



AGENDA AND REPORTS
SEPTEMBER 26, 2023
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 26, 2023
FRANKLIN LAKES BOROUGH HALL
12:00 PM

MEETING CALLED TO ORDER - OPEN PUBLIC MEETING NOTICE READ

PLEDGE OF ALLEGENCE

ROLL CALL OF 2023 EXECUTIVE COMMITTEE

Gregory Hart, Chair
Richard Kunze, Secretary
Gregory Franz, Executive Committee
Donna Gambutti, Executive Committee
Bob Kakoleski, Executive Committee
Anthony Ciannamea, Executive Committee
Erin Delaney, Executive Committee Alternate
James Gasparini, Executive Committee Alternate

APPROVAL OF MINUTES: August 22, 2023 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 -Robert Kakoleski, Chair

EXECUTIVE DIRECTOR - PERMA - Brandon Lodics

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BENEFITS CONSULTANT REPORT - Crystal Bailey

Conner Strong & Buckelew.....Page 18

ATTORNEY - Russell Huntington, Esq.

TREASURER - Joseph Iannaconi

Voucher List September 2023 (Resolution 35-23).....Page 21

Treasurers Report July 2023.....Page 26
Confirmation of Claims Paid/Certification of Transfers

WELLNESS COORDINATOR - Marianne EskilsonPage 29

BOARD ADVISOR - Clark LaMendola

THIRD PARTY ADMINISTRATOR - Aetna - Jason Silverstein
Monthly ReportPage 31

PRESCRIPTION PROVIDER - Express Scripts - Charles Yuk
Monthly Report.....Page 38

DENTAL ADMINISTRATOR - Delta Dental - Kim White

CONSENT AGENDAPage 40

Resolution 33-23: 2024 Budget AdoptionPage 41

Resolution 34-23: Authorizing Competitive Contracting for BA RFP.....Page 42

Resolution 35-23: September 2023 Bills Lists.....Page 43

OLD BUSINESS

NEW BUSINESS

PUBLIC COMMENT

MEETING ADJOURNED

**Bergen Municipal Employee Benefits Fund
Executive Director's Report
September 26, 2023**

FINANCE AND OPERATIONS

PRO FORMA REPORTS

- **Fast Track Financial Reports** as of July 31, 2023 (page 6)
 - **BMED**
 - **METRO**

2024 BMED BUDGET - ADOPTION

Since last month, there were minor changes to the introduction which caused the overall budget to decrease from 3.65% to 3.50%:

1. The MRHIF Renewal came in less than anticipated
2. Census change for a new member which decreased the claims funds
3. Dividends were added to some members rates

Rates released last week match the assessments included in the agenda.

Motion: *Motion to open the Public Hearing on the 2024 Budget*

Discussion of Budget and Assessments

Motion: *Motion to close the Public Hearing*

Motion: *Motion to adopt resolution 33-23 and approve the 2024 Bergen Municipal Employee Benefits Fund Budget in the amount of \$45,596,481*

BILLING PROCESS

As a follow up to our September meeting, a revised billing process outline is included for discussion. It was always shared with the treasurer for comments.

METRO HIF UPDATE:

Phase 2 filing has begun.

The Committee has completed its RFP evaluations. Action will take place during their organization meeting.

MEDICAL TPA RFP

The Medical TPA RFP is due 9/21. The Contracts Committee will be contacted to review and evaluate the responses prior to the October meeting.

BOARD ADVISOR RFP

The QPA has requested the resolution for competitive contracting include authorization to include the Board Advisor. Our earlier resolution only included professionals.

Resolution 34-23 is included in consent.

MRHIF MEETING

The MRHIF met on September 13, 2024 and took the following action items:

1. *Introduction of the 2024 Budget* – The MRHIF Budget was introduced at an overall increase of 9.2%. 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 \$1,195,147 for January 1, 2024- December 31, 2024 (+16.29%).
2. *RFP Approvals* – The Committee approved a contract to Delta Dental for the Statewide Dental TPA and Princeton Strategic for the marketing consultant.
3. *Dividend Release* – The Committee approved a \$2.75 million dividend. Coastal will receive a check for \$286,254 in October.

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND						
FINANCIAL FAST TRACK REPORT						
		AS OF	July 31, 2023			
		THIS	YTD	PRIOR	FUND	
		MONTH	CHANGE	YEAR END	BALANCE	
1.	UNDERWRITING INCOME	3,765,838	25,255,146	704,147,908	729,403,055	
2.	CLAIM EXPENSES					
	Paid Claims	3,417,122	21,593,697	572,685,073	594,278,770	
	IBNR	67,618	588,555	3,249,899	3,838,454	
	Less Specific Excess	-	(1,476,940)	(15,746,278)	(17,223,218)	
	Less Aggregate Excess	-	-	(602,911)	(602,911)	
	TOTAL CLAIMS	3,484,741	20,705,313	559,585,783	580,291,096	
3.	EXPENSES					
	MA & HMO Premiums	178,307	1,106,909	27,348,987	28,455,896	
	Excess Premiums	86,075	573,154	33,419,561	33,992,715	
	Administrative	240,282	1,525,887	55,305,741	56,831,628	
	TOTAL EXPENSES	504,664	3,205,951	116,074,289	119,280,240	
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)	(223,567)	1,343,883	28,487,836	29,831,719	
5.	INVESTMENT INCOME	40,347	215,921	3,227,439	3,443,360	
6.	DIVIDEND INCOME	0	0	7,232,698.00	7,232,698.00	
7.	STATUTORY PROFIT/(LOSS) (4+5+6)	(183,220)	1,559,804	38,947,973	40,507,777	
8.	DIVIDEND	0	10,891	27,089,998	27,100,889	
9.	Transferred Surplus	0	0	0	0	
STATUTORY SURPLUS (7-8+9)		(183,220)	1,548,913	11,857,976	13,406,889	
SURPLUS (DEFICITS) BY FUND YEAR						
Closed	Surplus	70,881	(1,646)	12,784,602	12,782,956	
	Cash	56,996	(252,307)	12,430,360	12,178,054	
2021	Surplus	0	0	0	0	
	Cash	0	0	0	0	
2022	Surplus	(154,472)	1,096,543	(926,625)	169,917	
	Cash	(156,617)	277,974	(2,911,760)	(2,633,787)	
2023	Surplus	(99,629)	454,016		454,016	
	Cash	(197,205)	2,054,848		2,054,848	
TOTAL SURPLUS (DEFICITS)		(183,220)	1,548,913	11,857,976	13,406,889	
TOTAL CASH		(296,826)	2,080,514	9,518,600	11,599,115	
CLAIM ANALYSIS BY FUND YEAR						
TOTAL CLOSED YEAR CLAIMS		(41,490)	164,362	527,502,666	527,667,028	
FUND YEAR 2022						
	Paid Claims	201,398	3,516,256	30,228,514	33,744,770	
	IBNR	(45,499)	(3,108,529)	3,249,899	141,370	
	Less Specific Excess	0	(1,459,079)	(1,395,297)	(2,854,376)	
	Less Aggregate Excess	0	0	0	0	
	TOTAL FY 2022 CLAIMS	155,899	(1,051,352)	32,083,116	31,031,764	
FUND YEAR 2023						
	Paid Claims	3,257,214	17,895,219		17,895,219	
	IBNR	113,117	3,697,084		3,697,084	
	Less Specific Excess	0	0		0	
	Less Aggregate Excess	0	0		0	
	TOTAL FY 2023 CLAIMS	3,370,331	21,592,303		21,592,303	
COMBINED TOTAL CLAIMS		3,484,741	20,705,313	559,585,782	580,291,095	

