



AGENDA AND REPORTS
SEPTEMBER 30, 2022
FRANKLIN LAKES BOROUGH HALL
12:00 PM

OPEN PUBLIC MEETINGS ACT - In accordance with the Open Public Meetings Act, notice of this meeting was given by:

- I.** sending sufficient notice to **The Record**, Hackensack, NJ
- II.** filing advance written notice of this meeting with the Clerk/ Administrator of each member municipality and,
- III.** posting notice on the Public Bulletin Board of all member municipalities.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
AGENDA MEETING: SEPTEMBER 30, 2022
FRANKLIN LAKES BOROUGH HALL
12:00 PM

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

PLEDGE OF ALLEGENCE

ROLL CALL OF 2022 EXECUTIVE COMMITTEE

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

APPROVAL OF MINUTES: August 30, 2022 Open..... ..Appendix I

CORRESPONDENCE - None

MONTHLY COMMITTEE REPORTS

STRATEGIC PLANNING COMMITTEE - Rich Kunze, Chair

FINANCE COMMITTEE - Rich Kunze, Chair

WELLNESS COMMITTEE - Robert Kakoleski, Chair

SMALL CLAIMS COMMITTEE - Donna Gambutti, Chair

NOMINATION COMMITTEE - Joseph Catenaro, Chair

EXECUTIVE DIRECTOR - PERMA - Brandon Lodics

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BENEFITS CONSULTANT REPORT - Crystal Bailey

Conner Strong & Buckelew.....Page 11

ATTORNEY - Russell Huntington, Esq.

TREASURER - Joseph Iannaconi

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Confirmation of Claims Paid/Certification of Transfers

WELLNESS COORDINATOR - Marianne EskilsonPage 21

BOARD ADVISOR - Clark LaMendola

THIRD PARTY ADMINISTRATOR - Aetna - Jason Silverstein
Monthly ReportPage 24

PRESCRIPTION PROVIDER - Express Scripts - Hiteksha Patel
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DENTAL ADMINISTRATOR - Delta Dental - Brian Remlinger Page n/a

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Resolution 27-22: September 2022 Bills Lists.....Page 36

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT

MEETING ADJOURNED

**Bergen Municipal Employee Benefits Fund
Executive Director's Report
September 30, 2022**

PRO FORMA REPORTS

- **Fast Track Financial Reports** as of July 31, 2022 (page 5)
 - **Historical Income Statement**
 - **Ratios and Indices Report**

2023 BUDGET ADOPTION

Enclosed is the 2023 BMED Budget for adoption. Draft rates have been released to all members and final rates will be distributed shortly.

There were very minor changes to the budget:

1. The reinsurance has been finalized and decreased from \$13% to 4.18%.
2. Minor census changes from August to September that change the pepm based claims load
3. Some members chose to use dividends towards rate reduction

Motion: *Motion to open the Public Hearing on the 2023 Budget*

Discussion of Budget and Assessments

Motion: *Motion to close the Public Hearing*

Motion: *Motion to adopt resolution 26-22 and approve the 2023 Bergen Municipal Employee Benefits Fund Budget in the amount of \$89,091,202*

MRHIF MEETING

The MRHIF met on September 15, 2022 and took the following action items:

1. *Introduction of the 2023 Budget* – The MRHIF Budget was introduced at an overall increase of \$9.5%. Each member's assessment is weighed 25% for 5 years' experience in the Fund; and 75% weight on the average increase. The Fund's estimated premium is \$2,190,656 for January 1, 2023- December 31, 2023 (+4.18%).
2. *RFP Approvals* – the Committee approved Professional Contract RFPs for 2023 and an extension for the approval date of the Data Warehouse RFP. We expect a contract to be awarded in December.
3. *Dividend Release* – The Committee approved a \$1.5 million dividend. BMED will receive a check for \$155,455 in October.

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
FINANCIAL FAST TRACK REPORT**

		AS OF		July 31, 2022		
		THIS	YTD	PRIOR	FUND	
		MONTH	CHANGE	YEAR END	BALANCE	
1.	UNDERWRITING INCOME	6,801,598	46,496,717	680,700,052	727,196,769	
2.	CLAIM EXPENSES					
	Paid Claims	5,011,563	38,997,078	553,734,658	592,731,736	
	IBNR	488,891	680,561	6,730,761	7,411,322	
	Less Specific Excess	-	(1,595,588)	(13,445,211)	(15,040,799)	
	Less Aggregate Excess	-	-	(602,911)	(602,911)	
	TOTAL CLAIMS	5,500,454	38,082,052	546,417,296	584,499,348	
3.	EXPENSES					
	MA & HMO Premiums	580,128	3,459,807	20,899,144	24,358,951	
	Excess Premiums	165,664	1,165,497	31,377,814	32,543,311	
	Administrative	487,014	3,182,816	49,935,482	53,118,298	
	TOTAL EXPENSES	1,232,806	7,808,121	102,212,440	110,020,560	
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)	68,338	606,545	32,070,316	32,676,861	
5.	INVESTMENT INCOME	39,886	(106,803)	3,317,030	3,210,226	
6.	DIVIDEND INCOME	0	0	7,077,243	7,077,243	
7.	STATUTORY PROFIT/(LOSS) (4+5+6)	108,224	499,742	42,464,589	42,964,330	
8.	DIVIDEND	0	0	25,147,933	25,147,933	
9.	Transferred Surplus	0	0	0	0	
	STATUTORY SURPLUS (7-8+9)	108,224	499,742	17,316,656	17,816,398	
SURPLUS (DEFICITS) BY FUND YEAR						
	Closed	Surplus	18,075	(195,927)	13,107,552	12,911,625
		Cash	3,524	(579,739)	13,784,452	13,204,714
	2021	Surplus	(1,962)	(61,006)	1,851,451	1,790,445
		Cash	(100,926)	(2,091,119)	2,619,779	528,660
	METRO HIF 2021	Surplus	(39,291)	(437,030)	2,357,653	1,920,623
		Cash	(85,486)	(2,875,172)	4,946,029	2,070,857
	2022	Surplus	102,473	(1,310,960)		(1,310,960)
		Cash	(570,842)	(1,030,883)		(1,030,883)
	METRO HIF 2022	Surplus	28,930	2,504,665		2,504,665
		Cash	(526,763)	2,890,992		2,890,992
	TOTAL SURPLUS (DEFICITS)	108,224	499,742	17,316,656	17,816,398	
	TOTAL CASH	(1,280,493)	(3,685,920)	21,350,260	17,664,341	
CLAIM ANALYSIS BY FUND YEAR						
	TOTAL CLOSED YEAR CLAIMS	1,595	113,078	498,406,670	498,519,748	
	FUND YEAR 2021					
	Paid Claims	99,126	3,998,896	26,100,384	30,099,281	
	IBNR	(91,790)	(2,873,823)	3,088,000	214,177	
	Less Specific Excess	0	(983,926)	(535,529)	(1,519,455)	
	Less Aggregate Excess	0	0	0	0	
	TOTAL FY 2021 CLAIMS	7,336	141,147	28,652,855	28,794,003	
	METRO HIF 2021					
	Paid Claims	89,325	3,911,785	15,715,010	19,626,795	
	IBNR	(46,066)	(3,492,047)	3,642,761	150,714	
	Less Specific Excess	0	0	0	0	
	Less Aggregate Excess	0	0	0	0	
	TOTAL METRO HIF 2021 CLAIMS	43,259	419,738	19,357,770	19,777,509	
	FUND YEAR 2022					
	Paid Claims	2,278,312	16,704,083		16,704,083	
	IBNR	118,751	3,363,331		3,363,331	
	Less Specific Excess	0	(611,662)		(611,662)	
	Less Aggregate Excess	0	0		0	
	TOTAL FY 2022 CLAIMS	2,397,063	19,455,753		19,455,753	
	METRO HIF 2022					
	Paid Claims	2,543,205	14,269,236		14,269,236	
	IBNR	507,996	3,683,100		3,683,100	
	Less Specific Excess	0	0		0	
	Less Aggregate Excess	0	0		0	
	TOTAL METRO HIF 2022 CLAIMS	3,051,201	17,952,335		17,952,335	
	COMBINED TOTAL CLAIMS	5,500,454	38,082,052	546,417,296	584,499,348	

