

Gateway

BMED FUND



GATEWAY REGIONAL HEALTH INSURANCE FUND

AGENDA AND REPORTS

October 26, 2021

FRANKLIN LAKES BOROUGH HALL / ZOOM MEETING

12:00 PM

Join Zoom Meeting

<https://permainc.zoom.us/j/7737417209>

Meeting ID: 773 741 7209

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Meeting ID: 773 741 7209

STATEMENT OF COMPLIANCE WITH OPEN PUBLIC MEETINGS ACT

Pursuant to Executive Order Number 103 dated March 9, 2020, Governor Murphy declared a Public Health Emergency and a State of Emergency in New Jersey. On March 20, 2020 P.L. 2020 Chapter 11 amended the Open Public Meetings Act to allow local public bodies to conduct Remote Public Meetings by use of electronic communications technology during a period declared as a Public Health Emergency or a State of Emergency.

Adequate Notice and Electronic Notice of this meeting was given by:

1. Sending advance written notice to The Record and the Star Ledger
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. 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. 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.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
AGENDA MEETING: OCTOBER 26, 2021
FRANKLIN LAKES BOROUGH HALL / ZOOM MEETING
12:00 P.M.

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

PLEDGE OF ALLEGENCE

ROLL CALL OF 2021 EXECUTIVE COMMITTEE

Gregory Hart, Chair
Richard Kunze, Secretary
Joseph Catenaro, Executive Committee
Gregory Franz, Executive Committee
Donna Gambutti, Executive Committee
Matthew Cavallo, Executive Committee
Bob Kakoleski, Executive Committee
Richard Molinari, Executive Committee Alternate
Anthony Ciannamea, Executive Committee Alternate

APPROVAL OF MINUTES: September 28, 2021 Open.....Appendix

CORRESPONDENCE: None

EXECUTIVE DIRECTOR - PERMA - Paul Laracy
Executive Director's ReportPage 5

BENEFITS CONSULTANT REPORT - Jozsef Pfeiffer
Conner Strong & BuckelewPage 15

ATTORNEY - Russell Huntington, Esq.

TREASURER - Joseph Iannaconi
Voucher List October 2021 (res: 35-21)Page 17
Dividends October 2021 (confirmation of payment)Page 19
September 2021 Treasurers ReportPage 20
Confirmation of Claims Paid/Certification of Transfers

WELLNESS COORDINATOR - Marianne Eskilson.....Page 23

BOARD ADVISOR - Clark LaMendola

THIRD PARTY ADMINISTRATOR - Aetna

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PRESCRIPTION PROVIDER - Express Scripts - Kyle Colalillo

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DENTAL ADMINISTRATOR - Delta Dental - Kim White

Monthly Report

CONSENT AGENDAPage 33

Resolution 34-21: 2022 Budget AdoptionPage 34

Resolution 35-21: October 2021 Bills List and Dividends.....Page 35

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT

MEETING ADJOURNED

**Bergen Municipal Employee Benefits Fund
Executive Director's Report
October 26, 2021**

FINANCE

PRO FORMA REPORTS

- **Fast Track Financial Report** – as of August 31, 2021 (page 7)
 - Historical Income Statement
 - Indices and Ratios Report
 - Budget Status Report

2022 BUDGET ADOPTION

Enclosed is the 2022 BMED Budget. Draft rates have been released to all members and final rates will be included in member Open Enrollment packets.

Motion: *Motion to open the Public Hearing on the 2022 Budget*

Discussion of Budget and Assessments

Motion: *Motion to close the Public Hearing*

Motion: *Motion to adopt resolution 34-21 and approve the 2021 Bergen Municipal Employee Benefits Fund in the amount of \$78,707,520*

DIRECT BILL UPDATES

Benefits Express requires at least 90 days to guarantee updated direct bill retiree coupons and ACH debits by January 1. Since the budget is just being adopted, that timeframe cannot be met. PERMA will work diligently with BE to expedite the coupons, but there is a chance there will be a delay. In preparation, the attached communication will be sent to all direct billed members in the next month.

DIVIDEND STATUS

Dividend distribution letters were sent after the last meeting. Those who notified the Fund of a check by the due date are on this month's bills list. Others will be on November's payments. The following groups have not notified us of their choice. The Fund will release a check if there is no response by the end of the year.

Alpine	3,941.00
Edgewater	206,544.00
Hillsdale	6,403.00
Mine Hill	293.00
Oakland	215,258.00
Ridgefield Park	274,792.00
Wallington	250,174.00
Wanaque Valley Regional S.A.	812.00

The following groups have chosen to use a portion of their dividend to reduce 2022 rates:

Fort Lee	14,250.00	Reduce rates
Franklin Lakes	133,993.00	Reduce Rates
Park Ridge	38,268.00	Reduce rates
Verona	131,596.00	Reduce rates

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

FINANCIAL FAST TRACK REPORT

AS OF August 31, 2021

	<i>THIS MONTH</i>	<i>YTD CHANGE</i>	<i>PRIOR YEAR END</i>	<i>FUND BALANCE</i>
1. UNDERWRITING INCOME	8,379,917	38,295,915	616,604,581	654,900,495
2. CLAIM EXPENSES				
Paid Claims	3,870,756	23,695,305	509,152,164	532,847,469
IBNR	1,932,447	2,762,374	2,350,000	5,112,374
Less Specific Excess	-	(76,394)	(12,811,690)	(12,888,083)
Less Aggregate Excess	-	-	(602,911)	(602,911)
TOTAL CLAIMS	5,803,204	26,381,285	498,087,563	524,468,849
3. EXPENSES				
MA & HMO Premiums	483,876	3,675,158	15,268,730	18,943,889
Excess Premiums	227,989	1,020,627	29,734,534	30,755,160
Administrative	587,300	2,836,534	45,435,552	48,272,086
TOTAL EXPENSES	1,299,165	7,532,319	90,438,816	97,971,135
4. UNDERWRITING PROFIT (1-2-3)	1,277,548	4,382,310	28,078,201	32,460,512
5. INVESTMENT INCOME	(292)	20,351	3,315,125	3,335,476
6. DIVIDEND INCOME	0	528,876	6,548,367	7,077,243
7. STATUTORY PROFIT (4+5+6)	1,277,255	4,931,537	37,941,694	42,873,231
8. DIVIDEND	0	0	22,145,604	22,145,604
STATUTORY SURPLUS (7-8+9)	1,277,255	4,931,537	15,796,090	20,727,627

SURPLUS (DEFICITS) BY FUND YEAR

Closed	Surplus	(6,755)	493,574	11,761,017	12,254,591
	Cash	443,801	725,165	11,994,012	12,719,177
2020	Surplus	(45,041)	(124,645)	4,035,074	3,910,429
	Cash	(42,031)	(517,276)	4,370,607	3,853,331
METRO HIF 2021	Surplus	2,648,242	2,546,248	0	2,546,248
	Cash	3,124,386	4,282,592	0	4,282,592
2021	Surplus	(1,319,190)	2,016,360		2,016,360
	Cash	(352,827)	3,366,778		3,366,778
TOTAL SURPLUS (DEFICITS)		1,277,255	4,931,537	15,796,090	20,727,627
TOTAL CASH		3,173,329	7,857,259	16,364,619	24,221,878

CLAIM ANALYSIS BY FUND YEAR

TOTAL CLOSED YEAR CLAIMS	6,597	47,011	474,601,772	474,648,783
FUND YEAR 2020				
Paid Claims	111,299	2,584,129	21,170,791	23,754,920
IBNR	0	(2,315,000)	2,315,000	-
Less Specific Excess	0	(65,092)	0	(65,092)
Less Aggregate Excess	0	0	0	0
TOTAL FY 2020 CLAIMS	111,299	204,037	23,485,791	23,689,828
METRO HIF 2021				
Paid Claims	999,213	5,684,783	0	5,684,783
IBNR	522,081	2,789,141	0	2,789,141
Less Specific Excess	0	0	0	0
Less Aggregate Excess	0	0	0	0
TOTAL METRO HIF 2021 CLAIMS	1,521,293	8,473,923	0	8,473,923
FUND YEAR 2021				
Paid Claims	2,753,647	15,344,346		15,344,346
IBNR	1,410,367	2,323,233		2,323,233
Less Specific Excess	0	(11,265)		(11,265)
Less Aggregate Excess	0	0		0
TOTAL FY 2021 CLAIMS	4,164,014	17,656,314		17,656,314
COMBINED TOTAL CLAIMS	5,803,204	26,381,285	498,087,563	524,468,849

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.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND										
RATIOS										
INDICES	2020	FY2021								
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	
Cash Position	16,364,619	\$ 16,268,328	\$ 15,679,031	\$ 17,627,344	\$ 17,002,253	\$ 18,709,377	\$ 19,376,614	\$ 21,048,549	\$ 24,221,878	
IBNR	2,350,000	\$ 2,409,558	\$ 3,035,888	\$ 3,640,073	\$ 3,973,864	\$ 4,167,073	\$ 4,338,822	\$ 3,179,926	\$ 5,112,374	
Assets	19,363,350	\$ 19,738,027	\$ 20,867,978	\$ 21,896,888	\$ 22,241,094	\$ 22,696,915	\$ 23,188,050	\$ 23,537,941	\$ 26,640,215	
Liabilities	3,567,258	\$ 3,555,424	\$ 4,107,903	\$ 4,661,081	\$ 4,876,854	\$ 4,999,164	\$ 5,160,189	\$ 4,087,568	\$ 5,912,587	
Surplus	15,796,091	\$ 16,182,604	\$ 16,760,075	\$ 17,235,807	\$ 17,364,240	\$ 17,697,752	\$ 18,027,861	\$ 19,450,373	\$ 20,727,628	
Claims Paid -- Month	1,526,757	\$ 1,913,945	\$ 2,112,720	\$ 2,608,741	\$ 3,237,894	\$ 3,205,185	\$ 3,613,568	\$ 3,132,496	\$ 3,870,756	
Claims Budget -- Month	2,252,666	\$ 2,331,731	\$ 3,240,059	\$ 3,663,087	\$ 3,655,533	\$ 3,666,715	\$ 3,673,731	\$ 5,322,565	\$ 5,317,990	
Claims Paid -- YTD	22,834,959	\$ 1,913,945	\$ 4,026,666	\$ 6,635,407	\$ 9,873,300	\$ 13,078,485	\$ 16,692,053	\$ 19,824,549	\$ 23,695,305	
Claims Budget -- YTD	27,031,987	\$ 2,331,731	\$ 5,571,790	\$ 9,234,877	\$ 12,890,410	\$ 16,557,125	\$ 20,230,856	\$ 25,553,421	\$ 30,871,411	
RATIOS										
Cash Position to Claims Paid	10.72	8.50	7.42	6.76	5.25	5.84	5.36	6.72	6.26	
Claims Paid to Claims Budget -- Month	0.68	0.82	0.65	0.71	0.89	0.87	0.98	0.59	0.73	
Claims Paid to Claims Budget -- YTD	0.84	0.82	0.72	0.72	0.77	0.79	0.83	0.78	0.77	
Cash Position to IBNR	6.96	6.75	5.16	4.84	4.28	4.49	4.47	6.62	4.74	
Assets to Liabilities	5.43	5.55	5.08	4.7	4.56	4.54	4.49	5.76	4.51	
Surplus as Months of Claims	7.01	6.94	5.17	4.71	4.75	4.83	4.91	3.65	3.9	
IBNR to Claims Budget -- Month	1.04	1.03	0.94	0.99	1.09	1.14	1.18	0.60	0.96	

