

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND



**MARCH 27, 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: MARCH 27, 2025
RANDOLPH TOWNSHIP HALL
9:30 AM**

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

FLAG SALUTE

ROLL CALL OF 2025 FUND COMMISSIONERS

2025 Executive Committee	
Thoams S. Russo, Jr., Chair	Town of Newton
Carrine Piccolo-Kaufer, Secretary	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

APPROVAL OF MINUTES: *January 23, 2025, and February 11, 2025, 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 4

PROGRAM MANAGER - (Vozza Agency)

Monthly Report.....	Page 12
TREASURER - (Michael Soccio)	
February and March 2025 Voucher List	Page 17
Confirmation of Claims Paid/Certification of Transfers	
ATTORNEY - (Fred Semrau)	
NETWORK & THIRD-PARTY ADMINISTRATOR - (Aetna – Jason Silverstein)	
Monthly Report.....	Page 25
PRESCRIPTION ADMINISTRATOR - (Express Scripts-Charles Yuk)	
Monthly Report	Page 30
DENTAL ADMINISTRATOR - (Delta Dental)	
Monthly Report	Page 34
CONSENT AGENDA	Page 37
Resolution 25-16: Medical & PBM Approval to Release RFP.....	Page 38
Resolution 25-17: February, March 2025 and Dividend Bills List	Page 39
 OLD BUSINESS	
 NEW BUSINESS	
 PUBLIC COMMENT	
 EXECUTIVE SESSION – Interviews for Program Manager	
 MEETING ADJOURNED	

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
EXECUTIVE DIRECTOR'S REPORT
MARCH 27, 2025**

FINANCE

PRO FORMA REPORTS

- **Fast Track Financial Report** – as of December 31, 2024 (page 7)

2024 NEW MEMBER PHARMACY REBATES

In reviewing Year End financials, PERMA discovered an error with the Express Scripts rebate implementation on the new 2024 groups, therefore the Fund did not receive the guaranteed rebates for those groups. We expect to have a memo from Express Scripts to address the issue in full at the meeting.

We will be updating the year end financials when the final number of the rebate impact is provided.

OPERATIONS

QPA RFP

Last year, the Fund approved a release of quotes for the QPA at the local Fund through the end of 2024. We recommend continuing the services of a QPA for the RFPs to go out this year, particularly for some of the larger contracts. Due to the expected cost of the QPA, we are requesting to go out for quotes for 2025.

MOTION: *Motion to allow PERMA to go out for quotes for QPA services.*

FINANCE COMMITTEE

The Finance Committee met on March 7th to review the Year End financial status presented by PERMA. Minutes are included in Appendix II and the presentation is included as an attachment. An executive summary review will be provided at the meeting for the Executive Committee.

FUND DOCUMENT REVIEW COMMITTEE

The North Jersey Municipal Employee Benefits Fund Bylaws were approved in 1993 in their initial draft. The most recent revisions were developed and accepted in 2006. The Fund Chairman is assigning the following Commissioners to the *Fund Document Review Committee*, who will be tasked with reviewing the Fund's governance and policy documents, for accuracy and opportunities for improvement.

Thomas S. Russo, Jr. – Town of Newton	Fund Attorney Representative
Carrine Piccolo-Kaufer - Township of Hardyston	Executive Director Representative
Scott Heck – Borough of Ringwood	
Adam Brewer –Township of Pequannock	

Hi FUND MARKETING UPDATE

As Executive Director of the MRHIF, PERMA oversees a marketing platform to help educate, promote, and advance the various health insurance funds. To assist in this, several years back the MRHIF awarded a contract to Princeton Public Affairs ("Princeton") to develop in a common marketing brand that could help improve marketplace knowledge and familiarity with HIFs. Princeton also does marketing work for the MEL. They created the hi Fund brand as a creative way to help achieve the goal of further education and promotion state-wide. The hi Fund branding has been helpful to centrally deliver the value proposition of the HIFs.

More recently, the office of state comptroller had questions about the hi Fund, what it is and its purpose. We have educated them as best as possible. Furthermore, to ensure there is no ambiguity, we have added the text below to every page at the hi Fund web site, so it is clear what the purpose of the brand is. This is as follows:

The term "hi Funds" is a branding name that is used to help promote and educate public entities about Health Insurance Funds ("HIFs") which are permitted pursuant to NJ law under 40A:10-36. PERMA is currently the appointed executive director of HIFs that collectively advertise and educate the marketplace under the banner "The hi Funds". The "hi Funds" is not a company or an entity and is used merely to help in the promotion, education, and advancement of HIFs in New Jersey. Each HIF maintains a separate web site as required by statute, all of which are available at this site.

Each Fund's web site is posted on the hi Fund site as well.

We see value in the continuation of the hi Fund branding and wanted you to be fully aware of this. If you have any questions or comments with the use of the hi Fund or would like to discuss, please let us know.

MEDICAL TPA AND PBM RFPs

In the interest of time, the Fund should begin the process of developing the Medical TPA and Pharmacy Benefit Manager RFPs. The Cooperative Pricing System may still be an option, but due to the size of the contract, it may be more efficient to release these RFPs locally rather than with all cooperative members. Should the Co-Operative route work better, we will bring this back at the next meeting.

In the meantime, Resolution 25-16 allows PERMA and the QPA to start the procurement process.

COOPERATIVE PRICING SYSTEM TPA RFP - LEGAL BILLING

The Fund Attorney of the SNJHIF, lead agent of the Cooperative Pricing System has submitted bills to the SNJHIF for his contributions and efforts in the Third-Party Administrator RFPs that required Comptroller Review and Approval. The amount of legal work is outside the Fund Attorney scope and would fall under the hourly fee in his contract. The SNJHIF will bill a pro-rated share to the other Fund members. The total invoiced amount was \$1909.00 and the NJHIF prorated share is \$267.26, based on percentage of statewide medical enrollment.

VOUCHERS

Starting with the April vouchers, PERMA will be sending both vouchers and backup exclusively through DocuSign. Please reach out to HIFfinance@permainc.com to confirm the current email address that vouchers are sent to can continue to be used to send via DocuSign.

GASB 75

The Fund contracts with an Actuary to provide GASB 75 reports on behalf of its medical members. Please reach out to Jordyn Robinson (jrobinson@permainc.com) if your audit requires a full report or update to last year's report. During its 'busy' season, reports can take up to six weeks to turn around.

BROKER RESOLUTIONS

As a reminder, broker/town resolutions of appointments must be submitted to the Fund. Broker fees will be dependent upon these submissions.

2025 MEL, MR HIF & NJCE JIF Educational Seminar:

The 15th annual seminar will be conducted virtually on 2 half-day sessions: Friday April 25th and Friday May 2nd from 9AM to 12PM.

The seminar qualifies for Continuing Educational Credits including CFO/CMFO, Public Works, Clerks, Insurance Producers and Purchasing Agents. There is no fee for employees, insurance providers, as well as personnel who work for services companies associated with the Municipal Excess Liability Joint Insurance Fund (MEL JIF), Municipal Reinsurance Health Insurance Fund (MR HIF), and New Jersey Counties Excess Joint Insurance Fund (NJCE JIF).

Please see Appendix IV for more information.

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND						
FINANCIAL FAST TRACK REPORT						
		AS OF	December 31, 2024			
		THIS MONTH	YTD CHANGE	PRIOR YEAR END	FUND BALANCE	
1.	UNDERWRITING INCOME		5,385,231	64,304,362	839,803,082	904,107,444
2.	CLAIM EXPENSES					
	Paid Claims	5,530,937	59,038,339	698,809,897	757,848,236	
	IBNR	8,444	2,025,635	3,677,424	5,703,059	
	Less Specific Excess	(44,430)	(332,030)	(21,558,076)	(21,890,106)	
	Less Aggregate Excess	-	-	-	-	
TOTAL CLAIMS		5,494,951	60,731,944	680,929,245	741,661,189	
3.	EXPENSES					
	MA & HMO Premiums	315,102	3,710,776	26,121,322	29,832,098	
	Excess Premiums	356,375	4,305,777	35,004,790	39,310,567	
	Administrative	301,417	3,261,939	55,763,762	59,025,701	
TOTAL EXPENSES		972,894	11,278,492	116,889,874	128,168,366	
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)		(1,082,614)	(7,706,074)	41,983,963	34,277,889
5.	INVESTMENT INCOME		39,270	576,080	5,500,768	6,076,848
6.	DIVIDEND INCOME		-	-	6,212,250	6,212,250
7.	STATUTORY PROFIT/(LOSS) (4+5+6)		(1,043,343)	(7,129,994)	53,696,981	46,566,987
8.	DIVIDEND		-	-	42,501,592	42,501,592
9.	Transferred Surplus IN		-	-		-
10.	Transferred Surplus OUT		-	-	-	-
STATUTORY SURPLUS (7-8+9)			(1,043,343)	(7,129,994)	11,195,389	4,065,395
SURPLUS (DEFICITS) BY FUND YEAR						
Closed		Surplus	35,632	203,245	11,447,431	11,650,676
		Cash	(5,479)	(291,830)	14,148,822	13,856,991
2023		Surplus	(21,083)	(1,877,567)	(252,043)	(2,129,610)
		Cash	(45,016)	(3,085,568)	870,567	(2,215,001)
2024		Surplus	(1,057,892)	(5,455,673)		(5,455,673)
		Cash	(425,916)	(1,484,861)		(1,484,861)
TOTAL SURPLUS (DEFICITS)			(1,043,343)	(7,129,994)	11,195,388	4,065,393
TOTAL CASH			(476,411)	(4,862,259)	15,019,389	10,157,130
CLAIM ANALYSIS BY FUND YEAR						
TOTAL CLOSED YEAR CLAIMS			(263)	281,909	638,800,951	639,082,860
FUND YEAR 2023						
	Paid Claims	45,258	5,823,558	38,450,871	44,274,429	
	IBNR	(22,063)	(3,677,424)	3,677,424	-	
	Less Specific Excess	-	(81,159)	-	(81,159)	
	Less Aggregate Excess	-	-	-	-	
TOTAL FY 2023 CLAIMS			23,195	2,064,975	42,128,295	44,193,270
FUND YEAR 2024						
	Paid Claims	5,485,943	52,930,791		52,930,791	
	IBNR	30,507	5,703,059		5,703,059	
	Less Specific Excess	(44,430)	(248,789)		(248,789)	
	Less Aggregate Excess	-	-		-	
TOTAL FY 2024 CLAIMS			5,472,019	58,385,061		58,385,061
COMBINED TOTAL CLAIMS			5,494,951	60,731,944	680,929,246	741,661,190

