

# NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND



DECEMBER 8, 2025  
ZOOM MEETING  
11:00 AM  
AGENDA AND REPORTS

Zoom Meeting  
<https://permainc.zoom.us/j/96171989212>

Meeting ID: 961 7198 9212

One tap mobile  
+13092053325,,96171989212# US  
+13126266799,,96171989212# US (Chicago)

## STATEMENT OF COMPLIANCE

In accordance with the Open Public Meetings Act and the Emergency Remote Meeting Protocol for Local Public Bodies, adequate and electronic notice of this remote meeting have been provided by:

1. Sending advance written notice to The Star Ledger and the Record
2. Filing advance written notice of this meeting with the Clerk/ Administrator of each member.
3. Sending advance electronic mail notice of this meeting to the Clerk/ Administrator of each member.
4. Posting electronic notice of this meeting on the Fund's website which notice provided the time, date, and instructions for: (i) access to the Remote Public Meeting, (ii) how to provide public comment, and (iii) how to access the agenda.
5. Posting a copy of the meeting notice on the public bulletin board of all members.
6. Posting notice on the outside front door of Randolph Township Hall located at 502 Millbrook Ave, Randolph NJ 07869, clearly visible from the outside.
7. During the business session portion of this Remote Public Meeting the audio of all members of the public attending the meeting will be muted. At the end of the business session of the meeting, a time for public comment will be available. Members of the public who desire to provide comment shall raise their virtual hand in the Zoom application and/or submit a written comment via the text message section of the application and/or press #9 on their telephone if attending via the service number. The meeting moderator will queue the members of the public that wish to provide comment and the Chairperson will recognize them in order. Public comment shall be concise and to the point and shall not contain abusive, defamatory, or obscene language.

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND  
 AGENDA MEETING: DECEMBER 8, 2025  
 ZOOM  
 11:00 AM**

**MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ**

**FLAG SALUTE**

**ROLL CALL OF 2025 FUND COMMISSIONERS**

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

**MONTHLY COMMITTEE REPORTS:**

**CLAIMS COMMITTEE - Thomas S. Russo, Jr., Chair**

**CONTRACTS COMMITTEE - Tammy Smith, Chair**

**FINANCE COMMITTEE - Thomas S. Russo, Jr., Chair**

**OPERATIONS COMMITTEE - Scott Heck, Chair**

**WELLNESS COMMITTEE - Carrine Piccolo-Kaufer, Chair**

**FUND DOCUMENT REVIEW COMMITTEE - Thomas S. Russo, Jr., Chair**  
*December 2, 2025, Meeting ..... Appendix I*

**REPORTS:**

**EXECUTIVE DIRECTOR - (PERMA)**

Monthly Report.....Page 5  
 Resolution 25-37: 2026 Awarding the 2026 TPA Contract.....Page 11

**PROGRAM MANAGER - (Conner Strong & Buckelew)**

Monthly Report.....Page 13

**TREASURER - (Michael Soccio)**

November 2025 Bills List.....Page 17

Confirmation of Claims Paid/Certification of Transfers

Resolution 25-38: November 2025 Bills List .....Page 22

**OLD BUSINESS**

**NEW BUSINESS**

**PUBLIC COMMENT - *Motion to Open***

*Motion to Close*

**MEETING ADJOURNED**

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND  
EXECUTIVE DIRECTOR'S REPORT  
DECEMBER 8, 2025**

**PRO FORMA REPORTS**

- **Fast Track Financial Report** – as of August 31, 2025 (page 6)

**EMERGENCY PROCURMENT RESULTS - TPA**

At the last meeting, the Executive Committee provided the Fund Administrator, Qualified Purchasing Agent, and Attorney the authority to obtain fees from Aetna for the 2026 Fund year through the emergency procurement process. Aetna has submitted a proposal, which Resolution 25-37 accepts the proposal and approves the contract. The recommended budget for adoption included for this meeting is adequate and supports the proposed fees.

**FUND DOCUMENT REVIEW COMMITTEE**

The Fund Document Review Committee met on December 2, 2025, to review the current bylaws and Risk Management Plan. PERMA is preparing proposed language updates to reflect current practices. Any recommendations approved by the Committee will be presented in 2026. The meeting minutes are included in Appendix I.

**INTEGRATED PRESCRIPTION RATE INITIATIVE**

Many of the groups in the North HIF have “integrated prescription rates.” These groups received one rate for medical and prescription coverage combined. With the exponential rise in pharmacy costs, we are recommending the Fund allow PERMA to work with its underwriters and actuary to create self-sustaining rates by line of coverage.

This will allow the Fund to properly evaluate the sufficiency of the rates to their perspective claims exposure and eliminate any cross subsidies. We believe with the growth of the Fund and more entities coming in with copay cards and separate prescription rates, it is best that all groups be invoiced and actuarially evaluated in this manner.