Bergen Municipal Employee Benefits Fund
2021 Budget Report
as of August 31, 2021

	Cumulative	Annualized	Latest filed	Cumulative	\$ Variance	% Variance
Expected Losses				Expensed		
Medical Claims Aetna	27,173,137	46,254,433	22,794,511	22,369,537	4,803,600	18%
Prescription Claims	2,694,888	4,035,536	3,711,096	2,432,229	(276,318)	-13%
Prescription Formulary Rebates	(538,977)	(807,108)	(742,219)	Included Above in Prescription Claims		
Dental Claims	1,542,364	2,323,731	2,027,583	1,328,472	213,892	14%
Subtotal	30,871,411	51,806,591	27,790,971	26,130,238	4,741,174	15%
HMO/DMO Premiums	37,142	55,529	56,358	39,751	(2,609)	-7%
Medicare Advantage / EGWP	1,069,651	1,608,457	1,549,758	3,635,407	(342)	0%
Medicare Advantage / EGWP METRO	2,565,414	3,961,232	2,621,656	Included above in Medicare Adv/EGWP		
Reinsurance						
Specific	963,598	1,634,102	781,256	1,020,627	(57,029)	-6%
Total Loss Fund	35,507,216	59,065,912	32,799,999	30,826,023	4,681,193	13%
Loss Fund Contingency	81,391	122,087	122,087	0	81,391	100%
Expenses						
Legal	16,667	25,000	25,000	16,667	-	0%
Treasurer	13,505	20,257	20,257	13,505	-	0%
Administrator	383,016	609,990	421,115	382,553	462	0%
Risk Management Consultants	889,421	1,437,406	693,906	989,673	(100,252)	-11%
Fund CoOrdinator METRO	179,954	327,641	60,480	180,256	(302)	0%
TPA - Claims Agent Aetna	748,660	1,269,603	610,566	793,067	(44,407)	-6%
Dental TPA	65,049	98,417	80,159	58,189	6,860	11%
Actuary	8,000	12,000	12,000	8,000	-	0%
Auditor	12,333	18,500	18,500	12,336	(3)	0%
Benefits Consultant	281,621	448,389	307,285	302,027	(13,740)	-5%
Board Advisor	12,000	18,000	18,000	12,000	-	0%
Subtotal Expenses	2,610,225	4,285,203	2,267,267	2,768,273	(151,380)	-6%
Miscellaneous and Special Services						
Misc/Cont	7,876	11,814	11,814	6,787	1,089	14%
Wellness, Disease, Case Management	50,000	75,000	75,000	45,834	4,166	8%
Affordable Care Act Taxes	8,468	14,361	6,866	6,953	1,515	18%
A4 Surcharge	81,871	212,028	33,440	81,294	577	1%
Plan Documents	6,667	10,000	10,000	Included above in Benefits Consultant		
Subtotal Misc/Sp Svcs	154,882	323,203	137,120	140,868	7,347	5%
Total Expenses	2,765,107	4,608,406	2,404,387	2,909,141	(144,034)	-5%
Total Budget	38,353,714	63,796,405	35,326,473	33,735,164	4,618,551	12%

2022 BMED BUDGET

The attached draft budget shows an increase in projected expenses of 1.32%. However, there are separate assessment increases for BMED (-.79% average) and Metro (+3.86%) subgroup members.

Claims Funds

The actuary projected claim fund increases separately for BMED and Metro subgroup members in accordance with Fund policy. BMED member medical increases are below trend while Metro has been established at industry trend levels. Only BMED members have Rx coverage and this line of coverage is performing excellently because of good loss experience and a dramatic improvement in Express Scripts contract terms for 2022. This improvement is manifested most significantly in the increase in formulary rebates to 30% of Rx spend.

The dental claims projection is also dropping based upon better than anticipated claims experience.

MRHIF Renewal

BMED's claims experience in the MRHIF coverage layer continues to be favorable. While MRHIF is experiencing a trend like increase overall (about 7%), BMED's assessment is projected to drop by 3.4%.

Fully Insured Programs

The Dental DMO and Aetna Medicare Advantage proposals have been negotiated for 2022 with a less than 1% change for DMO plans and no change in rates for Medicare Advantage.

Expenses

Expenses have been updated according to the RFP responses and contract awards. Aetna has been extremely cooperative and supportive of the HIFs as reflected in the 14.7% decrease negotiated for 2022. The wellness committee requested a modest increase to the Wellness Budget.

Assessments

Medical rates for BMED are rising by .15%, Rx rates are dropping by 4%, and dental rates are flat. Set forth by Fund policy, assessments include the Loss Ratio Factor of +/- 2.5% for all BMED members with medical and Rx coverage.

Metro claims experience is too immature to include loss ratio adjustments. Assessments are blended between self-insured and Medicare Advantage groups as a form of rate socialization pending the maturation of claims experience.

Bergen Municipal Employee Benefits Fund		Print Date:	
2022 Proposed Budget		10/26/2021 10:45	
Census:	Monthly	Annual	
Medical Aetna	2,797	33,564	
BMED Members	1,284	15,408	
METRO Members	1,513	18,156	
Rx	651	7,812	
Dental	2,657	31,884	
BMED Members	2,207	26,484	
METRO Members	450	5,400	
Medicare Advantage - Medical	1,255	15,060	
BMED Members	473	5,676	
METRO Members	782	9,384	
Rx No Medical (Incl in Rx above)	36	432	
Dental Only (Incl in Dental above)	1,462	17,544	
BMED Members	1,450	17,400	
METRO Members	12	144	
Medicare Advantage - Only (Incl above)	1,084	13,008	
BMED Members	302	3,624	
METRO Members	782	9,384	
DMO Only	50	600	

	LINE ITEMS	Annualized Budget FY2021	Proposed Budget FY2022	\$ Change	% Change
1	Medical Claims Aetna	\$ 58,270,550	\$ 60,240,520	\$ 1,969,970	3.38%
	BMED Members	\$ 27,166,269	\$ 27,667,647	\$ 501,378	1.85%
	METRO Members	\$ 31,104,281	\$ 32,572,873	\$ 1,468,592	4.72%
2	Prescription Claims	\$ 4,022,804	\$ 3,802,286	\$ (220,518)	-5.48%
3	Prescription Formulary Rebates	\$ (804,561)	\$ (1,140,686)	\$ (336,125)	41.78%
4	Dental Claims	\$ 2,338,476	\$ 2,274,112	\$ (64,364)	-2.75%
	BMED Members	\$ 2,096,861	\$ 2,016,779	\$ (80,082)	-3.82%
	METRO Members	\$ 241,615	\$ 235,735	\$ (5,880)	-2.43%
5					
6	Subtotal Claims	63,827,268	65,176,232	\$ 1,348,964	2.11%
7					
8	HMO/DMO Premiums	\$ 54,720	\$ 55,137	\$ 417	0.76%
9					
	Medicare Advantage / EGWP	\$ 5,778,254	\$ 5,778,254	\$ -	0.00%
10	BMED Members	\$ 1,619,143	\$ 1,619,143	\$ -	0.00%
11	METRO Members	\$ 4,159,111	\$ 4,159,111	\$ -	0.00%
12					
13	Reinsurance				
14	Specific	\$ 2,053,733	\$ 1,983,709	\$ (70,024)	-3.41%
15					
16	Total Loss Fund	\$ 71,713,975	\$ 72,993,332	\$ 1,279,357	\$ 0
17					
18	Loss Fund Contingency	\$ 122,087	\$ -	\$ (122,087)	-100.00%
19					
20	Expenses				
21	Legal	\$ 25,000	\$ 25,000	\$ -	0.0%
22	Treasurer	\$ 20,257	\$ 20,662	\$ 405	2.0%
23	Administrator	\$ 1,005,807	\$ 1,025,923	\$ 20,116	2.0%
24	Risk Management Consultants	\$ 1,658,925	\$ 1,692,104	\$ 33,178	2.0%
25	Fund Coordinator METRO	\$ 455,004	\$ 455,004	\$ -	0.0%
26	TPA - Claims Agent Aetna	\$ 1,595,633	\$ 1,360,685	\$ (234,948)	-14.7%
27	Dental TPA	\$ 99,478	\$ 99,478	\$ -	0.0%
28	Actuary	\$ 12,000	\$ 12,240	\$ 240	2.0%
29	Auditor	\$ 18,500	\$ 18,870	\$ 370	2.0%
30	Benefits Consultant	\$ 585,512	\$ 597,221	\$ 11,710	2.0%
31	Board Advisor	\$ 18,000	\$ 18,360	\$ 360	2.0%
32					
33	Subtotal Expenses	\$ 5,494,116	\$ 5,325,547	\$ (168,569)	-3.07%
34					
35	Miscellaneous and Special Services				
36	Misc/Cont	\$ 11,814	\$ 10,765	\$ (1,049)	-8.88%
37	Wellness, Disease, Case Management	\$ 75,000	\$ 100,000	\$ 25,000	33.33%
38	Affordable Care Act Taxes	\$ 18,049	\$ 18,049	\$ -	0.00%
39	A4 Surcharge	\$ 429,349	\$ 448,059	\$ 18,709	4.36%
40	Plan Documents	\$ 10,000	\$ 5,000	\$ (5,000)	-50.00%
41	Subtotal Misc/Sp Svcs	\$ 544,213	\$ 581,873	\$ 37,660	6.92%
42					
43	Total Expenses	\$ 6,038,328	\$ 5,907,420	\$ (130,909)	-2.17%
44					
45	Total Budget	\$ 77,874,390	\$ 78,900,752	\$ 1,026,361	1.32%
46	Dividend Application*	\$ (919,296)	\$ (193,232)	\$ 726,064	-78.98%
47	Budget Excl Dividend	\$ 76,955,094	\$ 78,707,520	\$ 1,752,425	2.28%
48	Total Billing	\$ 76,556,412	\$ 78,707,520	\$ 2,151,108	2.81%
49					
50	Reconciliation	(398,682)	0		