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	DEC
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	\$ 10,157,130
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	\$ 5,703,059
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	\$ 12,450,093
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	\$ 8,384,700
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	\$ 4,065,393
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	\$ 5,530,937
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	\$ 4,451,674
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	\$ 59,039,068
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	\$ 52,838,030
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	1.84
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	1.24
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	1.12
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	1.78
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	1.48
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	0.91
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	1.28

North Jersey Municipal Employee Benefits Fund

CONSOLIDATED BALANCE SHEET

AS OF DECEMBER 31, 2024

BY FUND YEAR

	NJMEB 2024	NJMEB 2023	CLOSED YEAR	FUND BALANCE
ASSETS				
Cash & Cash Equivalents	(1,484,861)	(2,215,001)	13,856,991	10,157,130
Assessments Receivable (Prepaid)	533,999	(1,881)	(3,147)	528,971
Interest Receivable	30,189	6,630	224,094	260,913
Specific Excess Receivable	248,789	80,642	-	329,430
Aggregate Excess Receivable	-	-	-	-
Dividend Receivable	-	-	-	-
Prepaid Admin Fees	-	-	-	-
Other Assets	1,173,649	-	-	1,173,649
Total Assets	501,764	(2,129,610)	14,077,938	12,450,093
LIABILITIES				
Accounts Payable	1,592	(0)	-	1,592
IBNR Reserve	5,703,059	-	-	5,703,059
A4 Retiree Surcharge	-	-	-	-
Dividends Payable	-	-	(2)	(2)
Retained Dividends	-	-	2,427,265	2,427,265
Accrued/Other Liabilities	252,786	(0)	-	252,786
Total Liabilities	5,957,437	(0)	2,427,263	8,384,700
EQUITY				
Surplus / (Deficit)	(5,455,673)	(2,129,610)	11,650,675	4,065,393
Total Equity	(5,455,673)	(2,129,610)	11,650,675	4,065,393
Total Liabilities & Equity	501,764	(2,129,610)	14,077,938	12,450,093
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 DECEMBER 31, 2024						
				Cumulative	\$ Variance	% Variance
	Cumulative	Annual	Latest Filed	Expensed		
LINE ITEMS						
Medical Claims Aetna	47,522,822	47,522,822	39,546,391			
Medical Claims Aetna BOEs	545,019	545,019	595,717			
Subtotal Medical Claims	48,067,841	48,067,841	40,142,108	52,470,371	(4,402,530)	-9%
Prescription Claims	3,090,413	3,090,413	2,558,040			
Subtotal Rx Claims	3,090,413	3,090,413	2,558,040	4,313,648	(1,223,235)	-40%
Dental Claims	1,679,776	1,679,776	1,630,553	1,601,041	78,735	5%
Subtotal	52,838,030	52,838,030	44,330,701	58,385,061	(5,547,031)	-10%
Medicare Advantage - United	559,960	559,960	596,569	Included in Medicare Advantage-Aetna below		
Medicare Advantage - Aetna	3,150,816	3,150,816	2,389,779	3,710,776	-	0%
Reinsurance						
Specific	4,305,777	4,305,777	3,975,900	4,305,777	0	0%
Wellness	283,000	283,000	283,000	304,529	(21,529)	-8%
Total Loss Fund	61,137,583	61,137,583	51,575,949	66,706,143	(5,568,560)	-9%
Expenses						
Legal	20,500	20,500	20,500	40,945	(20,445)	-100%
Treasurer	23,433	23,433	23,433	23,436	(3)	0%
Administrator	528,124	528,124	459,793	528,124	-	0%
Program Manager -	705,017	705,017	605,584	668,788	36,229	5%
Program Manager - Brokerage	706,631	706,631	717,435	749,786	(43,155)	-6%
TPA - Aetna	971,340	971,340	818,952	971,340	-	0%
Wellness Coordinator	25,000	25,000	25,000	8,333	16,667	67%
Dental TPA	78,246	78,246	78,597	78,246	-	0%
Actuary	12,735	12,735	12,734	12,740	(5)	0%
Auditor	17,811	17,811	17,811	17,808	3	0%
Subtotal Expenses	3,088,836	3,088,836	2,779,840	3,099,545	(10,709)	0%
Miscellaneous and Special Services						
Misc/Cont(incl. A4 surcharge)	42,500	42,500	42,500	7,369	35,131	83%
Claims and Service Audits	40,000	40,000	40,000	0	-	0%
Affordable Care Act Taxes	14,052	14,052	11,847	15,601	(1,549)	-11%
Subtotal Misc/Sp Svcs	96,552	96,552	94,347	22,970	33,581	35%
Total Expenses	3,185,388	3,185,388	2,874,188	3,122,515	22,872.66	1%
Total Budget	64,322,971	64,322,971	54,450,137	69,828,658	(5,545,687)	-9%

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: MARCH 27, 2025

RE: Program Manager's Report

- Town Visits/Meetings/Plan Change Requests
- Enrollment, Eligibility and Billing
- New Plan Implementation
- Committee Meetings
- 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

Our office has been receiving calls regarding billing errors for both our groups and our direct bill retirees for the 2025 plan year. We have been working with the enrollment team to have errors corrected.

The notification below was distributed to all of our groups upon our notification to our office:

Our office has been notified that the enrollment team mailboxes are being reassigned to better service our groups. All inquiries/concerns will be acknowledged within 24 hours of receipt. We have been advised that the new dedicated resource model ***will result in improved response times and increased client satisfaction***. The existing operational mailboxes (Broker Services and Enrollment) are no longer being monitored. If you have any outstanding issues that have not yet been resolved, please reach out to one of the new contacts for review and response.

Please start using the new contacts listed below immediately for any / all enrollment / eligibility questions or issues.

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

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 northernjenrollments@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, 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.

NEW PLAN IMPLEMENTATION

The Borough of Chatham, Twp of Vernon and the Borough of Kinnelon added two new plans each to plans offered to their employee population, a 2035 plan (which does not mirror the SHBP) and a HDHP 3000. All plans were successfully implemented for a January 1, 2025, effective date.

The Twp of Jefferson completed union negotiations with White Collar and added a new dental plan increasing the annual maximum to \$3000 and adding coverage for implants. The new plan was effective on 3/1/2025.

FINANCE COMMITTEE MEETING

Dave Voza met with the finance committee and presented a detailed report of Year End findings and recommendations. The power point covered year over year claims results ending in plan year 2024. A copy of the power point presentation is being distributed with the agenda and will be reviewed in more detail at the meeting.

EXPRESS – SCRIPTS

GLP1 Coverage:

As we previously advised and discussed at the January meeting, we are pleased to report that all issues for GLP1 coverage that was provided in towns where coverage should not have been provided have now been resolved. As you are aware, our office identified an issue with Express-Scripts allowing coverage for GLP1 for towns that specifically excluded weight loss drugs. All affected towns and members were notified of coverage options and provided with a grace period of coverage. Express-Scripts has agreed to reimburse the fund for all costs associated with the error, including through the grace period.

REMINDER - ENCIRCLE RX PROGRAM – GLP-1 DRUGS Update

Members must qualify and adhere to the program in order to continue to receive their GLP1 medications.

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.

ESI Formulary List – Changes for 7/1/2025

The 2025 Formulary Guide and Exclusion List of changes effective 7/1/2025 was sent as an attachment with the agenda for your reference.

WELLNESS

2025 Committee meeting: The Wellness Committee met via conference call on March 7th, 2025, to discuss new members joining in 2026, the minutes are in Appendix III. The Wellness committee is recommending the new member application process be started and they be included in the projected wellness budget for 2026. The wellness committee will meet again to review the overall program components and potential changes needed to continue the program with growth. Ultimately, the finance committee will need to review the proposed budget before we can determine the details of the 2026 program for members.

2025 Vendor Scheduling: The 2025 program is underway for the 14 participating municipalities. I have had several conference calls with the vendors and members to get started on the scheduling for this year.

Dental Action Report - The Wellness program added a dental component in 2020, and we are pleased to report that our 2024 Dental Action report shows we have 1,648 healthy members and our “no visit” continues to decrease. We will be providing more handouts on Dental Hygiene and the importance of preventative screenings in hopes of engaging some of the 683 members who have not seen a dentist for two years to schedule a routine exam. Item of concern - 175 of our new enrollees have no visits which has increased YOY.

Education Valley Health Systems aired five webinars with over 80 people watching so far. See below survey results and comments.

New member interest –We have had a preliminary request from Kinnelon for membership in 2026. The committee requires a letter of intent to join and resolution with an estimated number of participants. Any new members must submit this information prior to 7/1/2025 for 1/1/2026 membership.

Newsletter– The EBIX newsletter and seminar links were sent to all participating towns. We encourage non-participating members to take advantage of the wellness resources included in your HIF membership.

Please contact me with any wellness questions – bvozza@vozza.com

2025 Webinar Survey Results

Meditation

- “Absolutely one of the most stress relieving exercises I have experienced”
- “Really enjoyed this immersive webinar. Great way to wind down at the end of the day.”

The Science of Acupuncture

- “Very interesting; Dr. Yoo was very engaging and very well-spoken; kept me engaged”
- “Appreciated the information Dr Yoo provided”
- “Well informed speaker. Acupuncture sounded very interesting.”
- “Really glad to see a webinar covering this topic and the many benefits it offers. I really enjoy learning about the varieties of holistic medicine.”
- 2 participants requested an appointment with Dr. Yoo and the office was going to reach out to schedule

Take Control of Your Cardiovascular Health

- “Enjoyed this Dr. He has a good voice and makes the webinar enjoyable while learning what to look out for.”

Comment - Can you do a webinar on autoimmune disorders. I think they are often overlooked/missed by doctors.



NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

BILLS LIST

FEBRUARY 2025

Resolution No.