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	2021	FY2022							
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Cash Position	16,404,231	\$ 14,670,994	\$ 14,074,960	\$ 14,072,555	\$ 13,423,370	\$ 15,093,647	\$ 13,370,735	\$ 12,702,491	
IBNR	3,088,000	\$ 3,360,289	\$ 3,549,081	\$ 3,626,641	\$ 3,663,351	\$ 3,673,144	\$ 3,550,548	\$ 3,577,508	
Assets	19,120,978	\$ 18,892,004	\$ 18,629,342	\$ 17,702,429	\$ 17,404,265	\$ 17,324,279	\$ 17,235,291	\$ 17,390,008	
Liabilities	4,161,974	\$ 4,328,777	\$ 4,291,833	\$ 4,328,465	\$ 4,346,462	\$ 4,101,606	\$ 3,962,767	\$ 3,998,898	
Surplus	14,959,004	\$ 14,563,226	\$ 14,337,508	\$ 13,373,964	\$ 13,057,804	\$ 13,222,672	\$ 13,272,524	\$ 13,391,110	
Claims Paid -- Month	3,290,768	\$ 2,760,526	\$ 2,638,028	\$ 3,457,529	\$ 3,050,700	\$ 2,447,238	\$ 4,083,004	\$ 2,379,033	
Claims Budget -- Month	5,322,309	\$ 2,761,232	\$ 2,764,809	\$ 2,765,170	\$ 2,766,213	\$ 2,760,027	\$ 2,758,975	\$ 2,716,615	
Claims Paid -- YTD	28,867,485	\$ 2,760,526	\$ 5,398,553	\$ 8,856,082	\$ 11,906,782	\$ 14,354,020	\$ 18,437,024	\$ 20,816,057	
Claims Budget -- YTD	34,682,113	\$ 2,761,232	\$ 5,526,042	\$ 8,291,212	\$ 11,057,425	\$ 13,813,357	\$ 16,572,550	\$ 19,101,769	
RATIOS									
Cash Position to Claims Paid	4.98	5.31	5.34	4.07	4.4	6.17	3.27	5.34	
Claims Paid to Claims Budget -- Month	0.62	1.00	0.95	1.25	1.1	0.89	1.48	0.88	
Claims Paid to Claims Budget -- YTD	0.83	1.00	0.98	1.07	1.08	1.04	1.11	1.09	
Cash Position to IBNR	5.31	4.37	3.97	3.88	3.66	4.11	3.77	3.55	
Assets to Liabilities	4.59	4.36	4.34	4.09	4	4.22	4.35	4.35	
Surplus as Months of Claims	2.81	5.27	5.19	4.84	4.72	4.79	4.81	4.93	
IBNR to Claims Budget -- Month	0.58	1.22	1.28	1.31	1.32	1.33	1.29	1.32	

Metro

METRO HEALTH INSURANCE FUND									
RATIOS									
INDICES	2021	FY2022							
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Cash Position	4,946,029	\$ 5,654,019	\$ 3,354,080	\$ 5,608,106	\$ 6,265,143	\$ 5,946,710	\$ 5,574,098	\$ 4,961,849	
IBNR	3,642,761	\$ 3,865,130	\$ 3,996,348	\$ 4,065,294	\$ 4,141,128	\$ 4,180,589	\$ 3,371,883	\$ 3,833,813	
Assets	6,000,414	\$ 6,758,845	\$ 7,227,586	\$ 7,131,446	\$ 7,321,325	\$ 7,246,290	\$ 7,807,533	\$ 8,259,102	
Liabilities	3,642,761	\$ 3,865,130	\$ 3,996,348	\$ 4,065,294	\$ 4,141,128	\$ 4,180,589	\$ 3,371,883	\$ 3,833,813	
Surplus	2,357,653	\$ 2,893,715	\$ 3,231,237	\$ 3,066,152	\$ 3,180,197	\$ 3,065,701	\$ 4,435,650	\$ 4,425,289	
Claims Paid -- Month	2,797,425	\$ 2,072,729	\$ 2,413,711	\$ 2,971,229	\$ 2,746,885	\$ 2,955,409	\$ 2,388,528	\$ 2,632,530	
Claims Budget -- Month	2,571,826	\$ 2,775,649	\$ 2,780,300	\$ 2,792,570	\$ 2,822,697	\$ 2,816,778	\$ 2,818,783	\$ 2,898,060	
Claims Paid -- YTD	15,715,010	\$ 2,072,729	\$ 4,486,440	\$ 7,457,669	\$ 10,204,554	\$ 13,159,963	\$ 15,548,492	\$ 18,181,021	
Claims Budget -- YTD	15,715,010	\$ 2,775,649	\$ 5,555,949	\$ 8,348,519	\$ 11,171,576	\$ 13,982,108	\$ 16,800,993	\$ 19,489,267	
RATIOS									
Cash Position to Claims Paid	1.77	2.73	1.39	1.89	2.28	2.01	2.33	1.88	
Claims Paid to Claims Budget -- Month	1.09	0.75	0.87	1.06	0.97	1.05	0.85	0.91	
Claims Paid to Claims Budget -- YTD	1.00	0.75	0.81	0.89	0.91	0.94	0.93	0.93	
Cash Position to IBNR	1.36	1.46	0.84	1.38	1.51	1.42	1.65	1.29	
Assets to Liabilities	1.65	1.75	1.81	1.75	1.77	1.73	2.32	2.15	
Surplus as Months of Claims	0.92	1.04	1.16	1.1	1.13	1.09	1.57	1.53	
IBNR to Claims Budget -- Month	1.42	1.39	1.44	1.46	1.47	1.48	1.2	1.32	

**Bergen Municipal Employee Benefits Fund
2021 Budget Report
as of July 31, 2022**

	Cumulative	Annualized	Latest filed	Cumulative	\$ Variance	% Variance
Expected Losses				Expensed		
Medical Claims Aetna	35,366,627	62,063,567	60,240,520	33,909,326	1,457,301	4%
Prescription Claims	2,694,524	4,619,024	3,802,286	2,249,226	(363,060)	-19%
Prescription Formulary Rebates	(808,357)	(1,385,707)	(1,140,686)	Included Above in Prescription Claims		
Dental Claims	1,338,242	2,546,951	2,274,112	1,249,536	88,706	7%
Subtotal	38,591,036	67,843,834	65,176,232	37,408,088	1,182,948	3%
HMO/DMO Premiums	28,944	50,110	55,137	24,096	4,848	17%
Medicare Advantage / EGWP	3,483,169	6,414,617	5,778,254	3,435,711	47,458	1%
Reinsurance						
Specific	1,166,206	2,042,338	1,983,709	1,165,497	709	0%
Total Loss Fund	43,269,355	76,350,900	72,993,332	42,033,392	1,235,962	3%
Loss Fund Contingency	0	0	0	0	0	0%
Expenses						
Legal	14,583	25,000	25,000	14,583	-	0%
Treasurer	12,053	20,662	20,662	11,817	236	2%
Administrator	416,287	744,068	1,025,923	415,762	525	0%
Risk Management Consultants	1,008,876	1,798,188	1,692,104	1,003,657	5,218	1%
Fund CoOrdinator METRO	272,310	508,591	455,004	271,948	362	0%
TPA - Claims Agent Aetna	799,935	1,400,900	1,360,685	800,556	(621)	0%
Dental TPA	59,480	115,736	99,478	59,452	28	0%
Actuary	7,140	12,240	12,240	7,140	-	0%
Auditor	11,008	18,870	18,870	11,010	(3)	0%
Benefits Consultant	304,403	539,052	597,221	307,268	51	0%
Board Advisor	10,710	18,360	18,360	12,240	(1,530)	-14%
Subtotal Expenses	2,916,784	5,201,667	5,325,547	2,915,432	4,268	0%
Miscellaneous and Special Services						
Misc/Cont	6,280	10,765	10,765	24,014	(17,734)	-282%
Wellness, Disease, Case Management	58,333	100,000	100,000	60,058	(1,725)	-3%
Affordable Care Act Taxes	10,611	18,582	18,049	17,279	(6,668)	-63%
A4 Surcharge	261,825	458,574	448,059	247,192	14,633	6%
Plan Documents	2,917	5,000	5,000	Included above in Benefits Consultant		
Subtotal Misc/Sp Svcs	339,966	592,921	581,873	348,543	(11,494)	-3%
Total Expenses	3,256,749	5,794,588	5,907,420	3,263,976	(7,226)	0%
Total Budget	46,526,104	82,145,488	78,900,751	45,297,368	1,228,736	3%