Bergen Municipal Employee Benefits Fund
ASSESSMENT COMPARISON FY2021 vs. FY2022

Group Name	Annualized Assessment FY2021				Proposed Assessment FY2022				Difference \$			Difference %		
	Member Billed	Dividend Rate Credit	Direct Billed	Total	Member Billed	Dividend Rate Credit	Direct Billed	Total	Member Billed	Direct Billed	Total	Member Billed	Direct Billed	Total
Alpine	\$ 37,728	\$ 1,227	\$ 972	\$ 39,927	\$ 39,000	\$ -	\$ 1,008	\$ 40,008	\$ 45	\$ 36	\$ 81	0.12%	3.70%	0.20%
Carlstadt	\$ 205,680	\$ 1,109	\$ 3,744	\$ 210,533	\$ 206,808		\$ 3,768	\$ 210,576	\$ 19	\$ 24	\$ 43	0.01%	0.64%	0.02%
Carlstadt Board of Education	\$ 69,204	\$ 1,788	\$ -	\$ 70,992	\$ 71,376		\$ -	\$ 71,376	\$ 384	\$ -	\$ 384	0.54%	0.00%	0.54%
East Orange	\$ 1,188,120	\$ -	\$ -	\$ 1,188,120	\$ 1,239,480		\$ -	\$ 1,239,480	\$ 51,360	\$ -	\$ 51,360	4.32%	0.00%	4.32%
East Rutherford	\$ 107,232	\$ 2,947	\$ -	\$ 110,179	\$ 110,592		\$ -	\$ 110,592	\$ 413	\$ -	\$ 413	0.37%	0.00%	0.37%
East Rutherford Board of Education	\$ 147,960	\$ 4,540	\$ -	\$ 152,500	\$ 152,460		\$ -	\$ 152,460	\$ (40)	\$ -	\$ (40)	-0.03%	0.00%	-0.03%
Edgewater	\$ 3,393,696	\$ 38,574	\$ -	\$ 3,432,270	\$ 3,434,964		\$ -	\$ 3,434,964	\$ 2,694	\$ -	\$ 2,694	0.08%	0.00%	0.08%
Emerson	\$ 80,568	\$ 2,859	\$ -	\$ 83,427	\$ 83,460		\$ -	\$ 83,460	\$ 33	\$ -	\$ 33	0.04%	0.00%	0.04%
Fairfield	\$ 3,160,140	\$ 58,478	\$ -	\$ 3,218,618	\$ 3,138,000		\$ -	\$ 3,138,000	\$ (80,618)	\$ -	\$ (80,618)	-2.50%	0.00%	-2.50%
Fairfield BOE	\$ 2,066,424	\$ 37,883	\$ 14,496	\$ 2,118,803	\$ 2,115,960		\$ 14,856	\$ 2,130,816	\$ 11,653	\$ 360	\$ 12,013	0.55%	2.48%	0.57%
Franklin Lakes	\$ 1,859,055	\$ 78,744	\$ 75,105	\$ 2,012,904	\$ 1,859,055	\$ 90,444	\$ 75,105	\$ 2,024,604	\$ 11,700	\$ (0)	\$ 11,700	0.60%	0.00%	0.58%
Ft Lee	\$ 206,208	\$ 15,012	\$ 64,236	\$ 285,456	\$ 206,208	\$ 14,520	\$ 64,236	\$ 284,964	\$ (492)	\$ -	\$ (492)	-0.22%	0.00%	-0.17%
City of Garfield	\$ 5,648,736	\$ -	\$ 15,972	\$ 5,664,708	\$ 5,656,956		\$ 15,996	\$ 5,672,952	\$ 8,220	\$ 24	\$ 8,244	0.15%	0.15%	0.15%
Hillsdale	\$ 42,984	\$ 2,149	\$ 2,508	\$ 47,641	\$ 44,904		\$ 2,628	\$ 47,532	\$ (229)	\$ 120	\$ (109)	-0.51%	4.78%	-0.23%
Irvington	\$ 1,189,152	\$ -	\$ 342,048	\$ 1,531,200	\$ 1,240,404		\$ 356,796	\$ 1,597,200	\$ 51,252	\$ 14,748	\$ 66,000	4.31%	4.31%	4.31%
Lodi	\$ 152,520	\$ 10,302	\$ -	\$ 162,822	\$ 163,164		\$ -	\$ 163,164	\$ 342	\$ -	\$ 342	0.21%	0.00%	0.21%
Meywood Borough	\$ 72,168	\$ 2,385	\$ -	\$ 74,553	\$ 74,268		\$ -	\$ 74,268	\$ (285)	\$ -	\$ (285)	-0.38%	0.00%	-0.38%
Mine Hill	\$ 13,512	\$ -	\$ -	\$ 13,512	\$ 13,512		\$ -	\$ 13,512	\$ -	\$ -	\$ -	0.00%	0.00%	0.00%
Montvale	\$ 686,028	\$ 37,320	\$ 8,136	\$ 731,484	\$ 703,356		\$ 8,364	\$ 711,720	\$ (19,992)	\$ 228	\$ (19,764)	-2.76%	2.80%	-2.70%
Moonachie	\$ 1,437,240	\$ 47,166	\$ -	\$ 1,484,406	\$ 1,451,520		\$ -	\$ 1,451,520	\$ (32,886)	\$ -	\$ (32,886)	-2.22%	0.00%	-2.22%
North Arlington	\$ 101,916	\$ 2,506	\$ 600	\$ 105,022	\$ 104,652		\$ 612	\$ 105,264	\$ 230	\$ 12	\$ 242	0.22%	2.00%	0.23%
Oakland	\$ 2,378,880	\$ 63,347	\$ 34,800	\$ 2,477,027	\$ 2,424,972		\$ 35,208	\$ 2,460,180	\$ (17,255)	\$ 408	\$ (16,847)	-0.71%	1.17%	-0.68%
City of Orange Township	\$ 12,261,481	\$ -	\$ 193,091	\$ 12,454,572	\$ 12,799,584		\$ 196,680	\$ 12,996,264	\$ 538,103	\$ 3,589	\$ 541,692	4.39%	1.86%	4.35%
Park Ridge	\$ 2,086,200	\$ 42,882	\$ 25,008	\$ 2,154,090	\$ 2,124,060		\$ 25,416	\$ 2,149,476	\$ (5,022)	\$ 408	\$ (4,614)	-0.24%	1.63%	-0.21%
Plainfield BOE	\$ 22,204,500	\$ -	\$ 7,776	\$ 22,212,276	\$ 23,190,936		\$ 8,124	\$ 23,199,060	\$ 986,436	\$ 348	\$ 986,784	4.44%	4.48%	4.44%
Ridgefield Park	\$ 2,375,136	\$ 85,667	\$ 1,560	\$ 2,462,363	\$ 2,402,280		\$ 1,608	\$ 2,403,888	\$ (58,523)	\$ 48	\$ (58,475)	-2.38%	3.08%	-2.37%
Rochelle Park	\$ 63,660	\$ 673	\$ -	\$ 64,333	\$ 64,320		\$ -	\$ 64,320	\$ (13)	\$ -	\$ (13)	-0.02%	0.00%	-0.02%
Rutherford	\$ 2,747,616	\$ 123,325	\$ 28,644	\$ 2,899,585	\$ 2,788,320		\$ 29,160	\$ 2,817,480	\$ (82,621)	\$ 516	\$ (82,105)	-2.88%	1.80%	-2.83%
Saddle River	\$ 905,016	\$ 35,629	\$ 3,360	\$ 944,005	\$ 915,684		\$ 3,480	\$ 919,164	\$ (24,961)	\$ 120	\$ (24,841)	-2.65%	3.57%	-2.63%
South Hackensack	\$ 1,351,008	\$ 49,794	\$ -	\$ 1,400,802	\$ 1,423,968		\$ -	\$ 1,423,968	\$ 23,166	\$ -	\$ 23,166	1.65%	0.00%	1.65%
Verona	\$ 2,531,796	\$ 21,699	\$ 52,116	\$ 2,605,611	\$ 2,545,164	\$ 50,000	\$ 51,780	\$ 2,646,944	\$ 41,669	\$ (336)	\$ 41,333	1.63%	-0.64%	1.59%
Wallington	\$ 1,499,364	\$ 84,695	\$ -	\$ 1,584,059	\$ 1,532,820		\$ -	\$ 1,532,820	\$ (51,239)	\$ -	\$ (51,239)	-3.23%	0.00%	-3.23%
Wanaque Valley Regional S.A.	\$ 11,940	\$ 235	\$ -	\$ 12,175	\$ 12,180		\$ -	\$ 12,180	\$ 5	\$ -	\$ 5	0.04%	0.00%	0.04%
Westwood	\$ 1,385,964	\$ 63,715	\$ 3,492	\$ 1,453,171	\$ 1,419,744		\$ 3,684	\$ 1,423,428	\$ (29,935)	\$ 192	\$ (29,743)	-2.06%	5.50%	-2.05%
Township of West Orange	\$ 1,881,060	\$ -	\$ -	\$ 1,881,060	\$ 1,961,928		\$ -	\$ 1,961,928	\$ 80,868	\$ -	\$ 80,868	4.30%	0.00%	4.30%
Borough of Woodcliff Lake	\$ 51,648	\$ -	\$ 4,248	\$ 55,896	\$ 51,648		\$ 4,248	\$ 55,896	\$ -	\$ -	\$ -	0.00%	0.00%	0.00%
Wood-Ridge	\$ 72,960	\$ 2,650	\$ -	\$ 75,610	\$ 75,324		\$ -	\$ 75,324	\$ (286)	\$ -	\$ (286)	-0.38%	0.00%	-0.38%
Totals:	\$ 75,674,500	\$ 919,300	\$ 881,912	\$ 77,475,712	\$ 77,843,031	\$ 154,964	\$ 902,757	\$ 78,900,752	\$ 1,404,195	\$ 20,845	\$ 1,425,040	1.86%	2.36%	1.84%