It is important to note that the rate separation will be cost neutral for entities and will match distributed 2026 composite rates. Target date of July 2026 invoices.

**Development Steps:**

- 1) Work with Carriers to determine impacted entities
- 2) Review the claims performance of impacted entities and provide Actuary with recommended “breakout,” Example - 25% Pharmacy / 75% Medical

- 3) Review plan structure and offerings with brokers and entities with recommended new rates
- 4) Allow for questions, reviews, feedback, etc.
- 5) Configure set up in WEX for invoicing and enrollment
- 6) Develop draft invoices for broker and entity review
- 7) Finalize invoices for distribution
- 8) Provide necessary WEX support and training for selecting medical and prescription plan.

*Motion to authorize PERMA to develop rates by line of coverage (medical/prescription) for groups currently billed jointly.*

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND**

**FINANCIAL FAST TRACK REPORT**

		<b>AS OF</b>	<b>August 31, 2025</b>		
		<b>THIS</b>	<b>YTD</b>	<b>PRIOR</b>	<b>FUND</b>
		<b>MONTH</b>	<b>CHANGE</b>	<b>YEAR END</b>	<b>BALANCE</b>
1.	<b>UNDERWRITING INCOME</b>	<b>6,320,042</b>	<b>49,730,915</b>	<b>904,107,444</b>	<b>953,838,359</b>
2.	<b>CLAIM EXPENSES</b>				
	Paid Claims	5,941,694	45,993,685	757,428,998	803,422,683
	IBNR	(8,744)	1,289,611	5,391,675	6,681,286
	Less Specific Excess	(15,672)	(382,615)	(21,890,106)	(22,272,721)
	Less Aggregate Excess	-	-	-	-
	<b>TOTAL CLAIMS</b>	<b>5,917,279</b>	<b>46,900,681</b>	<b>740,930,567</b>	<b>787,831,248</b>
3.	<b>EXPENSES</b>				
	MA & HMO Premiums	397,659	3,162,214	29,832,098	32,994,312
	Excess Premiums	379,966	3,032,525	39,310,567	42,343,092
	Administrative	242,052	2,096,234	58,909,172	61,005,406
	<b>TOTAL EXPENSES</b>	<b>1,019,677</b>	<b>8,290,972</b>	<b>128,051,837</b>	<b>136,342,809</b>
4.	<b>UNDERWRITING PROFIT/(LOSS) (1-2-3)</b>	(616,913)	(5,460,739)	35,125,040	29,664,301
5.	<b>INVESTMENT INCOME</b>	26,891	229,128	6,076,848	6,305,976
6.	<b>DIVIDEND INCOME</b>	-	777,532	6,212,250	6,989,782
7.	<b>STATUTORY PROFIT/(LOSS) (4+5+6)</b>	<b>(590,022)</b>	<b>(4,454,079)</b>	<b>47,414,138</b>	<b>42,960,059</b>
8.	<b>DIVIDEND</b>	-	-	42,501,592	42,501,592
9.	<b>Transferred Surplus IN</b>	-	-	-	-
10.	<b>Transferred Surplus OUT</b>	-	-	-	-
<b>STATUTORY SURPLUS (7-8+9)</b>		<b>(590,022)</b>	<b>(4,454,079)</b>	<b>4,912,546</b>	<b>458,467</b>

**SURPLUS (DEFICITS) BY FUND YEAR**

Closed	Surplus	17,903	261,082	9,463,435	9,724,517
	Cash	(238,490)	149,280	11,641,990	11,791,270
2024	Surplus	(170,473)	(2,098,025)	(4,550,891)	(6,648,916)
	Cash	(250,846)	(5,720,506)	(1,484,861)	(7,205,367)
2025	Surplus	(437,452)	(2,617,136)		(2,617,136)
	Cash	178,387	2,429,958		2,429,958
<b>TOTAL SURPLUS (DEFICITS)</b>		<b>(590,022)</b>	<b>(4,454,079)</b>	<b>4,912,544</b>	<b>458,465</b>
<b>TOTAL CASH</b>		<b>(310,949)</b>	<b>(3,141,269)</b>	<b>10,157,129</b>	<b>7,015,860</b>

