund's Executive Board,
hereby
authorizes the Fund Treasurer to issue warrents 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>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE PREMIUM 12/24	269,172.12 269,172.12
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE PREMIUM 12/24	45,929.52 45,929.52
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 12/24	6,499.64 6,499.64
AETNA	MEDICAL TPA 12/24	80,898.84 80,898.84
PERMA	POSTAGE 11/24	82.11
PERMA	ADMIN FEES 12/24	44,243.10 44,325.21
MICHAEL J. SOCCIO	TREASURER FEE 12/24	1,953.00 1,953.00
JOSEPH L. VOZZA AGENCY INC.	WELLNESS 12/24	3,374.10
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER 12/24	56,345.17
JOSEPH L. VOZZA AGENCY INC.	PRIOR PERIOD ADJUSTMENTS 12/24	-807.53
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 12/24	26,205.66 85,117.40
DORSEY & SEMRAU	SPECIAL LITIGATION INV 21871 11/24	1,534.50
DORSEY & SEMRAU	ATTORNEY RETAINER 12/24	1,667.00 3,201.50
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 12/24	2,426.16 2,426.16
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 12/24	2,226.11 2,226.11
SKYLANDS RISK MANAGEMENT	BROKER FEES 12/24	9,738.97 9,738.97
BROWN AND BROWN METRO LLC	BROKER FEES 12/24	5,726.25 5,726.25
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 12/24	1,257.13 1,257.13
Acrisure NJ Partners Ins. Services, LLC	BROKER FEES 12/24	9,755.92 9,755.92

THE CANNING GROUP LLC	QPA 12/24	166.67 166.67
GANNETT NEW YORK NJ LOCALIQ	A# 1184295 INV 6727473-10631673 10/4/24	50.68 50.68
ACCESS	INV 11186065 DEPT 421 10/31/24	250.96 250.96
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 12/24	356,375.31 356,375.31
	Total Payments FY 2024	925,071.39
	TOTAL PAYMENTS ALL FUND YEARS	925,071.39

Chairperson

Attest Date

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
SUPPLEMENT BILLS LIST**

Resolution No.

DECEMBER 2024

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

BE IT RESOLVED that the North Jersey Municipal Employee Benefit Fund's Executive Board,
hereby
authorizes the Fund Treasurer to issue warrents 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>
ERIN PALINSKI-WADE RD dba	METABOLISM TESTING INV 09302024 9/24	15,324.42
ERIN PALINSKI-WADE RD dba	METABOLISM TESTING INV 10172024 10/24	6,056.28
ERIN PALINSKI-WADE RD dba	NUTRITION TEST INV 11252024 11/24	150.00
		21,530.70
	Total Payments FY 2024	21,530.70
	TOTAL PAYMENTS ALL FUND YEARS	21,530.70

Chairperson

Attest

Date

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

Resolution No.

JANUARY 2025

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

BE IT RESOLVED that the North Jersey Municipal Employee Benefit Fund's Executive Board,
hereby
authorizes the Fund Treasurer to issue warrents 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>
INSPIRA FINANCIAL HEALTH, INC	RANDOLPH TWP. 12/10/24	3.00 3.00
PERMA	POSTAGE 12/24	84.49 84.49
DORSEY & SEMRAU	SPEC. LITIGATION INV 21972 12/24	1,069.50 1,069.50
NJ ADVANCE MEDIA	A # XNJER0555972-AD 10946327 12/17/24	17.20 17.20
GANNETT NEW YORK NJ LOCALIQ	A# 1184295 INV 6847761-10826437 12/5/24	61.68 61.68
ACCESS	INV 11289456 DEPT 421 11/30/24	220.06 220.06
USA CONNECT	2024 WELLNESS PREPAID VISA- INV 7727377	193,904.16 193,904.16
Total Payments FY 2024		195,360.09

FUND YEAR 2025

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE PREM. 01/25	274,184.99 274,184.99
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE PREM 01/25	45,201.52 45,201.52
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA FEES 01/25	6,593.16 6,593.16
AETNA	MEDICAL TPA FEES 01/25	82,599.06 82,599.06
PERMA	ADMIN FEES 01/25	45,838.04 45,838.04
ACTUARIAL SOLUTIONS, LLC	ACTUARY FEES Q1 2025	3,250.00 3,250.00

MICHAEL J. SOCCIO	TREASURER FEES 01/25	1,914.50 1,914.50
JOSEPH L. VOZZA AGENCY INC.	WELLNESS 01/25	3,467.74
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 01/25	27,003.33
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER FEES 01/25	57,757.34 88,228.41
DORSEY & SEMRAU	ATTORNEY MONTHLY RETAINER 01/25	1,667.00 1,667.00
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 01/25	2,463.05 2,463.05
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 01/25	2,270.83 2,270.83
SKYLANDS RISK MANAGEMENT	BROKER FEES 01/25	10,296.42 10,296.42
BROWN AND BROWN METRO LLC	BROKER FEES 01/25	6,844.06 6,844.06
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 01/25	1,307.95 1,307.95
Acrisure NJ Partners Ins. Services, LLC	BROKER FEES 01/25	10,120.14 10,120.14
THE CANNING GROUP LLC	QPA- 2025-01	166.67 166.67
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 01/25	376,298.47 376,298.47
	Total Payments FY	959,244.27
	TOTAL PAYMENTS ALL FUND YEARS	1,154,604.36

Chairperson

Attest

Date

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: 2024 Month Ending: November										
	Medical	Dental	Rx	Reinsurance	Dividend Reserve	LFC	Admin	0	0	TOTAL
OPEN BALANCE	9,380,829.86	44,677.19	(1,726,201.28)	(127,308.74)	2,384,476.30	0.00	296,380.95	0.00	0.00	10,252,854.28
RECEIPTS										
Assessments	4,717,459.96	139,284.17	279,517.77	385,833.39	0.00	0.00	311,401.35	0.00	0.00	5,833,496.64
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	13,883.65	63.29	0.00	70.94	2,865.76	0.00	356.21	0.00	0.00	17,239.85
Invest Adj	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Invest	13,883.65	63.29	0.00	70.94	2,865.76	0.00	356.21	0.00	0.00	17,239.85
Other *	365,573.64	432.08	95,727.94	0.00	0.00	0.00	0.00	0.00	0.00	461,733.66
TOTAL	5,096,917.25	139,779.54	375,245.71	385,904.33	2,865.76	0.00	311,757.56	0.00	0.00	6,312,470.15
EXPENSES										
Claims Transfers	4,224,796.31	103,102.25	646,801.90	0.00	0.00	0.00	0.00	0.00	0.00	4,974,700.46
Expenses	0.00	0.00	0.00	360,231.07	0.00	0.00	576,027.24	0.00	0.00	936,258.31
Other *	20,833.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,833.33
TOTAL	4,245,629.64	103,102.25	646,801.90	360,231.07	0.00	0.00	576,027.24	0.00	0.00	5,931,792.10
END BALANCE	10,232,117.47	81,354.48	(1,997,757.47)	(101,635.48)	2,387,342.06	0.00	32,111.27	0.00	0.00	10,633,532.33

CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES									
North Jersey Municipal Employee Benefits Fund									
Month		November							
Current Fund Year		2024							
		1.	2.	3.	4.	5.	6.	7.	8.
Policy		Calc. Net	Monthly	Monthly	Calc. Net	TPA Net	Variance	Delinquent	Change
Year	Coverage	Paid Thru	Net Paid	Recoveries	Paid Thru	Paid Thru	To Be	Unreconciled	This
		Last Month	November	November	November	November	Reconciled	Variance From	Month
2024	Medical	40,856,686.14	4,170,588.89	0.00	45,027,275.03	0.00	45,027,275.03	40,856,686.14	4,170,588.89
	Dental	1,233,475.47	103,102.25	0.00	1,336,577.72	0.00	1,336,577.72	1,233,475.47	103,102.25
	Rx	4,656,572.59	649,747.56	0.00	5,306,320.15	0.00	5,306,320.15	4,656,572.59	649,747.56
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	46,746,734.20	4,923,438.70	0.00	51,670,172.90	0.00	51,670,172.90	46,746,734.20	4,923,438.70
2023	Medical	5,359,308.16	26,633.87	0.00	5,385,942.03	0.00	5,385,942.03	5,359,308.16	26,633.87
	Dental	91,060.49	0.00	0.00	91,060.49	0.00	91,060.49	91,060.49	0.00
	Rx	155,643.23	(2,945.66)	0.00	152,697.57	0.00	152,697.57	155,643.23	(2,945.66)
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	5,606,011.88	23,688.21	0.00	5,629,700.09	0.00	5,629,700.09	5,606,011.88	23,688.21
2022	Medical	155,252.16	0.00	0.00	155,252.16	0.00	155,252.16	155,252.16	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	155,252.16	0.00	0.00	155,252.16	0.00	155,252.16	155,252.16	0.00
2021	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	80,264.27	27,573.55	0.00	107,837.82	0.00	107,837.82	80,264.27	27,573.55
	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	80,264.27	27,573.55	0.00	107,837.82	0.00	107,837.82	80,264.27	27,573.55
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	0.00	0.00	0.00	0.00	0.00
	TOTAL	52,588,262.51	4,974,700.46	0.00	57,562,962.97	0.00	57,562,962.97	52,588,262.51	4,974,700.46

SUMMARY OF CASH AND INVESTMENT INSTRUMENTS						
North Jersey Municipal Employee Benefits Fund						
ALL FUND YEARS COMBINED						
CURRENT MONTH	November					
CURRENT FUND YEAR	2024					
Description:		CASH MANAGEMENT FUND	TD BANK ASSET MANAGEMENT	TD Bank Gift Card Account	Investors Bank	CITIZENS
ID Number:						
Maturity (Yrs)						
Purchase Yield:						
TOTAL for All Accts & instruments						
Opening Cash & Investment Balance	\$10,252,854.52	3,310,969.47	7,511,018.54	-	- -	569,133.49
Opening Interest Accrual Balance	\$201,203.30	-	201,203.30	-	-	-
1	Interest Accrued and/or Interest Cost	\$29,653.51	\$0.00	\$29,653.51	\$0.00	\$0.00
2	Interest Accrued - discounted Instr.s	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3	(Amortization and/or Interest Cost)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4	Accretion	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
5	Interest Paid - Cash Instr.s	\$18,744.52	\$8,155.45	\$1,773.38	\$0.00	\$8,815.69
6	Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7	Realized Gain (Loss)	-\$1,504.68	\$0.00	-\$1,504.68	\$0.00	\$0.00
8	Net Investment Income	\$46,893.35	\$8,155.45	\$29,922.21	\$0.00	\$8,815.69
9	Deposits - Purchases	\$9,674,396.60	\$0.00	\$0.00	\$0.00	\$9,674,396.60
10	(Withdrawals - Sales)	-\$9,310,958.77	-\$3,000,000.00	-\$400,000.00	\$0.00	-\$5,910,958.77
Ending Cash & Investment Balance		\$10,633,532.19	\$319,124.92	\$7,111,287.24	\$0.00	\$3,203,120.03
Ending Interest Accrual Balance		\$230,856.81	\$0.00	\$230,856.81	\$0.00	\$0.00
Plus Outstanding Checks		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
(Less Deposits in Transit)		-\$105,014.00	\$0.00	\$0.00	\$0.00	-\$105,014.00
Balance per Bank		\$10,528,518.19	\$319,124.92	\$7,111,287.24	\$0.00	\$3,098,106.03
		\$16,695,334.49	\$3,154,962.17	\$7,326,937.89	\$0.00	\$6,213,434.43

DORSEY & SEMRAU

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IN MEMORIAM:
JOHN H. DORSEY
(1937-2018)

December 16, 2024

Charles Yuk, Director Account Management
Public Sector Division
Express Scripts by Evernorth
115 Tabor Road
Morris Plains NJ 07950
Via email only: Charles_Yuk@express-scripts.com

RE: GLP1 Drugs for weight loss (Semaglutide and Tirzepatide) authorized in error

Dear Mr. Yuk,

This firm represents the North Jersey Municipal Employee Benefits Fund (hereinafter, "the Fund"). As you may be aware, the Fund Program Manager recently discovered that Express Scripts by Evernorth (hereinafter "ESI), and which as you know serves as the Fund's Pharmacy Benefits Manager, has approved GLP1 drugs in error for sixteen (16) individuals who are covered as Fund members.