REGULATORY

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
YEAR: 2021, AS OF OCTOBER 1, 2021**

<u>Yearly Items</u>	<u>Filing Status</u>
<input type="checkbox"/> Budget	2021 Filed
<input type="checkbox"/> Assessments	2021 Filed
<input type="checkbox"/> Actuarial Certification	2021 Filed
<input type="checkbox"/> Reinsurance Policies	Filed
<input type="checkbox"/> Fund Commissioners	Filed
<input type="checkbox"/> Fund Officers	Filed
<input type="checkbox"/> Renewal Resolutions	Filed
<input type="checkbox"/> Indemnity and Trust	Compliance listing included
<input type="checkbox"/> New Members (list)	N/A
<input type="checkbox"/> Withdrawals	N/A
<input type="checkbox"/> Risk Management Plan and By Laws	Filed
<input type="checkbox"/> Cash Management Plan	Filed
<input type="checkbox"/> Unaudited Financials	9/30/2021 Filed
<input type="checkbox"/> Annual Audit	2020 Filed
<input type="checkbox"/> Budget Changes	N/A
<input type="checkbox"/> Transfers	N/A
<input type="checkbox"/> Additional Assessments	N/A
<input type="checkbox"/> Professional Changes	N/A
<input type="checkbox"/> Officer Changes	N/A
<input type="checkbox"/> Risk Management Plan Changes	N/A
<input type="checkbox"/> Bylaw Amendments	N/A
<input type="checkbox"/> Benefit Changes (list)	N/A
<input type="checkbox"/> Other	N/A

Professional		Contract Received	Contract Term
Administration	PERMA	Yes	1/1/2019 - 12/31/2021
Attorney	Huntington Bailey	Yes	1/1/2021-12/31/2021
Treasurer	Joseph Iannaconi	Yes	1/1/2021-12/31/2021
Auditor	Lerch Vinci Higgins	Yes	1/1/2021-12/31/2021
Benefits Consultant	Conner Strong & Buckelew	Yes	1/1/2019 - 12/31/2021
Actuary	Actuarial Solutions	Yes	1/1/2021-12/31/2021
Wellness	Marianne Smith	Yes	4/1/2020-3/31/2021
Fund Coordinator	Eagle Rock Management	Yes	1/1/2021-12/31/2021
Board Advisor	Clark LaMendola	Yes	1/1/2019-12/31/2021
TPA - Aetna		Yes	1 year renewal negotiated
TPA - Delta Dental		Yes	1 year renewal negotiated

INDEMNITY AND TRUST COMPLIANCE

Member	I&T end date
EAST ORANGE	12/31/2020
BOROUGH OF ALPINE	12/31/2021
BOROUGH OF HILLSDALE	12/31/2021
BOROUGH OF LODI	12/31/2021
BOROUGH OF RUTHERFORD	12/31/2021
BOROUGH OF WESTWOOD	12/31/2021
TOWNSHIP OF ROCHELLE PARK	12/31/2021
VERONA TOWNSHIP	12/31/2021

**Gateway-BMED Health Insurance Fund
Benefits Consultant Report**

October 2021

Benefits Consultant: Conner Strong & Buckelew

Online Enrollment Training: aflinn@permainc.com

Enrollments/Eligibility/Billing: bmedenrollments@permainc.com

Brokers: brokerservice@permainc.com

MONTHLY BILLING

As a reminder, please be sure to check your monthly invoice for accuracy. If you find a discrepancy, please report it to the BMED enrollment team. The Fund's policy is to limit retro corrections, *including terminations*, to 60 days. We have noticed an increase in requests for enrollment changes, billing changes, terminations and additions well past the 60 day time frame. Moving forward, it is of the utmost importance to review bills for rate and enrollment accuracy on a monthly basis. If there is an error, please bring it to the enrollment team's attention.

BROKER CONTACT INFORMATION

Please direct any escalated claims, benefit coverages, prescription coverage, Medicare advantage or appeal related questions to our dedicated BMED Client Servicing Team. The team can be reached by email at brokerservices@permainc.com.

ONLINE ENROLLMENT SYSTEM TRAINING

The Executive Committee voted and approved mandatory use of the online enrollment system by each member group.

Online Enrollment System Training Schedule – 2021

PERMA offers a virtual training and a refresher class on the online enrollment system the third Wednesday of each month. The sessions provide an overview of the Fund's enrollment system and shows users how perform tasks in the system. To use the enrollment system, each HR user must complete a *system access form*. Please email Austin Flinn at aflinn@permainc.com and indicate which of the sessions below you would like to attend. Please include this information in the subject line: **Training - Fund Name and Client Name**.

- Wednesday, October 20th 10:00 am - 11:00 am
- Wednesday, November 17th 10:00 am - 11:00 am

Operations Updates

End of Year Reporting

Dependent Age Out reports will be completed and available mid-November. Dependents aging out of the plan will receive COBRA packets directly from the BMED COBRA administrator, Benefit Express. It is important to note COBRA offers mail to the dependent who is aging off the plan – these offers are NOT addressed to the parents who carry coverage.

Year-end W2 and ACA reporting will also be available shortly. The BMED enrollment team is targeting to send to group enrollment contacts by mid-December.

Online Enrollment system Update – Security Enhancement

To ensure we are providing the best possible data security, The Fund's online enrollment system, Benefit Express, is updating to a multifactor authentication log in process. This means all system users will be required to provide a second form of logon authentication when logging on to the system. This will process will enhance current security and help protect against common cyber-crimes. This is a common way to enhance security and most users likely have to do the same type of process when logging on to view their banking information, email or other secure accounts.

The below message with instructions on the new authentication process was sent to all Benefit Express system users

Next Steps

Apply the security update on Friday, October 29, 2021.

When logging in for the first time, user passwords will be reset to the default. Your **Default Password** is your **birth date** entered in the format: **MMDDYYYY**.

*Example: if your birth date is **June 8, 1965**, then your password would be **06081965** (no dashes or slashes). Please note that passwords are case sensitive.*

After users update their password, users are prompted to need to provide a second form of log on authentication such as an email address or cell phone number that will be sent a code each time you access the site. ***Instructions on how to provide your second form of authentication is attached.***

If you have any questions or issues logging on, please contact the PERMA enrollment team.

Open Enrollment

As a reminder, open enrollment for the BMED closes on Friday October 29th. Please ensure any benefit changes are entered in the Benefit Express by Friday November 5th

EXPRESS SCRIPTS UPDATE

National Preferred Formulary Update (NPF) - ESI announced their NPF update for January 1, 2022. 32 additional products will be added to the exclusion list (included with your agenda). There are 29 BMED members identified as having filled scripts for one or more of these products in the past year. Impacted members will receive notification from ESI that includes therapeutically equivalent alternatives and are encouraged to discuss them with their physician.

Annual Notices of Credible Coverage

The Fund is working with Express Scripts to generate and mail annual NOCC letters for 2022. As you may recall, these are annual notices required by Medicare to be sent to all plan participants who are age 65 and older, or members who will be reaching age 65 in 2022. The notices were mailed on or before September 15th. A sample of this year's NOCC is included with your agenda.

ADMINISTRATIVE AUTHORIZATIONS

No appeals since our last meeting.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

BILLS LIST

Resolution No. _____

OCTOBER 2021

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

BE IT RESOLVED that the Bergen Municipal 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 2021

<u>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
003748	VOID	VOID	(72,660.48)
003754	AETNA HEALTH MANAGEMENT LLC	MEDICARE ADV 10/21	483,246.19
			483,246.19
003755	FLAGSHIP HEALTH SYSTEMS	RUTHERFORD 10/21	2,406.77
003755	FLAGSHIP HEALTH SYSTEMS	BORO OF EAST RUTHERFORD 10/21	2,323.95
			4,730.72
003756	Deltacare DMO	CITY OF ORANGE 10/21	245.33
			245.33
003757	DELTA DENTAL OF NEW JERSEY INC	DENTAL TPA 10/21	6,945.12
			6,945.12
003758	AETNA LIFE INSURANCE COMPANY	MEDICAL TPA 10/21	260,376.58
			260,376.58
003759	PAYFLEX	MEDICAL TPA 9/21	120.00
			120.00
003760	PERMA	POSTAGE SEPT 2021	28.96
003760	PERMA	ADMIN FEES 10/21	56,806.55
			56,835.51
003761	HUNTINGTON BAILEY, LLP	ATTORNEY 10/21	2,083.33
			2,083.33
003762	EAGLE ROCK MANAGEMENT GROUP, LLC	FUND COORDINATOR 10/21	36,133.00
			36,133.00
003763	JOSEPH IANNACONI, JR.	TREASURER 10/21	1,688.08
			1,688.08
003764	LaMendola Associates, Inc.	RETAINER 10/21	1,500.00
			1,500.00
003765	NORTH JERSEY MEDIA GROUP	AD 9.23.2021	52.00
			52.00
003766	CIVITAS NEW JERSEY LLC	WELLNESS CONSULTANT 10/21	2,083.33
			2,083.33
003767	ACCESS	ARC SERVICE & STORAGE 9/21	128.30
			128.30
003768	FAIRVIEW INSURANCE	BROKER FEES 10/21	46,217.49
			46,217.49
003769	ACRISURE LLC d/b/a IMAC INS AGENCY	BROKER FEES 10/21	16,016.83
			16,016.83