**CLAIM ANALYSIS BY FUND YEAR**

<b>TOTAL CLOSED YEAR CLAIMS</b>		<b>1,432</b>	<b>693,472</b>	<b>683,333,761</b>	<b>684,027,233</b>
<b>FUND YEAR 2024</b>					
	Paid Claims	251,209	7,751,116	52,453,922	60,205,038
	IBNR	(64,701)	(5,221,839)	5,391,675	169,836
	Less Specific Excess	(15,672)	(382,615)	(248,789)	(631,404)
	Less Aggregate Excess	-	-	-	-
	<b>TOTAL FY 2024 CLAIMS</b>	<b>170,836</b>	<b>2,146,662</b>	<b>57,596,808</b>	<b>59,743,470</b>
<b>FUND YEAR 2025</b>					
	Paid Claims	5,689,053	37,549,097		37,549,097
	IBNR	55,957	6,511,450		6,511,450
	Less Specific Excess	-	-		-
	Less Aggregate Excess	-	-		-
	<b>TOTAL FY 2025 CLAIMS</b>	<b>5,745,011</b>	<b>44,060,547</b>		<b>44,060,547</b>
<b>COMBINED TOTAL CLAIMS</b>		<b>5,917,279</b>	<b>46,900,681</b>	<b>740,930,569</b>	<b>787,831,250</b>

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.

<b>NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND</b>										
<b>RATIOS</b>										
<b>INDICES</b>	<b>2024</b>	<b>FY2025</b>								
		<b>JAN</b>	<b>FEB</b>	<b>MAR</b>	<b>APR</b>	<b>MAY</b>	<b>JUN</b>	<b>JUL</b>	<b>AUG</b>	
Cash Position	10,157,130	\$ 8,492,235	\$ 9,125,835	\$ 9,986,769	\$ 8,529,906	\$ 8,164,796	\$ 7,015,582	\$ 7,326,809	\$ 7,015,860	
IBNR	5,391,675	\$ 5,803,386	\$ 6,158,683	\$ 6,401,230	\$ 6,505,632	\$ 6,563,600	\$ 6,645,074	\$ 6,690,030	\$ 6,681,286	
Assets	13,023,401	\$ 13,136,548	\$ 12,738,269	\$ 13,057,567	\$ 12,151,515	\$ 11,083,019	\$ 10,095,765	\$ 10,173,647	\$ 9,325,828	
Liabilities	8,110,857	\$ 8,328,137	\$ 8,657,194	\$ 8,900,287	\$ 8,985,103	\$ 9,029,265	\$ 9,079,971	\$ 9,125,160	\$ 8,867,363	
Surplus	4,912,544	\$ 4,808,411	\$ 4,081,075	\$ 4,157,280	\$ 3,166,412	\$ 2,053,754	\$ 1,015,793	\$ 1,048,487	\$ 458,465	
Claims Paid -- Month	5,111,699	\$ 4,985,739	\$ 5,515,379	\$ 5,088,501	\$ 6,211,272	\$ 6,111,771	\$ 6,180,213	\$ 5,970,794	\$ 5,941,694	
Claims Budget -- Month	4,451,674	\$ 5,120,906	\$ 5,145,574	\$ 5,144,382	\$ 5,136,523	\$ 5,141,643	\$ 5,189,458	\$ 5,198,535	\$ 5,188,119	
Claims Paid -- YTD	58,619,830	\$ 4,985,739	\$ 10,501,117	\$ 15,589,619	\$ 21,800,891	\$ 27,912,662	\$ 34,092,875	\$ 40,063,669	\$ 46,005,363	
Claims Budget -- YTD	52,838,030	\$ 5,120,906	\$ 10,266,480	\$ 15,408,757	\$ 20,545,279	\$ 25,680,067	\$ 31,020,040	\$ 36,208,344	\$ 41,397,079	
<b>RATIOS</b>										
Cash Position to Claims Paid	1.99	1.70	1.65	1.96	1.37	1.34	1.14	1.23	1.18	
Claims Paid to Claims Budget -- Month	1.15	0.97	1.07	0.99	1.21	1.19	1.19	1.15	1.15	
Claims Paid to Claims Budget -- YTD	1.11	0.97	1.00	1.0	1.1	1.1	1.1	1.11	1.11	
Cash Position to IBNR	1.88	1.46	1.48	1.56	1.31	1.24	1.06	1.10	1.05	
Assets to Liabilities	1.61	1.58	1.47	1.47	1.35	1.23	1.11	1.11	1.05	
Surplus as Months of Claims	1.10	0.94	0.79	0.81	0.62	0.4	0.2	0.20	0.09	
IBNR to Claims Budget -- Month	1.21	1.13	1.20	1.24	1.27	1.28	1.28	1.29	1.29	