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

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

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

FUND YEAR 2024

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
PERMA	2024 AATRIX 1099 FILING	48.79 48.79
LIFE LINE SCREENING OF AMERICA, LTD	BAL OF 2024 SCREENINGS INV 1373 10/24	4,250.00 4,250.00
NJ ADVANCE MEDIA	A # XNJER0555972 ad 10941879 12/6/24	49.02 49.02
GANNETT NEW YORK NJ LOCALIQ	A# 1184295 INV 6847761-10857958 12/17/24	37.92 37.92
Total Payments FY 2024		4,385.73

FUND YEAR 2025

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 02/25	291,929.25 291,929.25
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE PREM 02/25	65,781.52 65,781.52
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 02/25	6,583.14 6,583.14
AETNA	MEDICAL TPA 02/25	82,875.84 82,875.84
INSPIRA FINANCIAL HEALTH, INC	RANDOLPH TWP 01/25	9.00 9.00
PERMA	POSTAGE 01/25	122.92
PERMA	ADMIN FEES 02/25	45,874.73 45,997.65
MICHAEL J. SOCCIO	TREASURER FEE 02/25	1,914.50 1,914.50
JOSEPH L. VOZZA AGENCY INC.	WELLNESS CARD FOR JEFFERSON 01/25	504.25
JOSEPH L. VOZZA AGENCY INC.	WELLNESS 02/25	3,419.74
JOSEPH L. VOZZA AGENCY INC.	MAILING FEES 02/25	39.65
JOSEPH L. VOZZA AGENCY INC.	PRIOR PERIOD ADJ. 02/25	-121.45
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 02/25	26,958.42
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER FEES 02/25	56,793.38
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER RATE ADJ. JAN	-1,161.62 86,432.37

DORSEY & SEMRAU	ATTORNEY MONTHLY RETAINER 02/25	1,667.00 1,667.00
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 02/25	2,490.10 2,490.10
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 02/25	2,270.83 2,270.83
SKYLANDS RISK MANAGEMENT	BROKER FEES 02/25	8,977.87 8,977.87
BROWN AND BROWN METRO LLC	BROKER FEES 02/25	6,886.67 6,886.67
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 02/25	1,307.95 1,307.95
ACRISURE NJ PARTNERS INS SERVICES, LLC	BROKER FEES 02/25	10,253.04 10,253.04
EBIX INC	2025 ONLINE NEWSLETTER INV 637415	5,400.00 5,400.00
THE CANNING GROUP LLC	QPA 2025-02	166.67 166.67
GANNETT NEW YORK NJ LOCALIQ	A# 1184295 INV 6905656-10895267 1/2/25	55.08 55.08
ACCESS	INV 11313084 DEPT 421 12/31/24	220.06 220.06
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 02/25	377,590.46 377,590.46
	Total Payments FY 2025	998,809.00
	TOTAL PAYMENTS ALL FUND YEARS	1,003,194.73

Chairperson

Attest:

Dated:_____

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

Treasurer

MARCH 2025

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

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 03/25	280,824.52
		280,824.52
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE 03/25	54,174.52
		54,174.52
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 03/25	6,573.12
		6,573.12
AETNA	MEDICAL TPA 03/25	82,994.46
		82,994.46
INSPIRA FINANCIAL HEALTH, INC	CHATHAM HSA 156514-2044846 02/25	3.00
INSPIRA FINANCIAL HEALTH, INC	RANDOLPH HSA- 150688-2046614 02/25	9.00
		12.00
PERMA	POSTAGE 02/25	63.38
PERMA	ADMIN FEES 03/25	45,764.66
		45,828.04
MICHAEL J. SOCCIO	TREASURER FEE 03/25	1,914.50
		1,914.50

JOSEPH L. VOZZA AGENCY INC.	WELLNESS CARDS FOR SPARTA 03/25	1,008.50
JOSEPH L. VOZZA AGENCY INC.	WELLNESS 03/25	3,424.63
JOSEPH L. VOZZA AGENCY INC.	PRIOR PERIOD ADJ. 03/25	-265.24
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 03/25	27,141.35
JOSEPH L. VOZZA AGENCY INC.	PROGRAM MANAGER 03/25	56,761.37
		88,070.61
DORSEY & SEMRAU	ATTORNEY MONTHLY RETAINER 03/25	1,667.00
DORSEY & SEMRAU	SPECIAL LITIGATION INV 22156 2/25	1,612.00
		3,279.00
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 03/25	2,571.25
		2,571.25
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 03/25	2,376.45
		2,376.45
SKYLANDS RISK MANAGEMENT	BROKER FEES 03/25	9,675.50
		9,675.50
BROWN AND BROWN METRO LLC	BROKER FEES 03/25	6,886.67
		6,886.67
VALLEY PHYSICIAN SERVICES PC	CORPORATE WELLNESS 2025 PKG 01/25	2,000.00
		2,000.00
WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 03/25	1,250.55
		1,250.55
ACRISURE NJ PARTNERS INS SERVICES, LLC	BROKER FEES 03/25	9,942.94
		9,942.94
THE CANNING GROUP LLC	QPA 2025-03	166.67
		166.67
SOUTHERN NEW JERSEY REG EBF	COOP PRICING SYS. TPA/RFP- LEGAL 3/25	267.26
		267.26
NJ ADVANCE MEDIA	A# 51909 INV 2938911-10967119 2/16/25	49.88
NJ ADVANCE MEDIA	A# 51909 INV 2830604- 10951340 1/3/25	42.14
NJ ADVANCE MEDIA	A# 51909 INV 2938911- 10964424 2/10/25	16.34
		108.36
GANNETT NEW YORK NJ LOCALIQ	A# 1509786 INV 6960424- 11037312 2/16/25	59.04
GANNETT NEW YORK NJ LOCALIQ	A# 1509786 INV 6960424- 11018350 2/9/25	39.68
		98.72
ACCESS	INV 11368525 DEPT 421 1/31/25	195.78
		195.78
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 03/25	377,886.34
		377,886.34
	Total Payments FY 2025	977,097.26
	TOTAL PAYMENTS ALL FUND YEARS	978,449.26

Chairperson

Attest:

Dated: _____

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

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
DIVIDEND BILLS LIST**

MARCH 2025

Resolution No.

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

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

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

FUND YEAR CLOSED

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
KINNELON BOROUGH	DIVIDEND RESERVE RELEASE 3/25	659.31
		659.31
	Total Payments FY CLOSED	659.31
	TOTAL PAYMENTS ALL FUND YEARS	659.31

Chairperson

Attest:

Dated:_____

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

Treasurer

North Jersey Municipal Employee Benefits Fund										
SUMMARY OF CASH TRANSACTIONS - ALL FUND YEARS COMBINED										
Current Fund Year: 2024 Month Ending: December										
	Medical	Dental	Rx	Reinsurance	Dividend Reserve	LFC	Admin	0	0	TOTAL
OPEN 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
RECEIPTS										
Assessments	4,828,507.85	142,782.08	286,041.10	395,164.65	0.00	0.00	318,440.84	0.00	0.00	5,970,936.52
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	13,531.92	97.26	0.00	64.33	2,599.00	0.00	177.05	0.00	0.00	16,469.56
Invest Adj	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Invest	13,531.92	97.26	0.00	64.33	2,599.00	0.00	177.05	0.00	0.00	16,469.56
Other *	330,451.66	432.08	82,791.84	0.00	0.00	0.00	0.00	0.00	0.00	413,675.58
TOTAL	5,172,491.43	143,311.42	368,832.94	395,228.98	2,599.00	0.00	318,617.89	0.00	0.00	6,401,081.66
EXPENSES										
Claims Transfers	5,192,434.20	139,950.61	577,672.90	0.00	0.00	0.00	0.00	0.00	0.00	5,910,057.71
Expenses	315,101.64	0.00	0.00	356,375.31	0.00	0.00	275,125.14	0.00	0.00	946,602.09
Other *	20,833.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	20,833.33
TOTAL	5,528,369.17	139,950.61	577,672.90	356,375.31	0.00	0.00	275,125.14	0.00	0.00	6,877,493.13
END BALANCE	9,876,239.73	84,715.29	(2,206,597.43)	(62,781.81)	2,389,941.06	0.00	75,604.02	0.00	0.00	10,157,120.86

CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES									
North Jersey Municipal Employee Benefits Fund									
Month		December							
Current Fund Year		2024							
		1.	2.	3.	4.	5.	6.	7.	8.
Policy Year	Coverage	Calc. Net Paid Thru Last Month	Monthly Net Paid December	Monthly Recoveries December	Calc. Net Paid Thru December	TPA Net Paid Thru December	Variance To Be Reconciled	Delinquent Unreconciled Variance From	Change This Month
2024	Medical	45,027,275.03	5,148,116.62	0.00	50,175,391.65	0.00	50,175,391.65	45,027,275.03	5,148,116.62
	Dental	1,336,577.72	139,153.68	0.00	1,475,731.40	0.00	1,475,731.40	1,336,577.72	139,153.68
	Rx	5,306,320.15	577,672.90	0.00	5,883,993.05	0.00	5,883,993.05	5,306,320.15	577,672.90
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	51,670,172.90	5,864,943.20	0.00	57,535,116.10	0.00	57,535,116.10	51,670,172.90	5,864,943.20
2023	Medical	5,385,942.03	44,460.86	0.00	5,430,402.89	0.00	5,430,402.89	5,385,942.03	44,460.86
	Dental	91,060.49	796.93	0.00	91,857.42	0.00	91,857.42	91,060.49	796.93
	Rx	152,697.57	0.00	0.00	152,697.57	0.00	152,697.57	152,697.57	0.00
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	5,629,700.09	45,257.79	0.00	5,674,957.88	0.00	5,674,957.88	5,629,700.09	45,257.79
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	107,837.82	(143.28)	0.00	107,694.54	0.00	107,694.54	107,837.82	(143.28)
	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	107,837.82	(143.28)	0.00	107,694.54	0.00	107,694.54	107,837.82	(143.28)
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	57,562,962.97	5,910,057.71	0.00	63,473,020.68	0.00	63,473,020.68	57,562,962.97	5,910,057.71