We understand that ESI has taken full responsibility for its error, and has further communicated to the Fund Program Manager that it is "accepting all costs" for this mistake "up to and until the matter is corrected within a couple of weeks" As such, upon the legal recommendations of both Fred Semrau, Esq. and the undersigned as Fund counsel, and as approved by the Operations Committee, we herein direct on behalf of the Fund that you immediately stop any further authorizations in error, but continue providing the GLP1 drugs to the above-noted individuals until we have been provided satisfactory medical information, by way of a medical opinion which opines to a reasonable degree of medical certainty, that stopping this drug will not be harmful to any of the users, and which further opines on any required "weaning off" period.

While we appreciate ESI's cooperation in admitting its mistake, on behalf of the Fund, we herein hold ESI responsible for the consequences of its error. This letter is sent without prejudice and any resolution of this matter is binding only by an agreement between the parties.

If you have any questions, or would like to discuss, please do not hesitate to contact me.

Sincerely yours,

Edward R. Pasternak, Esq.
DORSEY & SEMRAU, LLC
Attorneys for the North Jersey
Municipal Employee Benefits Fund

cc: Vozza Agency
client



**NORTH JERSEY MUNICIPAL
EMPLOYEE BENEFITS FUND**

Monthly Claim Activity Report

JANUARY 23, 2025



NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

	MEDICAL CLAIMS PAID 2023	# OF EES	PER EE	MEDICAL CLAIMS PAID 2024	# OF EES	PER EE
JANUARY	\$2,295,816	1,496	\$ 1,535	\$3,931,217	1,920	\$ 2,048
FEBRUARY	\$2,276,872	1,502	\$ 1,516	\$3,769,432	1,881	\$ 2,004
MARCH	\$2,379,988	1,503	\$ 1,583	\$2,964,735	2,084	\$ 1,423
APRIL	\$2,612,511	1,605	\$ 1,628	\$4,417,158	2,094	\$ 2,109
MAY	\$3,090,950	1,668	\$ 1,853	\$4,419,584	2,098	\$ 2,107
JUNE	\$3,170,703	1,662	\$ 1,908	\$3,489,075	2,091	\$ 1,669
JULY	\$2,465,662	1,669	\$ 1,477	\$4,264,290	2,087	\$ 2,043
AUGUST	\$3,717,731	1,719	\$ 2,163	\$3,899,598	2,086	\$ 1,869
SEPTEMBER	\$2,976,764	1,836	\$ 1,621	\$3,622,277	2,076	\$ 1,745
OCTOBER	\$3,092,101	1,865	\$ 1,658	\$4,935,236	2,079	\$ 2,374
NOVEMBER	\$2,906,862	1,866	\$ 1,558	\$3,436,587	2,073	\$ 1,658
DECEMBER	\$3,142,985	1,880	\$ 1,672			
TOTALS	\$34,128,946			\$43,149,188		
				2024 Average	2,052	\$1,913
				2023 Average	1,689	\$1,681

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: 09/01/2024 - 09/30/2024
Service Dates: 01/01/2011 - 09/30/2024
Line of Business: All

	Paid Amt	Diagnosis/Treatment
	\$104,867.63	HYPERTROPHY OF BREAST
Total:	\$104,867.63	

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: 10/01/2024 - 10/31/2024
Service Dates: 01/01/2011 - 10/31/2024
Line of Business: All

	Paid Amt	Diagnosis/Treatment
	\$257,593.94	SPINAL STENOSIS, LUMBAR REGION WITH NEUROGENI
	\$227,250.44	TRAUMATIC SUBARACHNOID HEMORRHAGE WITH LOSS OF
	\$121,759.98	SPINAL STENOSIS, LUMBAR REGION WITH NEUROGENIC
	\$108,212.40	NONTRAUMATIC SUBDURAL HEMORRHAGE, UNSPECIFIED
Total:	\$714,816.76	



North Jersey Municipal Employee Benefits Fund

12/1/2023 through 11/30//2024 (unless otherwise noted)

Dashboard

Medical Claims Paid:

January 2024- November 2024

Total Medical Paid per EE: **\$1,913**

Network Discounts

Inpatient: **65.4%**
Ambulatory: **68.9%**
Physician/Other: **68.0%**
TOTAL: 67.8%

Provider Network

% Admissions In-Network: **96.6%**
% Physician Office: **92.4%**

Aetna Book of Business:

Admissions 98.4%; Physician 91.2%

Top Facilities Utilized (by total Medical Spend)

- Morristown Medical Center
- Newton Medical Center
- Chilton Medical Center
- Saint Clare's Hospital
- Cooperman Barnabas Medical

Catastrophic Claim Impact

January 2024- November 2024

Number of Claims Over \$50,000:

120 Claimants per 1000 members:
22.9

Avg. Paid per Claimant: **\$123,757**

Percent of Total Paid: **37.8%**

- Aetna BOB- HCC account for an average of 43.6% of total Medical Cost

Aetna One Flex Member Outreach: thru November 2024

Total Members Identified: **1,374**

Members Targeted for 1:1 Nurse
Support : **268**

Members Targeted for digital activity:
1,106

Member 1:1 outreach completed:
255

Member 1:1 Outreach in Progress: **13**

Teladoc Activity:

January 2024 thru November 2024

Total Registrations: **105**

Total Online Visits: **277**

Total Net Claims Savings: **\$133,439**

Total Visits w/ Rx: **221**

Mental Health Visits: **29**

Dermatology Visits: **21**

Service Center Performance Goal Metrics YTD 2024

Customer Service Performance

1st Call Resolution: **93.68%**
Abandonment Rate: **0.80%**
Avg. Speed of Answer: **26.1 sec**

Claims Performance

Financial Accuracy: **98.68%***
*Q2 2024

90% processed w/in: **6.3 days**
95% processed w/in: **11.7 days**

Claims Performance (Monthly) (November 2024)

90% processed w/in: **6.2 days**
95% processed w/in: **10.8 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: **3**



EXPRESS SCRIPTS®

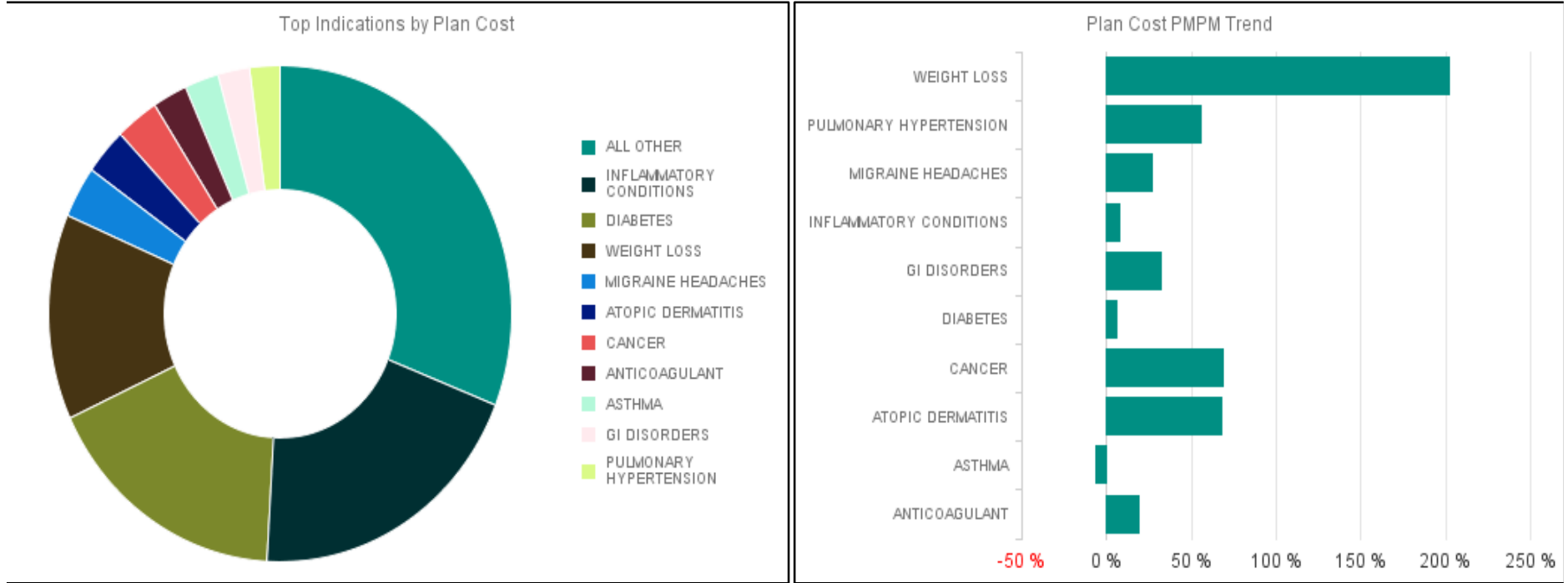
North Jersey Municipal Employee Benefits Fund - Monthly Utilization Tracking Report

Total Component/Date of Service (Month)	2023 01	2023 02	2023 03	2023 Q1	2023 04	2023 05	2023 06	2023 Q2	2023 07	2023 08	2023 09	2023 Q3	2023 10	2023 11	2023 12	2023 Q4	2023 YTD
Membership	3,873	3,863	3,887	3,874	4,143	4,320	4,331	4,265	4,342	4,485	4,817	4,548	4,889	4,905	4,919	4,904	4,398
Total Days	153,428	137,350	155,285	446,063	150,154	171,679	168,062	489,895	167,616	182,884	176,070	526,570	193,309	185,189	190,970	569,468	2,031,996
Total Patients	1,550	1,471	1,557	2,318	1,557	1,713	1,694	2,577	1,661	1,720	1,812	2,735	2,001	1,918	2,032	3,017	3,941
Total Plan Cost	\$548,171	\$576,692	\$662,404	\$1,787,268	\$584,221	\$747,892	\$850,782	\$2,182,895	\$810,505	\$893,758	\$835,235	\$2,539,498	\$906,849	\$926,193	\$976,059	\$2,809,101	\$9,318,762
Generic Fill Rate (GFR) - Total	83.3%	84.4%	84.9%	84.2%	85.6%	86.8%	85.0%	85.8%	85.2%	85.5%	83.4%	84.7%	81.7%	84.7%	86.4%	84.3%	84.7%
Plan Cost PMPM	\$141.54	\$149.29	\$170.42	\$153.77	\$141.01	\$173.12	\$196.44	\$170.62	\$186.67	\$199.28	\$173.39	\$186.13	\$185.49	\$188.83	\$198.43	\$190.93	\$176.58
Total Specialty Plan Cost	\$192,512	\$223,063	\$248,701	\$664,276	\$205,135	\$301,686	\$387,694	\$894,515	\$354,876	\$383,566	\$325,876	\$1,064,318	\$352,165	\$397,833	\$435,410	\$1,185,408	\$3,808,517
Specialty % of Total Specialty Plan Cost	35.1%	38.7%	37.5%	37.2%	35.1%	40.3%	45.6%	41.0%	43.8%	42.9%	39.0%	41.9%	38.8%	43.0%	44.6%	42.2%	40.9%

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			
Total Days	203,129	186,442	209,955	599,526	224,391	220,266	206,816	651,473	238,216	211,991	215,583	665,790	231,272	209,446			
Total Patients	1,970	1,908	2,198	3,207	2,174	2,116	2,096	3,245	2,163	2,060	2,103	3,199	2,270	2,182			
Total Plan Cost	\$865,276	\$792,400	\$1,083,188	\$2,740,864	\$1,103,099	\$1,184,908	\$1,238,550	\$3,526,557	\$1,181,579	\$1,302,011	\$1,313,189	\$3,796,779	\$1,290,700	\$1,162,594			
Generic Fill Rate (GFR) - Total	86.0%	87.0%	86.5%	86.5%	86.0%	85.8%	84.9%	85.6%	84.4%	83.7%	81.8%	83.3%	81.8%	83.7%			
Plan Cost PMPM	\$176.41	\$162.61	\$199.78	\$180.32	\$202.78	\$217.97	\$228.22	\$216.31	\$218.57	\$241.34	\$244.00	\$234.62	\$238.93	\$215.81			
% Change Plan Cost PMPM	24.6%	8.9%	17.2%	17.3%	43.8%	25.9%	16.2%	26.8%	17.1%	21.2%	40.8%	26.1%	28.6%	14.2%			
Total Specialty Plan Cost	\$308,439	\$274,926	\$466,401	\$1,049,766	\$465,441	\$510,693	\$521,653	\$1,497,787	\$354,254	\$525,688	\$522,866	\$1,402,808	\$489,981	\$423,100			
Specialty % of Total Specialty Plan Cost	35.6%	34.7%	43.1%	38.3%	42.2%	43.1%	42.1%	42.5%	30.0%	40.4%	39.8%	36.9%	38.0%	36.4%			