**North Jersey Municipal Employee Benefits Fund**

**2025 Budget Report**

AS OF AUGUST 31, 2025

				Cumulative	\$ Variance	% Variance
	Cumulative	Annual	Latest Filed	Expensed		
<b>LINE ITEMS</b>						
Medical Claims Aetna	37,106,363	55,709,898	54,973,097			
Medical Claims Aetna BOEs	375,190	578,834	765,250			
Subtotal Medical Claims	37,481,553	56,288,732	55,738,347	39,260,202	(1,778,649)	-5%
Prescription Claims	4,018,564	6,020,203	6,294,793			
Prescription Rebates	(1,285,940)	(1,926,465)	(2,014,334)			
Subtotal Rx Claims	2,732,624	4,093,738	4,280,459	3,649,444	(916,820)	-34%
Dental Claims	1,182,902	1,777,023	1,756,672	1,150,901	32,001	3%
Subtotal	41,397,079	62,159,493	61,775,478	44,060,547	(2,663,468)	-6%
Medicare Advantage - United	361,143	526,207	686,131	Included in Medicare Advantage-Aetna below		
Medicare Advantage - Aetna	2,806,612	4,265,101	3,990,711	3,162,214	5,541	0%
Reinsurance						
Specific	3,035,261	4,562,242	4,494,560	3,032,525	2,736	0%
Wellness	146,667	220,000	220,000	146,667	(0)	0%
Total Loss Fund	47,746,761	71,733,044	71,166,880	50,401,952	(2,655,191)	-6%
Expenses						
Legal	13,933	20,900	20,900	27,079	(13,146)	-94%
Treasurer	15,316	22,974	22,974	15,316	-	0%
Administrator	367,609	552,820	545,654	367,083	526	0%
Program Manager	349,222	454,072	729,452	345,880	3,342	1%
Program Manager - Brokerage	470,394	706,992	720,446	468,631	1,763	0%
TPA - Aetna	665,023	999,571	1,036,763	664,746	277	0%
Claims Contingency	191,573	287,360	287,360	0	191,573	100%
Dental TPA	52,916	79,502	77,956	52,809	107	0%
Actuary	8,659	12,989	12,989	8,667	(7)	0%
Auditor	9,333	14,000	14,000	9,336	(3)	0%
Subtotal Expenses	2,143,979	3,151,181	3,468,493	1,959,547	184,432	9%
Miscellaneous and Special Services						
Misc/Cont(incl. A4 surcharge)	28,333	42,500	42,500	10,702	17,631	62%
Claims and Service Audits	26,667	40,000	40,000	0	-	0%
Affordable Care Act Taxes	9,620	14,460	14,284	18,415	(8,795)	-91%
Subtotal Misc/Sp Svcs	64,620	96,960	96,784	29,118	8,836	14%
Total Expenses	2,208,600	3,248,141	3,565,277	1,988,664	193,268.63	9%
Total Budget	49,955,361	74,981,185	74,732,157	52,390,617	(2,461,923)	-5%

# North Jersey Municipal Employee Benefits Fund

## CONSOLIDATED BALANCE SHEET

AS OF AUGUST 31, 2025

BY FUND YEAR

	NJMEB 2025	NJMEB 2024	CLOSED YEAR	FUND BALANCE
<b>ASSETS</b>				
Cash & Cash Equivalents	2,429,958	(7,205,367)	11,791,270	7,015,860
Assesmtnts Receivable (Prepaid)	890,129	745	(5,028)	885,845
Interest Receivable	4,260	(1,351)	13,016	15,924
Specific Excess Receivable	-	312,702	0	312,702
Aggregate Excess Receivable	-	-	-	-
Dividend Receivable	-	-	-	-
Prepaid Admin Fees	1,083	-	-	1,083
Other Assets	676,413	418,000	-	1,094,413
<b>Total Assets</b>	<b>4,001,843</b>	<b>(6,475,272)</b>	<b>11,799,257</b>	<b>9,325,828</b>
<b>LIABILITIES</b>				
Accounts Payable	-	(0)	59,071	59,071
IBNR Reserve	6,511,450	169,836	-	6,681,286
A4 Retiree Surcharge	-	-	-	-
Dividends Payable	-	-	96,665	96,665
Retained Dividends	-	-	1,919,005	1,919,005
Accrued/Other Liabilities	107,529	3,808	-	111,337
<b>Total Liabilities</b>	<b>6,618,978</b>	<b>173,644</b>	<b>2,074,741</b>	<b>8,867,363</b>
<b>EQUITY</b>				
Surplus / (Deficit)	(2,617,136)	(6,648,916)	9,724,517	458,465
<b>Total Equity</b>	<b>(2,617,136)</b>	<b>(6,648,916)</b>	<b>9,724,517</b>	<b>458,465</b>
<b>Total Liabilities &amp; Equity</b>	<b>4,001,843</b>	<b>(6,475,272)</b>	<b>11,799,257</b>	<b>9,325,828</b>
<b>BALANCE</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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.