Bergen Municipal Employee Benefits Fund		Print Date:			
2023 Proposed Budget		9/27/2022 14:50			
Census:		Monthly	Annual		
Medical Aetna	2,965	35,580			
BMED Members	1,288	15,456			
METRO Members	1,677	20,124	Monthly Metro A	1,677	
Rx	835	10,020	Monthly Metro A	1,498	
Dental	3,822	45,864	Difference #	179	
BMED Members	2,293	27,516	Difference %	12%	
METRO Members	1,529	18,348			
Medicare Advantage - Medical	1,625	19,500			
BMED Members	480	5,760			
METRO Members	1,145	13,740			
Rx No Medical (Incl in Rx above)	117	1,404			
Dental Only (Incl in Dental above)	1,610	19,320			
BMED Members	1,469	17,628			
METRO Members	141	1,692			
Medicare Advantage - Only (Incl above)	1,402	16,824			
BMED Members	257	3,084			
METRO Members	1,145	13,740			
DMO Only	43	516			
LINE ITEMS	Annualized Budget FY2022	Proposed Budget FY2023	\$ Change	% Change	
1 Medical Claims Aetna	\$ 64,966,051	\$ 67,132,818	\$ 2,166,767	3.34%	
BMED Members	\$ 27,910,975	\$ 30,364,899	\$ 2,453,924	8.79%	
METRO Members	\$ 37,055,076	\$ 36,767,919	\$ (287,157)	-0.77%	
2 Prescription Claims	\$ 4,627,325	\$ 4,581,287	\$ (46,039)	-0.99%	
3 Prescription Formulary Rebates	\$ (1,388,198)	\$ (1,374,386)	\$ 13,812	-0.99%	
4 Dental Claims	\$ 3,054,652	\$ 3,019,001	\$ (35,650)	-1.17%	
BMED Members	\$ 2,073,382	\$ 2,009,425	\$ (63,957)	-3.08%	
METRO Members	\$ 981,270	\$ 980,144	\$ (1,126)	-0.11%	
5					
6 Subtotal Claims	71,259,830	73,358,720	\$ 2,098,890	2.95%	
7					
8 HMO/DMO Premiums	\$ 50,800	\$ 53,751	\$ 2,952	5.81%	
9					
Medicare Advantage / EGWP	\$ 7,041,449	\$ 7,206,560	\$ 165,111	2.34%	
BMED Members	\$ 1,641,567	\$ 1,674,372	\$ 32,805	2.00%	
METRO Members	\$ 5,399,882	\$ 5,532,187	\$ 132,305	2.45%	
12					
13 Reinsurance					
14 Specific	\$ 2,102,859	\$ 2,190,656	\$ 87,797	4.18%	
15					
16 Total Loss Fund	\$ 80,454,938	\$ 82,809,687	\$ 2,354,750	\$ 0	
17					
18 Loss Fund Contingency	\$ -	\$ 34,052	\$ 34,052	0.00%	
19					
20 Expenses					
21 Legal	\$ 25,000	\$ 25,500	\$ 500	2.0%	
22 Treasurer	\$ 20,662	\$ 21,067	\$ 405	2.0%	
23 Administrator	\$ 789,478	\$ 804,929	\$ 15,451	2.0%	
24 Risk Management Consultants	\$ 1,900,954	\$ 1,938,973	\$ 38,018	2.0%	
25 Fund Coordinator METRO	\$ 574,800	\$ 574,800	\$ -	0.0%	
26 TPA - Claims Agent Aetna	\$ 1,442,413	\$ 1,442,413	\$ -	0.0%	
27 Dental TPA	\$ 143,096	\$ 145,958	\$ 2,862	2.0%	
28 Actuary	\$ 12,240	\$ 18,500	\$ 6,260	51.1%	
29 Auditor	\$ 18,870	\$ 19,000	\$ 130	0.7%	
30 Benefits Consultant	\$ 563,389	\$ 574,681	\$ 11,292	2.0%	
31 Board Advisor	\$ 18,360	\$ 18,727	\$ 367	2.0%	
32					
33 Subtotal Expenses	\$ 5,509,263	\$ 5,584,547	\$ 75,284	1.37%	
34					
35 Miscellaneous and Special Services					
36 Misc/Cont	\$ 10,765	\$ 18,048	\$ 7,283	67.65%	
37 Wellness, Disease, Case Management	\$ 100,000	\$ 100,000	\$ -	0.00%	
38 Affordable Care Act Taxes	\$ 19,133	\$ 19,133	\$ -	0.00%	
39 A4 Surcharge	\$ 472,268	\$ 480,735	\$ 8,467	1.79%	
40 Plan Documents	\$ 5,000	\$ 5,000	\$ -	0.00%	
41 Claims Audit	\$ -	\$ 40,000	\$ 40,000		
42 Subtotal Misc/Sp Svcs	\$ 607,166	\$ 662,916	\$ 55,750	9.18%	
43					
44 Total Expenses	\$ 6,116,428	\$ 6,247,463	\$ 131,034	2.14%	
45					
46 Total Budget	\$ 86,571,366	\$ 89,091,202	\$ 2,519,836	2.91%	
47 Dividend Application*	\$ 166,968	\$ 82,142	\$ (84,826)	-50.80%	
48 Budget Excl Dividend	\$ 86,404,398	\$ 89,173,344	\$ 2,768,946	3.20%	
49 Total Billing	\$ 85,518,072	\$ 89,173,344	\$ 3,655,272	4.27%	

	Annualized Assessment FY2022	Proposed Assessment FY2023	Difference \$	Difference %
Group Name	Total	Total	Total	Total
Alpine	\$ 40,380	\$ 40,380	\$ -	0.00%
Carlstadt	\$ 210,504	\$ 210,504	\$ -	0.00%
Carlstadt Board of Education	\$ 71,688	\$ 71,688	\$ -	0.00%
East Rutherford	\$ 117,096	\$ 119,724	\$ 2,628	2.24%
East Rutherford Board of Education	\$ 142,356	\$ 142,356	\$ -	0.00%
Edgewater	\$ 3,424,632	\$ 3,767,304	\$ 342,672	10.01%
Emerson	\$ 84,564	\$ 84,564	\$ -	0.00%
Fairfield	\$ 3,052,968	\$ 3,193,800	\$ 140,832	4.61%
Fairfield BOE	\$ 2,054,568	\$ 2,287,344	\$ 232,776	11.33%
Franklin Lakes	\$ 2,077,560	\$ 2,251,128	\$ 173,568	8.35%
Ft. Lee	\$ 286,278	\$ 286,728	\$ 450	0.16%
City of Garfield	\$ 5,567,124	\$ 6,179,856	\$ 612,732	11.01%
Hillsdale	\$ 44,232	\$ 44,232	\$ -	0.00%
Lodi	\$ 163,164	\$ 163,164	\$ -	0.00%
Maywood Borough	\$ 74,340	\$ 74,340	\$ -	0.00%
Mine Hill	\$ 11,952	\$ 11,952	\$ -	0.00%
Montvale	\$ 749,148	\$ 806,088	\$ 56,940	7.60%
Moonachie	\$ 1,594,752	\$ 1,711,848	\$ 117,096	7.34%
North Arlington	\$ 113,004	\$ 113,004	\$ -	0.00%
Oakland	\$ 2,677,308	\$ 2,811,960	\$ 134,652	5.03%
Park Ridge	\$ 1,999,596	\$ 2,113,356	\$ 113,760	5.69%
Ridgefield Park	\$ 2,497,488	\$ 2,691,396	\$ 193,908	7.76%
Rochelle Park	\$ 61,152	\$ 61,152	\$ -	0.00%
Rutherford	\$ 3,576,324	\$ 3,757,596	\$ 181,272	5.07%
Saddle River	\$ 1,003,524	\$ 1,061,412	\$ 57,888	5.77%
South Hackensack	\$ 1,280,100	\$ 1,425,384	\$ 145,284	11.35%
Verona	\$ 2,605,152	\$ 2,928,732	\$ 323,580	12.42%
Wallington	\$ 1,607,064	\$ 1,680,972	\$ 73,908	4.60%
Wanaque Valley Regional S.A.	\$ 13,272	\$ 13,272	\$ -	0.00%
Westwood	\$ 1,428,300	\$ 1,540,944	\$ 112,644	7.89%
Borough of Woodcliff Lake	\$ 47,400	\$ 47,400	\$ -	0.00%
Wood-Ridge	\$ 76,872	\$ 76,872	\$ -	0.00%
Totals:	\$ 38,753,862	\$ 41,770,452	\$ 3,016,590	7.78%

METRO SUBGROUP

	Assessment FY2022	Assessment FY2023	Difference \$	Difference %
Group Name	Total	Total	Total	Total
Bloomfield Township	\$ 885,000	\$ 903,000	\$ 18,000	2.03%
East Orange	\$ 1,256,868	\$ 1,282,812	\$ 25,944	2.06%
Irvington	\$ 1,591,380	\$ 1,624,260	\$ 32,880	2.07%
Morristown Town	\$ 463,320	\$ 472,824	\$ 9,504	2.05%
City of Orange Township	\$ 12,875,376	\$ 13,018,992	\$ 143,616	1.12%
Plainfield BOE	\$ 25,531,260	\$ 25,834,128	\$ 302,868	1.19%
West Caldwell	\$ 2,223,420	\$ 2,245,860	\$ 22,440	1.01%
Township of West Orange	\$ 2,042,280	\$ 2,082,540	\$ 40,260	1.97%
Totals:	\$ 46,868,904	\$ 47,464,416	\$ 595,512	1.27%

REGULATORY

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
YEAR: 2022, AS OF September 1, 2022**

<u>Yearly Items</u>	<u>Filing Status</u>
<input type="checkbox"/> Budget	Filed
<input type="checkbox"/> Assessments	Filed
<input type="checkbox"/> Actuarial Certification	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	In process
<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	2021 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

Gateway-BMED Health Insurance Fund

Benefits Consultant Report

September 2022

Benefits Consultant: Conner Strong & Buckelew

Online Enrollment Training: aflinn@permainc.com

Enrollments/Eligibility/Billing: bmedenrollments@permainc.com

Brokers: brokerservice@permainc.com

COVERAGE UPDATES:

Covid-19 Oral Prescriptions:

The Food & Drug Administration has approved 2 oral antiviral medications for Emergency Use Authorizations (EUA). With a EUA certification, plan sponsors are expected to cover the medications with a \$0 copay. The Government will be purchasing the medications and distributing to local pharmacies for adjudication through Pharmacy plans (Express Scripts). The approved functions of these medications are to assist in reducing the severity of complications as a result of COVID-19 in individuals who test positive with present symptoms. As of today, the medications will require a prescription from a physician for access.