SUMMARY OF CASH AND INVESTMENT INSTRUMENTS					
North Jersey Municipal Employee Benefits Fund					
ALL FUND YEARS COMBINED					
CURRENT MONTH	December				
CURRENT FUND YEAR	2024				
Description:		CASH MANAGEMENT FUND	TD BANK ASSET MANAGEMENT	CITIZENS	
ID Number:					
Maturity (Yrs)					
Purchase Yield:					
TOTAL for All Accts & instruments					
Opening Cash & Investment Balance	\$10,633,532.19	319124.92	7111287.24	3203120.03	
Opening Interest Accrual Balance	\$230,856.81	0	230856.81	0	
1	Interest Accrued and/or Interest Cost	\$30,158.98	\$0.00	\$30,158.98	\$0.00
2	Interest Accrued - discounted Instr.s	\$0.00	\$0.00	\$0.00	\$0.00
3	(Amortization and/or Interest Cost)	\$0.00	\$0.00	\$0.00	\$0.00
4	Accretion	\$0.00	\$0.00	\$0.00	\$0.00
5	Interest Paid - Cash Instr.s	\$17,353.47	\$1,211.47	\$1,210.21	\$14,931.79
6	Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00
7	Realized Gain (Loss)	-\$883.91	\$0.00	-\$883.91	\$0.00
8	Net Investment Income	\$46,628.54	\$1,211.47	\$30,485.28	\$14,931.79
9	Deposits - Purchases	\$6,363,778.77	\$0.00	\$0.00	\$6,363,778.77
10	(Withdrawals - Sales)	-\$6,856,659.80	\$0.00	\$0.00	-\$6,856,659.80
Ending Cash & Investment Balance		\$10,157,120.72	\$320,336.39	\$7,111,613.54	\$2,725,170.79
Ending Interest Accrual Balance		\$261,015.79	\$0.00	\$261,015.79	\$0.00
Plus Outstanding Checks		\$1,479,700.84	\$0.00	\$0.00	\$1,479,700.84
(Less Deposits in Transit)		-\$290,730.82	\$0.00	\$0.00	-\$290,730.82
Balance per Bank		\$11,346,090.74	\$320,336.39	\$7,111,613.54	\$3,914,140.81



**NORTH JERSEY MUNICIPAL
EMPLOYEE BENEFITS FUND**

Monthly Claim Activity Report

MARCH 27, 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	\$4,506,772	2,075	\$ 2,172
TOTALS	\$34,128,946			\$47,655,960		
				2024 Average	2,054	\$1,935
				2023 Average	1,689	\$1,681



NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND

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

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

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

Paid Dates: 12/01/2024 - 12/31/2024
Service Dates: 01/01/2011 - 12/31/2024
Line of Business: All

	Paid Amt	Diagnosis/Treatment
	\$162,088.25	STABLE BURST FRACTURE OF T7-T8 VERTEBRA
	\$144,162.87	MAJOR LACERATION OF SPLEEN, INITIAL ENCOUNTER
Total:	\$306,251.12	

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

	Paid Amt	Diagnosis/Treatment
	\$130,003.27	ACUTE EMBOLISM AND THROMBOSIS OF LEFT ILIAC
	\$109,966.80	CENTRAL CORD SYNDROME AT C4 LEVEL OF CERVICAL
Total:	\$239,970.07	

**Medical Claims Paid:
January 2025- January 2025**Total Medical Paid per EE: **\$1,937****Network Discounts**

Inpatient: **63.6%**
Ambulatory: **68.9%**
Physician/Other: **67.9%**
TOTAL: 67.4%

Provider Network

% Admissions In-Network: **96.3%**
% Physician Office: **92.6%**

Aetna Book of Business:

Admissions 98.4%; Physician 91.1%

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

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

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

Number of Claims Over \$50,000: **9**
Claimants per 1000 members: **1.7**
Avg. Paid per Claimant: **\$79,971**
Percent of Total Paid: **18.5%**
• Aetna BOB- HCC account for an
average of 44.4% of total Medical Cost

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

Total Members Identified: **1,138**
Members Targeted for 1:1 Nurse
Support : **263**
Members Targeted for digital activity:
875
Member 1:1 outreach completed:
253
Member 1:1 Outreach in Progress: **10**

**CVS Virtual Care™**

	Top 10 Diagnosis - 2025	Visits
7 Completed Visits January	Cough, unspecified type	2
	Acute cough	1
	Acute otitis media, non-recurrent specified	1
	Acute otitis, left	1
7 Unique Members With Completed Visits January	COVID with acute respiratory (Z00.01C, Z44.01B, Z44.01C)	1
	COVID, ill	1
	Fever, unspecified lower cause	1
7 Completed Visits 2025	Influenza due to unidentified influenza virus with other respiratory features	1
	Upper respiratory infection, acute	1
7 Unique Members With Completed Visits 2025		
	State	Visits- January
	New Jersey	6
1 Total Registrations since inception	South Carolina	1

**Service Center Performance Goal
Metrics YTD 2025****Customer Service Performance**

1st Call Resolution: **93.68%**
Abandonment Rate: **0.33%**
Avg. Speed of Answer: **12.6 sec**

Claims Performance

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

90% processed w/in: **6.9 days**
95% processed w/in: **12.7 days**

**Claims Performance (Monthly)
(January 2025)**

90% processed w/in: **6.9 days**
95% processed w/in: **12.7 days**
(Note: This is not a PG metric)

Performance Goals

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

Financial Accuracy: **99%**

Turnaround Time

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



EXPRESS SCRIPTS®

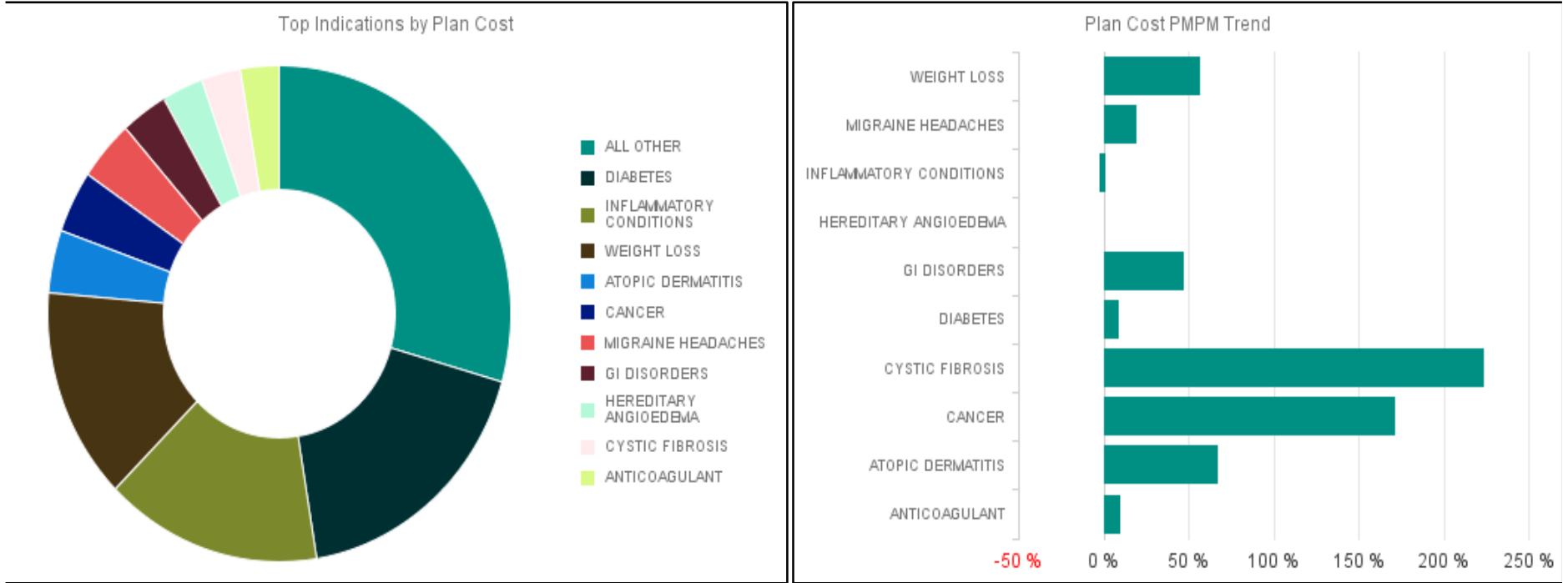
North Jersey Municipal Employee Benefits Fund

Total Component/Date of Service (Month)	2024 01	2024 02	2024 03	2024 Q1	2024 04	2024 05	2024 06	2024 Q2	2024 07	2024 08	2024 09	2024 Q3	2024 10	2024 11	2024 12	2024 Q4
Membership	4,905	4,873	5,422	5,067	5,440	5,436	5,427	5,434	5,406	5,395	5,382	5,394	5,402	5,387	5,382	5,390
Total Days	203,129	186,437	209,955	599,521	224,419	220,536	206,816	651,771	238,216	212,363	215,584	666,163	231,275	209,076	225,085	665,436
Total Patients	1,970	1,908	2,198	3,207	2,174	2,117	2,096	3,246	2,163	2,061	2,104	3,201	2,270	2,187	2,259	3,348
Total Plan Cost	\$865,276	\$792,398	\$1,083,188	\$2,740,862	\$1,119,123	\$1,186,041	\$1,238,550	\$3,543,714	\$1,181,579	\$1,303,094	\$1,313,223	\$3,797,896	\$1,289,845	\$1,162,456	\$1,315,864	\$3,768,164
Generic Fill Rate (GFR) - Total	86.0%	87.0%	86.5%	86.5%	85.9%	85.8%	84.9%	85.5%	84.4%	83.7%	81.7%	83.3%	81.8%	83.8%	84.4%	83.3%
Plan Cost PMPM	\$176.41	\$162.61	\$199.78	\$180.32	\$205.72	\$218.18	\$228.22	\$217.37	\$218.57	\$241.54	\$244.00	\$234.68	\$238.77	\$215.79	\$244.49	\$233.02
Total Specialty Plan Cost	\$308,439	\$274,926	\$466,401	\$1,049,766	\$481,465	\$510,693	\$521,653	\$1,513,811	\$354,254	\$525,688	\$522,866	\$1,402,808	\$489,981	\$428,573	\$464,731	\$1,383,285
Specialty % of Total Specialty Plan Cost	35.6%	34.7%	43.1%	38.3%	43.0%	43.1%	42.1%	42.7%	30.0%	40.3%	39.8%	36.9%	38.0%	36.9%	35.3%	36.7%

Total Component/Date of Service (Month)	2025 01	2025 02	2025 03	2025 Q1	2025 04	2025 05	2025 06	2025 Q2	2025 07	2025 08	2025 09	2025 Q3	2025 10	2025 11	2025 12	2025 Q4
Membership	5,396															
Total Days	232,633															
Total Patients	2,289															
Total Plan Cost	\$1,076,111															
Generic Fill Rate (GFR) - Total	85.9%															
Plan Cost PMPM	\$199.43															
% Change Plan Cost PMPM	13.0%															
Total Specialty Plan Cost	\$354,388															
Specialty % of Total Specialty Plan Cost	32.9%															