Top Indications

N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2024 - 11/2024 vs. Previous Period 01/2023 - 11/2023) Peer = Government - National Preferred Formulary

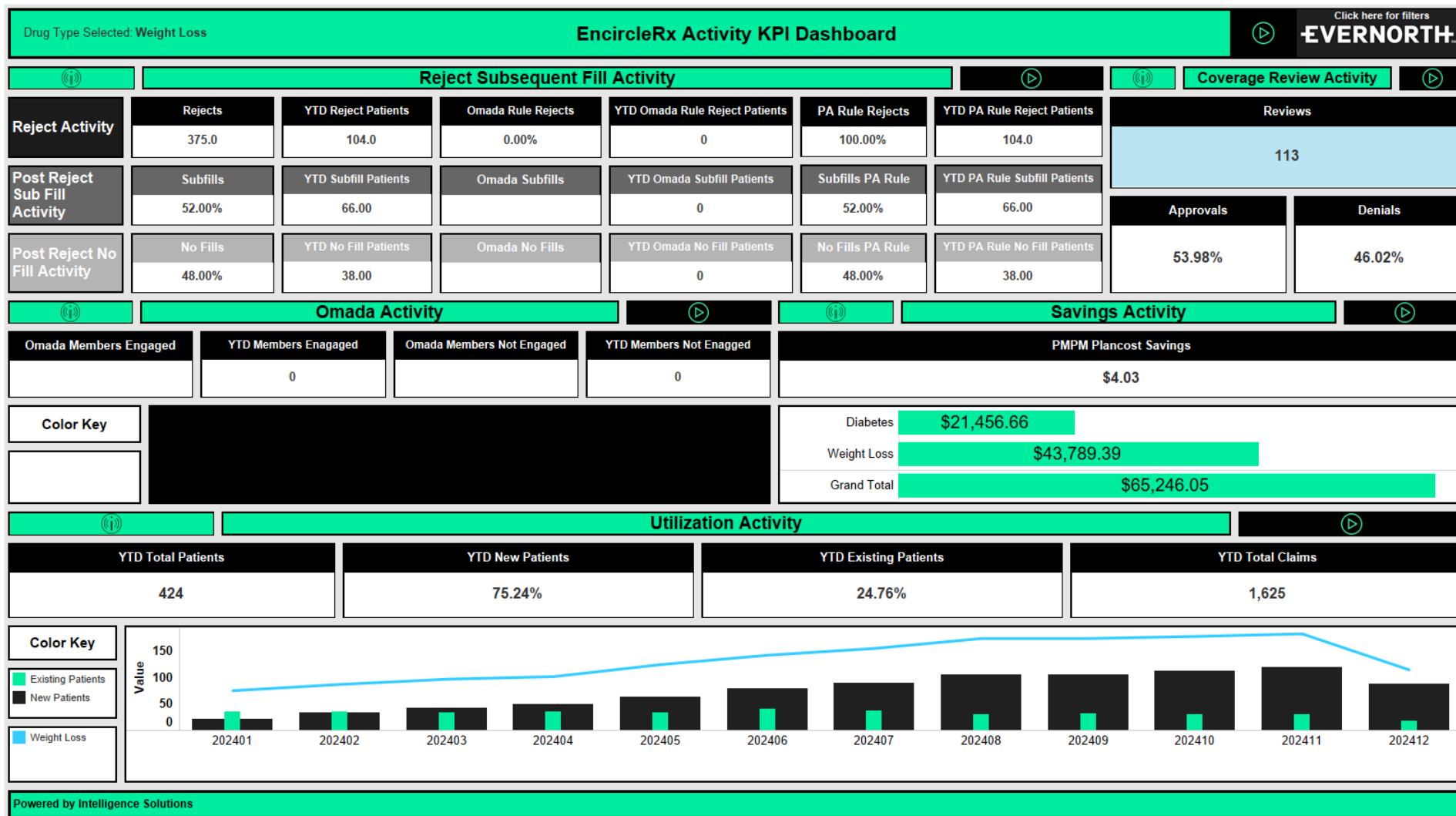


			Current Period						Previous Period						Trend
Rank	Peer Rank	Indication	Market Share	Adjusted RxS	Plan Cost	Plan Cost PMPM	GFR	Peer GFR	Market Share	Adjusted RxS	Plan Cost	Plan Cost PMPM	GFR	Peer GFR	Plan Cost PMPM
1	2	INFLAMMATORY CONDITIONS	28.8 %	666	\$2,490,668	\$42.59	37.8 %	32.8 %	34.9 %	520	\$1,900,315	\$39.71	39.6 %	38.9 %	7.3 %
2	1	DIABETES	24.9 %	6,755	\$2,150,407	\$36.77	32.5 %	25.6 %	30.6 %	5,511	\$1,664,659	\$34.79	32.0 %	28.0 %	5.7 %
3	4	WEIGHT LOSS	19.4 %	1,591	\$1,674,851	\$28.64	2.7 %	4.9 %	8.3 %	436	\$453,446	\$9.48	11.5 %	11.0 %	202.3 %
4	5	MIGRAINE HEADACHES	4.9 %	658	\$421,061	\$7.20	40.3 %	52.6 %	5.0 %	490	\$272,598	\$5.70	42.2 %	55.1 %	26.4 %
5		ATOPIC DERMATITIS	4.4 %	816	\$379,614	\$6.49	82.7 %	NA	3.4 %	623	\$185,667	\$3.88	88.1 %	NA	67.3 %
6	3	CANCER	4.4 %	464	\$376,769	\$6.44	95.0 %	75.8 %	3.4 %	321	\$182,579	\$3.82	94.4 %	77.6 %	68.9 %
7	7	ANTICOAGULANT	3.5 %	678	\$301,939	\$5.16	13.3 %	18.8 %	3.8 %	541	\$207,409	\$4.33	20.7 %	21.5 %	19.1 %
8	6	ASTHMA	3.4 %	2,926	\$297,030	\$5.08	85.4 %	88.0 %	4.8 %	2,507	\$260,344	\$5.44	76.5 %	79.4 %	-6.6 %
9	8	GI DISORDERS	3.2 %	493	\$276,904	\$4.74	44.0 %	56.8 %	3.2 %	383	\$172,142	\$3.60	45.2 %	58.8 %	31.6 %
10	9	PULMONARY HYPERTENSION	3.1 %	17	\$265,524	\$4.54	35.3 %	57.8 %	2.6 %	16	\$139,373	\$2.91	62.5 %	54.1 %	55.9 %
Total Top 10				15,064	\$8,634,767	\$147.67	44.4 %	42.0 %		11,348	\$5,438,533	\$113.65	46.6 %	43.7 %	29.9 %

Top Drugs

N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2024 - 11/2024 vs. Previous Period 01/2023 - 11/2023) Peer = Government - National Preferred Formulary

					Current Period				Previous Period				Trend
Rank	Peer Rank	Brand Name	Indication	Specialty Drug	Adjusted Rxs	Patients	Plan Cost	Plan Cost PMPM	Adjusted Rxs	Patients	Plan Cost	Plan Cost PMPM	Plan Cost PMPM
1	11	WEGOVY	WEIGHT LOSS	N	809	139	\$996,366	\$17.04	343	65	\$421,480	\$8.81	93.5 %
2	13	ZEPBOUND	WEIGHT LOSS	N	690	114	\$663,098	\$11.34	NA	NA	NA	NA	NA
3	6	STELARA	INFLAMMATORY CONDITIONS	Y	69	7	\$653,256	\$11.17	50	7	\$570,413	\$11.92	-6.3 %
4	3	OZEMPIC	DIABETES	N	639	86	\$557,733	\$9.54	435	60	\$371,563	\$7.76	22.8 %
5	1	MOUNJARO	DIABETES	N	558	81	\$546,457	\$9.35	201	40	\$188,164	\$3.93	137.7 %
6	21	ENBREL SURECLICK	INFLAMMATORY CONDITIONS	Y	46	5	\$276,777	\$4.73	34	5	\$181,108	\$3.78	25.1 %
7	179	TYVASO DPI	PULMONARY HYPERTENSION	Y	11	2	\$264,190	\$4.52	6	1	\$137,373	\$2.87	57.4 %
8	12	SKYRIZI PEN	INFLAMMATORY CONDITIONS	Y	38	4	\$246,855	\$4.22	31	3	\$180,773	\$3.78	11.8 %
9	20	RINVOQ	INFLAMMATORY CONDITIONS	Y	35	4	\$224,895	\$3.85	3	1	\$12,996	\$0.27	1316.2 %
10	24	ELIQUIS	ANTICOAGULANT	N	393	59	\$205,184	\$3.51	236	40	\$114,350	\$2.39	46.8 %
11		DUPIXENT PEN	ATOPIC DERMATITIS	Y	71	8	\$202,756	\$3.47	41	7	\$100,308	\$2.10	65.4 %
12	10	JARDIANCE	DIABETES	N	326	38	\$178,538	\$3.05	233	26	\$124,235	\$2.60	17.6 %
13	4	HUMIRA(CF) PEN	INFLAMMATORY CONDITIONS	Y	23	5	\$173,995	\$2.98	28	6	\$163,491	\$3.42	-12.9 %
14	346	KOSELUGO	CANCER	Y	16	1	\$163,879	\$2.80	NA	NA	NA	NA	NA
15	26	TALTZ AUTOINJECTOR	INFLAMMATORY CONDITIONS	Y	32	6	\$163,137	\$2.79	32	6	\$164,673	\$3.44	-18.9 %
16	22	FARXIGA	DIABETES	N	295	35	\$154,344	\$2.64	239	30	\$121,246	\$2.53	4.2 %
17		DUPIXENT SYRINGE	ATOPIC DERMATITIS	Y	52	5	\$137,768	\$2.36	24	3	\$58,333	\$1.22	93.3 %
18	29	OTEZLA	INFLAMMATORY CONDITIONS	Y	37	7	\$130,271	\$2.23	35	6	\$115,460	\$2.41	-7.7 %
19	30	NURTEC ODT	MIGRAINE HEADACHES	N	95	19	\$124,781	\$2.13	61	17	\$70,523	\$1.47	44.8 %
20	18	TRULICITY	DIABETES	N	124	18	\$109,081	\$1.87	179	24	\$151,767	\$3.17	-41.2 %
21	48	QULIPTA	MIGRAINE HEADACHES	N	107	16	\$106,710	\$1.82	77	10	\$70,825	\$1.48	23.3 %
22	61	HUMIRA(CF)	INFLAMMATORY CONDITIONS	Y	18	2	\$105,997	\$1.81	22	2	\$136,925	\$2.86	-36.6 %
23		TAZVERIK	CANCER	Y	6	1	\$99,871	\$1.71	4	1	\$54,296	\$1.13	50.5 %
24	246	OALIVA	GI DISORDERS	Y	12	1	\$99,514	\$1.70	3	1	\$19,552	\$0.41	316.5 %
25	33	RYBELSUS	DIABETES	N	111	15	\$96,814	\$1.66	138	16	\$119,046	\$2.49	-33.4 %
Total Top 25					4,613		\$6,682,270	\$114.28	2,455		\$3,648,898	\$76.25	49.9 %



**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
 CONSENT AGENDA
 JANUARY 23, 2024**

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 _____
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**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPOINTING
PROFESSIONALS AND AWARDING CONTRACTS
FOR FUND YEAR 2025**

WHEREAS, the North Jersey Municipal Employee Benefits Fund is duly constituted as a Health Benefits Joint Insurance Fund and is subject to certain requirements of the Local Public Contracts Law and the Local Unit Pay-to-Play Law; and,

WHEREAS, the Fund found it necessary and appropriate to obtain certain professional services and other extraordinary and other unspecifiable services, as defined in the Local Public Contracts Law, (N.J.S.A. 40A:11-4.1 et seq.) for the 2025 Fund year; and,