**RESOLUTION NO. 25-37**

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND  
RESOLUTION FOR THE AWARD OF CONTRACT PURSUANT TO N.J.S.A. 40A:11-6**

**WHEREAS**, the NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND (hereinafter the "Fund"), is duly constituted as a joint insurance fund and is subject to certain requirements of the Local Public Contracts Law; and

**WHEREAS**, New Jersey Local Public Contracts Law, N.J.S.A. 40A:11-1 et seq., specifically N.J.S.A. 40A:11-6, and the New Jersey Administrative Code, specifically N.J.A.C 5:34-6.1, allows for emergency procurement for matters affecting the public safety, health, and welfare; and

**WHEREAS**, the Executive Committee of the Fund has deemed it necessary and appropriate to obtain the services for third party administrator services (health benefit plans) through an emergency procurement due to the delay and/or inability to issue new Request for Proposals because of the pre-advertisement review process from the New Jersey Office of the State Comptroller;

**NOW, THEREFORE, BE RESOLVED**, by the Executive Committee of the NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND, that the following insurance contract awards be approved for the term of January 1, 2026, through December 31, 2026:

Medical Third Party Administrator - Aetna - \$45.68 PEPM (estimated annual \$1,156,618)

**BE IT FURTHER RESOLVED** that the contracts providing for the above services will be on file in the Fund's office located at: 9 Campus Drive, Suite 216, Parsippany, NJ 07054; and

**BE IT FURTHER RESOLVED**, that notice of this action shall be advertised in the Fund's official newspapers in accordance with the law and notice of this action shall be filed with the appropriate regulatory agencies.

**ADOPTED: DECEMBER 8, 2025**

**BY:** \_\_\_\_\_  
**CHAIRPERSON**

**ATTEST:** \_\_\_\_\_  
**SECRETARY**

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND**

**Year: 2025**

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

**North Jersey Municipal Employee Benefits Fund**  
**Program Manager Report**  
**December 2025 Program Manager: Conner Strong & Buckelew**

**Agenda**

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

**Conner Strong & Buckelew Program Manager Team**

**Tammy Brown**

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

Direct: 856-552-4694

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**Sean Critchley, Esq.**

Partner, Senior Business Development Executive

Direct: 973-659-6511

Email: [scritchley@connerstrong.com](mailto:scritchley@connerstrong.com)

## Industry Updates

### **New Jersey SHBP/SEHBP 2026 Plan Year Renewals (Previously Reported)**

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

## Program Manager - Ongoing Projects

### **On Going Litigation:**

- No pending litigation or pre-litigation pending.

### **Out-of-Network Provider Schedule:**

- Borough of Bloomingdale – Previous agreement to amend OON schedule (2018)

### **New Fund Member Requests for 2026 Program Year:**

- Borough of Mendham
- Borough of Netcong

All requests for new Fund member participation are being coordinated by Sean Critchley, Business Development Executive.

## Fund Performance/Observations

### **Medical - Aetna**

- None

### **Pharmacy - Express Scripts**

- NPF list – to be distributed to Fund brokers
- NPF Exclusions list - to be distributed to Fund brokers
  - Preferred to Not Covered - 59 members impacted
  - Non-Preferred to Not Covered – 5 members impacted
  - Preferred to Non-Preferred – 1 member impacted
- SaveOn list
  - Drugs highlighted in green (39) have been added effective 1/1/26
  - Drugs highlighted in red (14) will be removed effective 1/1/26
    - Impacted members will continue to receive the drugs through Accredo Specialty pharmacy but will be required to pay their applicable copay starting 1/1/26
    -

All impacted members were sent communications from ESI letting them know about the upcoming change(s) to their medications. The communications also include preferred alternatives medication(s). We recommend impacted members share the communication with their provider to discuss next steps. Those that are unable to take the preferred alternative medication(s) will need an approved PA to continue to take their current medication(s).

## Legislative Review

### No Surprise Billing and Transparency (NSA):

#### Effective January 1, 2026:

- As previously reported, the Federal No Surprises Act has resulted in the reprocessing of several Million dollars of claims for the HIFs statewide. While the State program does not remove the exposure to these types of claims reprocessing, it should allow for more predictability and less backlog and surprise cash exposure going forward.
- As a result of the transition, enrolled members will be receiving new ID cards from Aetna prior to January 1st. subscriber ID numbers and Fund member group numbers will not be changing.

### Client Services/Eligibility/Enrollment - (Previously Reported)

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

Victoria Friday, [vfriday@permainc.com](mailto:vfriday@permainc.com), 856-552-4748

Alex Koch, [akoch@permainc.com](mailto:akoch@permainc.com), 856-552-4778

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

### Carrier Appeals:

<u>Submission Date</u>	<u>Appeal Type</u>	<u>Appeal Number</u>	<u>Reason</u>	<u>Determination</u>	<u>Determination Date</u>
09/16/2025	Medical/Aetna	NNJHIF 2025 09 01	Laboratory Services	Upheld	10/07/2025
10/08/2025	Medical/Aetna	NNJHIF 2025 10 01	Office Visit	Upheld	10/29/2025