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND									
RATIOS									
INDICES	2022	FY2023							
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Cash Position	9,518,600	\$ 9,529,499	\$ 8,343,212	\$ 9,623,045	\$ 11,233,054	\$ 13,599,477	\$ 11,895,941	\$ 11,599,115	
IBNR	3,249,899	\$ 3,155,529	\$ 3,466,494	\$ 3,727,303	\$ 3,628,323	\$ 3,727,141	\$ 3,770,836	\$ 3,838,454	
Assets	15,947,606	\$ 15,938,627	\$ 15,991,928	\$ 16,652,651	\$ 17,351,858	\$ 17,895,012	\$ 17,689,431	\$ 17,557,443	
Liabilities	4,089,629	\$ 3,394,943	\$ 3,692,677	\$ 4,045,826	\$ 3,953,643	\$ 4,056,891	\$ 4,099,321	\$ 4,150,553	
Surplus	11,857,977	\$ 12,543,684	\$ 12,299,251	\$ 12,606,825	\$ 13,398,214	\$ 13,838,121	\$ 13,590,110	\$ 13,406,890	
Claims Paid -- Month	2,734,745	\$ 2,429,768	\$ 3,084,213	\$ 3,610,446	\$ 2,419,819	\$ 2,712,376	\$ 3,919,953	\$ 3,417,122	
Claims Budget -- Month	2,729,274	\$ 2,925,178	\$ 3,014,677	\$ 3,003,958	\$ 2,994,269	\$ 3,078,423	\$ 3,072,211	\$ 3,194,200	
Claims Paid -- YTD	34,665,424	\$ 2,429,768	\$ 5,513,981	\$ 9,124,426	\$ 11,544,246	\$ 14,256,622	\$ 18,176,575	\$ 21,593,697	
Claims Budget -- YTD	32,737,587	\$ 2,925,178	\$ 5,939,855	\$ 8,943,813	\$ 11,938,082	\$ 15,016,505	\$ 18,088,716	\$ 21,282,338	
RATIOS									
Cash Position to Claims Paid	3.48	3.92	2.71	2.67	4.64	5.01	3.03	3.39	
Claims Paid to Claims Budget -- Month	1.00	0.83	1.02	1.2	0.81	0.88	1.28	1.07	
Claims Paid to Claims Budget -- YTD	1.06	0.83	0.93	1.02	0.97	0.95	1.00	1.01	
Cash Position to IBNR	2.93	3.02	2.41	2.58	3.1	3.65	3.15	3.02	
Assets to Liabilities	3.90	4.69	4.33	4.12	4.39	4.41	4.32	4.23	
Surplus as Months of Claims	4.34	4.29	4.08	4.2	4.47	4.5	4.42	4.20	
IBNR to Claims Budget -- Month	1.19	1.08	1.15	1.24	1.21	1.21	1.23	1.20	

Bergen Municipal Employee Benefits Fund
2023 Budget Report
as of July 31, 2023

	Cumulative	Annualized	Latest filed	Cumulative Expensed	\$ Variance	% Variance
Expected Losses						
Medical Claims Aetna	18,136,015	31,657,144	67,132,818	17,530,791	605,224	3%
Prescription Claims	2,797,483	4,908,498	4,581,287	2,851,558	(893,322)	-46%
Prescription Formulary Rebates	(839,247)	(1,472,552)	(1,374,386)	Included Above in Prescription Claims		
Dental Claims	1,188,087	2,044,471	3,019,001	1,209,954	(21,868)	-2%
Subtotal	21,282,338	37,137,561	73,358,720	21,592,303	(309,965)	-1%
HMO/DMO Premiums	25,369	42,882	53,751	20,411	4,957	20%
Medicare Advantage / EGWP	1,090,003	1,977,308	7,206,560	1,086,498	3,505	0%
Reinsurance						
Specific	572,969	1,000,942	2,190,656	573,154	(185)	0%
Total Loss Fund	22,970,679	40,158,693	82,809,687	23,272,367	(301,688)	-1%
Loss Fund Contingency	9,932	17,026	34,052	0	9,932	0%
Expenses						
Legal	7,438	12,750	25,500	11,688	(4,250)	-57%
Treasurer	6,145	10,533	21,067	9,656	(3,511)	-57%
Administrator	249,718	432,128	804,929	250,078	(361)	0%
Risk Management Consultants	535,336	917,902	1,938,973	535,333	3	0%
Fund Coordinator METRO				0	-	
TPA - Claims Agent Aetna	367,959	642,802	1,442,413	369,570	(1,611)	0%
Dental TPA	51,844	89,375	145,958	51,940	(95)	0%
Actuary	5,396	9,250	18,500	9,250	(3,854)	-71%
Auditor	5,542	9,500	19,000	5,544	(2)	0%
Benefits Consultant	195,681	344,205	574,681	197,287	(148)	0%
Board Advisor	5,462	9,364	18,727	9,241	(3,779)	-69%
Subtotal Expenses	1,430,520	2,477,808	5,009,747	1,449,587	(17,608)	-1%
Miscellaneous and Special Services						
Misc/Cont	5,264	9,024	18,048	6,146	(882)	-17%
Wellness, Disease, Case Management	29,167	50,000	100,000	27,083	2,083	7%
Affordable Care Act Taxes	5,004	8,742	19,133	22,512	(17,508)	-350%
A4 Surcharge	17,534	31,367	480,735	17,533	1	0%
Plan Documents	1,458	2,500	5,000	Included above in Benefits Consultant		
Claims Audit	23,333	40,000	40,000	23,333	0	0%
Subtotal Misc/Sp Svcs	81,761	141,633	662,916	96,607	(16,305)	-20%
Total Expenses	1,512,281	2,619,441	5,672,663	1,546,194	(33,913)	-2%
Total Budget	24,492,891	42,795,160	88,516,402	24,818,561	(325,669)	-1%

Bergen Municipal Employee Benefits Fund

CONSOLIDATED BALANCE SHEET

AS OF JULY 31, 2023

BY FUND YEAR

	BMED 2023	BMED 2022	CLOSED YEAR	FUND BALANCE
ASSETS				
Cash & Cash Equivalents	2,054,848	(2,633,787)	12,178,054	11,599,115
Assesmtments Receivable (Prepaid)	1,564,910	705,307	(13,006)	2,257,212
Interest Receivable	2,456	2,040	19,116	23,611
Specific Excess Receivable	-	2,245,097	846,611	3,091,708
Aggregate Excess Receivable	-	-	-	-
Dividend Receivable	-	-	-	-
Prepaid Admin Fees	-	-	-	-
Other Assets	585,797	-	-	585,797
Total Assets	4,208,011	318,657	13,030,775	17,557,443
LIABILITIES				
Accounts Payable	-	(0)	-	(0)
IBNR Reserve	3,697,084	141,370	-	3,838,454
A4 Retiree Surcharge	17,533	-	-	17,533
Dividends Payable	-	-	247,818	247,818
Retained Dividends	-	-	-	-
Accrued/Other Liabilities	39,377	7,370	-	46,747
Total Liabilities	3,753,994	148,740	247,818	4,150,553
EQUITY				
Surplus / (Deficit)	454,016	169,917	12,782,957	13,406,890
Total Equity	454,016	169,917	12,782,957	13,406,890
Total Liabilities & Equity	4,208,011	318,657	13,030,775	17,557,443
BALANCE	-	-	-	-

This report is based upon information which has not been audited nor certified
by an actuary and as such may not truly represent the condition of the fund.

Fund Year allocation of claims have been estimated.