1- *Pfizer- Paxlovid*

2- *Merck- Molnupiravir*

Express Scripts has proactively begun updating their adjudication systems to ensure plans meet the expectations of the Federal Government:

- Associated Costs:
 - o Plan - \$0 Ingredient cost during the period that the medications are purchased by the Federal Government
 - o Member - \$0 copay
 - o Program Fee- \$2.50 per prescription
 - o Dispensing Fee- TBD; additional legislative guidance is needed for local pharmacies
- Plan Impact
 - o Addition of medications to covered Formulary
 - o Member educational pieces (included in agenda)
 - o Quantity Limit – 1 course of treatment every 180 days

EXPRESS-SCRIPTS UPDATE

ESI's 2023 Exclusion List has been released. BMED has 9 members impacted by the change. Impacted members, physicians, and pharmacists will be notified about the upcoming 2023 medication exclusions. The 2023 National Preferred Formulary list will be available late October/early November. The Program Manager sent the Exclusion List to all brokers with the BMED's specific aggregate impact information on September 8th.

CMS Annual Open Enrollment period for the 2023 plan year is October 15 – December 7. ESI has begun gathering information needed for their annual mailing campaign for the 2023 Notice of Creditable Coverage (NOCC). To meet the CMS requirement, Express Scripts will mail the NOCC letters the week of September 19th and September 26th to those age 65 and older enrolled in ESI coverage through the HIFs. The Program Manager team has provided ESI with an updated letter template for the new plan year for each HIF in preparation of the mailing.

OPERATIONAL UPDATES:

The State Health Benefit Plan for Local Governments has adopted the rates for 2023. Premium increases are based on the results presented at the July 13, 2022 Commission Meeting. There are no changes to the Local Government plans. Below is an outline of the overall rate increases:

2023 Rate Action	State Plan - Government
Active Medical	24%
Active Pharmacy	3.7%
Early Retiree Medical	16.6%
Early Retiree Pharmacy	-5.7%
Medicare Plan	0.7%

Open Enrollment – 1/1/23 (Passive)

1. BMED OE will be held October 24th through November 4th
2. All OE updates should be completed in Benefit Express by November 11th to allow time for ID cards to be delivered to members by 1/1/23
3. Garden State Plan will be added to all groups that did not add the plan previously
4. OE guide guides are currently being updated and will be sent once finalized

2022 LEGISLATIVE REVIEW

COVID -19

1. National Emergency Declaration- Extended through April 15, 2022
 - Qualified Beneficiaries may wait one year to elect COBRA but must then start to make premium payments
 - Individual has a maximum of one year from date of payment originally would have due, including any applicable grace period
 - Under special transition rule- certain premium payments are not required to be made before 11/1/21.
2. At Home COVID-19 Testing- On January 10th, the Biden Administration issued a mandate that takes effects on January 15, 2022, requiring the coverage of At Home/Over the Counter COVID-19 test kits by Employer sponsored health plans. As outlined in the communication sent on January 14, 2022, the HIF will cover the kits under the pharmacy plan (ESI). For groups contracted outside of the HIF for their pharmacy benefit, the group should contact their PBM or broker to implement a coverage solution.

Coverage Highlights:

- Date- Starting on January 15, 2022, going forward
- Network – the legislation encourages healthcare insurers to develop a network of locations at which the tests can be purchased with \$0 member cost share at point of service
- Dollar Limit- Up to \$12 per test
- Quantity Limit- Up to 8 tests per individual per 30 days

FREE Tests from the Government – **No longer available** effective September 2, 2022, due to lack of funding.

ESI Highlights:

- Point of service option is now available for members to get tests at the pharmacy counter.
- Mail order options is also available through ESI.
 - Ordering for more than one participant must be done separately.
- ESI will allow up to 8 tests per covered individual per 30 days, regardless of the source used to obtain the kits.
- Communication update was sent on February 11, 2022, outlining the retail and mail order process through ESI. Member communications were included for distribution.

3. Vaccine Mandates – November 4, 2021, OSHA released the *Emergency Temporary Standard*. Which implemented a “vaccine or test,” requirement for Employers over 100 Employees. The Mandate is still not in effect as it has gone through multiple State and Federal Court appeals. Most recently, on January 13, 2022, the US Supreme Court blocked the enforcement of vaccine or testing mandate for businesses with at least 100 employees.

As a reminder testing as an occupational requirement are not covered under Employer Health Plans.

Medical and Rx Reporting

The Medical and Rx Reporting provision (section 204) of the Consolidated Appropriations Act (CAA) requires health plans and payors to report information on plan medical costs and prescription drug spending to the Secretaries of Health and Human Services, Labor, and the Treasury on an annual basis. This requirement applies to insurers and self-funded health plans offering group or individual health insurance coverage.

On Aug. 20, 2021, the government released additional guidance on Consolidated Appropriations Act (CAA) implementation in a [Frequently Asked Questions \(FAQs\)](#) document. In the FAQ, the Departments of Health and Human Services, Labor, and Treasury indicated that enforcement of the first Medical and Rx report submission will be deferred, pending the issuance of regulations or further guidance. Until regulations or further guidance is issued, the Departments strongly encouraged plans and issuers to start working to ensure that they are in a position to be able to begin reporting the required information with respect to **2020 and 2021 data by Dec. 27, 2022.**

On Nov. 17, 2021, the departments released an interim final rule with request for comments (IFC).

Based on the IFC guidance, Express Scripts will submit an aggregated file for Rx data only to the government during the mandated filing period of Dec. 1 – Dec. 27, 2022. The Program Manager Team has provided ESI with the requested information to submit the filing.

Aetna will submit filings to the government on behalf of the HIFs using information in their system.

Mental Health Parity and Addiction Equity Act (MHPAEA)

In December of 2020 Congress passed in to Law the Consolidated Appropriateness Act. The Law addresses how the DOL, HHS and IRS will assess how well plan sponsors and insured plans are keeping up with compliance requirements under MHPAE (passed in 2008).

Plans and plan sponsors will be required to complete a detailed analysis of the plan, confirming compliance.

On behalf of all self-insured groups, Conner Strong & Buckelew, is working with our TPA and PBM partners to request assistance for our clients in providing the analysis. We will continue to keep you updated on the progress and efforts on the Fund's next steps.

<https://www.dol.gov/sites/dolgov/files/EBSA/laws-and-regulations/laws/mental-health-parity/self-compliance-tool.pdf>

No Surprise Billing and Transparency Act– Continued Delays

The Health Insurance Funds, including Gateway-BMED protect plan members from surprise billing with involuntary out of network balance bills with a hold harmless clause:

- Example: an in-network surgeon contracts with an out of network anesthesiologist. Should the out of network anesthesiologist balance bill the patient, the Funds would hold the member harmless, paying up to the invoiced amount.

The law also imposes certain requirements on the Carriers, PBMs and healthcare providers. Many of these requirements continue to be delayed, but we will continue to work with the insurance providers to assure the Gateway-BMED HIF remains compliant.

- Issuing updated ID Cards with additional out of pocket information
- Providing transparency in coverage machine-readable files
- Providing price comparison tools
- Healthcare providers should work with insurance carriers to provide potential patients with good faith estimates of costs

Appeals

Carrier Appeals:

Submission Date	Appeal Type	Appeal Number	Reason	Determination	Determination Date
08/15/2022	Medical	BMED-2022-08-01	Benefit Application	Upheld	08/15/2022
08/16/2022	Medical	BMED – 2022-80-01	Medical Necessity	Upheld	08/09/2022
08/31/2022	Medical	BMED-2022-08-03	Benefit Application	Upheld	09/06/2022

IRO Submissions:

Submission Date	Appeal Type	Appeal Number	Reason	Determination	Determination Date
08/16/2022	Medical	BMED-2022-08-02	Medical Necessity	Upheld	08/19/2022

BMED Small Claims Committee Appeals: None

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
BILLS LIST**

Resolution No. 27-22

AUGUST 2022

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>
004078			
004078	LERCH,VINCI & HIGGINS, C.P.A.	2021 AUDIT - BANK CONFIRM FEES	136.00
			136.00
		Total Payments FY 2021	136.00

FUND YEAR 2022

<u>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
004079			
004079	AETNA HEALTH MANAGEMENT LLC	MEDICARE ADV 9/22	586,327.79
			586,327.79
004080			
004080	FLAGSHIP HEALTH SYSTEMS	RUTHERFORD 9/22	1,950.35
004080	FLAGSHIP HEALTH SYSTEMS	EAST RUTHERFORD 9/22	2,053.52
			4,003.87
004081			
004081	Deltacare DMO	PLAINFIELD BOE 9/22	3,390.93
004081	Deltacare DMO	CITY OF ORANGE 8/22	269.41
			3,660.34
004082			
004082	DELTA DENTAL OF NEW JERSEY INC	TPA - DENTAL 9/22	11,487.84
			11,487.84
004083			
004083	AETNA LIFE INSURANCE COMPANY	TPA - MEDICAL 9/22	119,917.32
			119,917.32
004084			
004084	PAYFLEX	HSA ACCOUNT FEES THRU 9/22	215.16
			215.16