WHEREAS, the Fund recommended the award of contracts to the below listed Professional Service Providers and service organizations based on a review of their; responses, experience and prior service provided at the rates established by the Executive Committee; and,

WHEREAS, the process was administered as required by law by the Qualified Purchasing Agent who has concurred with the legality of the purchase in accord with the New Jersey Local Publics Contract Law (N.J.S.A. 40A:11-1 et seq.); and,

WHEREAS, the term of contract is allowable for up to five (5) years as authorized under N.J.S.A.40A:11-4.1 et. Seq.,

WHEREAS, the Fund resolves to appoint the Professionals – noted below –commencing on January 1, 2024 (unless otherwise noted) with four option additional one year extensions at its January 2025 Reorganization Meeting in accordance with a fair and open process pursuant to N.J.S.A. 19:44A-20.4 et. Seq.,

NOW THEREFORE BE IT RESOLVED by the Executive Committee that the following professional service appointments and contract awards are hereby made for 2025:

- I. **PERMA Risk Management Services as Administrator** is hereby appointed as **Executive Director (Brandon Lodics, Executive Director and Emily Koval, Associate Executive Director)** and as **agent for process of service:** \$11.99 per employee, per month will be expended to the Administrator. The estimated annual amount of \$545,654 has been appropriated in the Administrator line item of the 2025 budget. In addition, \$40,000 will be paid for special claim and operation audits. (Contract term January 1, 2023- December 31, 2025)
- II. **Aetna** is hereby appointed to serve as the FUND's **Medical Claims Administrator.** \$39.54 per employee, per month will be expended to the Claims Administrator. The estimated annual amount of \$1,036,763 has been appropriated in the Medical TPA line item of the 2025 budget. (Contract term January 1, 2025- December 31, 2025)

- III. **Delta Dental** is hereby appointed to serve as the FUND's **Dental Claims Administrator**. \$3.34 per medical employee, per month will be expended to the TPA. The estimated annual amount of \$77,956 has been appropriated in the Dental TPA line item of the 2025 budget. (Contract Term January 1, 2024 – December 31, 2026)
- IV. **Actuarial Solutions LLC (John Vataha)** is hereby is appointed to serve as the FUND's **Fund Actuary**. The annual amount of \$13,000 has been appropriated in the Actuary line item of the 2025 budget. (Contract Term January 1, 2025 – December 31, 2026)
- V. **Fred Semrau** is hereby appointed to serve as the FUND's **Attorney**. The annual amount of \$20,900 has been appropriated in the Attorney line item of the 2025 budget.
- VI. **Holman & Frenia (Lauren Holman)** is hereby is appointed to serve as the FUND's **Auditor**. The annual amount of \$14,000 has been appropriated in the Auditor line item of the 2025 budget.
- VII. **Michael Soccio** is hereby is appointed to serve as the FUND's **Treasurer**. The annual amount of \$22,974 has been appropriated in the Treasurer line item of the 2025 budget.
- VIII. **Aetna** is hereby appointed to provide fully insured Medicare Advantage / Employer Group Waiver Plans with the following per member, per month fees:

PlanName	Renewal Premium
Aetna Medicare Advantage w/ \$6/\$12/\$24 Rx - MAPDP (Borough of Bloomingdale)	\$ 321.43
Aetna Medicare Advantage \$0 w/ Rx (Borough of Chatham)	\$ 327.86
Aetna Medicare Advantage w/ 10% Rx- MAPDP (Borough of Lincoln Park)	\$ 363.36
Aetna Medicare Advantage w/ Rx (Borough of Madison)	\$ 394.91
Aetna Medicare Advantage w/ \$3/\$3 Rx - MAPDP (Borough of Ringwood)	\$ 349.74
Aetna Medicare Advantage w/ 10% Rx - MAPDP (Borough of Ringwood)	\$ 307.08
Aetna Medicare Advantage w/ 10% Rx - MAPDP (Borough of Woodland Park)	\$ 363.36
Aetna Medicare Advantage w/ \$1/\$1 Rx - MAPDP (Town of Dover)	\$ 354.82
Aetna Medicare Advantage w/ \$3/\$10 Rx - MAPDP (Town of Dover)	\$ 343.25
Aetna Medicare Advantage w/ \$3/\$3 Rx - MAPDP (Town of Dover)	\$ 349.74
Aetna Medicare Advantage w/ \$5/\$10/\$20 Rx - MAPDP (Town of Dover)	\$ 318.43
Aetna Medicare Advantage w/ \$6/\$12/\$24 Rx - MAPDP (Town of Dover)	\$ 321.43
Aetna Medicare Advantage w/ \$6/\$12/\$24 Rx - MAPDP (Town of Newton)	\$ 321.43
Aetna Medicare Advantage w/ 20% Rx- MAPDP (Township of Hanover)	\$ 347.67
Aetna Medicare Advantage w/10% Rx - MAPDP (Township of Hanover)	\$ 307.08
Aetna Medicare Advantage w/ 10% Rx - MAPDP (Township of Randolph)	\$ 307.08
Aetna Medicare Advantage w/ 20% Rx- MAPDP (Township of West Milford)	\$ 339.98
Aetna Medicare Advantage w/10% Rx - MAPDP (Township of West Milford)	\$ 307.08
Aetna Medicare Advantage w/ \$5/\$5/\$5 Rx- MAPDP (Township of Sparta)	\$ 336.46
Aetna Medicare Advantage \$0 w/ \$6/\$12/\$24 Rx (Mount Olive Township)	\$ 321.43
Aetna Medicare Advantage \$0 w/ Rx \$6/\$12/\$24 (Borough of Kinnelon)	\$ 321.43
Aetna Medicare Advantage w/ Rx (Township of Jefferson)	\$ 343.25
Aetna Medicare Advantage w/ Rx \$5/\$5 (Township of Pequannock)	\$ 351.59
Aetna Medicare Advantage w/ Rx (Madison Housing Authority)	\$ 394.91
Aetna Medicare Advantage w/ Rx (Town of Boonton)	\$ 394.91
Aetna Medicare Advantage \$0 w/ Rx (Township of Vernon)	\$ 362.10

The estimated annual expenditure of \$3,990,711 for Aetna such amount is appropriated in the 2025 budget.

- IX. **United Healthcare** is hereby appointed to provide fully insured Medicare Advantage / Employer Group Waiver Plans with a fee of \$364 for MAPDP and \$194.48 for Medicare Advantage only plans. The estimated annual expenditure of \$686,131 for UHC such amount is appropriated in the 2025 budget.

BE IT FURTHER RESOLVED that each of the above shall serve pursuant to a Professional Service Contract, which will be entered into and a copy of which will be on file in the Fund's office, located at 9 Campus Drive, Suite 216, Parsippany, NJ 07054;

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-2

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
ESTABLISHING PLAN FOR COMPENSATING PRODUCERS LICENSED PURSUANT TO
N.J.S.A. 17:22A-1 ET SEQ AND REPRESENTING MEMBER ENTITIES**

WHEREAS, The North Jersey Municipal Employee Benefits Fund permits member entities that designate a producer or risk manager to represent them in dealings with the Fund through subcontracts with the Fund; and

WHEREAS, Pursuant to N.J.A.C. 11:15-3.6 (e) 15, producer arrangements must be formally determined by the Fund and filed with the Department of Banking and Insurance; and

NOW THEREFORE BE IT RESOLVED, that the North Jersey Municipal Employee Benefits Fund establishes the following producer plan for 2025;

1. The Fund will include producer compensation in each entity's assessments using the compensation levels as disclosed to and approved by each member entity.
2. Each sub-producer shall sub-contract with the Fund (not applicable where producer is Program Manager).
3. The following sub-producers with the designated compensation levels, stated in per employee per month contractual amounts, are approved for 2025:

Group Name	Broker Name	Med/Rx Agg	Medicare Advantage Agg	Dental Agg
Andover Township	World Insurance Associates LLC			3.05
Berkeley Heights	Brown and Brown Metro	42.61	42.61	
Bloomington	Vozza Agency	35.90	35.90	11.67
Byram	Skylands Risk Management			2.62
Dover Town	Acrisure, LLC	44.30	44.30	2.82
Harding Township	Corporate Benefit Solutions	52.81	52.81	
Jefferson Township	Vozza Agency	36.65	36.65	5.33
Knowlton Board of Education	Brown and Brown Metro	75.67	75.67	
Madison	Vozza Agency	37.45	37.45	6.70
Madison Housing Authority	Vozza Agency	37.45	37.45	
Montville	Vozza Agency			9.30
Mountain Lakes Borough	Employee Benefits Consulting Services			2.82
Netcong	Vozza Agency			3.85
Newton	Vozza Agency	37.69	37.69	11.26
Pequannock	Employee Benefits Consulting Services	27.05	27.05	2.20
Pequannock	Vozza Agency	27.05	27.05	2.20
Prospect Park	World Insurance Associates LLC			3.35
Sparta	Skylands Risk Management	46.69	46.69	3.86
Wantage	Vozza Agency	51.20	51.20	6.07
Wharton	World Insurance Associates LLC	28.70	28.70	

4. This schedule may be amended upon the written notification of each listed member entity.
5. This compensation is subject to receiving authorization for the member.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-3

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPOINTING
PERMA RISK MANAGEMENT SERVICES
AS AGENT FOR THE FUND
FOR PROCESS OF SERVICE FOR THE YEAR 2025**

BE IT RESOLVED by the Executive Committee of the North Jersey Municipal Employee Benefits Fund that PERMA Risk Management Services (PERMA) is hereby appointed as agent for process of service upon the Fund, at its office located at 9 Campus Drive, Suite 216, Parsippany, NJ 07054 for the year 2025 or until its successor has be appointed and qualified.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-4

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
DESIGNATING CUSTODIAN OF FUND RECORDS**

BE IT RESOLVED that Carrine Piccolo-Kaufer, the Secretary of the North Jersey Municipal Employee Benefits Fund is hereby designated as the custodian of the Fund records which shall be kept at the office of the Fund Administrator, located at 9 Campus Drive, Suite 216, Parsippany, NJ 07054

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-5

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
DESIGNATING
THE STAR LEDGER and THE RECORD
THE OFFICIAL NEWSPAPER FOR THE FUND YEAR 2025**

BE IT RESOLVED by the Executive Committee of the North Jersey Municipal Employee Benefits Fund that the Star Ledger and The Record are hereby designated as the official newspaper for the North Jersey Municipal Employee Benefits Fund for the year 2025 and that all official notices required to be published shall be published in this newspaper. In addition, the Fund webpage is designated for official notices – www.njmebf.com.

BE IT FURTHER RESOLVED that in the case of special meetings or emergency meetings, the Secretary of the North Jersey Municipal Employee Benefits Fund shall give notice of said meetings to the Star Ledger and The Record and on the Fund website (njmebf.com).

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-6

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
FIXING PUBLIC MEETING DATES
FOR THE YEAR 2025**

WHEREAS, under the New Jersey Open Public Meetings Act, N.J.S.A. 10:4-6 et seq. ("OPMA"), a public entity is required to publish and prominently post an annual notice with the dates and locations for its public meetings; and

WHEREAS, the Emergency Remote Meeting Protocol for Local Public Bodies, N.J.A.C. 5:39-1.1 et seq. ("Emergency Protocol"), requires that a public entity holding meetings remotely during a declared emergency, without physical attendance by members of the public, must provide additional notice by posting same on the public entity's website and on the main access door of the building where in-person meetings are normally held, and that such notice must include instructions for accessing the remote meetings, the means for making public comment, and where relevant documents are available.

NOW THEREFORE BE IT RESOLVED, by the Executive Committee of the North Jersey Municipal Employee Benefits Fund that the Fund shall hold public meetings during the year 2025 at the Randolph Township Hall - 502 Millbrook Ave, Randolph, NJ 07869 on the following dates:

March 27, 2025
May 22, 2025
July 24, 2025
September 25, 2025
October 23, 2025
January 22, 2026

Meeting information can be found on the Fund website at
<https://www.njmebf.com/index.php/public-records/meeting-calendar>.

BE IT FURTHER RESOLVED that the Secretary of the Fund is hereby directed to publish a copy of this Resolution in Star Ledger and The Record.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-7

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
DESIGNATING AUTHORIZED DEPOSITORIES FOR FUND ASSETS
AND ESTABLISHING CASH MANAGEMENT PLAN FOR 2025**

BE IT FURTHER RESOLVED that the attached Cash and Investment Management Plan, which includes the designation of authorized depositories, be and is hereby adopted.