Top Indications

N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2025 - 02/2025 vs. Previous Period 01/2024 - 02/2024) 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	1	DIABETES	25.4 %	1,155	\$391,382	\$36.21	31.4 %	24.6 %	30.9 %	1,107	\$327,401	\$33.48	33.7 %	26.4 %	8.1 %
2	2	INFLAMMATORY CONDITIONS	21.4 %	105	\$329,541	\$30.49	41.0 %	31.8 %	28.7 %	97	\$304,468	\$31.14	33.0 %	36.4 %	-2.1 %
3	4	WEIGHT LOSS	19.6 %	305	\$301,733	\$27.92	2.3 %	4.6 %	16.5 %	175	\$174,807	\$17.88	4.6 %	6.2 %	56.2 %
4	5	ATOPIC DERMATITIS	5.8 %	154	\$89,341	\$8.27	77.3 %	81.9 %	4.6 %	110	\$48,546	\$4.96	80.9 %	85.9 %	66.5 %
5	3	CANCER	5.7 %	81	\$88,306	\$8.17	93.8 %	76.8 %	2.8 %	72	\$29,464	\$3.01	97.2 %	77.1 %	171.1 %
6	6	MIGRAINE HEADACHES	5.6 %	121	\$86,162	\$7.97	36.4 %	52.4 %	6.2 %	99	\$65,615	\$6.71	38.4 %	53.6 %	18.8 %
7	8	GI DISORDERS	4.6 %	89	\$70,834	\$6.55	42.7 %	58.2 %	4.1 %	67	\$43,640	\$4.46	41.8 %	56.6 %	46.8 %
8	10	HEREDITARY ANGIOEDEMA	4.1 %	1	\$62,946	\$5.82	0.0 %	7.3 %	NA		NA	NA	NA	13.9 %	NA
9	9	CYSTIC FIBROSIS	3.9 %	5	\$59,469	\$5.50	40.0 %	7.1 %	1.6 %	1	\$16,668	\$1.70	0.0 %	6.3 %	222.8 %
10	7	ANTICOAGULANT	3.9 %	130	\$59,297	\$5.49	10.0 %	18.6 %	4.6 %	118	\$49,024	\$5.01	16.9 %	19.6 %	9.4 %
Total Top 10				2,146	\$1,539,012	\$142.40	32.9 %	34.0 %		1,846	\$1,059,634	\$108.37	35.6 %	36.5 %	31.4 %

Top Drugs

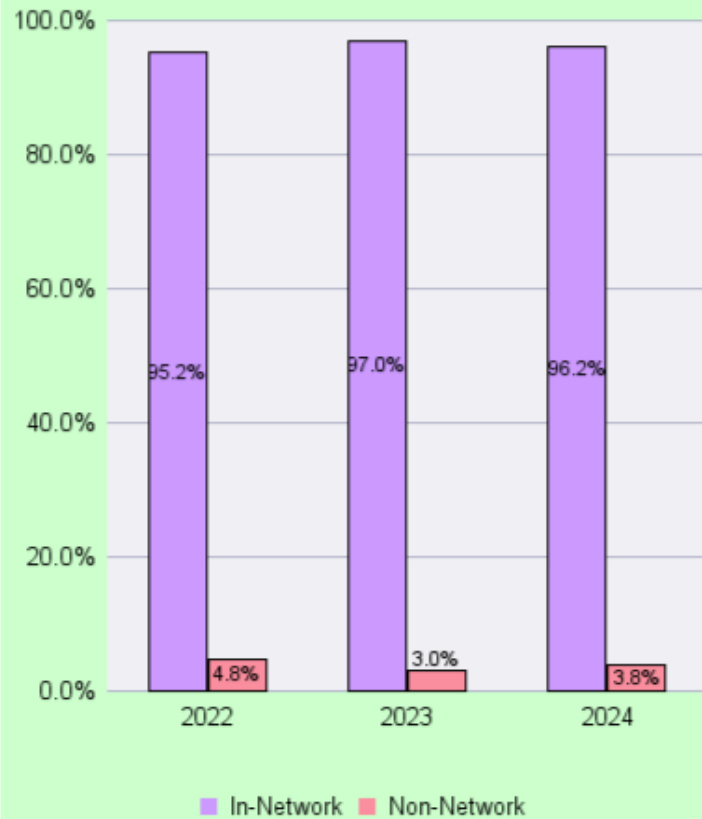
N. JERSEY MUNI EMPLOY BNFT FD (Current Period 01/2025 - 02/2025 vs. Previous Period 01/2024 - 02/2024) Peer = Government - National Preferred Formulary

					Current Period				Previous Period				Trend
Rank	Peer Rank	Brand Name	Indication	Specialty Drug	Adjusted Rx	Patients	Plan Cost	Plan Cost PMPM	Adjusted Rx	Patients	Plan Cost	Plan Cost PMPM	Plan Cost PMPM
1	8	ZEPBOUND	WEIGHT LOSS	N	184	92	\$174,639	\$16.16	75	38	\$69,346	\$7.09	127.8 %
2	1	MOUNJARO	DIABETES	N	139	60	\$135,996	\$12.58	80	38	\$76,318	\$7.81	61.2 %
3	12	WEGOVY	WEIGHT LOSS	N	106	57	\$125,085	\$11.57	89	48	\$104,738	\$10.71	8.0 %
4	6	STELARA	INFLAMMATORY CONDITIONS	Y	13	5	\$89,476	\$8.28	10	4	\$65,954	\$6.75	22.7 %
5	2	OZEMPIC	DIABETES	N	94	48	\$83,699	\$7.74	88	39	\$75,165	\$7.69	0.7 %
6	243	RUCONEST	HEREDITARY ANGIOEDEMA	Y	1	1	\$62,946	\$5.82	NA	NA	NA	NA	NA
7	239	KALYDECO	CYSTIC FIBROSIS	Y	3	1	\$53,851	\$4.98	1	1	\$16,668	\$1.70	192.3 %
8	28	TALTZ AUTOINJECTOR	INFLAMMATORY CONDITIONS	Y	10	4	\$49,293	\$4.56	4	2	\$19,112	\$1.95	133.3 %
9	127	CABOMETYX	CANCER	Y	2	1	\$48,626	\$4.50	NA	NA	NA	NA	NA
10	9	DUPIXENT PEN	ATOPIC DERMATITIS	Y	16	7	\$48,304	\$4.47	11	5	\$28,056	\$2.87	55.8 %
11	21	ENBREL SURECLICK	INFLAMMATORY CONDITIONS	Y	8	4	\$43,497	\$4.02	8	3	\$39,679	\$4.06	-0.8 %
12	25	ELIQUIS	ANTICOAGULANT	N	77	33	\$39,766	\$3.68	68	30	\$35,184	\$3.60	2.3 %
13	10	JARDIANCE	DIABETES	N	67	23	\$38,169	\$3.53	56	20	\$29,820	\$3.05	15.8 %
14	432	RUBRACA	CANCER	Y	2	1	\$35,013	\$3.24	NA	NA	NA	NA	NA
15	34	DUPIXENT SYRINGE	ATOPIC DERMATITIS	Y	13	5	\$32,202	\$2.98	5	2	\$12,674	\$1.30	129.9 %
16	23	FARXIGA	DIABETES	N	60	21	\$32,012	\$2.96	44	16	\$22,706	\$2.32	27.6 %
17	16	RINVOQ	INFLAMMATORY CONDITIONS	Y	6	2	\$28,316	\$2.62	2	1	\$16,982	\$1.74	50.9 %
18	340	LIVDELZI	GI DISORDERS	Y	2	1	\$26,139	\$2.42	NA	NA	NA	NA	NA
19	47	UBRELVY	MIGRAINE HEADACHES	N	19	11	\$25,014	\$2.31	15	9	\$19,750	\$2.02	14.6 %
20	22	HUMIRA(CF) PEN	INFLAMMATORY CONDITIONS	Y	3	2	\$23,260	\$2.15	6	3	\$37,332	\$3.82	-43.6 %
21	50	XARELTO	ANTICOAGULANT	N	40	15	\$19,107	\$1.77	30	12	\$13,097	\$1.34	32.0 %
22	32	NURTEC ODT	MIGRAINE HEADACHES	N	12	9	\$17,480	\$1.62	16	9	\$21,679	\$2.22	-27.1 %
23	29	TRULICITY	DIABETES	N	19	9	\$16,928	\$1.57	24	11	\$20,458	\$2.09	-25.1 %
24	97	ENBREL	INFLAMMATORY CONDITIONS	Y	3	1	\$16,446	\$1.52	2	1	\$9,979	\$1.02	49.1 %
25	46	LINZESS	GI DISORDERS	N	32	12	\$16,036	\$1.48	26	12	\$11,934	\$1.22	21.6 %
Total Top 25					931		\$1,281,301	\$118.55	660		\$746,631	\$76.36	55.3 %