METRO MUNICIPAL EMPLOYEE BENEFITS FUND					
FINANCIAL FAST TRACK REPORT					
		AS OF	July 31, 2023		
		THIS MONTH	YTD CHANGE	PRIOR YEAR END	FUND BALANCE
1.	UNDERWRITING INCOME	5,939,493	40,804,870	58,805,814	99,610,684
2.	CLAIM EXPENSES				
	Paid Claims	3,908,249	29,133,522	47,559,179	76,692,702
	IBNR	23,692	2,422,367	3,355,561	5,777,928
	Less Specific Excess	-	-	-	-
	Less Aggregate Excess	-	-	-	-
	TOTAL CLAIMS	3,931,941	31,555,889	50,914,740	82,470,629
3.	EXPENSES				
	MA & HMO Premiums	692,752	4,115,860	0	4,115,860
	Excess Premiums	145,305	1,003,035	0	1,003,035
	Administrative	398,403	2,974,206	169,288	3,143,494
	TOTAL EXPENSES	1,236,459	8,093,101	169,288	8,262,389
4.	UNDERWRITING PROFIT/(LOSS) (1-2-3)	771,093	1,155,880	7,721,786	8,877,666
5.	INVESTMENT INCOME	21,671	117,619	(13,209)	104,410
6.	DIVIDEND INCOME	0	0	-	-
7.	STATUTORY PROFIT/(LOSS) (4+5+6)	792,764	1,273,499	7,708,577	8,982,076
8.	DIVIDEND	0	0	0	0
9.	Transferred Surplus	0	0	0	0
STATUTORY SURPLUS (7-8+9)		792,764	1,273,499	7,708,577	8,982,076
SURPLUS (DEFICITS) BY FUND YEAR					
Closed	Surplus	8,145	(144,058)	1,739,112	1,595,053
	Cash	7,807	(145,605)	1,737,962	1,592,356
2022	Surplus	(48,444)	(3,109,989)	5,969,465	2,859,476
	Cash	(96,082)	(1,133,934)	4,134,787	3,000,853
2023	Surplus	833,062	4,527,547		4,527,547
	Cash	(640,753)	3,258,347		3,258,347
TOTAL SURPLUS (DEFICITS)		792,764	1,273,499	7,708,576	8,982,076
TOTAL CASH		(729,028)	1,978,808	5,872,749	7,851,557
CLAIM ANALYSIS BY FUND YEAR					
TOTAL CLOSED YEAR CLAIMS		(4,303)	167,403	19,959,256	20,126,659
FUND YEAR 2022					
	Paid Claims	102,931	6,349,307	27,599,923	33,949,230
	IBNR	(46,978)	(3,209,594)	3,355,561	145,967
	Less Specific Excess	0	0	0	0
	Less Aggregate Excess	0	0	0	0
TOTAL FY 2022 CLAIMS		55,953	3,139,713	30,955,484	34,095,197
FUND YEAR 2023					
	Paid Claims	3,809,621	22,616,813		22,616,813
	IBNR	70,670	5,631,961		5,631,961
	Less Specific Excess	0	0		0
	Less Aggregate Excess	0	0		0
TOTAL FY 2023 CLAIMS		3,880,291	28,248,774		28,248,774
COMBINED TOTAL CLAIMS		3,931,941	31,555,889	50,914,740	82,470,630

METRO HEALTH INSURANCE FUND									
RATIOS									
INDICES	2022	FY2023							
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG
Cash Position	5,872,749	\$ 7,775,420	\$ 6,998,547	\$ 12,025,440	\$ 10,235,218	\$ 9,959,139	\$ 8,580,585	\$ 7,851,557	
IBNR	3,355,561	\$ 4,002,151	\$ 4,749,976	\$ 5,239,826	\$ 5,557,834	\$ 5,706,377	\$ 5,754,235	\$ 5,777,928	
Assets	11,233,425	\$ 12,304,503	\$ 13,583,314	\$ 14,750,396	\$ 15,467,817	\$ 14,599,982	\$ 14,073,135	\$ 14,890,381	
Liabilities	3,355,561	\$ 4,043,124	\$ 5,004,809	\$ 5,536,492	\$ 5,603,550	\$ 5,801,454	\$ 5,883,823	\$ 5,908,306	
Surplus	7,877,864	\$ 8,261,379	\$ 8,578,505	\$ 9,213,905	\$ 9,864,267	\$ 8,798,529	\$ 8,189,312	\$ 8,982,076	
Claims Paid -- Month	2,212,162	\$ 3,466,066	\$ 3,495,173	\$ 3,716,347	\$ 3,857,454	\$ 5,302,785	\$ 5,387,449	\$ 3,908,249	
Claims Budget -- Month	3,207,286	\$ 4,542,183	\$ 4,551,013	\$ 4,591,409	\$ 4,620,942	\$ 4,650,450	\$ 4,663,718	\$ 4,690,336	
Claims Paid -- YTD	31,844,170	\$ 3,466,066	\$ 6,961,239	\$ 10,677,586	\$ 14,535,039	\$ 19,837,825	\$ 25,225,274	\$ 29,133,522	
Claims Budget -- YTD	35,217,325	\$ 4,542,183	\$ 9,096,225	\$ 13,687,635	\$ 18,318,157	\$ 22,968,697	\$ 27,647,737	\$ 32,294,661	
RATIOS									
Cash Position to Claims Paid	2.65	2.24	2.00	3.24	2.65	1.88	1.59	2.01	✓
Claims Paid to Claims Budget -- Month	0.69	0.76	0.77	0.81	0.83	1.14	1.16	0.83	✓
Claims Paid to Claims Budget -- YTD	0.90	0.76	0.77	0.78	0.79	0.86	0.91	0.90	✓
Cash Position to IBNR	1.75	1.94	1.47	2.3	1.84	1.75	1.49	1.36	✓
Assets to Liabilities	3.35	3.04	2.71	2.66	2.76	2.52	2.39	2.52	✓
Surplus as Months of Claims	2.46	1.82	1.88	2.01	2.13	1.89	1.76	1.92	✓
IBNR to Claims Budget -- Month	1.05	0.88	1.04	1.14	1.2	1.23	1.23	1.23	✓

Metro Municipal Employee Benefits Fund
2023 Budget Report
as of July 31, 2023

	Cumulative	Annualized	Latest filed	Cumulative	\$ Variance	% Variance
Expected Losses				Expensed		
Medical Claims Aetna	31,422,624	54,293,870	36,767,919	27,405,429	4,017,195	13%
Prescription Claims	380,185	651,387	4,581,287	272,247	(6,116)	-2%
Prescription Formulary Rebates	(114,054)	(195,415)	(1,374,386)	Included Above in Prescription Claims		
Dental Claims	592,709	1,046,459	3,019,001	571,098	21,611	4%
Subtotal	32,281,464	55,796,301	42,993,821	28,248,774	4,032,690	12%
HMO/DMO Premiums	19,582	31,711	53,751	28,852	(9,270)	-47%
Medicare Advantage / EGWP	4,080,592	7,560,665	7,206,560	4,087,008	(6,416)	0%
Reinsurance						
Specific	1,002,419	1,728,821	2,190,656	1,003,035	(616)	0%
Total Loss Fund	37,384,056	65,117,498	52,444,788	33,367,669	4,016,388	11%
Loss Fund Contingency	9,932	17,026	34,052	0	9,932	0%
Expenses						
Legal	7,438	12,750	25,500	3,188	4,250	57%
Treasurer	6,145	10,533	21,067	2,633	3,511	57%
Administrator	306,587	543,210	804,929	306,871	(284)	0%
Risk Management Consultants	987,705	1,701,832	1,938,973	994,284	(6,580)	-1%
Fund Coordinator METRO	443,689	770,190	574,800	448,851	(5,162)	-1%
TPA - Claims Agent Aetna	643,751	1,110,244	1,442,413	644,146	(395)	0%
Dental TPA	33,606	58,407	145,958	33,555	51	0%
Actuary	5,396	9,250	18,500	0	5,396	100%
Auditor	5,542	9,500	19,000	5,542	(0)	0%
Benefits Consultant	203,040	360,067	574,681	204,471	28	0%
Board Advisor	5,462	9,364	18,727	0	5,462	100%
Claims Audit	0	0	40,000	0	-	#DIV/0!
Medicare Advantage Implementation	0	0	0	12,588	(12,588)	#DIV/0!
Subtotal Expenses	2,648,359	4,595,347	5,624,547	2,656,129	(6,311)	0%
Miscellaneous and Special Services						
Misc/Cont	5,264	9,024	18,048	8,490	(3,226)	-61%
Wellness, Disease, Case Management	29,167	50,000	100,000	42,920	(13,753)	-47%
Affordable Care Act Taxes	8,755	15,099	19,133	11,547	(2,792)	-32%
A4 Surcharge	279,237	485,894	480,735	238,056	41,181	15%
Plan Documents	1,458	2,500	5,000	nefits Consultant		
Subtotal Misc/Sp Svcs	323,881	562,518	622,916	301,013	21,409	7%
Total Expenses	2,972,240	5,157,865	6,247,463	2,957,142	15,098	1%
Total Budget	40,366,228	70,292,388	58,726,303	36,324,810	4,041,417	10%