1.) Cash Management and Investment Objectives

The North Jersey Municipal Employee Benefits Fund (hereinafter referred to as the FUND) objectives in this area are:

- a.) Preservation of capital.
- b.) Adequate safekeeping of assets.
- c.) Maintenance of liquidity to meet operating needs, claims settlements and dividends.
- d.) Diversification of the FUND's portfolio to minimize risks associated with individual investments.
- e.) Maximization of total return, consistent with risk levels specified herein.
- f.) Investment of assets in accordance with State and Federal Laws and Regulations.
- g.) Accurate and timely reporting of interest earnings, gains and losses by line of coverage in each Fund year.

2.) Permissible Investments

Investments shall be limited to the following:

- a.) Bonds or other obligations of the United States of America or obligations guaranteed by the United States of America.
- b.) Any federal agency or instrumentality obligation authorized by Congress that matures within 397 days from the date of purchase, and has a fixed rate of interest not dependent on any index or external factors.
- c.) Bonds or other obligations of the local unit or bonds or other obligations of school districts of which the local unit is a part or within which the school district is located; or
- d.) Bonds or other obligations, having a maturity date not exceeding 397 days, approved by the Division of Investment of the Department of Treasury for investment by local units.

- e.) Debt obligations of federal agencies or government corporations with maturities not greater than ten (10) years from the date of purchase, excluding mortgage backed obligations, providing that such investments are purchased through the New Jersey Division of Investment and are consistent with the Division's own investment guidelines, and providing that the investment is a fixed rate of interest not dependent on any index or external factors.
- f.) Repurchase agreements of fully collateralized securities, subject to rules and conditions establish by the N.J. Department of Community Affairs.

3.) **Authorized Depositories**

In addition to the above, the FUND is authorized to deposit funds in certificates of deposit and other time deposits in banks covered by the Governmental Unit Depository Protection Act, NJSA 17:9-14 et seq. (GUDPA). Specifically authorized depositories are as follows:

Citizens Bank
TD Wealth Management
State of New Jersey Cash Management Fund

The FUND is also authorized to invest its assets in the New Jersey Cash Management Fund.

4.) **Authority for Investment Management**

The Treasurer is authorized and directed to manage the FUND's cash and investments in a manner consistent with this plan and all appropriate regulatory constraints.

5.) **Preservation of Capital**

Securities shall be purchased with the ability to hold until maturity.

6.) **Safekeeping**

Securities purchased on behalf of the FUND shall be delivered electronically or physically to the FUND's custodial bank, which shall maintain custodial and/or safekeeping accounts for such securities on behalf of the FUND.

7.) **Selection of Custodial and Operating Banks**

Custodial and operating banks shall be retained for contract periods of one (1) year. Additionally, the FUND shall maintain the ability to change asset managers and/or custodial banks more frequently based upon performance appraisals and upon reasonable notice, and based upon changes in policy or procedures.

8.) **Reporting**

The Treasurer shall report to the Executive Board at all regular meetings on all investments. This report shall include information on the balances in all bank and investment accounts, and purchases, sales, and redemptions occurring in the prior month.

9.) **Audit**

This plan, and all matters pertaining to the implementation of it, shall be subject to the FUND's annual audit.

10.) **Cash Flow Projections**

Asset maturity decisions shall be guided by cash flow factors prepared by the FUND's Actuary and reviewed by the Executive Director and the Treasurer.

11.) **Cash Management**

All moneys turned over to the Treasurer shall be deposited within forty-eight (48) hours.

In the event a check is made payable to the Treasurer rather than the Fund, the following procedure is to be followed:

- a.) The Treasurer endorses the check to the Fund and deposits it into the Fund account.
- b.) The Treasurer notifies the payer and requests that in the future any check be made payable to the Fund.

The Treasurer shall minimize the possibility of idle cash accumulating in accounts by assuring that all amounts in excess of negotiated compensating balances are kept in interest bearing accounts or promptly swept into the investment portfolio.

The method of calculating banking fees and compensating balances shall be documented to the Executive Board at least annually.

Cash may be withdrawn from investment pools under the discretion of asset managers only to fund operations, claims-imprest accounts, or approved dividend payments.

The Treasurer shall escheat to the State of New Jersey checks which remain outstanding for twelve or more months after the date of issuance. However, prior to implementing such procedures, the Treasurer, with the assistance of the claims agent, as needed, shall confirm that the outstanding check continues to represent a valid claim against the FUND.

The rate of interest on delinquent assessments shall be 10% per annum from the due date for any such assessment.

BE IT FURTHER RESOLVED that the attached Cash and Investment Management Plan, which includes the designation of authorized depositories, be and is hereby adopted.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-8

**NORTH JERSEY MUNICIPAL EMPLOYEES BENEFIT FUND
RESOLUTION DESIGNATING
AUTHORIZED SIGNATURES FOR FUND BANK ACCOUNTS**

BE IT RESOLVED by the North Jersey Municipal Employee Benefits Fund that all funds of the North Jersey Municipal Employee Benefits Fund shall be withdrawn from the official named depositories by check, which shall bear the signatures of at least two (2) of the following persons who are duly authorized pursuant to this Resolution.

Thomas S. Russo Jr.	- Chairperson
Carrine Piccolo-Kaufer	- Secretary
Michael Soccio	- Treasurer

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
RISK MANAGEMENT PLAN 2025**

NOW, THEREFORE, BE IT RESOLVED that the following shall be the Fund's Risk Management Plan for the 2025 Fund year:

1.) COVERAGE OFFERED

- Medical

The Fund offers a "point of services" and "open access" plan designs. These plans have both in network and out of network benefit. The Fund can offer other plans as may meet the needs of the members. The Fund also offers "low cost plans" to allow members options to comply with contribution requirements under Chapter 78 and as required under chapter 44. Included as options is a health savings account-consumer directed health plan, a core PPO program, a buy up PPO program, Medicare Advantage, HMO plan and those plans required under chapter 44.

- Dental

The Fund offers customized dental plans as required by the members.

- Prescription

The Fund offers customized prescription plans, including Employer Group Waiver Plans, as required by the members, including plans that are coordinated with the low cost medical plan options.

- Vision

The Fund offers customized vision plans as required by the members.

2.) LIMITS OF COVERAGE

Limits of coverage vary by member plan design.

3.) RISK RETAINED BY THE FUND

The Fund takes no risk on Medicare Advantage and Employer Group Waiver Plan fully-insured policies purchased for Medicare retirees.

Pre-Medicare retirees and active employees and their dependents are covered by self-insured plans. Risk retained by the Fund for these plans is summarized as follows:

Medical and Prescription:

- **Specific Coverage:** The Fund self-insures for the first \$475,000 per person per agreement year and obtains reinsurance through its membership in the Municipal Reinsurance Health Insurance Fund “MRHIF” for claims in excess of its self-Insured Retention “SIR” to an unlimited maximum per person per contract period (incurred in 12 months paid in 24 months).
- Specific Limit Unlimited
- Basis: Incurred 12 months, paid 24 months.

Extra contractual claims are excluded from reinsurance coverage.

4.) **ASSUMPTIONS AND METHODOLOGY TO CALCULATE CLAIM RESERVES.**

The Fund complies with statutory accounting standards and establishes reserves on the probable total claim costs at conclusion. Each month, the accrual in the general ledger for claim reserves, including IBNR, is adjusted based on earned underwriting income and the number of months since the inception of the Fund year. This accrual is the adjusted at the end of each quarter in accordance with the actuary’s projections.

5.) **METHODS OF ASSESSING CONTRIBUTIONS TO MEMBERS**

At least one month before the end of the year, the Fund adopts a budget for the upcoming year based on the most recent census. Per covered person rates are computed for each line of coverage for each Fund member, and are approved by the Fund as a part of the budget adoption and rate certification process. Entities may receive rate adjustments of +2.5% in addition to normal increases to reflect loss ratio experience. These rates are used to compute the members’ monthly assessment based on the updated census, and are mailed to the members approximately 15 days before the beginning of the month. The billing also includes the member’s updated census for verification each month by the local entity. Retroactive adjustments for enrollment changes are limited to 2 months. Former employees (COBRA, Conversion and some retirees) and Dependent Age 31 participants are billed directly by the Fund.

6.) **COVERAGE PURCHASED FROM INSURERS AND PARTICIPATION IN THE MUNICIPAL REINSURANCE HEALTH INSURANCE FUND (MRHIF)**

The Fund provides coverage on a self-insured basis, and secures excess insurance to cap the Funds’ specific (i.e. per covered person per policy year) retention. The Fund is a member of the Municipal Reinsurance Health Insurance Fund (MRHIF). The MRHIF retains claims above the Fund’s local specific retention and purchases an excess insurance policy that is filed with the Department of Banking and Insurance in accordance with the applicable regulations.

7.) **THE INITIAL AND RENEWAL RATING METHODOLOGIES**

Upon application to the Fund, the prospective member's benefit program is reviewed by the actuary to determine its projected claim cost. In this evaluation, the actuary takes into consideration:

- a.) age/sex factor as compared to the average for the existing Fund membership;
- b.) the plan of benefits for the prospective member; and
- c.) loss data if available.

The actuary then recommends a relativity factor to the Fund's base rates. This recommendation requires Fund approval before the prospective member is admitted to the Fund.

Rates for all members are adjusted at the beginning of each Fund year to reflect the new budget. Rates can reflect loss ratio adjustments and other underwriting criteria. The Fund may also adopt mid Fund year rate changes to reflect changes in plan design, participation in lines of coverage, or a budget amendment. Additionally, if a member terminates a line of coverage but continues membership for other lines of coverage, the rates for the other lines of coverage may be adjusted and the member shall not be eligible for membership in the dropped line of coverage for a three year period.

8.) RATING PERIODS

All rating periods for municipal members coincide with the Fund year while rating periods for school members coincide with their fiscal year (July 1 to June 30).

9.) FACTORS IF RATES FOR MEMBERS JOINING THE FUND DURING A FUND YEAR ARE TO BE ADJUSTED.

Unless otherwise authorized as part of the offer of membership, where a member joins during a Fund year, the member's initial rates are only valid through the end of that Fund year or, for schools, fiscal year, at which time the rates are adjusted for all members to reflect the new budget.

10.) PROVISION FOR PPOs, etc.

The Fund offers employees the option of selecting various plans depending upon member bargaining agreements. Generally, it is the policy of the Fund to encourage selection of lower cost plan designs as opposed to traditional indemnity plans, and the Fund provides promotional material to assist members in employee communication programs concerning optional plan designs.

11.) OPEN ENROLLMENT PROCEDURES

Open enrollment periods shall be scheduled by the Fund at least yearly for each member and as is otherwise required to comply with plan document requirements and to effectuate plan design, network changes, and plan migrations that may take place.

12.) COBRA AND CONVERSION OPTIONS

The Fund provides COBRA coverage at a rate equal to the member's current rate and benefit plan design, plus the appropriate administrative charge. The Fund has arranged for a COBRA administrator to enroll eligible participants and to collect the premium. Where provided for in a member's plan document, the Fund provides a conversion option at rates established by the Fund. Unless otherwise specified in the member's plan document, the conversion option duplicates the conversion option offered by the SHBC. The Fund's coverage for individuals covered under COBRA or conversion options shall terminate effective the date the member withdraws from the Fund, or otherwise ceases to be a member of the Fund.

13.) DISCLOSURE OF BENEFIT LIMITS

The Fund discloses benefit limits in plan booklets provided to all covered employees.

14.) PARTICIPATION RULES WHEN ALL OR PART OF THE PREMIUM IS DEVIRED FROM EMPLOYEE CONTRIBUTIONS

All assessments, including additional assessments and dividends, are the responsibility of the member, not the employee or former employee. Employee contributions, if any, are solely an internal policy of the member which shall not impact on the member's obligations to the Fund or confer any additional rights to the employees. Where the Fund directly bills an employee, (i.e. COBRA, Direct bill retiree, etc.), this shall be considered as a service to reduce the member's administrative burden, and the member shall be responsible in the event of non-payment.

15.) RETIREES

The Fund duplicates coverage for eligible retirees. The Fund's coverage of a retiree shall terminate effective the date the member local unit withdraws from the Fund, or otherwise ceases to be a member of the Fund.