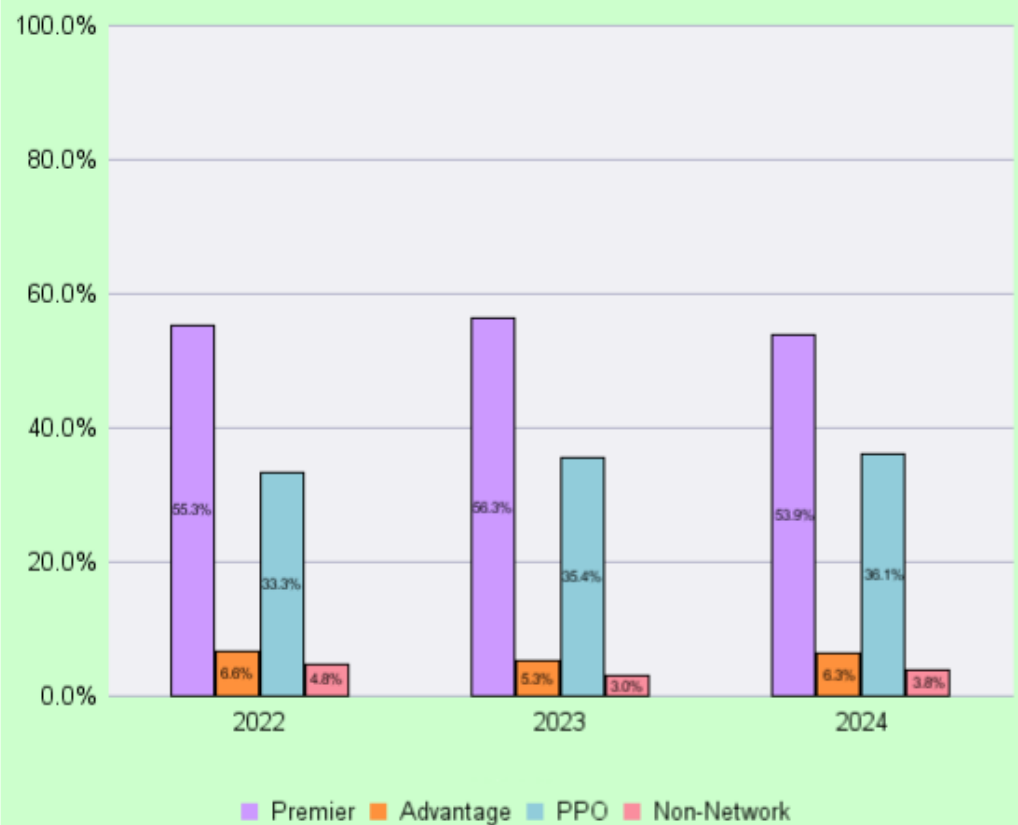


Network Utilization

Network Utilization For Paid Claims



Utilization for Paid Claims by Network



Paid Claims by Procedure Category

Procedure Category	2022	2023	2024	Book of Business
Diagnostic	26.6%	26.4%	27.7%	25.8%
Preventive	23.8%	23.5%	23.5%	21.5%
Restorative	12.1%	12.9%	12.7%	12.1%
Crowns/Inlays	13.0%	13.5%	12.7%	11.4%
Endodontic	5.7%	5.0%	6.3%	5.3%
Periodontal	3.0%	2.8%	2.6%	4.4%
Prosthodontics (removable)	0.9%	0.9%	1.0%	0.9%
Prosthodontics (fixed)	1.7%	1.4%	1.6%	3.8%
Oral Surgery	6.0%	6.1%	5.4%	6.1%
Orthodontic	4.8%	5.0%	4.0%	6.0%
Miscellaneous	2.4%	2.5%	2.4%	2.5%

Definitions for each 'Procedure Category' are in the Glossary.

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
CONSENT AGENDA
MARCH 27, 2025**

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

Resolutions

Subject Matter

Motion_____

Second_____

Resolution 25-16: Medical & PBM Approval to Release RFP.....Page **38**
Resolution 25-17: February, March 2025 and Dividend Bills ListPage **39**

RESOLUTION NO. 25-16

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
RESOLUTION AUTHORIZING THE HIRING
OF INSURANCE THROUGH THE EXTRAORDINARY UNSPECIFIED SERVICES PROCESS**

WHEREAS, the North Jersey Municipal Employee Benefits Fund (Hereinafter the "Fund") has a need for the following services to be provided for the efficient operation of the Fund;

Medical TPA
Pharmacy Benefit Manager

WHEREAS, the Fund wishes to initiate an Extraordinary Unspecified Service RFP which satisfies the fair and open requirement as established under (N.J.S.A. 40A: 11-4.1 et. Seq.), 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 Benefits Fund resolves to authorize to release an RFP for:

Medical TPA
Pharmacy Benefit Manager

ADOPTED: MARCH 27, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 25-17

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE FEBRUARY, MARCH 2025 AND DIVIDEND BILLS LISTS**

WHEREAS, the North Jersey Municipal Employee Benefits Fund held a Public Meeting on **MARCH 27, 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 February, March 2025 and Borough of Kinnelon Dividend 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 December 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 February, March 2025 and Borough of Kinnelon Dividend 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: MARCH 27, 2025

BY:

CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MINUTES
January 23, 2025
RANDOLPH MUNICIPAL HALL- 9:30 AM

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

ROLL CALL OF 2025 FUND COMMISSIONERS

Fund Commissioners		Attendance
Thomas S. Russo Jr.	Town of Newton	Present
Carrine Piccolo-Kaufer	Township of Hardyston	Present
Barbara Russo	Township of Berkeley Heights	Present
Tammy Smith	Knowlton BOE	Absent
Silvio Esposito	Township of Hanover	Present
Greg Poff	Randolph Township	Present
Scott Heck	Borough of Ringwood	Present
Dina Valente - Stoel	Borough of Lincoln Park	Present
Mike Sondermeyer	Borough of Bloomingdale	Present
Deb Millikin	Township of Jefferson	Present
Michael Restel	Township of Wantage	Present
James Zepp	Township of Sparta	Present
Patricia Bussow	Andover Township	Absent
Ralph Blakeslee	Borough of Netcong	Absent
Samuel Yodice	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	
John Shepherd	Township of Roxbury	Absent
Craig Ambrosio	Borough of Kinnelon	Present
Gabby Evangelista	Borough of Wharton	Present
Karen Fornaro	Borough of Chatham	Present
Tina Kraus	Township of Vernon	Present
	Town of Boonton	
	Madison Housing Authority	
Mitchell Stern	Mountain Lakes	Absent

Claudia Quinn	Mt. Olive	Present
Michele Dale	Township of West Milford	Absent
Julie McIver	Twp of Pequannock	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	Present
Jasmin Azcona	Township of Bloomingdale	Absent
Michele Lantau	Township of Sparta	Absent
Cathy Shanahan	Township of West Milford	Present
Adam Cruz	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
James Freda	Borough of Kinnelon	Absent
Andrew Tatarenko	Mt. Olive	Absent
Adam Brewer	Twp of Pequannock	Present
Sandra Olivola	Woodland Park	Present

APPOINTED OFFICIALS PRESENT:

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

PRESENT FUND PROFESSIONALS:

Renee Gear, World Insurance
Staci Grant, Henry O Baker
Brittany Vozza, The Vozza Agency
Candy Bronco, Skylands
Ernie Reigstad, Skylands
Lois Manzella Marchitto, Fitness Knocking

FLAG SALUTE

ELECTION OF OFFICERS, EXECUTIVE COMMITTEE & ALTERNATES

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

MOTION TO OPEN THE FLOOR FOR 2025 EXECUTIVE COMMITTEE NOMINATIONS:

MOTION: Commissioner Heck
SECOND: Commissioner Poff

Recommended Slate:

2025 Executive Committee	
Thomas S. Russo Jr., Chair	Town of Newton
Carrine Piccolo-Kaufer, Secretary	Township of Hardyston
Barbara Russo	Township of Berkeley Heights
Tammy Smith	Knowlton BOE
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	

MOTION TO APPROVE THE RECOMMENDED SLATE AS PRESENTED

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

Chair Russo thanked Commissioner Heck for his leadership and friendship, as it was a pleasure to work with him when he was Chair, noting he admired his leadership. Commissioner Heck noted the team, including the administrative staff, was a good team and could not have done it without everyone. Chair Russo noted he looks forward to a productive year, working with the professionals and the Fund Commissioners.

OATH OF FUND COMMISSIONERS
MEETING OF EXECUTIVE COMMITTEE CALLED TO ORDER

ROLL CALL OF 2025 EXECUTIVE COMMITTEE

CORRESPONDENCE - None

APPROVAL OF OPEN OCTOBER 24, 2024 & DECEMBER 17, 2024, MINUTES:

MOTION TO APPROVE OPEN MINUTES OF OCTOBER 24, 2024 & DECEMBER 17, 2024:

MOTION:	Commissioner B. Russo
SECOND:	Commissioner Piccolo-Kaufer
VOTE:	All in favor

MONTHLY COMMITTEE REPORTS -

CLAIMS COMMITTEE- No Report

CONTRACTS COMMITTEE- No Report, Commissioner Smith was absent.

FINANCE COMMITTEE- No Report

OPERATIONS COMMITTEE- No Report

WELLNESS COMMITTEE- Commissioner Piccolo-Kaufer reported that gift cards are being distributed, participation agreements have been sent to all participating towns, and Valley Health has started its wellness seminars, with two already completed. Flyers have also been provided.

PROFESSIONAL REPORTS -

EXECUTIVE DIRECTOR’S REPORT

FAST TRACK FINANCIAL REPORT - Ms. Koval reviewed the financial fast track through November 2024, noting that it was a break-even month with a surplus of about \$38,000 but noted there is still a deficit for the year 2024. She noted this has been in constant claim review with the finance committee and will continue to meet with the finance committee to review

the entire year of 2024 to ensure the renewal is sufficient. Additionally, a moratorium on new membership was approved mid-year, which will be revisited based on the financials.

REORGANIZATION RESOLUTIONS – Ms. Koval presented the eleven resolutions related to the Fund's 2025 reorganization, including the 2025 contracts with the updated RFP responses, broker agreements, 2025 meeting dates, cash management plan, risk management plan, broker fees, authorizing Fund Treasurer to pay fees and expenses, secretary of Fund records, official newspapers and authorized signatures for bank accounts. She noted there were some updates based on the approved 2025 Executive Committee slate, stating Commissioner Piccolo-Kaufer will now be listed as the Custodian of Funds and the MRHIF representatives are Commissioner Esposito, Commissioner Smith, and Chair Russo as the alternative MRHIF representative for 2025.

2025 COMMITTEE APPOINTMENTS:

Ms. Koval noted there were updates to the Sub Committees appointed by the Chair, which are listed below.

<u>Contracts Committee</u>	<u>Finance Committee</u>
Tammy Smith, Chair	Thomas S. Russo Jr., Chair
Perry Mayers	Scott Heck
Silvio Esposito	Deb Millikin
Greg Poff	Mike Soccio
<u>Operations Committee</u>	<u>Wellness Committee</u>
Scott Heck, Chair	Carinne Piccolo-Kaufer, Chair
Barbara Russo	Mike Sondermeyer
Carrine Piccolo-Kaufer	Greg Poff
<u>Claims Committee</u>	
Thomas S. Russo Jr., Chair	
Barbara Russo	
Silvio Esposito	

2025 CONTRACTS and PROFESSIONAL/CONSULTANT RFPS – Ms. Koval reviewed RFP status updates for the 2025 contracts that was included in Resolution 25-1, highlighting the Medicare Advantage RFP where there were no budget changes necessary, Actuarial Services three-year contract award, and the Program Manager RFP that is closing at the end of January.