Metro Municipal Employee Benefits Fund

CONSOLIDATED BALANCE SHEET

AS OF JULY 31, 2023

BY FUND YEAR

	METRO 2023	METRO 2022	CLOSED YEAR	FUND BALANCE
ASSETS				
Cash & Cash Equivalents	3,258,347	3,000,853	1,592,356	7,851,557
Assesments Receivable (Prepaid)	6,927,155	0	-	6,927,155
Interest Receivable	4,692	4,589	2,697	11,978
Specific Excess Receivable	-	-	-	-
Aggregate Excess Receivable	-	-	-	-
Dividend Receivable	-	-	-	-
Prepaid Admin Fees	-	-	-	-
Other Assets	99,691	-	-	99,691
Total Assets	10,289,885	3,005,443	1,595,053	14,890,381
LIABILITIES				
Accounts Payable	-	-	-	-
IBNR Reserve	5,631,961	145,967	-	5,777,928
A4 Retiree Surcharge	113,289	-	-	113,289
Dividends Payable	-	-	-	-
Retained Dividends	-	-	-	-
Accrued/Other Liabilities	17,089	-	-	17,089
Total Liabilities	5,762,339	145,967	-	5,908,306
EQUITY				
Surplus / (Deficit)	4,527,547	2,859,476	1,595,053	8,982,076
Total Equity	4,527,547	2,859,476	1,595,053	8,982,076
Total Liabilities & Equity	10,289,885	3,005,443	1,595,053	14,890,381
BALANCE	-	-		-

This report is based upon information which has not been audited nor certified
by an actuary and as such may not truly represent the condition of the fund.

Fund Year allocation of claims have been estimated.

Bergen Municipal Employee Benefits Fund
2024 Proposed Budget

Print Date:

9/22/2023 13:18

Census:	Monthly	Annual
Medical Aetna	1,391	16,692
Rx	940	11,280
Dental	2,375	28,500
Medicare Advantage - Medical	576	6,912
Rx No Medical (Incl in Rx above)	116	1,392
Dental Only (Incl in Dental above)	1,469	17,628
Medicare Advantage - Only (Incl above)	343	4,116
DMO Only	36	432

	LINE ITEMS	Annualized Budget FY2023	Proposed Budget FY2024	\$ Change	% Change
1	Medical Claims Aetna	\$ 32,428,665	\$ 32,945,596	\$ 516,931	1.59%
2	Prescription Claims	\$ 5,072,418	\$ 5,982,469	\$ 910,051	17.94%
3	Prescription Formulary Rebates	\$ (1,521,725)	\$ (1,794,741)	\$ (273,016)	17.94%
4	Dental Claims	\$ 2,065,623	\$ 2,090,604	\$ 24,981	1.21%
5					
6	Subtotal Claims	38,044,981	39,223,928	\$ 1,178,947	3.10%
7					
8	HMO/DMO Premiums	\$ 42,361	\$ 46,598	\$ 4,237	10.00%
9					
10	Medicare Advantage / EGWP	\$ 2,120,075	\$ 2,162,509	\$ 42,434	2.00%
11					
12	Reinsurance				
13	Specific	\$ 1,027,724	\$ 1,195,147	\$ 167,423	16.29%
14					
15	Total Loss Fund	\$ 41,235,141	\$ 42,628,182	\$ 1,393,041	3.38%
16					
17	Loss Fund Contingency	\$ 34,052	\$ 128,942	\$ 94,890	278.66%
18					
19	Expenses				
20	Legal	\$ 25,500	\$ 26,000	\$ 500	2.0%
21	Treasurer	\$ 21,067	\$ 21,488	\$ 421	2.0%
22	Administrator	\$ 440,042	\$ 448,496	\$ 8,455	1.9%
23	Risk Management Consultants	\$ 929,693	\$ 900,459	\$ (29,234)	-3.1%
24	TPA - Claims Agent Aetna	\$ 660,002	\$ 693,002	\$ 33,000	5.0%
25	Dental TPA	\$ 90,698	\$ 95,190	\$ 4,492	5.0%
26	Actuary	\$ 18,500	\$ 18,900	\$ 400	2.2%
27	Auditor	\$ 19,000	\$ 19,200	\$ 200	1.1%
28	Benefits Consultant	\$ 356,420	\$ 363,502	\$ 7,081	2.0%
29	Board Advisor	\$ 18,727	\$ 19,102	\$ 375	2.0%
30					
31	Subtotal Expenses	\$ 2,579,649	\$ 2,605,339	\$ 25,689	1.00%
32					
33	Miscellaneous and Special Services				
34	Misc/Cont	\$ 18,048	\$ 19,000	\$ 952	5.27%
35	Wellness, Disease, Case Management	\$ 100,000	\$ 125,000	\$ 25,000	25.00%
36	Affordable Care Act Taxes	\$ 8,976	\$ 8,976	\$ -	0.00%
37	A4 Surcharge	\$ 32,910	\$ 34,542	\$ 1,632	4.96%
38	Plan Documents	\$ 5,000	\$ 6,500	\$ 1,500	30.00%
39	Claims Audit	\$ 40,000	\$ 40,000	\$ -	0.00%
40	Subtotal Misc/Sp Svcs	\$ 204,934	\$ 234,018	\$ 29,084	14.19%
41					
42	Total Expenses	\$ 2,784,583	\$ 2,839,367	\$ 54,773	1.97%
43					
44	Total Budget	\$ 44,053,777	\$ 45,596,481	\$ 1,542,704	3.50%
45	Dividend Application*	\$ 202,280	\$ 191,293	\$ (10,987)	-5.43%
46	Budget Excl Dividend	\$ 43,851,497	\$ 45,405,188	\$ 1,553,691	3.54%
47	Total Billing	\$ 44,948,508	\$ 46,529,148	\$ 1,580,640	3.52%
48					
49	Reconciliation	1,097,011	1,123,960		