16.) NEWBORN CHILDREN

All plan documents will have the following language:

"You may remove family members from the policy at any time, but you may only add members within sixty (60) days of the change in family status (marriage, birth of a child, etc.). It is your responsibility to notify your employer of needed changes. If family members cease to be eligible, claims will not be paid. The actual change in coverage (and the corresponding change in premium) will not take place until you have formally requested that change. Newborn children, but not grandchildren of an eligible employee, shall be automatically covered from birth for (60) days, even if not enrolled within the required sixty (60) days. In the event of an eligible dependent giving birth to a child, (a grandchild) benefits for any hospital length of stay in connection with childbirth for the mother or newborn grandchild will apply for up to 48 hours following a vaginal delivery, or 96 hours following a cesarean section. However, the mother's or newborn grandchild's attending provider, after consulting with the mother, may discharge the mother or her newborn grandchild earlier than 48 hours (or 96 hours as applicable). Pursuant to N.J.A.C. 11:15-3.6 (d) 17, automatic coverage of a newborn child or an adopted child is provided for a period of 60 days from the date of birth or the date of adoption."

17.) PLAN DOCUMENT

The Fund prepares a detailed plan document for each member local unit (or each employee bargaining group within a member local unit as the case may be), and an employee handbook provides a summary of the coverage provided by the plan. Each booklet (or certificate) shall contain at least the following information and be provided to all covered employees within thirty (30) days of coverage being effective.

A.) General Information

- Enrollment procedures and eligibility.
- Dependent eligibility.
- When coverage begins.
- When can coverage be changed.
- When does coverage end.
- COBRA provisions.
- Conversion privilege.

B.) Benefits

- Definitions.
- Description of benefits.

Eligible services and supplies.
Deductibles and co-payments.
Examples as needed.
Exclusions.
Retiree coverage, before age 65 or after (if any).

C.) Claims Procedures

- Submission of claim.
- Proof of loss.
- Appeal procedures.

D.) Cost Containment Programs

- Pre-admission.
- Second surgical opinion.
- Other cost containment programs.
- Application and level of employee penalties.

18.) PROCEDURES FOR THE CLOSURE OF FUND YEARS

Approximately every six months after the end of a Fund year, the Fund evaluates the results to determine if dividends or additional assessments are warranted. Most claims are paid within twelve months of year end, and at that time the Fund begins to consider closing the year, unless excess insurance recoveries are pending or litigation is likely.

Fully insured plans are not considered in surplus retention. Entities with only Medicare Advantage/Employer Group Waiver Programs are not included in closed year balance shares.

When the Fund determines that a Fund year should be closed:

- A reserve is established by the actuary to cover any unpaid claims or IBNR.
- The Fund decides on the final dividend or supplemental assessment.
- A closure resolution is adopted transferring all remaining assets and liabilities of that Fund year to the "Closed Fund Year/Contingency Account".
- Each member's pro rata share of the residual assets are computed and added to its existing balance in the Closed fund Year/Contingency Account. Any member who has withdrawn from the Fund shall receive its remaining share of the Closed fund Year/Contingency Account six years after the date of its withdrawal.

19.) "RUN-IN" or "RUN-OUT" LIABILITY

The Fund covers the "run-out" liability of all members - i.e., liability for claims incurred but not reported by a former Fund member during the period it was a member. Upon approval of the Executive Committee, the Fund may also cover the run-in liability of a perspective member (i.e., the liability for claims incurred but not reported by a prospective member in connection with the provision of health benefits during the period prior to joining the Fund). When the Fund covers run-in liability, the prospective member shall be assessed the expected ultimate cost of run-in claims, as certified by the Fund's actuary and approved by the Executive Committee. The assessment shall be paid entirely within the Fund year the member joined the Fund.

20.) CLAIMS AND OPERATIONS AUDITS

The Fund retains a claim auditor experienced in auditing self-insured claims and operations. Annual claims and/or operational audits will be performed specific to the needs of the Fund and other variables impacting the health insurance market.

21.) CLAIMS - ADMINISTRATIVE ADJUSTMENTS

Fund policy is to delegate these decisions to the program manager and fund chairman. The program manager will include a report on any approved adjustments in his monthly report. The report will include a listing of adjusted items, the amount, and a year to date total of all such adjustments. Memoranda explaining and documenting such adjustments will be supplied,

without “protected health information”, to the fund attorney and executive director. Such memoranda shall be part of the fund’s claims records and shall be subject to review and audit by executive committee members, auditors, and examiners.

If the program manager and fund chairman deny a requested adjustment, the claimant will be advised accordingly and will be able to file a claims appeal if necessary. The executive committee will not routinely review claims exceptions or adjustments and will limit its role to reviewing claim appeals.

22.) CLAIM APPEALS

The following procedures are to be followed in regard to claims appeals:

Claim appeals are to be summarized 10 days prior to a meeting by the Program Manager for review by the fund attorney and executive director.

Claim appeal synopses will be included in agendas after review and mailed to executive committee members 7 days prior to the meeting.

Synopses will include a summary of contractual issues, the financial impact upon the fund, reinsurance implications, the results of similar prior appeals, and a recommended disposition. Less emphasis will be placed upon the medical details of individual cases.

For appeals requiring medical judgment or expertise, professional assistance will be sought and summarized. Sources of such assistance are: Nurse case managers, claims agent medical directors, utilization management professionals accessible through the MRHIF and its reinsurers, and medical experts that might be retained by the fund on an as needed basis. The Program Manager has recommended CSG as the primary source for such independent advice. This firm can also be used to provide independent advice for other claims where intervention is requested or required.

For appeals having implications on reinsurance reimbursements, the effected reinsurer will be given the opportunity to provide input, including medical review by its agents.

Commissioners should recuse themselves from claim appeals if they have knowledge that it pertains to an employee from their respective municipality.

Employees may appeal executive committee decisions to the Independent Appeal Organizations designated by the Fund.

23.) ENROLLMENTS AND TERMINATIONS PAST 60 DAYS

Enrollments and terminations can be processed up to 60 days in the past. Should there be a need to enroll or terminate an employee past 60 days due to a missed open enrollment period or a qualified life event, the member must submit this request in writing. The Fund Small Claims Committee will anonymously review each request, including the financial impact to the Fund. The Committee will approve/deny the request within 45 days.

24.) MEDICARE ADVANTAGE/EGWP ONLY

The Fund may offer retiree coverage with a fully insured Medicare Advantage and/or Employer Group Waiver Program membership to an entity that does not have its active members in the Fund. The carrier will provide the Fund with a per employee, per month cost for a plan that matches equal to, or better to the current retiree plan. The Fund may add additional expenses to the price per employee. The entity would be required to sign an Indemnity and Trust agreement.

25.) DIVIDEND CAP POLICY

The targeted surplus range is between 2.5 months of claims to 5 months of claims. The Finance Committee will periodically review the Fund's surplus position. If the surplus exceeds a total 5 months of claims, a dividend recommendation of 50% of the surplus over the retention cap will be presented to the Executive Committee.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**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 _____ is hereby appointed as Fund Commissioner.
2. That _____ is hereby appointed as Alternate to the Fund Commissioner.
3. That _____ is hereby appointed as the MRHIF Special Fund Commissioner.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-11

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
AUTHORIZING COMMISSION TREASURER TO PROCESS
CONTRACTED PAYMENTS AND EXPENSES**

WHEREAS, the Executive Committee has deemed it necessary and appropriate to provide authorization to the Fund Treasurer to pay certain Fund contracted payments and expenses during the month(s) when the Commission does not meet; and

WHEREAS, payment by the Fund Treasurer of contracted payments and expenses for the month(s) in which the Fund does not meet shall be ratified by the Fund at its next regularly scheduled meeting; now, therefore,

BE IT RESOLVED by the Executive Committee of the North Jersey Municipal Employee Benefits Fund that the Fund Treasurer is hereby authorized to process the contracted payments and Fund expenses for all months in which the Fund does not meet during the year 2025.

BE IT FURTHER RESOLVED that the Executive Committee of the North Jersey Municipal Employee Benefits Fund shall ratify the contracted payments and Fund expenses so paid by the Fund Treasurer pursuant to the Resolution at its next regularly scheduled monthly meeting.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFIT FUND
RESOLUTION AUTHORIZING THE HIRING
OF AN E- PROCUREMENT SOFTWARE VENDOR THROUGH THE COMPETITIVE
CONTRACTING PROCESS**

WHEREAS, the North Jersey Municipal Employee Benefit Fund (Hereinafter the "Fund") has a need for electronic platform procurement services for its daily operations; and

WHEREAS, such desired services are currently available to be provided through the competitive contracting process under the New Jersey Local Publics Contract Law, (N.J.S.A. 40A:11-4.1 et. Seq., to wit:

a. The purchase or licensing of proprietary computer software designed for contracting unit purposes, which may include hardware intended for use with the proprietary software. This subsection shall not be utilized for the purpose of acquiring general purpose computer hardware or software; and

WHEREAS, the Fund desires to evaluate such service offerings from Vendors within the procedures as set forth in the New Jersey Local Publics Contract Law, (N.J.S.A. 40A:11-4.1 et. Seq.,) and

WHEREAS, the competitive contracting process satisfies the fair and open requirement as established under (N.J.S.A. 19:44A-20.5 et. Seq.), and

WHEREAS, the Fund desires to enter into a contract that will satisfy the needs of the Fund; and

WHEREAS, as per statute the process will be administered by the Qualified Purchasing Agent (N.J.S.A. 40A:11-4.1 et. Seq.),

NOW, THEREFORE, BE IT RESOLVED by the Executive Committee of the North Jersey Municipal Employee Benefit Fund resolve to authorize the Qualified Purchasing Agent to procure the electronic procurement proprietary software offerings through the competitive contacting process in accord with (N.J.S.A. 40A:11-4.1 et. Seq.).

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
RESOLUTION AUTHORIZING AMENDMENT OF CONTRACT**

WHEREAS, the North Jersey Municipal Employee Benefits Fund (hereinafter the “Fund”) is duly constituted as a joint insurance fund and is subject to certain requirements of the Public Contracts Law; and;

WHEREAS, Atlantic Health System has been providing wellness services to the Fund pursuant to the terms of a contract which commenced on June 16, 2023, and the Fund has benefited from the services provided to date; and

WHEREAS, the Fund Wellness Committee deems it necessary to add services by Atlantic Health System that is not currently listed in the contract for the wellness program;

WHEREAS, the Executive Committee of the Fund during a duly called meeting on January 23, 2025, has deemed it necessary and appropriate to amend the current contract with Atlantic Health System for Foot Screenings and Coaching Consultations at a cost not to exceed \$19,200 subject to all of the existing terms and conditions of said contract; and

NOW, THEREFORE, BE IT RESOLVED that the Fund’s Executive Director is directed and authorized on behalf of the Fund to sign a contract amendment with Atlantic Health System to provide wellness services to the employees and dependents of member school boards of the Fund for the term beginning on February 1, 2025 and ending on December 31, 2025;

BE IT FURTHER RESOLVED that a copy of said contract extension will be on file in the Fund’s office, located at 9 Campus Drive – Suite 216, Parsippany, NJ 07054; and

BE IT FURTHER RESOLVED that notice of this action shall be advertised in the Fund’s official newspapers in accordance with law and notice of this action along with completed contracts shall be filed with the New Jersey Department of Banking and Insurance, the New Jersey Department of Community Affairs, and the New Jersey Office of the Comptroller.

ADOPTED: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE NOVEMBER 2024, DECEMBER 2024, AND JANUARY 2025 BILLS LISTS**

WHEREAS, the North Jersey Municipal Employee Benefits Fund held a Public Meeting on **JANUARY 23, 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 November 2024, December 2024, and January 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 November 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 November 2024, December 2024, and January 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: JANUARY 23, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MINUTES
OCTOBER 24, 2024
RANDOLPH MUNICIPAL HALL- 9:30 AM**

Meeting of Fund Commissioners called to order by Chair Scott Heck. Open Public Meetings notice read into record.