003770			
003770	THE VOZZA AGENCY	BROKER FEES 10/21	12,791.87
			12,791.87
003771			
003771	PIA SECURITY PROGRAMS, INC.	BROKER FEES 10/21	17,200.62
			17,200.62
003772			
003772	RELIANCE INSURANCE GROUP LLC	BROKER FEES 10/21	99,992.41
			99,992.41
003773			
003773	ACRISURE LLC DBA SCIROCCO GROUP	BROKER FEES 9/21 & 10/21	1,936.68
			1,936.68
003774			
003774	ALLEN ASSOCIATES	BROKER FEES 10/21	9,351.80
			9,351.80
003775			
003775	BURTON AGENCY INC.	BROKER FEES 10/21	952.63
			952.63
003776			
003776	CONNER STRONG & BUCKELEW	HEALTH CARE REFORM 10/21	833.33
003776	CONNER STRONG & BUCKELEW	BENEFITS CONSULTANT 10/21	41,349.05
			42,182.38
003777			
003777	SADDLE RIVER DELI	LUNCH FOR MEETING 9/21	299.80
			299.80
003778			
003778	OTTERSTEDT INSURANCE AGENCY	BROKER FEES 10/21	5,531.38
			5,531.38
003779			
003779	MUNICIPAL REINSURANCE H.I.F.	SPEC REINS. 10/21	164,903.21
			164,903.21
		Total Payments FY 2021	1,200,884.11
		TOTAL PAYMENTS ALL FUND YEARS	1,200,884.11

Chairperson

Attest:

Dated: _____

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

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND DIVIDEND
BILLS LIST**

Confirmation of Payment

OCTOBER 2021

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

BE IT RESOLVED that the Bergen Municipal 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>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
003780	EMERSON BOROUGH	DIVIDEND 10/21	9,071.00
			9,071.00
003781	LODI BOROUGH	DIVIDEND 10/21	27,124.00
			27,124.00
003782	MAYWOOD BOROUGH	DIVIDEND 10/21	7,874.00
			7,874.00
003783	NORTH ARLINGTON BOROUGH	DIVIDEND 10/21	8,554.00
			8,554.00
003784	RUTHERFORD BOROUGH	DIVIDEND 10/21	376,419.00
			376,419.00
003785	WESTWOOD BOROUGH	DIVIDEND 10/21	187,433.00
			187,433.00
003786	WOOD-RIDGE BOROUGH	DIVIDEND 10/21	8,488.00
			8,488.00
003787	CARLSTADT BOARD OF ED	DIVIDEND 10/21	6,419.00
			6,419.00
003788	EAST RUTHERFORD BOE	DIVIDEND 10/21	14,883.00
			14,883.00
003789	FORT LEE BOROUGH	DIVIDEND 10/21	14,550.00
			14,550.00
003790	MOONACHIE BOROUGH	DIVIDEND 10/21	151,107.00
			151,107.00
003791	SADDLE RIVER BOROUGH	DIVIDEND 10/21	110,048.00
			110,048.00
003792	SOUTH HACKENSACK TOWNSHIP	DIVIDEND 10/21	106,373.00
			106,373.00
003793	EAST RUTHERFORD BOROUGH	DIVIDEND 10/21	10,100.00
			10,100.00
003794	MONTVALE, BOROUGH OF	DIVIDEND 10/21	111,424.00
			111,424.00
003795	FAIRFIELD TOWNSHIP	DIVIDEND 10/21	237,950.00
			237,950.00
003796	FAIRFIELD BOE	DIVIDEND 10/21	140,007.00
			140,007.00
		Total Payments FY CLOSED	1,527,824.00
		TOTAL PAYMENTS ALL FUND YEARS	1,527,824.00

Chairperson

Attest:

Dated: _____

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

BERGEN MUNICIPAL EMPL HEALTH BENEFITS FUND
SUMMARY OF CASH TRANSACTIONS - ALL FUND YEARS COMBINED

Current Fund Year: 2021										
Month Ending: September										
	Med	Dental	Rx	Vision	Run-In	Reinsurance	Medicare Adv.	RSR	Admin	TOTAL
OPEN BALANCE	14,187,625.25	783,498.89	(394,680.09)	0.00	0.00	(103,337.18)	8,303,026.24	536,340.91	909,404.17	24,221,878.19
RECEIPTS										
Assessments	3,859,401.87	219,583.22	319,104.75	0.00	0.00	138,075.43	462,703.20	12,628.22	512,404.73	5,523,901.42
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	(3,747.67)	(264.74)	(191.24)	0.00	0.00	0.00	(2,188.27)	(47.19)	(230.30)	(6,669.41)
Invest Adj	(18.58)	(1.12)	(0.59)	0.00	0.00	0.00	(9.74)	(0.63)	(1.43)	(32.09)
Subtotal Invest	(3,766.25)	(265.86)	(191.83)	0.00	0.00	0.00	(2,198.01)	(47.82)	(231.73)	(6,701.50)
Other *	141,089.62	0.00	280,355.95	0.00	0.00	0.00	0.00	0.00	36.97	421,482.54
TOTAL	3,996,725.24	219,317.36	599,268.87	0.00	0.00	138,075.43	460,505.19	12,580.40	512,209.97	5,938,682.46
EXPENSES										
Claims Transfers	5,124,601.71	151,864.76	381,681.39	0.00	0.00	0.00	0.00	0.00	0.00	5,658,147.86
Expenses	0.00	0.00	0.00	0.00	0.00	168,880.46	0.00	0.00	1,036,419.06	1,205,299.52
Other *	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	5,124,601.71	151,864.76	381,681.39	0.00	0.00	168,880.46	0.00	0.00	1,036,419.06	6,863,447.38
END BALANCE	13,059,748.78	850,951.49	(177,092.61)	0.00	0.00	(134,142.21)	8,763,531.43	548,921.31	385,195.08	23,297,113.27

**CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES
BERGEN MUNICIPAL EMPL HEALTH BENEFITS FUND**

Month		September							
Current Fund Year		2021							
Policy Year	Coverage	1. Calc. Net Paid Thru Last Month	2. Monthly Net Paid September	3. Monthly Recoveries September	4. Calc. Net Paid Thru September	5. TPA Net Paid Thru September	6. Variance To Be Reconciled	7. Delinquent Unreconciled Variance From	8. Change This Month
2021	Med	12,954,982.95	5,124,601.71	0.00	18,079,584.66	0.00	18,079,584.66	12,954,982.95	5,124,601.71
	Dental	1,091,809.68	151,864.76	0.00	1,243,674.44	0.00	1,243,674.44	1,091,809.68	151,864.76
	Rx	2,837,132.36	381,681.39	0.00	3,218,813.75	0.00	3,218,813.75	2,837,132.36	381,681.39
	Vision	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	Total	16,883,924.99	5,658,147.86	0.00	22,542,072.85	0.00	22,542,072.85	16,883,924.99	5,658,147.86

SUMMARY OF CASH AND INVESTMENT INSTRUMENTS								
BERGEN MUNICIPAL EMPL HEALTH BENEFITS FUND								
ALL FUND YEARS COMBINED								
CURRENT MONTH	September							
CURRENT FUND YEAR	2021							
	Description:	Instrument #1	Instr #2	Instr #3	Instr #4	Instr #5	Instr #6	
	ID Number:	CHECKING	JCMI	CLAIMS	UHC CLAIMS	ID Invest	Investors	
	Maturity (Yrs)	0	0	0	0	0	0	0
	Purchase Yield:	0	0	0	0	0	0	0
	TOTAL for All							
	Accts & instruments							
Opening Cash & Investment B	\$24,221,877.72	10779749.08	2996861.5	-0.003	0	4,242,608.12	6202659.02	
Opening Interest Accrual Bal	\$11,178.96	0	0	0	0	11178.96	0	
1	Interest Accrued and/or Interes	\$2,596.51	\$0.00	\$0.00	\$0.00	\$0.00	\$2,596.51	\$0.00
2	Interest Accrued - discounted In	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3	ortization and/or Interest Cost)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4	Accretion	-\$32.10	\$0.00	-\$32.10	\$0.00	\$0.00	\$0.00	\$0.00
5	Interest Paid - Cash Instr.s	\$5,628.17	\$719.36	\$2,804.11	\$0.00	\$0.00	\$65.13	\$2,039.57
6	Interest Paid - Term Instr.s	\$8,062.50	\$0.00	\$0.00	\$0.00	\$0.00	\$8,062.50	\$0.00
7	Realized Gain (Loss)	-\$20,360.10	\$0.00	-\$17,924.60	\$0.00	\$0.00	-\$2,435.50	\$0.00
8	Net Investment Income	-\$12,167.52	\$719.36	-\$15,152.59	\$0.00	\$0.00	\$226.14	\$2,039.57
9	Deposits - Purchases	\$11,603,531.81	\$5,945,383.95	\$0.00	\$5,658,147.86	\$0.00	\$0.00	\$0.00
#	(Withdrawals - Sales)	-\$12,521,595.24	-\$6,863,124.37	-\$323.01	-\$5,658,147.86	\$0.00	\$0.00	\$0.00
	Ending Cash & Investment Balanc	\$23,297,112.76	\$9,862,728.02	\$2,981,385.90	-\$0.00	\$0.00	\$4,248,300.25	\$6,204,698.59
	Ending Interest Accrual Balance	\$5,712.97	\$0.00	\$0.00	\$0.00	\$0.00	\$5,712.97	\$0.00
	Plus Outstanding Checks	\$1,331,245.88	\$1,331,245.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	(Less Deposits in Transit)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
	Balance per Bank	\$24,628,358.64	\$11,193,973.90	\$2,981,385.90	-\$0.00	\$0.00	\$4,248,300.25	\$6,204,698.59
	Annualized Rate of Return This M	-0.61%	0.08%	-6.08%	0.00%		0.06%	0.39%



CIVITAS

COMMUNITY • WELLNESS • LIFE-COACHING • COLLABORATION

NEW JERSEY

TO: BMED Executive Committee and Commissioners

FROM: Marianne Eskilson, VP Civitas New Jersey; NJMEBF Wellness Consultant

DATE: October 26, 2021

RE: Report of Activity and Progress

STATUS UPDATE

1. Membership Agency Outreach and Support:

Ongoing engagement for 2022 participation has continued with the following currently non-participating agencies who have expressed interest:

1. Montvale – proceeding with program development
2. Saddle River – scheduling follow-up
3. Rutherford – proceeding with program development
4. Fairfield – scheduling follow-up
5. Fairfield BOE – scheduling follow-up
6. Westwood – scheduling follow-up
7. Verona – proceeding with program development
8. Plainfield – proceeding with their own independent program

Outreach focus will transition to include Dental Only towns in 2022.