Group Name	Annualized Assessment FY2023		Proposed Assessment FY2024		Difference \$	Difference %
	Total	Total	Total	Total	Total	Total
Alpine	\$ 35,592	\$ 36,312	\$ 36,312	\$ 36,312	\$ 720	2.02%
Carlstadt	\$ 206,520	\$ 210,228	\$ 210,228	\$ 210,228	\$ 3,708	1.80%
Carlstadt Board of Education	\$ 69,948	\$ 71,232	\$ 71,232	\$ 71,232	\$ 1,284	1.84%
East Rutherford	\$ 118,260	\$ 122,208	\$ 122,208	\$ 122,208	\$ 3,948	3.34%
East Rutherford Board of Education	\$ 149,040	\$ 151,920	\$ 151,920	\$ 151,920	\$ 2,880	1.93%
Edgewater	\$ 3,763,464	\$ 4,012,164	\$ 4,012,164	\$ 4,012,164	\$ 248,700	6.61%
Emerson	\$ 75,888	\$ 77,328	\$ 77,328	\$ 77,328	\$ 1,440	1.90%
Fairfield	\$ 3,103,176	\$ 3,227,052	\$ 3,227,052	\$ 3,227,052	\$ 123,876	3.99%
Fairfield BOE	\$ 2,264,448	\$ 2,433,924	\$ 2,433,924	\$ 2,433,924	\$ 169,476	7.48%
Fanwood Township	\$ 1,384,980	\$ 1,447,752	\$ 1,447,752	\$ 1,447,752	\$ 62,772	4.53%
Franklin Lakes	\$ 2,085,086	\$ 2,207,607	\$ 2,207,607	\$ 2,207,607	\$ 122,521	5.88%
Ft. Lee	\$ 280,974	\$ 285,870	\$ 285,870	\$ 285,870	\$ 4,896	1.74%
City of Garfield	\$ 6,069,168	\$ 6,059,404	\$ 6,059,404	\$ 6,059,404	\$ (9,764)	-0.16%
Garwood	\$ 1,128,780	\$ 1,184,928	\$ 1,184,928	\$ 1,184,928	\$ 56,148	4.97%
Hillsdale	\$ 45,096	\$ 46,008	\$ 46,008	\$ 46,008	\$ 912	2.02%
Lodi	\$ 166,920	\$ 170,040	\$ 170,040	\$ 170,040	\$ 3,120	1.87%
Maywood Borough	\$ 70,632	\$ 72,036	\$ 72,036	\$ 72,036	\$ 1,404	1.99%
Mine Hill	\$ 15,072	\$ 15,420	\$ 15,420	\$ 15,420	\$ 348	2.31%
Montvale	\$ 830,340	\$ 859,464	\$ 859,464	\$ 859,464	\$ 29,124	3.51%
Moonachie	\$ 1,716,636	\$ 1,757,052	\$ 1,757,052	\$ 1,757,052	\$ 40,416	2.35%
North Arlington	\$ 115,488	\$ 117,780	\$ 117,780	\$ 117,780	\$ 2,292	1.98%
Oakland	\$ 2,744,112	\$ 2,814,672	\$ 2,814,672	\$ 2,814,672	\$ 70,560	2.57%
Park Ridge	\$ 2,231,184	\$ 2,320,452	\$ 2,320,452	\$ 2,320,452	\$ 89,268	4.00%
Ridgefield Park	\$ 2,815,080	\$ 2,881,584	\$ 2,881,584	\$ 2,881,584	\$ 66,504	2.36%
Rochelle Park	\$ 66,228	\$ 67,500	\$ 67,500	\$ 67,500	\$ 1,272	1.92%
Rutherford	\$ 3,683,328	\$ 3,848,412	\$ 3,848,412	\$ 3,848,412	\$ 165,084	4.48%
Saddle River	\$ 1,068,756	\$ 1,080,408	\$ 1,080,408	\$ 1,080,408	\$ 11,652	1.09%
South Hackensack	\$ 1,362,900	\$ 1,451,904	\$ 1,451,904	\$ 1,451,904	\$ 89,004	6.53%
Verona	\$ 2,899,308	\$ 2,946,768	\$ 2,946,768	\$ 2,946,768	\$ 47,460	1.64%
Wallington	\$ 1,680,192	\$ 1,724,688	\$ 1,724,688	\$ 1,724,688	\$ 44,496	2.65%
Wanaque Valley Regional S.A.	\$ 12,036	\$ 12,276	\$ 12,276	\$ 12,276	\$ 240	1.99%
Westwood	\$ 1,559,376	\$ 1,596,948	\$ 1,596,948	\$ 1,596,948	\$ 37,572	2.41%
Woodcliff Lake	\$ 1,267,008	\$ 1,327,512	\$ 1,327,512	\$ 1,327,512	\$ 60,504	4.78%
Wood-Ridge	\$ 80,172	\$ 81,588	\$ 81,588	\$ 81,588	\$ 1,416	1.77%

REGULATORY

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

YEAR: 2023

<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 progress
<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	9/30/2022 Filed
<input type="checkbox"/> Annual Audit	2022 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

Contract	Contract Received	Insurance Received	Contract Term
Administration	Yes	Yes	1/1/2022-12/31/2024
Attorney	Yes	Yes	1/1/2023-12/31/2023 *
Treasurer	Yes		1/1/2023-12/31/2023 *
Auditor	Yes	Yes	1/1/2023-12/31/2023 *
Benefits Consultant	Yes	Yes	1/1/2022-12/31/2024
Actuary	Yes		1/1/2023-12/31/2023 *
Wellness	In Progress	Yes	4/1/2020-3/31/2021
Board Advisor	Yes	Yes	1/1/2019-12/31/2021
TPA - Aetna			1/1/2022 - 12/31/2024
TPA - Delta Dental	Yes	Yes	1/1/2022-12/31/2022
Aetna MA			1/1/2022 -12/31/2022
* Two additional extensions - 2024 and 2025			

INDEMNITY AND TRUST AGREEMENTS – as of September 20, 2023

Member	I&T end date
EAST ORANGE	12/31/2020
BOROUGH OF HILLSDALE	12/31/2021
BOROUGH OF EDGEWATER	12/31/2022
BOROUGH OF PARK RIDGE	12/31/2022
BOROUGH OF WALLINGTON	12/31/2022
EAST RUTHERFORD BOARD OF ED	12/31/2022
IRVINGTON	1/31/2023
BOROUGH OF SADDLE RIVER	12/23/2023
CARLSTADT BOARD OF ED	12/23/2023
FRANKLIN LAKES BOROUGH	12/23/2023
BOROUGH OF EMERSON	12/31/2023
BOROUGH OF FT. LEE	12/31/2023
BOROUGH OF OAKLAND	12/31/2023
CITY OF ORANGE	12/31/2023
FAIRFIELD BOE	12/31/2023
VILLAGE OF RIDGEFIELD PARK	12/31/2023
WANAQUE VALLEY REGIONAL S.A.	12/31/2023

Gateway-BMED Health Insurance Fund

Benefits Consultant Report

September 2023

Benefits Consultant: Conner Strong & Buckelew

Online Enrollment Training: aflinn@permainc.com

Enrollments/Eligibility/Billing: bmedenrollments@permainc.com

Brokers: brokerservice@permainc.com

ELIGIBILITY/ENROLLMENT:

Please direct any eligibility, enrollment, or system related questions to our dedicated BMED enrollment team. To contact the team, email BMEDenrollments@permainc.com or fax to 856-685-2248.

System training (new and refresher) is provided to all contacts with WEX access every 3rd Wednesday at 10AM. Please contact Austin Flinn, aflinn@permainc.com for additional information or to request an invite.

In the subject line of the email, please include: Training - Fund Name and Client Name. Please be sure to add the date of the training you would like to attend in your email so an invite can be sent.

COVERAGE UPDATES:

Aetna Medicare Advantage - Effective January 1, 2024, Aetna Medicare Advantage PPO plans will transition to a new CMS contract. Retirees will automatically be moved to the new contract, there is nothing employers needs to do for the transition. As a result, retirees will receive new ID cards prior to January 1, 2024. **Aetna ID numbers and the service center information currently listed on retiree ID cards will not change.** The only change to the ID card will be the contract number, located under the ID number. All age ins for December 2023 will receive the new ID card. Aetna will send notification to retirees the 1st week of December 2023. The Program Manager sent all brokers information which included the letter that will be sent to all retirees enrolled in the Medicare Advantage PPO plan on August 18th.

EXPRESS-SCRIPTS UPDATE

CMS Annual Open Enrollment period for the 2024 plan year is October 15 - December 7. ESI has begun gathering information needed for their annual mailing campaign for the 2024 Notice of Creditable Coverage (NOCC). To meet the CMS requirement, Express Scripts will mail the NOCC letters the week of September 18th 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 in preparation of the mailing.

2Q2023 SaveOn Savings - To date (1/1/2023 - 6/22/2023), BMED Health Insurance Fund has saved \$151,594 for members enrolled in SaveOn, an additional \$69,691 savings in 2Q2023. There are currently 28 participants in the program since January 2023, adding an additional 8 participants in 2Q2023. The average savings per prescription to date is \$1,648. This average is down by \$452 versus 1Q2023.

OPERATIONAL UPDATES:

Open Enrollment - 1/1/24 (Passive)

- BMED OE will be held October 23rd through November 3rd
- All OE updates should be completed in WEX by November 10th to allow time for ID cards to be delivered to members by 1/1/24
- OE guides are currently being updated and will be sent once finalized.