004085			
004085	PERMA	POSTAGE 08/22	86.22
004085	PERMA	ADMIN FEES 9/22	65,575.47
			65,661.69
004086			
004086	ACTUARIAL SOLUTIONS, LLC	ACTUARY Q4 2022	3,060.00
			3,060.00
004087			
004087	HUNTINGTON BAILEY, LLP	ATTORNEY 9/22	2,083.33
			2,083.33
004088			
004088	EAGLE ROCK MANAGEMENT GROUP, LLC	FUND COORDINATOR 9/22	47,849.00
			47,849.00
004089			
004089	JOSEPH IANNAONI, JR.	TREASURER 9/22	1,688.08
			1,688.08
004090			
004090	MEDICAL EVALUATION SPECIALISTS	INVOICE 1809516	306.25
			306.25
004091			
004091	LaMendola Associates, Inc.	RETAINER 9/22	1,530.00
			1,530.00
004092			
004092	NORTH JERSEY MEDIA GROUP	AD 9.2.22	43.00
004092	NORTH JERSEY MEDIA GROUP	AD 8.21.22	32.20
			75.20
004093			
004093	NJ ADVANCE MEDIA	AD 9.3.22	52.03
004093	NJ ADVANCE MEDIA	AD 8.22.22	18.72
			70.75
004094			
004094	CIVITAS NEW JERSEY LLC	WELLNESS CONSULTANT 9/22	2,083.33
			2,083.33
004095			
004095	ACCESS	ARC SERVICE & STORAGE 9/22	11.49
004095	ACCESS	ARC SERVICE & STORAGE 8.31.22	168.61
			180.10
004096			
004096	FAIRVIEW INSURANCE	BROKER FEES 8/22	53,558.82
			53,558.82
004097			
004097	ACRISURE LLC d/b/a IMAC INS AGENCY	BROKER FEES 9/22	19,619.64
			19,619.64
004098			
004098	THE VOZZA AGENCY	BROKER FEE 9/22	13,190.14
			13,190.14
004099			
004099	RELIANCE INSURANCE GROUP LLC	BROKER FEES 9/22	35,605.47
			35,605.47
004100			
004100	ALLEN ASSOCIATES	BROKER 9/22	9,583.41
			9,583.41
004101			
004101	BURTON AGENCY INC.	BROKER FEE 9/22	920.54
			920.54

004102			
004102	CONNER STRONG & BUCKELEW	EB CONSULTANT 9/22	47,269.67
			47,269.67
004103			
004103	OTTERSTEDT INSURANCE AGENCY	BROKER FEES 9/22	5,682.87
			5,682.87
004104			
004104	WORLD INSURANCE ASSOCIATES, LLC	BROKER FEE 9/22	18,985.74
			18,985.74
004105			
004105	MUNICIPAL REINSURANCE H.I.F.	SPEC REINS. 9/22	174,824.58
			174,824.58
		Total Payments FY 2022	1,229,440.93
		TOTAL PAYMENTS ALL FUND YEARS	1,229,576.93

Chairperson

Attest:

Dated: _____

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

Treasurer

CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES										
Bergen Municipal Employee Benefits Fund										
Month		July								
Current Fund Year		2022								
Policy Year	Coverage	1. Calc. Net Paid Thru Last Month	2. Monthly Net Paid July	3. Monthly Recoveries July	4. Calc. Net Paid Thru July	5. TPA Net Paid Thru July	6. Variance To Be Reconciled	7. Delinquent Unreconciled Variance From	8. Change This Month	
2022	Medical	11,733,250.00	1,777,808.93	0.00	13,511,058.93		0.00	13,511,058.93	11,733,250.00	1,777,808.93
	Dental	867,773.10	110,030.79	0.00	977,803.89		0.00	977,803.89	867,773.10	110,030.79
	Rx	2,519,101.37	504,689.55	0.00	3,023,790.92		0.00	3,023,790.92	2,519,101.37	504,689.55
	Vision	0.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00
	Total	15,120,124.47	2,392,529.27	0.00	17,512,653.74		0.00	17,512,653.74	15,120,124.47	2,392,529.27

Bergen Municipal Employee Benefits Fund										
SUMMARY OF CASH TRANSACTIONS - ALL FUND YEARS COMBINED										
Current Fund Year: 2022										
Month Ending: July	Medical	Dental	Rx	Vision	Run-In	Reinsurance	edicare Advanta	RSR	Admin	TOTAL
OPEN BALANCE	15,102,142.70	297,323.73	(1,083,475.44)	0.00	0.00	(99,271.89)	6,652,451.33	125,416.63	(2,049,754.82)	18,944,832.24
RECEIPTS										
Assessments	3,800,749.28	135,566.15	191,494.18	0.00	0.00	121,737.48	346,245.32	0.00	366,312.79	4,962,105.20
Refunds	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts	26,066.48	1,624.98	0.00	0.00	0.00	0.00	9,614.41	181.26	1,231.79	38,718.92
Invest Adj	(83.89)	(5.22)	0.00	0.00	0.00	0.00	(30.94)	(0.58)	(3.96)	(124.59)
Subtotal Invest	25,982.59	1,619.76	0.00	0.00	0.00	0.00	9,583.47	180.68	1,227.83	38,594.33
Other *	70,262.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	360.90	70,623.56
TOTAL	3,896,994.53	137,185.91	191,494.18	0.00	0.00	121,737.48	355,828.79	180.68	367,901.52	5,071,323.09
EXPENSES										
Claims Transfers	4,492,644.84	128,445.29	504,689.55	0.00	0.00	0.00	0.00	0.00	0.00	5,125,779.68
Expenses	0.00	0.00	0.00	0.00	0.00	165,663.73	0.00	0.00	1,045,615.91	1,211,279.64
Other *	13,914.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	842.71	14,756.71
TOTAL	4,506,558.84	128,445.29	504,689.55	0.00	0.00	165,663.73	0.00	0.00	1,046,458.62	6,351,816.03
END BALANCE	14,492,578.39	306,064.35	(1,396,670.81)	0.00	0.00	(143,198.14)	7,008,280.12	125,597.31	(2,728,311.92)	17,664,339.30

SUMMARY OF CASH AND INVESTMENT INSTRUMENTS							
Bergen Municipal Employee Benefits Fund							
ALL FUND YEARS COMBINED							
CURRENT MONTH	July						
CURRENT FUND YEAR	2022						
Description:	CHECKING	JCMI	CLAIMS	UHC CLAIMS	TD Invest	Investors	
ID Number:							
Maturity (Yrs)							
Purchase Yield:							
TOTAL for All Accts & instruments							
Opening Cash & Investment Balance	\$18,944,832.32	5,666,971.29	2,801,894.93	-	0	4251909.42	6224056.68
Opening Interest Accrual Balance	\$1,853.44	-	-	-	0	1853.44	0
1 Interest Accrued and/or Interest Cost	\$1,291.90	\$0.00	\$0.00	\$0.00	\$0.00	\$1,291.90	\$0.00
2 Interest Accrued - discounted Instr.s	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
3 (Amortization and/or Interest Cost)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
4 Accretion	-\$124.60	\$0.00	-\$124.60	\$0.00	\$0.00	\$0.00	\$0.00
5 Interest Paid - Cash Instr.s	\$8,933.38	\$766.45	\$2,970.48	\$0.00	\$0.00	\$966.04	\$4,230.41
6 Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7 Realized Gain (Loss)	\$29,785.55	\$0.00	\$29,933.55	\$0.00	\$0.00	-\$148.00	\$0.00
8 Net Investment Income	\$39,886.23	\$766.45	\$32,779.43	\$0.00	\$0.00	\$2,109.94	\$4,230.41
9 Deposits - Purchases	\$5,018,834.45	\$5,018,834.45	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10 (Withdrawals - Sales)	-\$6,337,922.03	-\$6,337,079.32	-\$307.10	\$0.00	\$0.00	-\$535.61	\$0.00
Ending Cash & Investment Balance	\$17,664,339.07	\$4,349,492.87	\$2,834,367.26	\$0.00	\$0.00	\$4,252,191.85	\$6,228,287.09
Ending Interest Accrual Balance	\$3,145.34	\$0.00	\$0.00	\$0.00	\$0.00	\$3,145.34	\$0.00
Plus Outstanding Checks	\$1,188,995.52	\$1,188,995.52	\$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	\$18,853,334.59	\$5,538,488.39	\$2,834,367.26	\$0.00	\$0.00	\$4,252,191.85	\$6,228,287.09



CIVITAS

COMMUNITY • WELLNESS • LIFE-COACHING • COLLABORATION

NEW JERSEY

TO: Gateway-BMED Executive Committee and Commissioners

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

DATE: September 19, 2022

RE: Report of Activity and Progress

STATUS UPDATE

1. **Education:** The Fund's partnership with Valley Health Services continues to be very positive and productive. To date 14 live webinars have been produced and made available to all Fund members. Recordings of all live broadcasts are now available to the Fund membership via direct links. Attached is a flyer that has been provided to each member town of available webinars and how to access them. The feedback on the topics presented and professionalism of the presenters has been very positive. While program participants are required to view at least 2 webinars/year to qualify for incentives, many participants are viewing well over the required number, stating that they are enjoying them so much that they are choosing to view them, rather than just being required to do so. Statistics have been delivered to each town's ambassador relative to who within their agency has viewed individual webinars for their eligibility logs. Four more live webinars will be presented before the end of the Program year, which is December 1, 2022. Ambassadors have been encouraged to pass the link flyer along to their participants, so that anyone needing to participate in webinars have access to recordings, as well as the live ones scheduled. Additionally, Valley Health Services and I have brainstormed over the course of the year to formulate a comprehensive list of potential topics for future webinars, some of which have already been facilitated in 2022. Attached is the evolving list of potential future topics. Webinar flyers and notifications are also being shared with non-participating agencies to encourage all insured members to engage in health and wellness education.