ROLL CALL OF 2024 EXECUTIVE COMMITTEE AND FUND COMMISSIONERS

2024 Executive Committee		
Scott Heck, Chair	Borough of Ringwood	Present
Tom Russo, Secretary	Town of Newton	Present
Barbara Russo	Township of Berkeley Heights	Present
Tammy Smith	Knowlton BOE	Absent
Silvio Esposito	Township of Hanover	Absent
Carrine Piccolo- Kaufer	Township of Hardyston	Absent
Greg Poff	Borough of Randolph*	Present
Executive Committee Alternates:		
Adam Brewer	Township of Pequannock	Present
Dina Valente - Stoel	Borough of Lincoln Park	Present

Fund Commissioners:		
Mike Sondermeyer	Borough of Bloomingdale	Absent
Michael Restel	Township of Wantage	Present
James Zepp	Township of Sparta	Present
Patricia Bussow	Andover Township*	Absent
Ralph Blakeslee	Borough of Netcong*	Absent
Keith Kazmark	Borough of Woodland Park	Absent
Victoria Dobrusin	Township of Dover	Present
Andrew Fiore	Borough of Harding	Absent
Katie Yanke	Borough of Montville*	Absent
Joe Sabatini	Township of Byram*	Absent
James Burnett	Borough of Madison*	Absent
	Township of Prospect Park*	Absent
John Shepherd	Township of Roxbury*	Absent

Debra Millikin	Township of Jefferson*	Present
James Freda	Kinnelon	Absent
Gabby Evangelista	Borough of Wharton	Present
Karen Fornaro	Borough of Chatham	Present
Tina Kraus	Township of Vernon	Present
	Town of Boonton	Absent
	Madison Housing Authority	Absent
Mitchell Stern	Mountain Lakes	Absent
Claudia Quinn	Mt. Olive	Absent
Michele Dale	Twp of West Milford	Present
Craig Ambrosio	Borough of Kinnelon	Present
Fund Commissioner Alternates:		
Ashleigh Frueholz	Township of Byram*	Absent
Jennifer Dodd	Town of Newton	Absent
Lisa Spring	Township of Roxbury*	Absent
Joseph Kovalcik	Borough of Wharton	Present
Perry Mayers	Borough of Lincoln Park	Absent
Jasmin Azcona	Township of Bloomingdale	Absent
Michele Lantau	Township of Sparta	Absent
	Borough of Netcong*	Absent
	Township of Dover	Absent
Sandra Emmerich	Borough of Madison*	Absent
Nancy VanHorn	Township of Wantage	Absent
Deborah Bonanno	Randolph Township	Absent
William Egan	Township of Jefferson	Absent
Dana Vitz	Township of Hardyston	Absent
Stephen Williams	Borough of Chatham	Absent
Shawn Bennett	Mountain Lakes	Absent

APPOINTED OFFICIALS PRESENT:

Executive Director	PERMA Risk Management Services	Brandon Lodics Caitlin Perkins
Program Manager	Vozza Agency	David Vozza Randi Gerber
Attorney	Dorsey & Semrau	Fred Semrau Ed Pasternak
Claims Administrator	Aetna	Jason Silverstein
Dental Administrator	Delta Dental	
Prescription Administrator	Express Scripts	Charles Yuk
Treasurer	Michael Soccio	Present
Auditor	Nisivoccia	Absent
Actuary	John Vataha	Absent

PRESENT FUND PROFESSIONALS:

Renee Gear, World Insurance
Frank Covelli, World Insurance
Candy Bronco, Skylands Risk Management
Staci Grant, Acrisure

FLAG SALUTE

Mr. Lodics noted the September minutes stated that Commissioner Brewster's report was under the Finance Committee instead of Operations Committee.

MOTION TO APPROVE OPEN MINUTES FOR SEPTEMBER 26, 2024, as amended.

MOTION:	Commissioner Poff
SECOND:	Commissioner Russo
VOTE:	Unanimous

CORRESPONDENCE – None

MONTHLY COMMITTEE REPORTS -

CLAIMS COMMITTEE- No Report

CONTRACTS COMMITTEE- Commissioner Poff represented the contract committee since Commissioner Smith was absent and reviewed three items discussed during the Contracts Committee meeting. The first item discussed was the Fund issued an RFP for QPA services, receiving a single response from The Canning Group, LLC. The committee

recommends advancing the agreement with The Canning Group, LLC, as outlined in Resolution 24-32. The second item discussed was the committee reviewed the RFP for Program Manager services and recommends removing the section regarding the Risk Manager. This change would allow entities joining the Fund to independently choose their own Risk Manager. This is to ensure the language clarifies that Program Manager services are distinct from Risk Management services. Additionally, it was recommended that the Executive Director collect organizational resolutions identify each entity's Risk Manager on an annual basis. The third item discussed was a potential opportunity for the Fund to join an insulin related class action lawsuit through a contingency agreement. One law firm contacted the Fund Attorney, and two other firms were mentioned by committee members. The committee recommended that the Fund Attorney consult with other Fund Attorneys to determine if additional firms have expressed interest in representing other HIFs.

The Fund Attorney elaborated on the insulin litigation, explaining it involves allegations of price-fixing and could be a class action lawsuit of interest to the Fund. Mr. Semrau clarified that no payment would be required to engage a law firm. As proposals from other additional firms are received, the goal is to select the best representation for the Fund. He requested, since it is the last meeting of the year, if the Contracts Committee could make the final decision of attaining counsel. Chair Heck stated since this affects different entities and members, for transparency purposes, he recommends after the Contracts Committee provides a recommendation, to schedule a Zoom meeting to finalize with the Executive Committee. Commissioner Brewer and Commissioner T. Russo agreed with Chair Heck.

FINANCE COMMITTEE – No report

WELLNESS COMMITTEE – Ms. Vozza represented the Wellness Committee since Commissioner Piccolo-Kaufer was absent and noted there is nothing at this time. She noted there will be a Wellness Committee meeting after the 2025 budget is adopted.

PROFESSIONAL REPORTS:

EXECUTIVE DIRECTOR'S REPORT

FAST TRACK FINANCIAL REPORT as of August 2024 – Executive Director reviewed Financial Fast Track through August, noting the trend of claims running higher than budget continue and showing a surplus deficit. He noted there is still a 1.5 ratio of surplus which shows we have an adequate renewal. Executive Director commented it is the hope that some of these concerning trends turn to see some surplus generation in next year.

Chair Heck remarked that these trends had been anticipated and observed previously, noting that they are now affecting the entire market. He recalled that in past years, dividends were issued with the understanding that there would eventually come a time when they would need to be held. While acknowledging that the 2025 budget is not ideal, he emphasized that the Fund is taking proactive measures to address the situation in real-time.

2025 NJHIF BUDGET ADOPTION – Executive Director mentioned there were two minor adjustments since the adjustments. The first adjustment was the MRHIF renewal came in lower than anticipated, which was recommended that this differential be moved into the claims contingency to help add a margin. The second adjustment was a formula error that was presented for the United Healthcare Medicare Advantage, which was corrected. He apologized for the formula error, stating the groups that were affected was notified and appreciated their understanding and report. Ultimately, the Aetna Medicare Advantage group assessments did decrease. The new rates were recently released and reflect this correction.

MOTION TO OPEN THE PUBLIC HEARING ON 2025 BUDGET

MOTION:	Commissioner Brewer
SECOND:	Commissioner Valente – Stoel
VOTE:	16 Ayes, 0 Nays

MOTION TO CLOSE THE PUBLIC HEARING ON 2025 BUDGET

MOTION:	Commissioner Brewer
SECOND:	Commissioner Poff
VOTE:	16 Ayes, 0 Nays

MOTION TO APPROVE RESOLUTION 24-31, ADOPTING THE 2025 NORTH JERSEY MUNICIPAL EMPLOYEES BENEFITS BUDGET.

MOTION:	Commissioner Brewer
SECOND:	Commissioner Russo
VOTE:	16 Ayes, 0 Nays

The Executive Director expressed gratitude to the Finance Committee, Executive Committee, Program Manager, and Risk Managers for their support and collaboration in communicating this challenging budget. He noted that based on the market trend, everyone has been receptive.

MRHIF REPORT – Executive Director stated the MRHIF budget was introduced in their October meeting, noting that the MRHIF renewal for NJHIF came in lower than expected, as previously discussed during the 2025 budget adoption.

QPA APPROVAL – Executive Director noted that Commissioner Poff covered the recommendation of the QPA approval.

MOTION TO APPROVE RESOLUTION 24-32 TO AUTHORIZE THE HIRING OF THE CANNING GROUP, LLC FOR FUND QPA

MOTION:	Commissioner Valente – Stoel
SECOND:	Commissioner Russo
VOTE:	All in favor

OUT OF NETWORK PROVIDERS – Executive Director noted that following the lengthy discussion about the Out-of-Network Providers during the previous meeting, the Operations Committee convened to explore ways to better manage costs and exposure. One of the solutions discussed was capping specific CPT codes at the highest in-network regional negotiated rate, which Aetna has confirmed it can accommodate. At the recommendation of the Operations Committee, the Fund Attorney reviewed the resolution and deemed it a prudent course of action. The Executive Director emphasized that while this change would affect only a small population, the financial impact would be significant. He also noted that similar measures have already been implemented in two other Funds.

MOTION TO APPROVE RESOLUTION 24-33 TO AUTHORIZE THE REVISION OF OUT OF NETWORK RATES FOR MEMEBR PLAN DOCUMENTS

MOTION:	Commissioner Poff
SECOND:	Commissioner Brewer
VOTE:	16 Ayes, 0 Nays

OUT OF NETWORK MEMO – Executive Director noted there was a previous memo that was released a couple months ago to the Commissioners, but further investigations found out that these providers are approaching union leadership. He stated a second memo was developed to address the union leadership, which has been reviewed by the Operations Committee, Fund Attorney and Program Managers office.

DIRECT BILL ENROLLEES - Executive Director shared that due to the timeline of the budget introduction, there are challenges with direct bills being released before January

1, 2025. Based on the feedback, letters have been developed to take a proactive approach. The draft letters provide language to the direct bill members that there will be no coverage impact and continue to pay as is for it be reconciled at a later date.

In response to Chair Heck's question, the Executive Director explained that MRHIF handles the procurement of the benefits administrator for all Funds. An RFP was issued last year, resulting in competitive responses. Given the complexity of the HIFs, it was decided to award a one-year extension to WEX, with the contract now set to expire in 2025. Commissioner Brewer requested the inclusion of an additional contact for WEX to help reduce frustrations stemming from customer service issues.

IDEMNITY AND TRUST AGREEMENTS – Executive Director stated that there are two entities with outstanding indemnity and trust agreements. Executive Director mentioned any help from brokers and community would be helpful in getting these rectified.

PRORAM MANAGER REPORT

Program Manager Mr. Dave Vozza and Ms. Randi Gerber reviewed the report included in the agenda.

TOWN VISITS/MEETINGS/PLAN CHANGE REQUESTS

Our office frequently works with towns for review of plan options for union negotiations. If anyone is entering union negotiations and needs assistance, please feel free to contact our office directly to discuss.

ENROLLMENT, ELIGIBILITY, BILLING

The funds policy is to limit retro corrections, including terminations to 60 days. Please check your monthly invoice for accuracy. If you find a discrepancy, please report it immediately to the NJHIF enrollment Team at northernnjenrollments@permainc.com.

➤ *Use of the WEX (formerly Benefits Express) enrollment system is mandatory.*

Online Enrollment System Training Schedule – 2024

UPDATE NOTICE FOR ALL WEX USERS: There has been a new update to the WEX system that could affect your member termination process, where the "Quick Term"

option has been removed. To accommodate this change, we have provided updated termination instructions attached separately for your reference. Going forward, please review these instructions and follow the updated process when terminating a member. Afterward, you can access the quick look feature to confirm coverage is ending on the desired date. You can also reach out to the enrollment team if you need assistance.

PERMA offers virtual training and a refresher class of the online enrollment system the third Wednesday of each month. The session provides an overview of the Fund's enrollment system and shows HR users how to perform tasks in the system. To gain access to the Fund's enrollment system, each HR user must complete a system access form.

Wednesday - November 20th 10:00 am - 11:00 am.

Please email Austin Flinn at PERMA to join a training session.

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 to your email so an invite can be sent.

Email: HIFTraining@permainc.com

I have also attached an updated enrollment team contact list for your reference.

2024 OPEN ENROLLMENT

➤ The NJMEBF will be holding open enrollment for the 2025 plan year from 10/28/2024 – 11/08/2024. All changes must be processed online in Benefits Express by 11/18/2024 in order for ID cards to be generated for any members making plan changes and in member's hands by January 1, 2025. Attached separately to our report is the NJMEBF open enrollment guide for your review and distribution to members.