2025 TPA FEES – Ms. Koval stated Aetna agreed to continue their current contract for both fees and terms for 2025. The budget adopted projected an increase, which those additional savings will be collected into contingency.

AETNA NATIONAL ADVANTAGE PROGRAM (NAP) - Ms. Koval reviewed Aetna’s National Advantage Program (NAP), which addresses out-of-network billing. The program allows Aetna to negotiate large out-of-network claims, with 60% of the savings returning to the Fund and 40% retained by Aetna. The updated agreement introduces enhanced savings, a concession on fees, a claim fee cap increase, and an enrollee PEPM cap.

E-PROCUREMENT SOFTWARE VENDOR – Ms. Koval reported the Fund QPA is requesting this to be processed for a bid to go out on an e-procurement platform to be used for any RFP’s moving forward.

WEX 2025 COUPON UPDATE – Ms. Koval reported that WEX has begun processing 2025 direct bill coupons, with a projected release by the end of the month.

2025 PERMA MANAGEMENT TEAM UPDATES – Ms. Koval reported that Ms. Diane Peterson retired at the end of 2024 and welcomed the two newest additions to the PERMA team. Mr. John Lajewski has been appointed as the HIF Consulting Business Leader. Mr. Matt Rudman, an actuary, has been appointed as the HIF Chief Data Leader to assist in the data and the trends of the Fund.

PRORAM MANAGER REPORT

Mr. Dave Vozza reviewed the action items of the Program Manager’s report:

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

MOTION:	Commissioner Esposito
SECOND:	Commissioner Piccolo-Kaufer
VOTE:	23 Ayes, 0 Nays, 2 Abstain

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.

In response to Mr. Kovalcik, Mr. Voza noted that the Borough of Wharton was the additional group affected by the ESI GLP-1 overridden plan exclusions. A discussion followed regarding the coverage of a Borough of Wharton member. Mr. Voza stated that he only became aware of this case last night and clarified that it affects only one individual. He emphasized that no action is required regarding the Borough of Wharton at this time. Program Manager will be following up with Borough of Wharton after the meeting.

In response to Mr. Semrau's request to formalize the current understanding, Mr. Voza confirmed that all affected towns had been notified, and employees received letters providing a thirty-day notice. The same procedure will be followed for the Borough of Wharton and any other groups that may be impacted.

Chair Russo noted that, since the process has already begun for Newton and Knowlton, a vote on the motion is necessary today. However, the Borough of Wharton’s case can be addressed separately to allow sufficient time for internal discussions and communication with their staff.

MOTION TO RATIFY THE SPECIAL OPEN ENROLLMENT FOR NEWTON AND KNOWLTON BOE, ENDING ON JANUARY 31, 2025:

MOTION:	Commissioner B. Russo
SECOND:	Commissioner Esposito
VOTE:	23 Ayes, 0 Nays, 2 Abstain

Chair Heck commented that as this is progressing, the operations committee is collaborating with the Fund Attorney in these discussions to ensure that we are getting the recovery from ESI and the procedure is being completed with this new information moving forward.

Mr. Vozza introduced Ms. Mary Ventoso, a new employee at the Vozza Agency who will be working directly with Randi.

Mr. Randi Gerber reviewed the remainder of the Program Manager’s report:

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 northernrollments@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.

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.

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.

Ms. Brittany Vozza reviewed the Wellness Program from the Program Managers report:

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 dietician – 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
Bloomingtondale	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

TREASURER: Mr. Soccio reviewed the November 2024, December 2024, and January 2025 bills list. He noted the summary of cash transactions report, certification and reconciliation of claims and payments, and the allocation of the cash.

ATTORNEY: Mr. Semrau congratulated Chair Russo and the newly appointed board, thanking Mr. Heck for his leadership while he was Chair. He noted there are no current pending litigations in courts. He reviewed the correspondence in the agenda, stating there is additional work to do with ESI in regards to the Omada program to protect the Fund. He discussed an update on the Insulin Litigation, stating the law firm was obtained and filed timely. Mr. Samrau ended his report, noting that the NJHIF past practice of voting has been included all Fund Commissioners and questioned if Chair Russo was interested in keeping in that or changing to just the Executive Committee.

Chair Russo opened the floor to the Executive Committee on their thoughts, where Commissioner Poff stated he believes it is important to continue with all attending Fund Commissioners to have the opportunity to vote, especially since these individuals are directly affected by the HIF and take time out of their day to attend the meetings. Commissioner Piccolo-Kaufer and Commissioner Heck agreed.

MOTION OF THE EXECUTIVE COMMITTEE TO AGREE FOR ALL FUND COMMISSIONERS TO CONTINUE TO VOTE ANY FUTURE ACTIONS:

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

AETNA: Mr. Silverstein congratulated Chair Russo and the new Executive Committee. Mr. Silverstein reviewed the Aetna report in the agenda, highlighting the claims for September – November 2024. He noted there was one high claimant for the month of September, four high claimants for the month of October, and no high claimants for the month of November. He concluded his report by noting the dashboard metrics continues to perform well.

EXPRESS SCRIPTS: Mr. Yuk reviewed the monthly utilization tracking report for the month of November, nothing there was a 14.2% change plan cost PMPM. He noted the top cost drivers are both Weight Loss and Diabetes. Mr. Yuk stated out of the top three drugs, two of them are for Weight Loss. Mr. Yuk reviewed the new EncircleRX report included in the agenda, noting the number of rejects, subfills, and no fills.

DELTA DENTAL: No report.

CONSENT AGENDA

- Resolution 25-1: Appointment of Professional and Contractors
- Resolution 25-2: Compensating Producers
- Resolution 25-3: Designation of Service of Process
- Resolution 25-4: Designation of Secretary as Custodian of Records
- Resolution 25-5: Designation of Official Newspaper
- Resolution 25-6: Designation of Regular Meeting Times and Place
- Resolution 25-7: Designation of Bank Depositories & CMP
- Resolution 25-8: Designation of Authorized Signatories
- Resolution 25-9: Approval of Risk Management Plan
- Resolution 25-10: Appointment of MRHIF Fund Commissioners
- Resolution 25-11: Authorizing Treasurer to Process Contracted Payments and Expenses
- Resolution 25-12: E-Procurement Software
- Resolution 25-13: AHS Amendment of Services
- Resolution 25-14: November, December 2024, and January 2025 Bills List

MOTION TO APPROVE THE CONSENT AGENDA:

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

OLD BUSINESS: None.

NEW BUSINESS: None

PUBLIC COMMENT: None.

Chair Russo ended the meeting stating he is honored to be in this position and thankful for all the support. He noted there is a philosophy behind what the Fund does, and we will make this year a productive year with open and honest dialogue.

MOTION TO ADJOURN:

MOTION:	Commissioner Heck
SECOND:	Commissioner Poff
VOTE:	All in Favor

MEETING ADJOURNED AT: 10:26 am

NEXT MEETING: March 27, 2025, 9:30 am
RANDOLPH MUNICIPAL BUILDING

Caitlin Perkins
For

Carrine Piccolo-Kaufer, Secretary

NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MINUTES
February 11, 2025
ZOOM - 11:00 AM

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

FLAG SALUTE

ROLL CALL OF 2025 EXECUTIVE COMMITTEE AND FUND COMMISSIONERS

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

Fund Commissioners		Attendance
Michael Restel	Township of Wantage	Present
James Zepp	Township of Sparta	Present
Patricia Bussow	Andover Township	Absent
Ralph Blakeslee	Borough of Netcong	Absent
Samuel Yodice	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	
John Shepherd	Township of Roxbury	Absent
Craig Ambrosio	Borough of Kinnelon	Present

Gabby Evangelista	Borough of Wharton	Present
Karen Fornaro	Borough of Chatham	Present
Tina Kraus	Township of Vernon	Present
	Town of Boonton	
	Madison Housing Authority	
Mitchell Stern	Mountain Lakes	Absent
Claudia Quinn	Mt. Olive	Present
Michele Dale	Township of West Milford	Absent
Julie McIver	Twp of Pequannock	Present
Fund Commissioner Alternates		
Ashleigh Frueholz	Township of Byram	Absent
Jennifer Dodd	Town of Newton	Present
Lisa Spring	Township of Roxbury	Absent
Joseph Kovalcik	Borough of Wharton	Absent
Perry Mayers	Borough of Lincoln Park	Present
Jasmin Azcona	Township of Bloomingdale	Present
Michele Lantau	Township of Sparta	Absent
Cathy Shanahan	Township of West Milford	Absent
Adam Cruz	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
James Freda	Borough of Kinnelon	Absent
Andrew Tatarenko	Mt. Olive	Absent
Adam Brewer	Twp of Pequannock	Present
Sandra Olivola	Woodland Park	Absent

APPOINTED OFFICIALS PRESENT:

Executive Director	PERMA Risk Management Services	Emily Koval Jordyn Robinson
Program Manager	Vozza Agency	David Vozza Randi Gerber
Attorney	Dorsey & Semrau	Fred Semrau Ed Pasternak

PRESENT FUND PROFESSIONALS:

Renee Gear, World Insurance
Lisa Sabato, World Insurance
Frank Covelli, World Insurance
Staci Grant, Henry O Baker

Joe Rude, Employee Benefits Consulting
Ernie Reigstad, Skylands
Brittany Vozza, The Vozza Agency

Chair Russo opened the meeting, thanking everyone for joining.

ATTORNEY REPORT: The Fund Attorney informed the group of a resolution for consideration, in respect to the Program Manager proposals that were submitted. He noted with the guidance of the Fund QPA, Sean Canning, the requested proposals were opened and discussed with the Contracts Committee. After the reviewing of the proposals, the request is to reject the proposals and go back out for RFP for Program Manager. He stated the reason for this special meeting is to make the decision before the March meeting since this is a significant role in the Fund.

Mr. Semrau noted that after discussions with some of the Commissioners, the contract may want to be considered through the end of 2026 to give new specifications and terms a chance to transition in. The ideal date would be to begin in April and if the RFP is released again in October, it is a short turn around for the awarded contract professional. Mr. Semrau thanked the Contracts Committee, noting they work diligently to make sure the RFP was effective and clear specifications to receive the best proposals possible.