2. **Newsletter:** The newsletter continues to serve as an excellent vehicle to share health and wellness information broadly. The distribution now is being made to all member agencies, regardless of whether they are activity participating in the Wellness Program or not. Having the ability to create our own content each month has been useful to communicate Fund sensitive information and to spotlight educational offerings.
3. **Surveys:** Attached are draft forms of surveys that we have created to gauge participant interest in the program and solicit information as to what may further motivate employees who are participating and those who are presently not to become more involved with the program. The surveys have been provided to ambassadors for input before they are put into a Survey Monkey format. We believe that this information will be helpful as we look at 2023 programming and marketing of the program to municipal employees. A similar survey has been developed for new towns who may be interested in developing a program in 2023 so that their programs can be built from the ground up.
4. **Partnerships:**
 - a. **NY/NJ Trails Conference:** A partnership has been established with the NY/NJ Trails Conference enabling health and wellness program participants to register for the Conference's annual Trail-A-Thon. Agencies have been encouraged to sign on and the Trail-A-Thon is underway. The goal of participants is to walk an equivalent of 102 miles between September 12 and October 31.
 - b. **Atlantic Health:** I have been able to secure a contact within the Atlantic Health System's wellness department. I will be reaching out to assess the possibility of creating an additional hospital system partnership.
5. **Support for Local Programming:** We continue to support local programming through communication and outreach to ambassadors.
6. **Importance of Mitigating Cost Escalation with Preventive Programming:** The recent news of dramatic increases to State Health Benefit premiums draws further attention to the importance of prevention and proactive measures to help to control costs.
7. **Potential 2023 New Health and Wellness Members:** Efforts continue to be made to encourage non-participating towns to consider implementing the program. Similarly, we are prepared to help any new agencies that may become members of the Fund in 2023 join the wellness program.
8. **Goals and Objectives:** In an effort to keep our goals front and center, I will just close each report this year with a recital of our 2022 goals, which are as follows:
 1. Continue outreach to non-participating full and dental only agencies within the Fund to broaden agency participation
 2. Manage and enhance newly created partnerships with local hospitals and non-profits to grow and enhance Fund and local programming collaboration, including educational elements
 3. Continue to engage with the broader local health and wellness community to expand and collaborate meaningful and viable partnerships
 4. Create and manage local content component for monthly newsletter

5. Develop and strengthen the local wellness committee base
6. Assist local agencies in their efforts to broaden local programming efforts and participation, with a focus on targeting non-participating employee populations
7. Consider how to effectively track preventable disease claims to create a long-term tool to analysis program impact
8. Establish a benchmark for measurement of participation and outcomes for 2022



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

Monthly Claim Activity Report

September 30, 2022



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

	MEDICAL CLAIMS PAID 2021	# OF EES	PER EE	MEDICAL CLAIMS PAID 2022	# OF EES	PER EE
JANUARY	\$1,416,393	1,078	\$ 1,314	\$4,213,352	2,808	\$ 1,500
FEBRUARY	\$1,703,277	1,669	\$ 1,021	\$4,762,650	2,818	\$ 1,690
MARCH	\$2,706,809	1,879	\$ 1,441	\$5,875,114	2,812	\$ 2,089
APRIL	\$2,299,418	1,888	\$ 1,218	\$5,161,530	2,813	\$ 1,835
MAY	\$2,865,797	1,876	\$ 1,528	\$5,562,448	2,825	\$ 1,969
JUNE	\$3,386,738	1,877	\$ 1,804	\$5,349,272	2,823	\$ 1,895
JULY	\$2,346,596	2,810	\$ 835	\$4,530,835	2,830	\$ 1,601
AUGUST	\$3,900,320	2,791	\$ 1,397	\$6,034,516	2,965	\$ 2,035
SEPTEMBER	\$4,723,951	2,743	\$ 1,722			
OCTOBER	\$4,341,944	2,775	\$ 1,565			
NOVEMBER	\$4,578,836	2,790	\$ 1,641			
DECEMBER	\$5,375,389	2,795	\$ 1,923			
TOTALS	\$39,645,470			\$41,489,718		
				2022 Average	2,837	\$ 1,827
				2021 Average	1,056	\$ 1,473

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

Plan Sponsor Unique ID : All
Customer: METRO
Group / Control: 00169469 - BERGEN MUNICIPAL EMPLOYEE BENEFIT FUND

Paid Dates: 07/01/2022 - 07/31/2022
Service Dates: 01/01/2011 - 07/31/2022
Line of Business: All

	Billed Amt	Paid Amt
	\$102,887.48	\$83,241.18
	\$211,150.65	\$79,294.78
	\$121,940.95	\$72,787.00
	\$178,364.41	\$64,572.17
	\$46,500.78	\$57,850.63
	\$266,312.94	\$56,826.08
	\$85,656.00	\$52,473.94
Total:	\$1,012,813.21	\$467,045.78

Plan Sponsor Unique ID : All
Customer: Bergen Municipal Employees Benefits Fund
Group / Control: 00866353,00880725,SI283129

Paid Dates: 07/01/2022 - 07/31/2022
Service Dates: 01/01/2011 - 07/31/2022
Line of Business: All

	Billed Amt	Paid Amt
	\$59,097.08	\$86,147.82
	\$166,301.78	\$61,784.01
	\$16,900.96	\$52,624.03
	\$68,989.77	\$51,131.85
	\$80,662.78	\$51,074.38
Total:	\$391,952.37	\$302,762.09

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

Plan Sponsor Unique ID : All
Customer: Bergen Municipal Employees Benefits Fund
Group / Control: 00866353,00880725,SI283129

Paid Dates: 08/01/2022 - 08/31/2022
Service Dates: 01/01/2011 - 08/31/2022
Line of Business: All

	Billed Amt	Paid Amt
	\$358,811.72	\$244,774.17
	\$106,598.71	\$101,872.19
	\$132,815.35	\$79,187.73
	\$105,016.97	\$58,733.23
	\$349,859.08	\$56,336.58
	\$196,381.69	\$56,191.80
	\$107,037.20	\$51,841.84
	\$80,022.98	\$50,426.06
Total:	\$1,436,543.70	\$699,363.60

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

Plan Sponsor Unique ID : All
Customer: METRO
Group / Control: 00169469 - BERGEN MUNICIPAL EMPLOYEE BENEFIT FUND

Paid Dates: 08/01/2022 - 08/31/2022
Service Dates: 01/01/2011 - 08/31/2022
Line of Business: All

	Billed Amt	Paid Amt
	\$144,745.00	\$139,085.60
	\$192,092.07	\$117,345.50
	\$142,308.50	\$102,820.50
	\$164,171.63	\$101,151.14
	\$100,389.09	\$99,243.87
	\$114,744.00	\$75,133.79
	\$110,340.00	\$74,121.63
	\$88,328.87	\$65,576.51
	\$77,809.52	\$60,637.65
	\$116,347.63	\$60,566.40
	\$68,560.00	\$60,173.73
Total:	\$1,319,836.31	\$955,856.32



**Medical Claims Paid:
January 2022 – July 2022**

Total Medical Paid per EE: **\$1,827**

Network Discounts

Inpatient: **62.9%**
 Ambulatory: **67.3%**
 Physician/Other: **63.9%**
TOTAL: 64.8%

Provider Network

% Admissions In-Network: **92.9%**
 % Physician Office: **87.8%**

Aetna Book of Business:
 Admissions 97.7%; Physician 91.0%

Top Facilities Utilized (by total Medical Spend)

- Hackensack University
- Morristown Medical Center
- Cooperman Baribas
- Valley Hospital
- Overlook Medical Center

**Catastrophic Claim Impact
January 2022- July 2022**

Number of Claims Over \$50,000: **102**
 Claimants per 1000 members: **15.7**
 Avg. Paid per Claimant: **\$121,786**
 Percent of Total Paid: **37.0%**

- Aetna BOB- HCC account for an average of 42.5% of total Medical Cost

**Aetna One Flex Member Outreach:
Through July 2022**

Total Members Identified: **1,855**
 Members Targeted for 1:1 Nurse Support : **381**
 Members Targeted for Digital Activity: **1,474**
 Member 1:1 outreach completed: **339**
 Member 1:1 Outreach in Progress: **42**

**Teladoc Activity:
January 2022 – July 2022**

Total Registrations: **109**
 Total Online Visits: **247**
 Total Net Claims Savings: **\$128,043**
 Total Visits w/ Rx: **211**

Mental Health Visits: **91**
 Dermatology Visits: **21**

**Allentown Service Center
Performance Goal Metrics YTD 2022**

Customer Service Performance

1st Call Resolution: **93.66%**
 Abandonment Rate: **1.6%**
 Avg. Speed of Answer: **32.8 sec**

Claims Performance

Financial Accuracy: **99.96%**

90% processed w/in: **13.8 days**
 95% processed w/in: **30.0 days**

**Claims Performance (Monthly)
(July 2022)**

90% processed w/in: **7.1 days**
 95% processed w/in: **12.9 days**
 (Note: This is not a PG metric)

Performance Goals

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

Financial Accuracy: **99%**

Turnaround Time

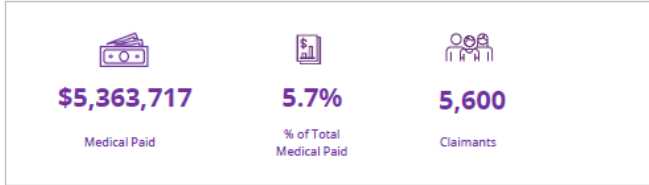
90% processed w/in: **14 days**
 95% processed w/in: **30 days**

At a glance
COVID-19 All-time experience

Time period: Jan 2020 - Aug 2022, paid through August 2022

Average Members: 4,566

Key Statistics (Medical Claims Only)



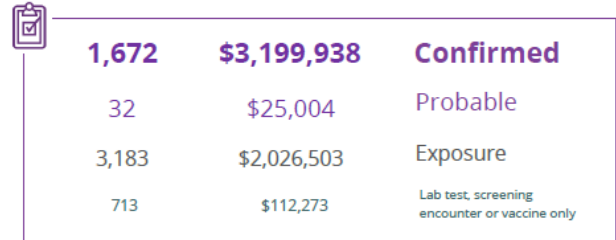
More detailed information is found on the next page to help you answer critical questions:

- ✓ How is COVID-19 impacting our health care spend? What is the context of trends and spend distribution across cost categories?
- ✓ How many members are affected?
- ✓ How many claims-based tests have been conducted for the virus and antibodies?
- ✓ How many individuals have received vaccinations?
- ✓ How is COVID spend trending in 2021 compared to 2020?