2023 LEGISLATIVE REVIEW:

FREE COVID-19 At-HomeTest - Effective September 25, 2023, the government has reinstated free COVID-19 at home test kits. Every U.S. household is eligible to order 4 free COVID-19 at home tests. <https://www.covid.gov/tests>

Gag Clause Prohibition Compliance Attestation - Beginning December 2023, health insurance issuers and self-funded (ASO) or partially self-funded group health plans are required to submit an annual Gag Clause Prohibition Compliance Attestation (GCPCA) per the requirements established by the 2021 Consolidated Appropriations Act (CAA 2021). A gag clause is a “contractual term that directly or indirectly restricts specific data and information that a plan or issuer can make available to another party.” The CAA 2021 prohibits “gag clauses” under group health plan (GHP) agreements. The first attestation is due by December 31, 2023. The submission covers the period beginning December 27, 2020 through the date of the attestation, September 21, 2023. Subsequent attestations are due each December 31. The attestation was submitted by the Program Manager on September 21, 2023, for all groups with medical and/or prescription coverage in the SHIF. Groups do not need to take any additional action unless they do not have medical or prescription coverage in the SHIF.

Medical and Rx Reporting: None

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

2023 Specialized Audits

As approved through an RFP through the Executive Director’s contract, the HIFs has acquired the services of AIM to conduct specialized audits for BMED Fund. AIM will begin to complete audits for the Mental Health Parity and Addiction Equity Act (MHPAEA) and No Surprises Act (NSA)

requirements. Aim will review plan language and Aetna’s NQTL analysis performed for the BMED to determine compliance with the MHPAEA. Aim will review BMED claims to determine if Aetna is adjudicating claims in accordance with the requirements and mandates of the No Surprises Act.

Later in 2023 Aim will review Gene Therapy cost for the BMED Fund, confirming the claims carrier is administering the necessary care management programs specific to Gene Therapy.

Appeals

Carrier Appeals:

Submission Date	Appeal Type	Appeal Number	Type of Service	Determination	Determination Date
08/30/2023	Medical/Aetna	BMED-2023-08-03	OON Surgical Assistant	Upheld	09/01/2023
09/01/2023	Medical/Aetna	BMED 2023-09-01	Investigational Lab Services	Upheld	09/05/2023

IRO Submissions: None

BMED Small Claims Committee Appeals: None

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND BILLS LIST

SEPTEMBER 2023

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>
003819			
003819	RELIANCE INSURANCE GROUP LLC	VOID AND REISSUE	-31,349.09
			-31,314.09
004391			
004391	RELIANCE INSURANCE GROUP LLC	BROKER FEES 11/21	31,349.09
			31,349.09
		Total Payments FY 2021	0.00

FUND YEAR 2022

<u>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
003962			
003962	THE VOZZA AGENCY	VOID AND REISSUE	-13,110.81
			-13,110.81
004392			
004392	THE VOZZA AGENCY	BROKER FEES 4/22	13,110.81
			13,110.81
		Total Payments FY 2022	0.00

FUND YEAR 2023

<u>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
004379			
004379	PERMA	POSTAGE 08/23	45.41
004379	PERMA	ADMIN FEES 09/23	35,817.61
			35,863.02
004380			
004380	HUNTINGTON BAILEY, LLP	ATTORNEY FEES 9/23	1,062.50
			1,062.50
004381			
004381	JOSEPH IANNAONI JR.	TREASURER FEE 9/23	877.79
			877.79
004382			
004382	LAMENDOLA ASSOCIATES, INC.	MONTHLY RETAINER 08/23	1,530.00
			1,530.00

004383				
004383	CIVITAS NEW JERSEY, LLC	WELLNESS CONSULTANT 9/23	2,083.33	
			2,083.33	
004384				
004384	ACCESS	DEPT 418 INV 10427857 8/31/23 FOR SEPT	165.81	
			165.81	
004385				
004385	ACRISURE LLC d/b/a IMAC INSURANCE AGENCY	BROKER FEES 09/23	14,564.45	
			14,564.45	
004386				
004386	SADDLE RIVER DELI	LUNCH MEETING 08/22/23	424.75	
			424.75	
004387				
004387	OTTERSTEDT INSURANCE AGENCY	BROKER FEES 09/24	5,754.84	
			5,754.84	
004388				
004388	COMPETITIVE ADVANTAGE BENEFITS LLC	BROKER FEES 09/23	3,575.00	
			3,575.00	
004389				
004389	WORLD INSURANCE ASSOCIATES, LLC	BROKER FEES 09/23	17,080.29	
			17,080.29	
004390				
004390	MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 09/23	85,828.43	
			85,828.43	
		CHECK TOTALS		168,810.21
W9230				
W9230	AETNA HEALTH MANAGMENT, LLC	MEDICARE ADVANTAGE PREMIUM 9/23	178,100.49	
			178,100.49	
W9231				
W9231	FLAGSHIP DENTAL PLANS	DENTAL- E. RUTHERFORD INV 146455 9/1/23	1,437.97	
W9231	FLAGSHIP DENTAL PLANS	DENTAL RUTHERFORD INV 146581 9/1/23	1,395.57	
			2,833.54	
W9232				
W9232	AETNA	MEDICAL TPA 09/23	55,118.76	
			55,118.76	
W9233				
W9233	DELTA DENTAL OF NEW JERSEY INC.	DENTAL TPA 09/23	7,255.87	
			7,255.87	
W9234				
W9234	CONNER STRONG & BUCKELEW	HEALTH CARE REFORM 09/23	208.33	
W9234	CONNER STRONG & BUCKELEW	BENEFITS CONSULTANT FEES 9/23	29,777.20	
			29,985.53	
W9235				
W9235	FAIRVIEW INSURANCE AGENCY ASSOCIATES	BROKER FEES 09/23	4,505.35	
			4,505.35	
W9236				
W9236	THE VOZZA AGENCY	BROKER FEES 09/23	13,179.87	
			13,179.87	

W9237			
W9237	RELIANCE INSURANCE GROUP, LLC	BROKER FEES 09/23	7,093.46
			7,093.46
W9238			
W9238	ACRISURE	BROKER FEES 09/23	1,074.62
			1,074.62
W9239			
W9239	ALLEN ASSOCIATES	BROKER FEES 09/23	9,502.29
			9,502.29
W923A			
W923A	PAYFLEX	HSA FEE BORO OF OAKLAND 08/23	3.00
W923A	PAYFLEX	HSA FEES BORO OF WALLINGTON 09/23	61.80
W923A	PAYFLEX	HSA FEE BORO OF MONTVALE 09/23	102.00
W923A	PAYFLEX	HSA FEE BORO OF MONTVALE 08.23	102.00
W923A	PAYFLEX	HSA FEES BORO OF WALLINGTON 08/23	61.80
W923A	PAYFLEX	HSA FEE BORO OF OAKLAND 09/23	3.00
W923A	PAYFLEX	HSA FEE SOUTH HACKENSACK 08/23	15.00
W923A	PAYFLEX	HSA FEE SOUTH HACKENSACK 09/23	15.00
			363.60
		WIRE/ACH TOTALS	309,013.38
		Total Payments FY 2023	477,823.59
		TOTAL PAYMENTS ALL FUND YEARS	477,823.59

Chairperson

Attest:

Dated: _____

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

Treasurer

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND (METRO FUND) BILLS LIST

SEPTEMBER 2023

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 2023

<u>CheckNumber</u>	<u>VendorName</u>	<u>Comment</u>	<u>InvoiceAmount</u>
004373	PERMA	ADMIN FEES 9/23	46,977.14
			46,977.14
004374	HUNTINGTON BAILEY, LLP	ATTORNEY FEES 09/23	1,062.50
			1,062.50
004375	JOSEPH IANNAONI JR.	TREASURER FEE 09/23	877.79
			877.79
004376	ANTONELLI KANTOR RIVERA	LEGAL- START UP FEES 7/23	180.00
			180.00
004377	ACRISURE LLC d/b/a IMAC INSURANCE AGENCY	BROKER FEES 09/23	48,711.50
			48,711.50
004378	MUNICIPAL REINSURANCE H.I.F.	SPECIFIC REINSURANCE 09/23	145,120.21
			145,120.21
		CHECK TOTALS	242,929.14
W9230	AETNA HEALTH MANAGEMENT, LLC	MEDICARE ADVANTAGE 09/23	616,998.63
			616,998.63
W9231	UNITED HEALTHCARE INS COMPANY	MEDICARE ADVANTAGE PREM 9/23	65,975.52
			65,975.52
W9232	DELTA DENTAL INSURANCE COMPANY	DENTAL- PLAINFIELD BOE F1-787190000 9/23	4,077.32
W9232	DELTA DENTAL INSURANCE COMPANY	DENTAL CITY OF ORANGE F1-7871700005 9/23	171.93
			4,249.25
W9233	FAIRVIEW INSURANCE AGENCY ASSOCIATES	BROKER FEES 9/23	55,679.05
			55,679.05