2. Partnerships:

The development of building strong relationships with key community-based agencies that focus on health and wellness continues with the intention of cultivating collaboration that could benefit the Fund's efforts by leveraging common interests in community health awareness.

- a. Valley Health Systems – The agreement for 2022 has been signed and transmitted to Valley Health Systems. Communication is ongoing as the hospital develops its schedule of events for 2022.

- b. NY/NJ Trails Conference – Communications continue relative to 2022 event planning and coordination.
- c. NJ Park Service – efforts are ongoing to collaborate around exploring opportunities

3. Newsletter:

A signed contract has been transmitted to the vendor and we are developing a protocol for distribution first to member agencies and then to eligible active employees. I will be developing local article content in November so that it can be transmitted to EBIX and included in the January issue of the newsletter.

4. Collaboration with Fund Agencies and Professionals Is Ongoing

- a. PERMA/Connor Strong
 - i. Procurement and review of year-end agency claims reports
- b. Engagement with agency brokers on claims data and seeking their assistance in endorsing program participation

5. Supplemental Education:

Civitas will be providing a free, live virtual seminar to participating agencies to offer to their employees called “Mental Holiday Preparedness 101” in November. The seminar will be offered at noon several times throughout November and December. The holiday season is notoriously known for the onset of mental stress and immunity depletion just in time for winter virus and flu surging. The intention of the seminar is to offer a light view of holiday madness that will provide key tools and tips to minimize stress and manage expectations.

6. Goals and Objectives:

The following outline of goals and objectives for both 2021 and 2022 were affirmed and will be the focus for the balance of 2021 and looking ahead to 2022:

- a. 2021 Goals and Objectives
 - 1. Gain a strong understanding of participating towns local programming, wellness committee involvement and agency needs - develop relationships.
 - 2. Engage in an outreach initiative with full member non-participating agencies to broaden participation in 2022
 - 3. Collaborate with brokers and TPA's to review preventable disease data as it relates to programming prerogatives.
 - 4. Research/cultivate options for the Wellness Committee's consideration to meet its goal of providing an efficient educational element for the Fund's program
 - 5. Research/cultivate options for the Wellness Committee's consideration to meet its goal of providing a high-quality, personalized health and wellness newsletter to the membership
 - 6. Create tools to assist local programming

7. Identify departmental participation percentages in 2021 as a guide for programming and focus in 2022 to broaden participation
8. Consideration of ROI and VOI of health and wellness programming from an industry standard perspective

b. 2022 Goals and Objectives (for discussion and Wellness Committee Input)

- i. Continue outreach to non-participating dental only agencies within the Fund to broaden agency participation
- ii. Manage and enhance newly created partnerships with local hospitals and non-profits to grow and enhance Fund and local programming collaboration
- iii. Continue to engage with the broader local health and wellness community to expand and collaborate meaningful and viable partnerships
- iv. Create and manage local content component for monthly newsletter
- v. Develop and strengthen the local wellness committee base
- vi. Assist local agencies in their efforts to broaden local programming efforts and participation, with a focus on targeting non-participating employee populations
- vii. Consider how to effectively track preventable disease claims to create a long-term tool to analysis program impact
- viii. Establish a benchmark for measurement of participation and outcomes for 2022

7. Action Needed – No Formal Action is Needed at the October 2021 Meeting



When you Expect this...



End Up Feel Liking this...

And Are Tired of Showing Up Like This

Mental Holiday Preparedness 101

Presented by Marianne Eskilson
Health and Wellness Consultant for the BMED Gateway Fund





BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Monthly Claim Activity Report

October 26, 2021



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

	MEDICAL CLAIMS PAID 2020	# OF EES	PER EE	MEDICAL CLAIMS PAID 2021	# OF EES	PER EE
JANUARY	\$1,318,151	1,051	\$ 1,254	\$1,416,393	1,078	\$ 1,314
FEBRUARY	\$1,726,889	1,053	\$ 1,640	\$1,703,277	1,669	\$ 1,021
MARCH	\$1,808,341	1,051	\$ 1,721	\$2,706,809	1,879	\$ 1,441
APRIL	\$1,151,340	1,060	\$ 1,086	\$2,299,418	1,888	\$ 1,218
MAY	\$1,118,126	1,061	\$ 1,054	\$2,865,797	1,876	\$ 1,528
JUNE	\$1,171,630	1,059	\$ 1,106	\$3,386,738	1,877	\$ 1,804
JULY	\$1,010,455	1,059	\$ 954	\$2,346,596	2,810	\$ 835
AUGUST	\$1,932,323	1,053	\$ 1,835	\$3,900,320	2,791	\$ 1,397
SEPTEMBER	\$2,210,178	1,055	\$ 2,095			
OCTOBER	\$1,689,433	1,056	\$ 1,600			
NOVEMBER	\$1,874,524	1,057	\$ 1,773			
DECEMBER	\$1,643,506	1,059	\$ 1,552			
TOTALS	\$18,654,896			\$20,625,348		
				2021 Average	1,984	\$ 1,320
				2020 Average	1,056	\$ 1,473

Large Claimant Report (Drilldown) - Claims Over \$50000

Plan Sponsor Unique ID :	All	Paid Dates:	08/01/2021 - 08/31/2021
Customer:	Bergen Municipal Employee Benefits Fund	Service Dates:	01/01/2011 - 08/31/2021
Group / Control:	00169469,00866353,00880725,SI283129	Line of Business:	All

	Billed Amt	Paid Amt
	\$396,860.00	\$117,144.22
	\$226,856.93	\$80,491.86
	\$65,635.00	\$60,659.92
	\$90,530.00	\$52,517.46
	\$86,195.86	\$51,760.41
Total:	\$866,077.79	\$362,573.87



Medical Claims Paid:
January 2021 – August 2021

Total Medical Paid per EE: **\$1,320**

Network Discounts

Inpatient: **62.7%**
Ambulatory: **64.8%**
Physician/Other: **65.8%**
TOTAL: 64.8%

Provider Network

% Admissions In-Network: **94.7%**
% Physician Office: **85.0%**

Aetna Book of Business:
Admissions 97.7%; Physician 91.3%

Top Facilities Utilized (by total Medical Spend)

- Hackensack University
- Valley Hospital
- Saint Baribas
- Morristown Medical Center
- Englewood Hospital

Catastrophic Claim Impact
January 2021- August 2021

Number of Claims Over \$50,000: **56**
Claimants per 1000 members: **12.1**
Avg. Paid per Claimant: **\$100,970**
Percent of Total Paid: **28.2%**

- Aetna BOB- HCC account for an average of 43.4% of total Medical Cost

Nurse Case Member Outreach:
Through August 2021

Unique Members Identified: **53**
Outreach Opportunities Identified: **53**
Outreach in Progress: **2**
Completed Outreach: **45**

Closed with Engagement: **10**
Unable to Reach: **35**
Member Declined: **0**

Teladoc Activity:
January 2021 – August 2021

Total Registrations: **85**
Total Online Visits: **112**
Total Net Claims Savings: **\$12,080**
Total Visits w/ Rx: **75**

Mental Health Visits: **54**
Dermatology Visits: **12**



Allentown Service Center
Performance: Metrics thru Aug 2021

Customer Service

1st Call Resolution: **95.3%**
Abandonment Rate: **3.8%**
Avg. Speed of Answer: **91.7 sec**

Claims Performance

Financial Accuracy: **97.7%**
90% processed w/in: **5.2 days**
95% processed w/in: **8.7 days**

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®

Bergen Municipal Employee Benefits Fund - Monthly Utilization Tracking Report

Total Component/Date of Service (Month)	202001	202002	202003	2020Q1	202004	202005	202006	2020Q2	202007	202008	202009	2020Q3	202010	202011	202012	2020Q4	2020YTD
Membership	1,969	1,956	1,960	1,962	1,972	1,983	1,981	1,979	1,989	1,977	1,979	1,982	1,990	1,995	1,998	1,994	1,979
Total Days	80,310	75,315	89,074	244,699	71,857	75,903	77,681	225,441	78,650	74,197	76,665	229,512	77,392	74,216	80,235	231,843	931,495
Total Patients	847	829	865	1,253	664	713	737	1,055	751	732	730	1,100	762	730	761	1,128	1,536
Total Plan Cost	\$339,184	\$305,596	\$350,176	\$994,956	\$347,145	\$323,806	\$357,694	\$1,028,646	\$317,210	\$348,166	\$330,284	\$995,660	\$319,123	\$339,224	\$320,747	\$979,095	\$3,998,356
Generic Fill Rate (GFR) - Total	82.6%	80.5%	81.8%	81.7%	79.6%	79.9%	81.0%	80.2%	82.9%	82.2%	81.1%	82.1%	80.7%	81.5%	82.7%	81.6%	81.4%
Plan Cost PMPM	\$172.26	\$156.24	\$178.66	\$169.07	\$176.04	\$163.29	\$180.56	\$173.29	\$159.48	\$176.11	\$166.89	\$167.48	\$160.36	\$170.04	\$160.53	\$163.65	\$168.36
Total Specialty Plan Cost	\$124,824	\$110,309	\$133,176	\$368,309	\$139,362	\$105,260	\$141,024	\$385,646	\$94,552	\$149,256	\$134,703	\$378,511	\$115,602	\$135,611	\$95,441	\$346,653	\$1,479,120
Specialty % of Total Specialty Plan Cost	36.8%	36.1%	38.0%	37.0%	40.1%	32.5%	39.4%	37.5%	29.8%	42.9%	40.8%	38.0%	36.2%	40.0%	29.8%	35.4%	37.0%