Additional views and detailed data tables following the main report also provide specific cost and utilization metrics across age band categories as well as service categories

Claimant Distribution*

how your total claimants break down based on diagnosis code information

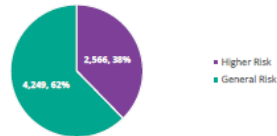


*refer to Report terms on page 1

COVID-19 population risk*

37.7%
Members at risk for severe illness

Population risk for severe illness



Higher risk for severe illness, by member type



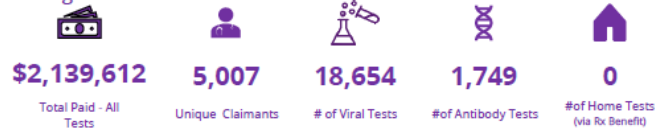
General risk for contracting COVID-19 exists across the population. Age and underlying health conditions are associated with higher risk for severe illness with the potential for severe symptoms, hospitalizations, ICU services, and poorer outcomes.

The pie chart shows the number and percent of your population with CDC-identified "higher risk for severe illness" factors

The bar chart displays this information by member type.

* See page one for High Risk definition.

Testing



Vaccine Administration (Medical & Pharmacy)*



*Includes claims paid under the Aetna Pharmacy benefit plan if applicable

**The unique count of members => 5 years of age who have received all of the required doses based on claims received



EXPRESS SCRIPTS®

Bergen Municipal Employee Benefits Fund - Monthly Utilization Tracking Report

Total Component/Date of Service (Month)	2021 01	2021 02	2021 03	2021 Q1	2021 04	2021 05	2021 06	2021 Q2	2021 07	2021 08	2021 09	2021 Q3	2021 10	2021 11	2021 12	2021 Q4	2021 YTD
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	2,174	2,180	2,164	2,173	2,161
Total Days	81,343	74,534	86,661	242,538	81,517	77,431	85,721	244,669	81,769	84,858	83,470	250,097	83,991	83,108	84,712	251,811	989,115
Total Patients	810	740	823	1,209	805	790	811	1,219	809	827	823	1,238	825	840	837	1,274	1,685
Total Plan Cost	\$332,309	\$305,763	\$414,268	\$1,052,341	\$305,693	\$368,290	\$405,488	\$1,079,470	\$339,614	\$396,053	\$319,497	\$1,055,164	\$336,788	\$385,728	\$330,977	\$1,053,493	\$4,240,468
Generic Fill Rate (GFR) - Total	84.5%	84.7%	83.6%	84.3%	84.9%	85.8%	84.8%	85.1%	86.1%	85.9%	85.7%	85.9%	84.0%	84.2%	85.4%	84.6%	85.0%
Plan Cost PMPM	\$152.58	\$141.43	\$191.97	\$161.95	\$142.25	\$171.14	\$188.60	\$167.33	\$158.03	\$184.04	\$147.30	\$163.09	\$154.92	\$176.94	\$152.95	\$161.63	\$163.49
Total Specialty Plan Cost	\$145,510	\$133,012	\$205,490	\$484,011	\$112,198	\$198,434	\$185,670	\$496,302	\$151,544	\$196,435	\$121,095	\$469,074	\$109,649	\$191,459	\$93,225	\$394,334	\$1,843,720
Specialty % of Total Specialty Plan Cost	43.8%	43.5%	49.6%	46.0%	36.7%	53.9%	45.8%	46.0%	44.6%	49.6%	37.9%	44.5%	32.6%	49.6%	28.2%	37.4%	43.5%

Total Component/Date of Service (Month)	2022 01	2022 02	2022 03	2022 Q1	2022 04	2022 05	2022 06	2022 Q2	2022 07	2022 08	2022 09	2022 Q3	2022 10	2022 11	2022 12	2022 Q4	2022 YTD
Membership	2,519	2,513	2,517	2,516	2,531	2,536	2,531	2,533	2,534								
Total Days	102,798	94,485	106,472	303,755	103,741	105,900	106,363	316,004	105,010								
Total Patients	993	943	1,023	1,449	1,037	1,050	1,014	1,526	1,034								
Total Plan Cost	\$397,237	\$400,750	\$439,519	\$1,237,507	\$442,311	\$399,692	\$521,683	\$1,363,686	\$503,833								
Generic Fill Rate (GFR) - Total	86.1%	84.5%	85.9%	85.5%	86.6%	85.3%	83.8%	85.2%	84.4%								
Plan Cost PMPM	\$157.70	\$159.47	\$174.62	\$163.93	\$174.76	\$157.61	\$206.12	\$179.48	\$198.83								
% Change Plan Cost PMPM	3.4%	12.8%	-9.0%	1.2%	22.9%	-7.9%	9.3%	7.3%	25.8%								
Total Specialty Plan Cost	\$169,658	\$189,993	\$134,131	\$493,782	\$198,287	\$133,936	\$217,540	\$549,762	\$233,034								
Specialty % of Total Specialty Plan Cost	42.7%	47.4%	30.5%	39.9%	44.8%	33.5%	41.7%	40.3%	46.3%								

PMPM	
April-June 2021	\$167.33
April-June 2022	\$179.48
Trend April-June 2022	7.3%

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
CONSENT AGENDA
September 30, 2022**

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

Resolutions

Subject Matter

Motion _____ **Second** _____

Resolution 26-22: 2023 Budget AdoptionPage 35
Resolution 27-22: September 2022 Bills Lists.....Page 36

RESOLUTION NO. 26-22

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
ADOPTION OF THE 2023 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 August 30, 2022 in Public Session to introduce the proposed budget for the 2023 Fund Year; and

WHEREAS, the Executive Committee met on September 30, 2022 in Public Session to adopt the proposed budget and for the 2023 Fund Year; and

WHEREAS, that a public hearing to adopt the 2023 budget was held on September 30, 2022 at 12:00 pm

NOW THEREFORE BE IT RESOLVED that the Executive Committee of the Bergen Municipal Employee Benefits Fund hereby adopt the 2023 budget in the amount of \$89,091,202

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: September 30, 2022

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 27-22

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE SEPTEMBER 2022 BILLS LISTS**

WHEREAS, the **Bergen Municipal Employee Benefits Fund** held a Public Meeting on **September 30, 2022** for 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 of September 2022 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 treasurer's reports for July 2022 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.

ADOPTED: September 30, 2022

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MEETING: AUGUST 30, 2022
FRANKLIN LAKES BOROUGH
12:00 P.M.**

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

ROLL CALL OF 2022 EXECUTIVE COMMITTEE:

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

APPOINTED OFFICIALS PRESENT:

Executive Director/ Administrator	PERMA Risk Management Services	Brandon Lodics, Executive Director Emily Koval, Account Manager Jordyn DeLorenzo, Asst. Acc. Mgr
Attorney	Huntington Bailey, LLP	Russ Huntington Bill Bailey
Treasurer	Joseph Iannaconi	Joseph Iannaconi
Third Party Administrator	Aetna	Absent
Dental Claims Administrator	Delta Dental of NJ, Inc.	Kim White
Auditor	Lerch, Vinci & Higgins	Absent
Actuary	John Vataha	Absent
Independent Consultant	LaMendola Associates	Clark LaMendola
Benefits Consultant	Conner Strong	Crystal Bailey
RX Administrator	Express Scripts	Absent
Wellness Coordinator	Civitas	Absent

OTHERS PRESENT:

**Renee Gear
Frank Covelli
Lisa Sabato
Kathlene Marano
Mathew McArow
Jack Zisa
Tom Uko**

Brittany Vozza
Thomas Padilla

APPROVAL OF MINUTES:

MOTION TO APPROVE THE PRESENTED OPEN MINUTES OF JUNE 28, 2022:

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

MOTION TO APPROVE THE PRESENTED SPC MINUTES OF JULY 21, 2022:

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

MOTION TO APPROVE THE PRESENTED FC MINUTES OF AUGUST 29, 2022:

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

CORRESPONDENCE – None.