W9234			
W9234	RELIANCE INSURANCE GROUP, LLC	BROKER FEES 9/23	38,602.82
			38,602.82
W9235			
W9235	CONNER STRONG & BUCKELEW	BENEFIT CONSULTANT FEES 09/23	31,158.99
W9235	CONNER STRONG & BUCKELEW	HEALTH CARE REFORM 09/23	208.33
			31,367.32
W9236			
W9236	EAGLE ROCK MANAGEMENT GROUP, LLC	FUND COORDINATOR 9/23	67,392.00
			67,392.00
W9237			
W9237	DELTA DENTAL OF NEW JERSEY INC.	DENTAL TPA 9/23	4,974.09
			4,974.09
W9238			
W9238	AETNA	MEDICAL TPA 09/23	93,195.78
			93,195.78
W9239			
W9239	ACTUARIAL SOLUTIONS, LLC	IBNR VALUATION- START UP COSTS 6/23	10,000.00
			10,000.00
		ACH/WIRE TOTALS	988,434.46
		Total Payments FY 2023	1,231,363.60
		TOTAL PAYMENTS ALL FUND YEARS	1,231,363.60

Chairperson

Attest:

Dated: _____

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

Treasurer

Bergen Municipal Employee Benefits Fund											
SUMMARY OF CASH TRANSACTIONS - ALL FUND YEARS COMBINED											
Current Fund Year: 2023 Month Ending: July		Medical	Dental	Rx	Vision	Run-In	Reinsurance	RSR	Admin	0	TOTAL
OPEN BALANCE		18,687,956.04	158,070.97	(2,462,135.27)	0.00	0.00	(314,564.29)	15,502.31	4,391,694.50	0.00	20,476,524.26
RECEIPTS											
Assessments		6,265,466.20	207,216.88	282,552.76	0.00	0.00	179,781.21	2,261.40	647,751.52	0.00	7,585,029.97
Refunds		0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Invest Pymnts		44,515.48	2,021.51	0.00	0.00	0.00	0.00	34.23	9,909.09	0.00	56,480.31
Invest Adj		66.25	3.01	0.00	0.00	0.00	0.00	0.05	14.74	0.00	84.05
Subtotal Invest		44,581.73	2,024.52	0.00	0.00	0.00	0.00	34.28	9,923.83	0.00	56,564.36
Other *		78,191.69	1,328.00	573,641.00	0.00	0.00	0.00	0.00	0.00	0.00	653,160.69
TOTAL		6,388,239.62	210,569.40	856,193.76	0.00	0.00	179,781.21	2,295.68	657,675.35	0.00	8,294,755.02
EXPENSES											
Claims Transfers		6,487,250.54	281,362.39	795,276.15	0.00	0.00	0.00	0.00	0.00	0.00	7,563,889.08
Expenses		863,965.10	7,093.98	0.00	0.00	0.00	231,379.58	0.00	636,574.52	0.00	1,739,013.18
Other *		16,857.00	0.00	0.00	0.00	0.00	0.00	0.00	849.68	0.00	17,706.68
TOTAL		7,368,072.64	288,456.37	795,276.15	0.00	0.00	231,379.58	0.00	637,424.20	0.00	9,320,608.94
END BALANCE		17,708,123.02	80,184.00	(2,401,217.66)	0.00	0.00	(366,162.66)	17,797.99	4,411,945.65	0.00	19,450,670.34

CERTIFICATION AND RECONCILIATION OF CLAIMS PAYMENTS AND RECOVERIES										
Bergen Municipal Employee Benefits Fund										
Month		July								
Current Fund Year		2023								
		1.	2.	3.	4.	5.	6.	7.	8.	
Policy Year	Coverage	Calc. Net Paid Thru Last Month	Monthly Net Paid July	Monthly Recoveries July	Calc. Net Paid Thru July	TPA Net Paid Thru July	Variance To Be Reconciled	Delinquent Unreconciled Variance From	Change This Month	
2023	Medical	11,596,835.38	2,508,059.98	0.00	14,104,895.36	0.00	14,104,895.36	11,596,835.38	2,508,059.98	
	Dental	896,352.43	192,612.00	0.00	1,088,964.43	0.00	1,088,964.43	896,352.43	192,612.00	
	Rx	3,064,263.42	795,060.25	0.00	3,859,323.67	0.00	3,859,323.67	3,064,263.42	795,060.25	
	Vision	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	
	Total	15,557,451.23	3,495,732.23	0.00	19,053,183.46	0.00	19,053,183.46	15,557,451.23	3,495,732.23	

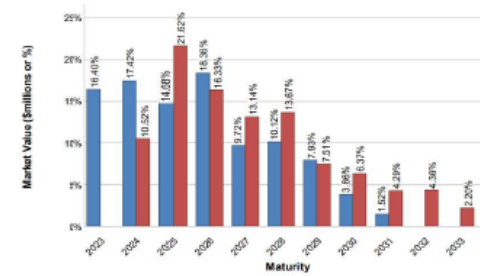
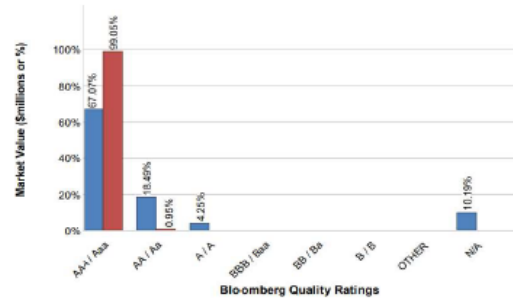
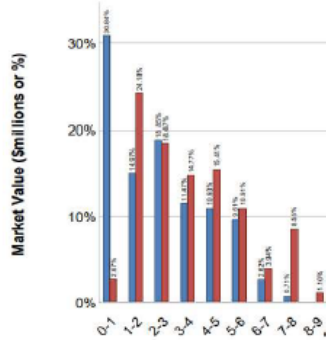
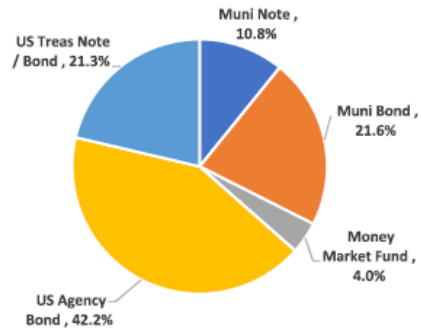
SUMMARY OF CASH AND INVESTMENT INSTRUMENTS							
Bergen Municipal Employee Benefits Fund							
ALL FUND YEARS COMBINED							
CURRENT MONTH	July						
CURRENT FUND YEAR	2023						
Description:	CHECKING	JCMI	CLAIMS	UHC CLAIMS	TD Invest	Investors	
ID Number:							
Maturity (Yrs)							
Purchase Yield:							
TOTAL for All Accts & instruments							
Opening Cash & Investment Balance	\$20,476,524.22	6,973,451.88	2,796,684.37	-	0	4342676.87	6363711.1
Opening Interest Accrual Balance	\$30,136.47	-	-	-	0	30136.47	0
1 Interest Accrued and/or Interest Cost	\$5,453.30	\$0.00	\$0.00	\$0.00	\$0.00	\$5,453.30	\$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	\$84.04	\$0.00	\$84.04	\$0.00	\$0.00	\$0.00	\$0.00
5 Interest Paid - Cash Instr.s	\$52,311.98	\$17,422.35	\$4,795.06	\$0.00	\$0.00	\$7,394.45	\$22,700.12
6 Interest Paid - Term Instr.s	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
7 Realized Gain (Loss)	\$4,168.33	\$0.00	-\$825.67	\$0.00	\$0.00	\$4,994.00	\$0.00
8 Net Investment Income	\$62,017.65	\$17,422.35	\$4,053.43	\$0.00	\$0.00	\$17,841.75	\$22,700.12
9 Deposits - Purchases	\$8,221,333.66	\$8,221,333.66	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
10 (Withdrawals - Sales)	-\$9,303,752.55	-\$9,302,902.87	-\$303.42	\$0.00	\$0.00	-\$546.26	\$0.00
Ending Cash & Investment Balance	\$19,450,669.68	\$5,909,305.02	\$2,800,434.38	\$0.00	\$0.00	\$4,354,519.06	\$6,386,411.22
Ending Interest Accrual Balance	\$35,589.77	\$0.00	\$0.00	\$0.00	\$0.00	\$35,589.77	\$0.00
Plus Outstanding Checks	\$229,275.03	\$229,275.03	\$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	\$19,679,944.71	\$6,138,580.05	\$2,800,434.38	\$0.00	\$0.00	\$4,354,519.06	\$6,386,411.22