### IRO Submissions:

<u>Submission Date</u>	<u>Appeal Type</u>	<u>Appeal Number</u>	<u>Reason</u>	<u>Determination</u>	<u>Determination Date</u>
<u>10/07/2025</u>	<u>Medical/Aetna</u>	<u>NNJHIF 2025 09 01</u>	<u>Laboratory Services</u>	<u>Overtured</u>	<u>10/13/2025</u>

## Wellness and Population Health

### **In force wellness program Activities**

- November/December Fund wellness newsletter delivered.
- November/December Fund wellness schedule of webinars delivered.
- November webinar attendance reconciliation distributed to participating Fund Members.
- 2026 Wellness Strategy Meeting - December 19th

# NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND BILLS LIST

NOVEMBER 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 2025**

<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 11/25	365,571.50 <b>365,571.50</b>
UNITED - MEDICARE ADVANTAGE	MEDICARE ADVANTAGE 11/25	41,266.00 <b>41,266.00</b>
DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 11/25	6,496.30 <b>6,496.30</b>
AETNA AETNA	MEDICAL TPA 11/25 AUGUST 2025 NAP CREDIT 11/25	83,824.80 -38,293.00 <b>45,531.80</b>
INSPIRA FINANCIAL HEALTH, INC INSPIRA FINANCIAL HEALTH, INC INSPIRA FINANCIAL HEALTH, INC INSPIRA FINANCIAL HEALTH, INC INSPIRA FINANCIAL HEALTH, INC	WOODLAND PK HSA 156496-2105114 10/25 RINGWOOD-HSA 156488-2107454 10/25 CHATHAM HSA 156514-2105436 10/25 RANDOLPH HSA - 150688-2105246 10/25 KINNELON HSA - 156486-2107974 10/25	24.00 9.00 3.00 9.00 3.00 <b>48.00</b>
PERMA PERMA	ADMIN FEES 11/25 POSTAGE 11/25	46,021.49 106.82 <b>46,128.31</b>
ACTUARIAL SOLUTIONS, LLC	ACTUARY FEES Q4 2025	3,250.00 <b>3,250.00</b>
CONNER STRONG & BUCKELEW	PROGRAM MANAGER FEES 11/25	26,210.00 <b>26,210.00</b>
KORE INSURANCE HOLDINGS, LLC	BROKER FEES 11/25	1,632.00 <b>1,632.00</b>
MICHAEL J. SOCCIO	TREASURER FEE 11/25	1,914.50 <b>1,914.50</b>
JOSEPH L. VOZZA AGENCY INC.	BROKER FEES 11/25	26,722.02 <b>26,722.02</b>
DORSEY & SEMRAU DORSEY & SEMRAU	SPECIAL LITIGATION INV 22816 FOR 10/25 ATTORNEY MONTHLY RETAINER 11/25	79.00 1,667.00 <b>1,746.00</b>
EMPLOYEE BENEFITS CONSULTING	BROKER FEES 11/25	2,318.43 <b>2,318.43</b>
CORPORATE BENEFIT SOLUTIONS	BROKER FEES 11/25	2,323.64 <b>2,323.64</b>
SKYLANDS RISK MANAGEMENT	BROKER FEES 11/25	6,720.24 <b>6,720.24</b>
BROWN AND BROWN METRO LLC	<sup>17</sup> BROKER FEES 11/25	4,985.37 <b>4,985.37</b>

WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 11/25	1,675.80 <b>1,675.80</b>
ACRISURE NJ PARTNERS INS SERVICES, LLC	BROKER FEES 11/25	10,427.42 <b>10,427.42</b>
ATLANTIC CORPORATE HEALTH	FOOT SCREENING-RANDOLPH 09/25	1,978.00 <b>1,978.00</b>
THE CANNING GROUP LLC	QPA FEES - NJMEBF - 2025-11	250.00 <b>250.00</b>
HQSI	CASE # 4413929 7/18/25	900.00
HQSI	CASE # 4502062 8/28/25	900.00
		<b>1,800.00</b>
ACCESS	INV 11802516 DEPT 421 9/30/25	249.29 <b>249.29</b>
MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 11/25	384,289.82 <b>384,289.82</b>
	<b>Total Payments FY 2025</b>	<b>983,534.44</b>
	<b>TOTAL PAYMENTS ALL FUND YEARS</b>	<b>983,534.44</b>