Total Component/Date of Service (Month)	202101	202102	202103	2021Q1	202104	202105	202106	2021Q2	202107	202108	202109	2021Q3	202110	202111	202112	2021Q4	2021YTD
Membership	2,178	2,162	2,158	2,166	2,149	2,152	2,150	2,150	2,149	2,152	2,169	2,157					2,158
Total Days	81,343	74,534	86,661	242,538	81,427	77,341	85,601	244,369	81,649	84,762	83,384	249,795					736,702
Total Patients	810	740	823	1,209	804	789	809	1,218	807	825	821	1,236					1,560
Total Plan Cost	\$332,309	\$305,763	\$414,268	\$1,052,341	\$305,682	\$368,281	\$405,260	\$1,079,223	\$339,122	\$395,834	\$312,494	\$1,047,450					\$3,179,013
Generic Fill Rate (GFR) - Total	84.5%	84.7%	83.6%	84.3%	84.9%	85.8%	84.7%	85.1%	86.2%	85.8%	85.9%	85.9%					85.1%
Plan Cost PMPM	\$152.58	\$141.43	\$191.97	\$161.95	\$142.24	\$171.13	\$188.49	\$167.30	\$157.80	\$183.94	\$144.07	\$161.89					\$163.71
% Change Plan Cost PMPM	-11.4%	-9.5%	7.4%	-4.2%	-19.2%	4.8%	4.4%	-3.5%	-1.1%	4.4%	-13.7%	-3.3%					-1.0%
Total Specialty Plan Cost	\$140,962	\$125,761	\$192,253	\$458,976	\$110,204	\$191,122	\$174,641	\$475,967	\$145,981	\$181,955	\$107,255	\$435,191					\$1,370,133
Specialty % of Total Specialty Plan Cost	42.4%	41.1%	46.4%	43.6%	36.1%	51.9%	43.1%	44.1%	43.0%	46.0%	34.3%	41.5%					43.1%

PMPM	
Jan-Sept 2020	\$169.95
Jan-Sept 2021	\$163.71
Trend YTD Sept	-3.7%

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
CONSENT AGENDA
October 26, 2021

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

Resolution 34-21: 2022 Budget Adoption	Page 34
Resolution 35-21: October 2021 Bills List and Dividend	Page 35

Motion_____

Second_____

RESOLUTION NO. 34-21

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
ADOPTION OF THE 2022 INTRODUCED BUDGET**

WHEREAS, The Bergen Municipal Employee Benefits Fund is required under State regulation to adopt an annual budget in accordance with the Fiscal Affairs Law; and

WHEREAS, a quorum of the Executive Committee met on September 28, 2021 in Public Session to introduce the proposed budget for the 2022 Fund Year; and

WHEREAS, the Executive Committee met on October 26, 2021 in Public Session to adopt the proposed budget and for the 2022 Fund Year; and

WHEREAS, that a public hearing to adopt the 2022 budget was held on October 26, 2021 at 12:00 pm.

NOW THEREFORE BE IT RESOLVED that the Executive Committee of the Central Jersey Health Insurance Fund hereby adopt the 2022 budget in the amount of \$78,707,520

BE IT FURTHER RESOLVED that copies of this resolution shall be sent to each Commissioner, Risk Manager, and Governing Body, the New Jersey Department of Banking and Insurance, and the New Jersey Department of Community Affairs.

BE IT FURTHER RESOLVED that copies of this resolution shall be sent to each Commissioner, Risk Manager, and Governing Body, the New Jersey Department of Banking and Insurance, and the New Jersey Department of Community Affairs.

ADOPTED: October 26, 2021

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 35-21

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE OCTOBER BILLS LISTS AND DIVIDENDS**

WHEREAS, the Bergen Municipal Employee Benefits Fund held a Public Meeting on **October 26, 2021** 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 October 2021 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 Bergen Municipal Employee Benefits Fund hereby approve the Bills List for October 2021 and October Dividends 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 Bergen 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: October 26, 2021

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

OPEN MEETING: September 28, 2021

ZOOM MEETING

12:00 P.M.

Meeting called to order by Chairman Hart. The Open Public Meeting Notice was read into the record.

ROLL CALL OF 2020 EXECUTIVE COMMITTEE:

Gregory Hart, Chair	Absent
Richard Kunze, Secretary	Present
Joseph Catenaro, Executive Committee	Present
Gregory Franz, Executive Committee	Present
Donna Gambutti, Executive Committee	Absent
Matthew Cavallo, Executive Committee	Present
Bob Kakoleski, Executive Committee	Present
Anthony Ciannamea, Executive Committee Alternate	Present
Richard Molinari, Executive Committee Alternate	Absent

APPOINTED OFFICIALS PRESENT:

Executive Director/ Administrator	PERMA Risk Management Services	Paul Laracy Emily Koval Jordyn DeLorenzo
Attorney	Huntington Bailey, LLP	Russ Huntington Bill Bailey
Treasurer	Joseph Iannaconi	Joseph Iannaconi
Third Party Administrator	Aetna	Jason Silverstein
Dental Claims Administrator	Delta Dental of NJ, Inc.	Brian Remlinger Kim White
Auditor	Lerch, Vinci & Higgins	Gary Vinci
Actuary	John Vataha	John Vataha
Independent Consultant	LaMendola Associates	Clark LaMendola
Benefits Consultant	Conner Strong	Jozsef Pfeiffer Sam DiMarini
RX Administrator	Express Scripts	Kyle Colalillo Mike Stahl
Wellness Coordinator	Civitas	Marianne Eskilson

OTHERS PRESENT:

Barbara Dispoto, Borough of Maywood
Lisa Sabato, PIA
Tom Ucko, IMAC
Suzanne Pennell, Acrisure

Lyanna Rios, Fairfield BOE
Matt McArow, Otterstedt
Renee Gear, PIA
Frank Covelli, PIA
Brittany Vozza, Vozza Agency
Dave Vozza, Vozza Agency

APPROVAL OF MINUTES:

MOTION TO APPROVE THE PRESENTED OPEN MINUTES OF June 2021:

MOTION:	Commissioner Kakoleski
SECOND:	Commissioner Franz
ROLL CALL VOTE:	6 – Cavallo sustained due to being absent.

CORRESPONDENCE – None.

EXECUTIVE DIRECTORS REPORT

FAST TRACK FINANCIAL REPORTS – as of July 31, 2021 – Executive Director Koval said July was a really positive month. The monthly claims were 40% under budget and YTD we are a bit under 20% under budget which is building a strong surplus. The statutory surplus for the year is almost \$19.5 million. She stated that the fund is in a very good financial situation.

2022 DRAFT BUDGET

Executive Director Koval began introducing the 2022 budget that was produced by splitting the BMED members and the subgroup metro members in two separate groups. There are about 3-4 member that are fully insured Medicare Advantage and 2 self-insured members. The Actuary received all the data through June 30, 2021 and his recommendation just for the medical claims is for the BMED members to be 1.8% above last year and 4.7% for metro members.

Metro does not have anyone in the Rx program so for BMED the prescription is going down about 5%. We have a new PBM contract starting November 1, 2021, which made a huge impact on this savings. The fund increased the rebates from 20% to 30% from last year, which was still conservative.

Executive Director Koval explained that there are a few metro members in the dental program as well. Those rates are doing down about 2.5% below last year.

According to the actuary is suggesting that the fund budget will come in about 2.13% over last year. Executive Director Koval stated that for the fully insured programs, there is less than 1% change for Delta DMO plans and no change in rates for Aetna Medicare Advantage.

BMED's claims experience in the MRHIF coverage layer continues to be favorable. Although MRHIF is experiencing a trend like increase overall (about 7%), BMED's assessment is projected to drop by

3.4%. Having a negative trend for the BMED fund is a positive thing.

Executive Director Koval explained that in the budget there is a very small loss fund contingency of about \$9,500 for a cushion. Expenses are going up about 2% for both lines. The fund has had a great ongoing relationship with Aetna. They have reduced their admin expenses which brings the fund a 14.7% decrease for 2022.

Mr. Kunze said there was an additional request for the wellness budget from the Wellness Committee. Ms. Koval said that is correct, but was not reflected in the budget. She will change for rate distribution and the adoption of the budget since the impact was only \$25,000 and will be moved so the bottom line is not impacted.

DIVIDEND RECOMMENDATION

Executive Director reviewed the Finance Committee meeting where they discussed the dividend availability. The Committee is recommending not including a dividend in the budget, rather release a \$3 million dividend to the membership.

As for assessments, Ms. Koval reviewed the chart and stated they include the Loss Ratio Factor of +/- 2.5% for all BMED members with medical and Rx coverage.

PBM RFP DECISION

Executive Director Koval discussed that MRHIF released an RFP for a Pharmacy Benefit Manager in early March. The fund received 6 responses and after reviewing not just for price but also formulary disruption and making sure they can match the price of the plans, it was determined that Aetna and ESI (through the Level Care Coalition) would be the best fit for the fund. This arrangement is projected to save the Fund approximately \$15.1 million (22%) annually over the course of the 3 year.

AETNA RENEWAL

Executive Director Koval stated the fund extended the contract with Aetna who has been very cooperative in the 2022 administrative fee renewals. Aetna has agreed to a 14% reduction.

CONTRACT AWARD RESOLUTIONS - PROFESSIONAL SERVICES

Executive Director discussed the RFP that was sent out earlier this summer for Executive Director and Benefits Consultant. There was one response each from the incumbents, PERMA and Conner Strong.