➤ Our office has distributed the open enrollment grids / materials and rate sheets for groups where Vozza is the broker. If you have an outside broker, please contact them directly for questions or materials.

➤ Please note that the 2025 qualified HDHP minimum annual deductible is \$1,650 for self-only HDHP coverage (up from \$1,600 in 2024) and \$3,300 for family HDHP coverage (up from \$3,200 in 2024). Any HDHP's not meeting these minimum requirements for 2025 will be adjusted for compliance.

REINSURANCE RENEWAL

The NJHIF had a placeholder of 10% in the budget for the MRHIF reinsurance renewal. The actual renewal came in at 3.3% for the NJHIF however, we are not recommending the budget be adjusted at this time.

The local HIF SIR will be increasing by \$25,000 or to \$475,000.

COMMITTEE MEETINGS

The Operations Committee met to discuss an issue that has been previously identified in other funds specifically related to OON surgeries and in particular, Varicose Vein surgery. Recently, we identified the same issue within the NJHIF with visits / procedures running between \$42,000 - \$45,000 per visit. Discussion(s) included actions taken by other funds to control the costs / impact of these types of emerging trends going forward. Further discussion to be held at the meeting.

AETNA

CVS Virtual Health

Beginning January 1, 2025, CVS Virtual Care will replace Teladoc for all NJMEBF Aetna active covered members. Members will receive:

- On-Demand Care – Access to 24/7 quick care for minor illnesses and injuries
- Mental Health Services – counseling for conditions such as anxiety and stress, plus psychiatry services for medication management
- Referred to in-person care when needed at nearby MinuteClinic locations or in-network provider clinic

Attached is a member flyer that can be shared with Aetna covered members with instructions on how to access CVS Virtual Care, beginning January 1, 2025.

Aetna covered members will receive new ID cards with the CVS Virtual Care information, removing any reference to Teladoc. Member ID numbers will not change.

EXPRESS SCRIPTS

REMINDER:

ENCIRCLE RX PROGRAM – GLP-1 DRUGS Update

As presented in our May report, the Encircle Program establishes specific criteria that

must be met for the approval of a GLP-1 drug being prescribed for weight loss such as BMI and enrollment in a lifestyle modification program.

Effective September 1, 2024,

Members with new prescriptions or renewing a Prior Authorization for weight loss medication(s) will need to meet the new criteria in order to be approved for a GLP-1 weight loss medication:

- BMI > 32 **OR**
- BMI between 27 < 32 **WITH** 2 or more documented comorbidities

Members who have a current PA (Prior Authorization) on file will be grandfathered until their PA expires.

Effective January 1, 2025,

Any new members or members who already have an approved PA for one of the GLP-1 weight loss medications will need to engage in the mandatory guidelines of the program.

- 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 Pre-programmed to the member's ESI account prior to delivery. The scale will record each weigh-in by the member automatically – the member does not need to upload the data into their ESI account. **Members must weigh-in a minimum of 4 times per month.**
- Members must engage with an assigned online Omada coach via a mobile application or web browser a minimum of 4 times per month.
- If members do not adhere to the mandatory requirements of the program following the month in which they are noncompliant, they will not be able to refill their weight loss medication. Members will be required to complete the missing weigh-ins and / or online coaching engagement(s) in order to refill their medication.

Mail Order – less than a 35-day supply:

Beginning October 22, 2024, ESI will no longer dispense prescriptions written for less than 35-day supply for most medications at their mail order facilities. Members who want or need to continue filling prescriptions written for less than a 35-day supply, rather than

moving to an extended day supply will be required to fill at one of ESI retail participating pharmacies.

There will be a limited number of drug categories where ESI will continue to dispense less than a 35-day supply. These drug categories are limited to drug classes where consolidation or a longer supply is not appropriate, such as the following:

- State and federally controlled drugs
- Over-the-counter medications
- Diabetic supplies
- Some maintenance medications mood altering medications
- Sublingual nitroglycerin
- Warfarin

Members currently receiving less than a 35-day supply from ESI were notified the week of October 8th. The communication will inform the member to contact their physician to confirm if a longer day supply is appropriate, and if not, advise them they will need to transfer their existing prescription to a participating retail pharmacy.

SavOn SP Savings Report

Please find attached the SavOn SP report for the period of January 1, 2024 – June 22, 2024. There was a total of 68 NJHIF members participating in the program which provided \$273,375 in savings. Please refer to the report below for more detail.

TREASURER: Executive Director reviewed the October bills list in the absence of the Treasurer. He noted the summary of cash transactions report, certification and reconciliation of claims and payments, and the allocation of the cash.

MOTION TO APPROVE RESOLUTION 24-34 APPROVING THE OCTOBER BILLS LIST AND TREASURERS REPORT

MOTION:	Commissioner Brewer
SECOND:	Commissioner Poff
VOTE:	16 Ayes, 0 Nays

ATTORNEY REPORT: The Fund Attorney noted that Mr. Pasternak has successfully managed multiple claims, and there are currently no pending claims against the Fund, which reflects the efficiency of the Fund's claims processing. He also emphasized the importance of collaborating with the Executive Director to establish clear expectations regarding the resolutions from entities about their Risk Managers. Finally, he expressed

gratitude to Chair Heck, commending his efforts to evaluate and enhance the Fund's processes and procedures. Chair Heck responded by emphasizing that these accomplishments are the result of a team effort.

AETNA: Executive Director reviewed the Aetna report the absence of Mr. Silverstein, noting there was one high claimant over the threshold of \$100,000 for the month of August.

EXPRESS SCRIPTS: Mr. Yuk reviewed the monthly utilization tracking report for the month of August and states the trend continues to increase. He noted the top cost drivers are both Weight Loss and Pulmonary Hypertension. Mr. Yuk stated out of the top three drugs, two of them are for Weight Loss. Program Manager commented that the weight loss drugs almost tripled compared to the previous period.

In response to the Executive Director, Mr. Yuk stated there will be reporting once people will

DELTA DENTAL: Ms. Perkins reviewed the report in the absence of Delta Dental representative, providing overview of the special needs dental program that is detailed in the flyer attached to the report.

OLD BUSINESS: None.

NEW BUSINESS: None

PUBLIC COMMENT: Mr. Covelli introduced Mr. Craig Ambrosio, who is the new administrator and Fund Commissioner for Borough of Kinnelon. Chair Heck welcomed him.

Chair Heck thanked the Executive Director and Program Manager team, noting it takes work to shift with the changes and try to increase the participation of board members and transparency. Chair Heck also thanked the Executive Committee and Fund Commissioners for their participation. He thanked the group for his opportunity to be the Chair of the NJHIF for the past two years.

EXECUTIVE SESSION: None

MOTION TO ADJOURN :

MOTION:	Commissioner Brewer
SECOND:	Commissioner Russo
VOTE:	All in Favor

MEETING ADJOURNED AT: 10:16 am

NEXT MEETING: January 23, 2025 9:30 am

RANDOLPH MUNICIPAL BUILDING

Caitlin Perkins For

Tom Russo, Secretary

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MINUTES
DECEMBER 17, 2024
TEAMS MEETING - 1:00 PM**

Meeting of Fund Commissioners called to order by Chair Scott Heck. Open Public Meetings notice read into record.

ROLL CALL OF 2024 EXECUTIVE COMMITTEE AND FUND COMMISSIONERS

2024 Executive Committee		
Scott Heck, Chair	Borough of Ringwood	Present
Tom Russo, Secretary	Town of Newton	Present
Barbara Russo	Township of Berkeley Heights	Present
Tammy Smith	Knowlton BOE	Present
Silvio Esposito	Township of Hanover	Present
Carrine Piccolo- Kaufer	Township of Hardyston	Absent
Greg Poff	Borough of Randolph*	Present
Executive Committee Alternates:		
Adam Brewer	Township of Pequannock	Absent
Dina Valente - Stoel	Borough of Lincoln Park	Absent

APPOINTED OFFICIALS PRESENT:

Executive Director	PERMA Risk Management Services	Brandon Lodics Caitlin Perkins
Program Manager	Vozza Agency	David Vozza Randi Gerber Brittany Vozza
Attorney	Dorsey & Semrau	Fred Semrau Ed Pasternak

PRESENT FUND PROFESSIONALS:

Michael Sondermeyer, Bloomingdale
Tom Giordano, Brown & Brown
Joe Rude, EBCSG
Wayne Dietz, Risk Solutions
Jim Zepp,m Sparta Twp
Craig Ambrosio, Borough of Kinnelon
Gabrielle Evangelista, Borough of Wharton
Michele Dale, Twp of West Milford

FLAG SALUTE

Chair Heck opened the meeting, noting at the last meeting if the Fund were to enter into the class action lawsuit, it should be an Executive Committee decision.

ATTORNEY REPORT: The Fund Attorney informed the group that a memo had been distributed outlining proposals from various firms solicited to represent the Fund in the Insulin Litigation, a class action lawsuit. As previously discussed, the Fund Attorney reiterated the potential benefits of joining the lawsuit before mid-January, as detailed in the memo. He also noted that if members wished to discuss this further, an Executive Session could be convened.

The Fund Attorney emphasized that the engagement would be on a contingency basis, meaning there would be no cost to the Fund unless a recovery is achieved, in which case the fee would be a percentage of the recovery. Chair Heck expressed confidence in the recommendation and asked if any members wished to enter Executive Session for further discussion. There were no requests to do so.

MOTION TO APPROVE RESOLUTION 24-35 TO ENTER AGREEMENT WITH SEEGER WEISS LAW FIRM IN PENDING INSULIN PRICING LAWSUIT

MOTION:	Commissioner Poff
SECOND:	Commissioner Esposito
VOTE:	Unanimous

OLD BUSINESS: None

NEW BUSINESS: None

PUBLIC COMMENT: None

Chair Heck thanked everyone for taking time out of their busy schedules to join for this meeting and wishing everyone a happy and healthy New Year.

MOTION TO ADJOURN :

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

MEETING ADJOURNED AT: 1:08 pm

NEXT MEETING: January 23, 2025 9:30 am
RANDOLPH MUNICIPAL BUILDING

Caitlin Perkins For
Tom Russo, Secretary

APPENDIX II

OATH OF OFFICE

State of New Jersey

County of Morris

I, _____, do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution of the state of New Jersey; that I will bear true faith and allegiance to the same and to the governments established in the United States and in this state, under the authority of the people and that I will faithfully, impartially, and justly perform all the duties as a member of the Executive Committee of the North Jersey Municipal Employee Benefits Fund according to the best of my ability. (so help me God).

Sworn and subscribed to

before me this (23rd day of January 2025)

_____, Esquire

Attorney-at-law of New Jersey

APPENDIX III

NJMEBF 25-02 ACTUARY

Vendor	Technical (Max Points 40)	Managerial (Max Points 40)	Cost (Max Points 20)	Final
Actuarial Solutions LLC	34.67	34.63	17.32	86.61
Wavestone	34.67	29.30	10.66	74.63

Reason for selection: Actuarial Solutions LI has provided the most advatnageous proposal, cost and other factors considered. This is based upon the ranking system and thorough review of all proposals.

	Actuarial Solutions LLC	Jefferson Solutions, Inc.	Wavestone
Technical criteria:			
(Max Points 40)			
(1) Does the vendor's proposal demonstrate a clear understanding of the scope of work and related objectives?	5.00		4.00
(2) Is the vendor's proposal complete and responsive to the specific RFP requirements?	3.00		5.00
(3) Has the past performance of the vendor's proposed methodology been documented?	5.00		4.00
(4) Does the vendor's proposal use innovative technology and techniques?			
SUB TOTAL TECHNICAL	34.67	0.00	34.67
Management criteria:			
(Max Points 40)			
(1) Does the vendor document a record of reliability of timely delivery and on-time and on-budget implementation?	4.00		
(2) Does the vendor document industry or program experience?	5.00		
(3) Are the availability of in-house and contract resources documented?	4.00		4.00
SUB TOTAL MANAGERIAL	34.63	0.00	29.30
Cost criteria:			
(Max Points 20)			
(1) Relative cost: How does the cost compare to other similarly scored proposals?	5.00		
(2) Full explanation: Is the price and its component charges, fees, etc. adequately explained or documented?	4.00		
(3) Does the proposal include quality control and assurance programs?	4.00		3.00
SUB TOTAL COST	17.32	0.00	10.66
RANKINGS POINTS	86.61	0.00	74.63