\_\_\_\_\_  
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**

<b>Current Fund Year: 2025</b>										
<b>Month Ending: September</b>										
	<b>Medical</b>	<b>Dental</b>	<b>Rx</b>	<b>Reinsurance</b>	<b>Dividend Reserve</b>	<b>LFC</b>	<b>Admin</b>	<b>0</b>	<b>0</b>	<b>TOTAL</b>
OPEN BALANCE	7,741,435.30	300,007.86	(2,993,752.18)	(247,374.61)	1,917,195.77	146,747.04	151,592.78	0.00	0.00	7,015,851.96
RECEIPTS										
Assessments	5,186,376.52	140,173.83	348,778.07	379,975.77	0.00	24,669.62	263,043.16	0.00	0.00	6,343,016.97
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	21,543.38	488.88	0.00	0.00	3,124.19	239.13	288.26	0.00	0.00	25,683.84
Invest Adj	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal Invest	21,543.38	488.88	0.00	0.00	3,124.19	239.13	288.26	0.00	0.00	25,683.84
Other *	319,943.85	0.00	161,002.62	0.00	0.00	0.00	0.00	0.00	0.00	480,946.47
<b>TOTAL</b>	<b>5,527,863.75</b>	<b>140,662.71</b>	<b>509,780.69</b>	<b>379,975.77</b>	<b>3,124.19</b>	<b>24,908.75</b>	<b>263,331.42</b>	<b>0.00</b>	<b>0.00</b>	<b>6,849,647.28</b>
EXPENSES										
Claims Transfers	6,447,839.58	134,481.01	624,547.17	0.00	0.00	0.00	0.00	0.00	0.00	7,206,867.76
Expenses	407,609.08	0.00	0.00	380,339.91	0.00	0.00	234,018.01	0.00	0.00	1,021,967.00
Other *	0.00	0.00	0.00	0.00	236,440.00	0.00	0.00	0.00	0.00	236,440.00
<b>TOTAL</b>	<b>6,855,448.66</b>	<b>134,481.01</b>	<b>624,547.17</b>	<b>380,339.91</b>	<b>236,440.00</b>	<b>0.00</b>	<b>234,018.01</b>	<b>0.00</b>	<b>0.00</b>	<b>8,465,274.76</b>
<b>END BALANCE</b>	<b>6,413,850.39</b>	<b>306,189.56</b>	<b>(3,108,518.66)</b>	<b>(247,738.75)</b>	<b>1,683,879.96</b>	<b>171,655.79</b>	<b>180,906.19</b>	<b>0.00</b>	<b>0.00</b>	<b>5,400,224.48</b>

**CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES**

**North Jersey Municipal Employee Benefits Fund**

Month		September								
Current Fund Year		2025								
		1.	2.	3.	4.	5.	6.	7.	8.	
Policy	Coverage	Calc. Net Paid Thru Last Month	Monthly Net Paid September	Monthly Recoveries September	Calc. Net Paid Thru September	TPA Net Paid Thru September	Variance To Be Reconciled	Delinquent Unreconciled Variance From	Change This Month	
2025	Medical	34,504,424.68	6,058,261.95	0.00	40,562,686.63	0.00	40,562,686.63	34,504,424.68	6,058,261.95	
	Dental	1,040,100.38	134,396.26	0.00	1,174,496.64	0.00	1,174,496.64	1,040,100.38	134,396.26	
	Rx	4,627,936.50	624,547.17	0.00	5,252,483.67	0.00	5,252,483.67	4,627,936.50	624,547.17	
	0	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	<b>Total</b>	<b>40,172,461.56</b>	<b>6,817,205.38</b>	<b>0.00</b>	<b>46,989,666.94</b>	<b>0.00</b>	<b>46,989,666.94</b>	<b>40,172,461.56</b>	<b>6,817,205.38</b>	

<b>SUMMARY OF CASH AND INVESTMENT INSTRUMENTS</b>					
<b>North Jersey Municipal Employee Benefits Fund</b>					
<b>ALL FUND YEARS COMBINED</b>					
<b>CURRENT MONTH</b>	<b>September</b>				
<b>CURRENT FUND YEAR</b>	<b>2025</b>				
	<b>Description:</b>	<b>CASH MANAGEMENT FUND</b>	<b>TD BANK ASSET MANAGEMENT</b>	<b>CITIZENS</b>	
	<b>ID Number:</b>				
	<b>Maturity (Yrs)</b>				
	<b>Purchase Yield:</b>				
	<b>TOTAL for All Accts &amp; instruments</b>				
<b>Opening Cash &amp; Investment Balance</b>	<b>\$7,015,851.94</b>	<b>21,870.28</b>	<b>4,491,227.45</b>	<b>2502754.21</b>	
<b>Opening Interest Accrual Balance</b>	<b>\$15,924.04</b>	<b>-</b>	<b>15924.04</b>	<b>0</b>	
1	Interest Accrued and/or Interest Cost	-722.35	\$0.00	-\$722.35	\$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	\$25,683.85	\$75.48	\$15,924.04	\$9,684.33
6	Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00
7	Realized Gain (Loss)	\$0.00	\$0.00	\$0.00	\$0.00
8	Net Investment Income	\$24,961.50	\$75.48	\$15,201.69	\$9,684.33
9	Deposits - Purchases	\$6,823,963.47	\$0.00	\$0.00	\$6,823,963.47
10	(Withdrawals - Sales)	-\$8,465,274.76	\$0.00	\$0.00	-\$8,465,274.76
	Ending Cash & Investment Balance	\$5,400,224.50	\$21,945.76	\$4,507,151.49	\$871,127.25
	Ending Interest Accrual Balance	\$15,201.69	\$0.00	\$15,201.69	\$0.00
	Plus Outstanding Checks	\$2,556,340.29	\$0.00	\$0.00	\$2,556,340.29
	(Less Deposits in Transit)	-\$779,829.80	\$0.00	\$0.00	-\$779,829.80
	Balance per Bank	\$7,176,734.99	<b>\$21,945.76</b>	\$4,507,151.49	\$2,647,637.74