Commissioner Heck agreed with Mr. Semrau's suggestion to extend the contract until 2026 since there will be time needed for any transition operationally. Additionally, he noted after the Contracts Committee finishes their work, it should go to the Operations Committee to review and interview the candidates.

Chair Russo summarized, noting in additional to the resolution, to add clarification that we are looking for this contract to start on, or about April 1st concluding at the end of 2026. Commissioner Smith commented that Mr. Semrau covered the summary well and agrees to the contract timeframe amendment.

**MOTION TO APPROVE RESOLUTION 25-15, AMENDED TO INCLUDE
LANGUAGE ON CONTRACT TIMEFRAME, FOR PROGRAM MANAGER
CONTRACT:**

MOTION:	Commissioner Sondermeyer
SECOND:	Commissioner Esposito
VOTE:	Unanimous

Chair Russo showed his appreciation for Mr. Semrau and the Contracts Committee for their time on this, as he is aware of the lengthy discussions that have been occurring.

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 Poff
SECOND:	Commissioner Heck
VOTE:	All in Favor

MEETING ADJOURNED AT: 11:13 am

NEXT MEETING: March 27, 2025, 9:30 am

RANDOLPH MUNICIPAL BUILDING

Caitlin Perkins
For

Carrine Piccolo-Kaufer, Secretary

APPENDIX II

NJHIF Finance Meeting
March 7, 2025, at 11:30AM
Teams Meeting

Thomas Russo, Chair
Debra Millikin, Executive Committee Member
Scott Heck, Executive Committee Member
Michael Soccio, Fund Treasurer
Brandon Lodics, Executive Director
Emily Koval, Associate Executive Director
John Lajewski, HIF Consulting Business Leader
Matt Rudman, HIF Chief Data Leader
Caitlin Perkins, Account Manager
Dave Vozza, Program Manager
Brittany Vozza, Account Manager

Mr. Lodics opened the meeting by introducing two new senior additions to the PERMA team, John Lajewski, the HIF Consultant and Matthew Rudman, HIF Chief Data Leader. He then reviewed the year-end financial performance, acknowledging 2024 was a challenging year due to increased utilization and claims payment within budget constraints. Although there were some pre-emptive inputs regarding the need for supplement assessments, they are currently not necessary. Earlier today, Ms. Koval and Mr. Soccio discussed the cash position, with Mr. Soccio confirming an increase in cash and no recent spikes in claims. Mr. Lodics noted the intent of this conversation is what is the state of the state, discuss the 2024 deficit, and utilization in Mr. Vozza's report on how we got to this point.

Providing an overview of the budget, Mr. Lodics noted the first few months of 2025 align with the adopted budget. He highlighted ongoing concerns such as prescription drug costs and local hospital negotiations. He stated the current Fund surplus position is not an immediate issue but not ideal. Additionally, hospital negotiations continue to drive overall care costs. He said that Atlantic Health will be up for negotiation this year and could be impactful. Discussing financial performance over the past three years, Mr. Lodics pointed out that 2022 and 2023 illustrated at a deficit, but that is net of a dividend. There would be a break even or slight gain without the dividend. He noted the 2024 deficit, which Mr. Vozza will detail further, reflects both market challenges and financial trends.

Commissioner Heck commented about the suggestion of considering supplemental assessments that was included in the memo sent prior to the meeting and how it requires a response from municipalities but there is not enough information at this point to consider this option. He said that as a Township Manager, it is his duty to address a financial need should he be aware of it. He noted there is no data regarding the weight loss drugs, there is a good Fund balance with additional Funds being added in 2025, as well as the budget process starting up again in October. Mr. Vozza noted that it was listed as a suggestion since municipalities are currently putting together their budget, if extra funds are required to be added. Mr. Lodics reiterated that the supplement assessments are not a discussion at this point and the end of the year information is being shared with the Fund Actuary for a review if the current budget is sufficient, which will be shared with the Finance Committee.

Mr. Vozza reviewed his report on medical and prescription data for 2024. He highlighted the increase of medical claims driven by enrollment and the increase of high claimants compared to the enrollment increase. Additionally, he noted that the out-of-network utilization has slightly declined, payments for these claims remain high, particularly amongst newer members who have a higher out-of-network reimbursement rate than existing members. Commissioner Heck questioned if the out of network utilization is a concentration of a certain type of procedure and if another memo should be sent out, which Mr. Vozza responded that the data doesn't show specific types of procedures. Mr. Lodics added that prior actions taken regarding varicose vein claims should reduce those out of network claims. He also noted that the overall medical trend is around 10%, exceeding the industry standard of 7%, which is a challenge across the entire market. Commissioner Heck reminded the committee that growth is good but does initially take from the Fund surplus.

Mr. Vozza noted that emergency visits and surgeries remain the top drivers for 2024 claims. In response to Mr. Lodics question, Mr. Vozza stated that he is unsure of the amount of emergency visits are out of network due to travel but noted that over 90% of visits remain in-network. Additionally, Mr. Vozza noted that obesity is now the second largest disease category by total paid claims, driven by the increase of GLP-1 utilization.

Reviewing prescription drug trends, Mr. Vozza noted a 29% increase PMPM RX plan costs and a 200% rise in weight loss drug utilization. While rebates have slightly decreased, these are currently estimates. He noted gene therapy remains a financial concern, as the Fund covers it, though no claims have been filed yet. Mr. Lodics added that other Funds share similar rebate concerns, and that PERMA leadership is consulting with ESI for clarification, given that rising brand-name drug utilization should not correlate with lower rebates. Mr. Vozza reviewed the top five indications, noting that weight loss drug utilization has continued to increase, and cancer-related drug costs have risen by approximately 70%. He also detailed plan performance metrics, breaking down costs and rebates.

Closing the meeting, Mr. Lodics emphasized that these financial trends are not unique to the North Fund but part of a broader market shift and most funds across the state and the SHBP are feeling these rising trends. He reiterated that the budget remains on track for the first few months of 2025 and expressed appreciation for continued support amid a challenging financial year. While the year may be tight, ongoing monitoring will be occurring. Mr. Vozza echoed that these trends reflect broader market conditions. Commissioner Heck noted that Fund has about eight months of claims on hand, which is why a policy was developed to release dividends over the years and there were some large dividends released over the past 5 years. He acknowledged that new members contribute to the current financial strain but confirmed there is no current crisis. The Fund continues to monitor developments closely, ensuring the best product and the best price available. Mr. Lodics thanked the Fund Treasurer for his diligent oversight and timely updates on any financial concerns.

APPENDIX III

NJHIF Wellness Call
March 7, 2025, at 3:00pm
Teams Meeting

Carrine Piccolo-Kaufer, Committee Chair
Michael Sondermeyer, Executive Committee Member
Greg Poff, Executive Committee Member
Brittany Vozza, Vozza Agency
Caitlin Perkins, PERMA

Commissioner Sondermeyer opened the discussion regarding a member's inquiry about joining, asking whether there was a required waiting period for new members. Ms. Vozza explained that members typically need to be in the Fund for a full year before they can participate in the wellness program. Commissioner Piccolo-Kaufer added that new members are generally allowed to join in the next cycle and confirmed that the inquiry was for the 2026 program. Ms. Vozza clarified that membership for 2025 is closed but noted that multiple groups have expressed interest in joining the wellness program. She sought the committee's consensus on accepting new members and the program's future structure.

Commissioner Sondermeyer stated that groups in the Fund for over a year should not be excluded from the wellness program. However, he acknowledged that determining the program's long-term direction is a more complex discussion. Ms. Vozza emphasized the importance of being proactive, especially as budget constraints tighten at both the town and Fund levels. She asked whether the program should be introduced differently moving forward.

Commissioner Poff inquired about how many municipalities the HIF budget can support. Ms. Vozza responded that 13 municipalities are currently enrolled, with over 500 participants. To help manage rising costs, the program introduced lower-cost screenings this year. Commissioner Poff suggested that if the request is referred to the finance committee, any adjustments to the number of participants should be reflected in the subsequent budget.

Commissioner Piccolo-Kaufer agreed, highlighting the need to assess the financial impact of increasing participation by 20%. While there is no reason to deny new members outright, financial sustainability must be considered. She proposed providing Kinnelon with an overview, with the understanding that final decisions would be subject to a review of operations and finances for the 2026 budget.

The committee agreed that their message to the interested group should be that the wellness committee supports their participation in 2026 and will recommend them for inclusion. However, approval will depend on the finance committee's review. Ms. Vozza

noted that the program might need to be adjusted to accommodate more groups, either by modifying its structure or introducing additional costs for current members. Commissioner Piccolo-Kaufer suggested providing prospective members with an outline of a typical first year to help set expectations.

Ms. Vozza also mentioned that several vendor contracts are expiring at the end of the year, with significant cost increases that may not be sustainable. As a result, structural changes will be necessary in the coming year. She concluded the meeting by stating that if additional towns express interest, the committee will reconvene as needed.

APPENDIX IV



15TH ANNUAL MEL, MRHIF & NJCE EDUCATIONAL SEMINAR

SAVE THE DATES

FRIDAY, APRIL 25 ▶ 9:00 AM – NOON

FRIDAY, MAY 2 ▶ 9:00 AM – NOON

Available Online at No Cost to Members

Designed specifically for elected officials, commissioners, municipal, county and authority personnel, risk managers and related professionals.

The seminar is pending approval for the following continuing education credits:

- CFO/CMFO Public Works and Clerks
- Insurance Producers
- Accountants (CPA) and Lawyers (CLE)
- Water Supply and Wastewater Licensed Operators (Total Contract Hours)
- Registered Public Purchasing Officials (RPPO)
- Qualified Purchasing Agents (QPA)

TO REGISTER

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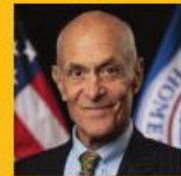
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AGENDA



KEYNOTE SPEAKER

Michael Chertoff served as United States Secretary of Homeland Security. His distinguished legal career includes service as a circuit judge of the United States Court of Appeals for the Third Circuit, and as Assistant U.S. Attorney General.

FRIDAY, APRIL 25

- Keynote Address
- Ethics
- Benefits Issues

FRIDAY, MAY 2

- 1st Amendment Claims Against Local Government
- 1st Amendment Audits
- Emerging Claims Issues

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