MRHIF UPDATES

Executive Director Koval reviewed the MRHIF 2022 budget. In summary the overall budget is increasing 6.22%. All local Fund specific limits are increasing \$25,000 on January 1, 2022. All MRHIF specific limits to the reinsurer are increasing \$25,000, except SHIF which will increase \$100,000 on July 1, 2022. Through an informal RFP process, the reinsurance increase is 2.29%. The Fund will remain with US Fire/Starline. Using the standard assessment development process, local Fund

assessments use 25% experience and 75% average increase. Because of BMED's experience, the Fund is seeing a reduction in this reinsurance line this year.

The **BMED HIF renewal is decreasing 3.4%** which will be included in the 2022 budget. In July, The MRHIF Executive Committee approved two returns to the local Funds. Last month, Express Scripts paid MRHIF for missed performance guarantees for implementation and discounts. The total allocated to the BMED HIF is \$55,676. In addition, the MRHIF unanimously approved a \$4.5 million dollar dividend, of which the BMED HIF will receive \$528,871

PROGRAM MANAGER'S REPORT

Program Manager Pfeiffer went over the following items:

Gateway-BMED Noteworthy Highlights

As of Spring 2021:

- \$53 million dollar annual budget
- \$22 million dollar in dividend declarations
- Average 5 year increase of +0.69%
- 36 member entities

He stated this is just a small testament of the strength of this fund and how well it is managed with the professionals.

PM Pfeiffer stated that open enrollment time is here and they will be sending information electronically.

Program Manager Pfeiffer reviewed the Garden State Health Plan Enrollment. As a follow up to the implementation of last years "NJ Educators Health Plan" as part of the Chapter 44 legislation, School Districts are now required to offer the "Garden State Health Plan" as an additional offering. Garden State Plan rates are being finalized; any BMED HIF BOE client will hold Open Enrollment later to be determined.

AETNA UPDATES

Aetna's Medicare is reissuing ID cards for all Medicare retirees on January 1, 2022 due to a format update. ID cards are targeted to mail in mid-December. In advance of the ID card reissue, Aetna will mail an informational postcard advising of the change.

Back to Work" COVID-19 Tests:

PM Pfeiffer wanted to clarify that your insurance company is not required to cover covid tests that employers mandate. They will only cover if testing meets CDC guidelines, recommended by a physician, or someone had exposure to COVID 19. They will not pay for it if it is a condition of employment.

Annual Notices Of Creditable Coverage (NOCC) - The Fund is working with Express Scripts to generate and mail annual NOCC letters for 2022. As you may recall, these are annual notices required by Medicare to be sent to all plan participants who are age 65 and older, or members who will be reaching age 65 in 2022. The notices were mailed on or before September 15th. A sample of this year's NOCC is included with your agenda.

Program Manager Pfeiffer reviewed the Federal "No Surprises Act"

"No Surprises Act" (NSA), is a ban on surprise medical bills effective in 2022 that was enacted as part of the Consolidated Appropriations Act (CAA) passed at the end of 2021

On July 1, 2021, the federal agencies issued interim final regulations outlining certain requirements related to surprise billing. Highlights from the ruling include:

- **Defining Payment Amount** - establishes guidelines qualified payment amounts based on a health plans historic median contract rate for similar services in a geographic area.
- **Initial Provider Payment** - guidelines for out of network payment rates and timeframes made by a group health plan.
- **Notice to Provider** - Formal notice sent to providers outlining payment, negotiation periods, and independent dispute resolution.
- **Patient Protections** - Requires providers and facilities to provider written notice of possible higher out of network charges at least 72 hours before appointments.
- **Emergency Services** - Outlines requirements for payments of Emergent claims and responsibility of Group Health Plans to pay claims as deemed emergent by a prudent layperson.

This interim rule represents the first guidance on the process of implementing the extensive surprise billing requirements in the NSA. Conner Strong’s compliance unit will be following this closely, as more information releases.

COBRA SUBSIDY GUIDANCE & NOTICE REMINDER

PM Pfeiffer reminded everyone that the COBRA subsidy expires at the end of the month and that the ARPA subsidy covers 100% of COBRA premiums from **April 1 to September 30, 2021**. The premium is reimbursed directly to the employer through a COBRA premium assistance credit, and the value of the credit is included in gross income to the employer (but an employer generally could also claim a deduction for this amount.)

ATTORNEY - None - Russell Huntington, Esq

TREASURER - Fund Treasurer said his report is included in the Agenda.

Confirmation of Payment -July 2021

FUND YEAR May 2021	AMOUNT
Fund Year 2021	\$912,301.24
TOTAL	\$919,801.24

Confirmation of Payment -August 2021

FUND YEAR May 2021	AMOUNT
Fund Year 2021	\$1,328,732.07
TOTAL	\$1,328,732.07

Resolution 33-21 -September 2021

FUND YEAR June 2021	AMOUNT
Fund Year 2021	\$1,201,226.51
TOTAL	\$1,204,976.51

WELLNESS COORDINATOR – Ms. Eskilson went over the importance of health and wellness and continues to reach out to each agency to encourage interest. She reviewed the contracts with valley health services and EBIX. Ms. Koval said that both contracts are under the bidding threshold so an RFP is not necessary. Fund Attorney agreed to do a simple motion for these contracts.

MOTION TO CONTRACT WITH VALLEY HEALTH SERVICES FOR EDUCATIONAL SERVICES AND EBIX BENEFITS ADMINISTRATION FOR THE WELLNESS NEWSLETTER:

MOTION:	Commissioner Kakoleski
SECOND:	Commissioner Franz
ROLL CALL VOTE:	6 Ayes, 0 Nays

BOARD ADVISOR – Mr. LaMendola stated that the attachments Marianne sent out were very good and to take a moment to look at the tools for a wellness program. There are a lot of things available to the members. He also explained COVID health concerns and the vaccine.

AETNA – Mr. Silverstein reviewed the paid claims for June and July 2021. He said there were 6 claims over \$50,000 for June and 2 for July. He reviewed the dashboard and noted the average speed of answer and financial accuracy metrics are below target and the necessary steps have been taken to correct those. He reviewed the Covid reporting distributed with the Agenda.

PHARMACY NETWORK (Express Scripts) – Mr. Colalillo reviewed the EDI report. He said the trend is down 2.4% from last year at this time. He said April and May have shown an increase in utilization compared to last year. The increase of generic utilization is what is contributing to the savings. There was no updated covid report for this meeting.

DELTA DENTAL – None.

MOTION TO APPROVE THE FOLLOWING RESOLUTIONS and MOTION TO APPROVE THE CONSENT AGENDA:

Resolution 29-21:2022 Budget Introduction
Resolution 30-21: Dividend Approval
Resolution 31-21: EUS Service Contract Award
Resolution 32-21: Professional Services Contract Award
Resolution 33-21: July, August and September 2021 Bills List

MOTION:	Commissioner Franz
SECOND:	Commissioner Kakoleski
VOTE:	7 Ayes, 0 Nays

OLD BUSINESS: None

NEW BUSINESS: None

PUBLIC COMMENT: None

MOTION TO ADJOURN:

MOTION:

Commissioner Cavallo

SECOND:

Commissioner Kakoleski

VOTE:

Unanimous

MEETING ADJOURNED: 1:00 pm

NEXT MEETING: October 26 2021, 12:00 PM

Jordyn DeLorenzo, Assisting Secretary

Date Prepared: October 25, 2021

APPENDIX II

Bergen Municipal Employee Benefits Fund
Finance Committee Meeting
Sept 7, 2021
Zoom
2:00 pm

Present:

Rich Kunze, Fund Secretary
Frank Covelli, PIA
Matthew Cavallo, Verona
Paul Laracy, PERMA
Emily Koval, PERMA
Jordyn DeLorenzo, PERMA
Jozsef Pfeiffer, CSB
Brandon Lodics, CSB

2022 Draft Budget

Executive Director Koval began by saying the budget was produced by splitting the BMED members and the subgroup metro members in two separate groups. There are about 3-4 member that are fully insured Medicare Advantage and 2 self-insured members. The Actuary received all the data through June 30, 2021 and his recommendation just for the medical claims is for the BMED members to be 1.8% above last year and 4.7% for metro members.

Metro does not have anyone in the Rx program so for BMED the prescription is going down about 5%. We have a new PBM contract starting November 1, 2021, which made a huge impact on this savings. Richard Kunz asked for the trend for prescription. Executive Director Koval stated it was relatively flat. The fund increased the rebates from 20% to 30% from last year, which was still conservative.

Executive Director Koval explained that there are a few metro members in the dental program as well. Those rates are doing down about 2.5% below last year.

According to the actuary is suggesting that the fund budget will come in about 2.13% over last year.

For the fully insured programs, there is less than 1% change for Delta DMO plans and no change in rates for Aetna Medicare Advantage.

BMED's claims experience in the MRHIF coverage layer continues to be favorable. Although MRHIF is experiencing a trend like increase overall (about 7%), BMED's assessment is projected to drop by 3.4%.

Expenses are going up about 2% for both lines. The fund has had a great ongoing relationship with Aetna. They have reduced their admin expenses which brings the fund a 14.7% decrease for 2022.

Dividend

Executive Director Koval explained that there is a not a dividend in this budget, however it is up to the finance committee to make that final decision. Last year the fund applied a portion of last year's

dividend to the budget but that may not be necessary for 2022, due to the low renewal estimate. If there is a dividend decided for this year, it will be up to the members how they want to take it.

The committee discussed the \$3 million dividend illustration. Mr. Laracy stated the fund had a \$1.7 regeneration to date due to the impact on from the covid year. The committee ensued the proportion of the dividend to surplus with a deciding factor on \$3 million to play it safe. They stated next year they can always do higher for the dividend. Richard Kunz stated that he agrees with the suggestion of \$3 million as well due to our positive surplus.

Assessments

Ms. Koval reviewed the assessments and stated they include the Loss Ratio Factor of +/- 2.5% for all BMED members with medical and Rx coverage.

Mr. Kunz asked for the loss fund contingency to be explained with the 92% savings. Ms. Koval stated that it is up to the committee if they want to change the amount of the loss fund contingency.