EXECUTIVE DIRECTORS REPORT

PRO FORMA REPORTS

- **Fast Track Financial Reports** as of June 30, 2022
 - **Historical Income Statement**
 - **Ratios and Indices Report**

Mr. Lodics brought up the IBNR and Aetna Claims slowdown. Good news, the actuary was able to adjust the IBNR due to Aetna getting their numbers back up. June was a good months with surplus in about over 13 Million for the BMED.

2023 BMED BUDGET - INTRODUCTION - Mr. Lodics reviewed the Budget Introduction Power Point Presentation that was shown which included the 2023 Budget overview, member assessments, billing assessments, development of the 2023 budget, medical claims, reinsurance, and expenses. He stated that the Medical Claims are increasing by 8.78%, the Rx Claims are decreasing slightly at .76% and the Dental Claims are decreasing 3.11%. When looking at the Metro Subgroup, their medical and dental claims are both decreasing. Two of the items that are shared items in the budget between the BMED only members and metro are the MRHIF Reinsurance which is projected to increase by 13%. That number can change once the MRHIF adopts their 2023 budget. The other item

is the Expenses which is increasing by 2.14% which is in line with the professional renewals. Overall, the budget is increasing 3.08% from last year.

Mr. Lodics reviewed the Member assessments showing that the change in line of coverage for BMED as well as the metro subgroup is increasing. (slide 3)

Mr. Lodics stated that the 5-year average budget renewal is at 1.49% which is great for the fund considering the increase for 2023. He said that the average trend is 8-10% so this track record for us is very impressive. The fund was able to declare a dividend in the last 5 years.

Mr. Chair stated that the 5 year renewal slide is very compelling. He stated that even if we didn't declare a dividend this number would be lower. He spoke about how this looks very attractive to other members who are shopping around and considering joining the fund.

Mr. Lodics stated that when developing the 2023 budget, the actuary had to take into consideration of the ongoing impact of COVID-19 which includes; testing, vaccinations, and medical expenses due to illness. Medical utilization increased because of post-covid rebound specifically in the 2nd half of 2021. He stated that 5% of paid claims in 2021 were unanticipated COVID expenses which includes vaccinations, testing and inpatient stays. Mr. Kakolseki asked if having wellness would have caught these high cost claims and would that benefit the fund. Mr. Lodics agreed and stated that wellness can catch a lot of things before getting to this point.

Mr. Lodics reviewed the reinsurance portion of the presentation stating that there is a 13% placeholder included in the budget because the MRHIF is waiting for the US Fire reinsurance renewal to determine the overall increase. There are two new services in 2023. He stated and RFP has been released to add a data warehouse system to analyze trends and gaps in care. The Fund is also hiring a QPA for all funds RFPs and filings with the comptroller's office

Mr. Lodics stated that the total expenses are increasing by 2.14%. The Professional services will increase an average of 2% in line with the RFP responses. There will be no change in the Claims administrators from 2022 because we are still in a negotiated 3-year contract. He stated that they are adding a Medical Claims Audit to verify that the claims administrators are performing at the highest level and completing their duties properly. With the IBNR increase from the medical claims slowdown with Aetna, this will be to prevent that same error from happening again or to catch it early enough where there won't be such a big financial impact. In the budget you will see the added line for medical claims audit which will be these extra IBNR Audit Reports.

Mr. Chair wanted to throw out discussion points with the committee. He thanked the ED Office for putting this together and for a healthy budget. Mr. chair stated that these numbers are due to the long term success of the fund and good prudent growth of the fund. We have an unprecedented situation with the SHB because we don't know where they will end up. He stated two points he wanted to discuss are; should we wait to move forward with the budget until SHB has put their final stamp on their supposedly large increase and should we consider applying the dividend surplus to the budget to lower the rate increase. Although towns may rely on this every year we need to speak strategically. He asked, should we consider this year to apply surplus to the rates as a whole?

Mr. Kakolski stated that there is no need to wait for the State Health Benefits renewal rates because it wouldn't make a difference for the fund. Mrs. Gambutti expressed concern stating if we delay introducing our budget then we will not be able to adopt in time for Open Enrollment for her employees. This would be an inconvenience to members. Mr. Kunze also agreed that we shouldn't wait and not to delay. The Board came to an agreement to not delay the introduction.

MOTION TO APPROVE THE RESOLUTION 21-22: 2023 BUDGET INTRODUCTION:

MOTION: Commissioner Gambutti
SECOND: Commissioner Kunze
ROLL CALL VOTE: 6 Ayes, 0 Nays

DIVIDEND - Mr. Lodics presented the dividend option to the executive committee stating that the Finance Committee reviewed the dividend analysis and is recommending a dividend of 1/3rd the available surplus, which is just under \$2 million.

Mr. Kunze stated that to make sure we make proper use of surplus, the members will be able to use their dividends for their rate individually instead of the fund putting it towards the rates as a whole. He said the reason the SHBP percentage went so high was because they dug too low in their surplus and they admitted it. He stated how much surplus did we regenerate from 2021. Kunze stated that he doesn't think the claims trend is going in the right direction to put surplus in the rates AS WELL AS give the members a dividend check. Mr. Kunze stated that he doesn't want growth just to get bigger. Ms. Koval stated the Fund has almost 5 months' worth of claims in the surplus which is almost double what the target goal is at 2.5 months. The finance committee agreed to approve the 1/3 option of the dividends but wanted to get the other EC members opinions. The illustration is included in the agenda. She turned it over to the board for discussion.

Kunze stated that our surplus didn't regenerate as much for 2021 so that is why they decided to not go too low or too high. He agrees to the 1/3. Mrs. Gambutti stated she also agrees.

PROFESSIONAL SERVICES RFPS - Ms. Koval reviewed the RFQ responses that were submitted to the Executive Director's office. She said that at the Finance Committee meeting, they rated the 2 Auditor responses as well as the 2 Attorney responses and decided chose to stay with the incumbent; Lerch Vinci & Bliss LLP and Huntington & Bailey, LLP based on fees and experience with the BMED. Mrs. Koval also stated that the Actuary got one response which is Actuarial Solutions. The deputy Treasurer also received one response being the incumbent, Joseph Iannaconi. She stated these are one-year contracts with additional 2 years.

She said Resolution 22-22 approves these professional service contract awards.

EUS CONTRACTS - the Aetna contracts were negotiated last year to include flat fees for 2023. The Fund will need to pass Resolution 23-22 to approve the EUS contracts and the certification to be filed with the State.

METRO RFPS - The Strategic Planning Committee reviewed the RFP responses that were received in mid-July for the Benefits Consultant, Metro Lead Sales Agent and Metro Retention Manager. The Committee is recommending no change to the existing contracts.

STRATEGIC PLANNING COMMITTEE - SWOT ANALYSIS- The Strategic Planning Committee will be reporting on an extension of the Board Advisor's services to include a SWOT (strengths, weaknesses, opportunities and threats) analysis for the Fund. A proposal is included in the agenda. Kunze stated that he agrees with this proposal to award this to the board advisor. Mr. LaMendola stated that the process calls for structured discussion with the major entities that are participating in the BMED. Asking them for their opinions of the BMED (strengths, weaknesses) and generating a report. Then presenting it to the Committees for change and improvement. When it is fully developed, it takes approximately 6 months and a considerable amount of time.

Mr. Chair thanked Mr. LaMendola.

MOTION TO AMEND THE BOARD ADVISOR CONTRACT TO INCLUDE SERVICES TO PERFORM A SWOT ANALYSIS OF THE BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND AT A COST NOT TO EXCEED \$2,970.

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

INDEMNITY AND TRUST AGREEMENTS

Mrs. Koval stated that there are member's Fund agreements that have expired or are expiring at the end of this year and to make sure to get those in with the resolution by the expiration date.

SUB COMMITTEES

Mrs. Koval reviewed the Subcommittees and asked for a motion to formalize the new Committee and approve the members.

Motion: *Motion to approve the Bergen Municipal Employee Benefit Fund Sub Committees and members as listed.*

MOTION: Commissioner Gambutti
SECOND: Commissioner Franz
ROLL CALL VOTE: Unanimous

ATTORNEY - No report

TREASURER - Fund Treasurer said the report is included in the agenda.

CONSENT AGENDA: The Committee approved the consent agenda, as presented.

MOTION TO APPROVE THE CONSENT AGENDA: RESOLUTION 21-22: 2023 BUDGET INTRODUCTION, RESOLUTION 22-22: EUS SERVICE CONTRACT AWARD, RESOLUTION 23-22: PROFESSIONAL SERVICES CONTRACT AWARD, RESOLUTION 24-22: AUTHORIZING REFUND FROM CLOSED YEAR ACCOUNT, RESOLUTION 25-22: JULY AND AUGUST 2022 BILLS LISTS

MOTION: Commissioner Franz
SECOND: Commissioner Gambutti
VOTE: 6 Ayes, 0 Nays

OLD BUSINESS: none.

NEW BUSINESS: none.

PUBLIC COMMENT: Mr. Kunze thanked PERMA for the presentation and a job well done on the budget. He thanked them for all their hard work.

MOTION TO ADJOURN:

MOTION:

Commissioner Franz

SECOND:

Commissioner Kakoleski

VOTE:

Unanimous

MEETING ADJOURNED: 1:00 pm

NEXT MEETING: September 30, 2022 12:00 PM

Jordyn DeLorenzo, Assistant Account Manager