**RESOLUTION NO. 25-38**

**NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND  
APPROVAL OF THE NOVEMBER 2025 BILLS LIST**

**WHEREAS**, the North Jersey Municipal Employee Benefits Fund held a Public Meeting on December 8, 2025, the purpose of conducting the official business of the Fund; and

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

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

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

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

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

**ADOPTED: DECEMBER 8, 2025**

**BY:**

\_\_\_\_\_  
**CHAIRPERSON**

**ATTEST:**

\_\_\_\_\_  
**SECRETARY**

# APPENDIX I

NJHIF Document Review  
December 2, 2025, at 11:30AM  
Teams Meeting

*Thomas S. Russo Jr., Chair*  
*Carrine Piccolo-Kaufer, Executive Committee Member*  
*Karen Fornaro, Fund Commissioner*  
Ed Pasternak, Fund Attorney  
Brandon Lodics, Executive Director  
Emily Koval, Associate Executive Director  
Jim Rhodes, HIF Governance  
John Lajewski, Program Manager  
Caitlin Perkins, Account Manager  
Jordyn Robinson, Assistant Account Manager

Chair Russo opened the meeting with his concern about the revised draft dated back to 2006 and noted that this needs to be reviewed as there have been multiple changes since then. In response to Chair Russo, Ms. Koval stated that this is one of the first Funds that will be reviewing the bylaws and that majority of the Funds have similar bylaws, minus the Schools Health Insurance Fund. A discussion occurred regarding the following Articles within the bylaws:

In Article II, the description of the process of which entities become members in the Fund was discussed, stating that the specific details of the process are currently included in the Risk Management Plan, which the Fund Attorney agreed with. A suggestion to change the language to clarify that a resolution is only required when joining the Fund.

In Article III, a discussion of who is eligible to vote at the meetings was held. In this specific Fund, all Fund Commissioners have a vote, but this is not how it is written in the bylaws. Ms. Koval noted that this is the only Fund that votes that way. The Fund Attorney agreed that that the Executive Committee should be the voting members although there are some situations where there are emergencies (such as weather) that other Fund Commissioners can provide their vote to ensure a quorum. A suggestion to change the language to clarify the different responsibilities between the Executive Committee Members and Fund Commissioners.

In Article IV, perform additional review to determine if amendment of the bylaws requires all governing bodies within the fund to approve proposed amendments to the bylaws by resolution, and should the current bylaws be adjusted to change this. Mr. Rhodes commented that, as currently drafted, the operational duties of the Executive Committee could be interpreted as being merely oversight, vesting all Fund Commissioners with voting privileges,

thus limiting the authority of the Executive Committee. Commissioner Piccolo-Kaufer noted that if voting is limited to Executive Committee members that the Executive Committee, in certain instances, could make the decision to include all Fund Commissioners for a vote if desired.

Mr. Lodics shared a definition from another Fund, which the Fund Attorney believes we can utilize as a template to improve the language in the bylaws. Mr. Rhodes agreed that this could be an improvement and help align the NJHIF with the other Funds.

Chair Russo redirected the discussion to the Risk Management Plan, questioning if there are any areas that need to be updated. Mr. Lodics commented that the update of the Out-of-Network fee schedule that was approved earlier this year, effective January 1, 2026, would be updated in this plan. Mr. Lodics confirmed that the Risk Management Plan can be updated by the Executive Committee at any time and Mr. Rhodes commented that this plan is to help protect the Fund as a whole.

Additionally, Mr. Lodics stated that the NJHIF appeal process is different than other Funds as well. He stated that majority of the appeals are determined by an Independent Review Organization (IRO) and a recommendation for future discussion would be to include a panel vote for documentation purposes. Ms. Koval stated the documentation regarding the new business process can be included. The committee agreed that the methodology should be included officially in the Risk Management Plan so interested entities can understand rather than a separate policy. Mr. Lajewski agrees but commented that it should be more generic within the Risk Management Plan so any market conditions can be easily adjusted.

Chair Russo requested the first draft to be delivered to him so he can review it then he can distribute it to the committee for further review, which the committee members and professionals agreed upon.