Muni Excess Liability Joint Insurance Fund

As of 8/31/2023	
Portfolio Total Par	\$ 344,556,000
Principal Market Value	\$ 306,951,158
Accrued Interest	\$ 14,349,367
Market Value Plus Accrued	\$ 321,300,525
Total Revenue YTD	\$ 2,121,893
NAV	\$ 9.4563
Average Maturity (yrs) 2.66	
Modified Duration 2.40	
Book Yield 2.00%	
Yield to Maturity / Call 4.83%	
Projected Coupon Income	\$ 5,842,100

As of 8/31	QTD	YTD*
MEL (Gross)	0.35%	0.66%
BB Govt Intermediate	0.16%	-0.08%

*account funding inception 2/3/23





CIVITAS

COMMUNITY • WELLNESS • LIFE-COACHING • COLLABORATION

NEW JERSEY

TO: Gateway-BMED Executive Committee and Commissioners

FROM: Marianne Eskilson, VP Civitas NJ; Gateway-BMED Wellness Consultant

DATE: September 12, 2023

RE: Report of Activity and Progress

STATUS UPDATE

- 1. Education:** Education participation at the close of August remains strong. Webinar content continues to be diverse and outstanding. Feedback from participants continues to be highly positive. The on-demand flyer of 2023 live aired webinars is attached, together with flyers announcing October's offerings. We have worked together with Valley to create a working draft of over 70 potential topic options (a copy of which is provided as an attachment to my report) that we have circulated to all program ambassadors for their input as we formalize the schedule for 2024 educational webinar content. To date, participants within the 5 participating towns have viewed health and wellness webinars offered by Valley Health Services over 250 times. During the fall there is a flurry of additional viewing, as participants who haven't yet met their eligibility requirements scurry to view multiple recordings or live webinars to meet program minimums. I anticipate that by year's end, total views will approach the 500 mark.
- 2. Surveys:** Individual program evaluation/opinion surveys were created by our office for each participating agency. The survey periods have closed, and we have distributed final results information to each agency's program ambassador for their review and consideration. Copies of the results have also been provided to the Wellness Committee for their review and consideration. We believe that this data will be helpful at both the Fund and local levels for future program planning.
- 3. Newsletter:** The monthly newsletter continues to be sent to all local wellness program ambassadors monthly for distribution to their entire full-time employee population. We continue to seek guidance from non-participating fund agencies as to whom they would like monthly links to educational programming and newsletters to be sent so that they can be distributed to their full-time employee population. The newsletter is available in both an interactive digital version, as well as a static pdf. Our office creates a specialized

article for the Fund that can be found on the right-hand column of the first page of each edition. A copy of the September edition is attached.

4. **Partnerships:**
 - a. **NY/NJ Trails Conference:** Our partnership opportunity with the NY/NJ Trails Conference continues. Sponsorship of employee participation in their annual Trail-a-Thon continues to offer a wonderful option for local agencies to implement into their local program as an activity/challenge.
 - b. **Valley Health Services:** See Item 1
5. **Projected Program Growth for 2024:** We are continuing to reach out to non-participating Fund members to encourage participation in 2024. Our intention is to offer support and tools to those considering participation that would include the deployment of a survey to assess the interest of their employees and brainstorm with potential new program ambassadors to provide support as they consider the prospect of building a new program to enhance their employees health awareness.
6. **Vision for the Future:** As I shared at the last meeting, it is my intention to retire from my position as the Fund's Wellness Consultant/Coordinator at the close of my current contract period; however, have offered to stay an additional 60 days through to March 30, 2024, to help grant recipients launch their 2024 programs and assist with providing mentorship to my replacement. We will also be assisting the program administrators and Wellness Committee in the development of the scope of services to be included in the upcoming request for proposal being developed to solicit for a new Health and Wellness Consultant/Coordinator.
7. **Next Steps:** Specific areas we are focused for the fall season will include the following:
 - a. The review and integration of annual claims data reports, (they generally become available in late June) together with survey results will be a cornerstone of 2024 program planning.
 - b. The scheduling of a virtual broker meeting to engage brokers to share their thoughts and ideas associated with wellness programming, planning, incentivization and trending they are seeing amongst their books of business and to answer any questions they may have about the Fund's program.
 - c. Campaign to assist towns who have shown interest in 2024 participation continues to help create a firm foundation for their future program to get off to a strong start in 2024.
 - d. The establishment of a date this fall for ambassadors to engage in a virtual meeting together to exchange ideas, share successes and concerns and brainstorm together with our office.
 - e. Engage in outreach to other non-participating agencies to solicit input, offer to deploy a survey of their staff to help gauge their ideas and sentiments relating to the possibility of initiating a Fund/employer sponsored health and wellness program.



**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
CLAIMS**

Monthly Claim Activity Report

September 26, 2023



BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND

	MEDICAL CLAIMS PAID 2022			MEDICAL CLAIMS PAID 2023		
	# OF EES	PER EE	# OF EES	PER EE		
JANUARY				\$ 2,471,010	1,287	\$ 1,920
FEBRUARY				\$ 1,815,151	1,338	\$ 1,357
MARCH				\$ 2,146,796	1,317	\$ 1,630
APRIL				\$ 1,983,801	1,313	\$ 1,511
MAY				\$ 2,885,649	1,346	\$ 2,144
JUNE				\$ 2,581,178	1,339	\$ 1,928
JULY				\$ 2,438,426	1,398	\$ 1,744
AUGUST						
SEPTEMBER	\$2,516,897	1,281	\$ 1,965			
OCTOBER	\$1,981,188	1,285	\$ 1,542			
NOVEMBER	\$2,501,093	1,279	\$ 1,956			
DECEMBER	\$2,094,808	1,283	\$ 1,633			
TOTALS	\$9,093,987					
				2023 Average	1,334	\$ 1,748
				2022 Average (4th Qtr)	1,282	\$ 1,774

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

Plan Sponsor Unique ID : All
Customer: BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
Group / Control: 00866353,00880725,SI283129

Paid Dates: 07/01/2023 - 07/31/2023
Service Dates: 01/01/2011 - 07/31/2023
Line of Business: All

	Billed Amt	Paid Amt
	\$456,346.95	\$180,703.31
	\$520,012.78	\$157,871.58
	\$84,635.98	\$61,652.98
Total:	\$1,060,995.71	\$400,227.87



**METRO MUNICIPAL EMPLOYEE BENEFITS FUND
CLAIMS**

Monthly Claim Activity Report

September 26, 2023



METRO

	<u>MEDICAL CLAIMS PAID 2022</u>	<u># OF EES</u>	<u>PER EE</u>	<u>MEDICAL CLAIMS PAID 2023</u>	<u># OF EES</u>	<u>PER EE</u>
JANUARY				\$3,381,213	2,310	\$ 1,464
FEBRUARY				\$3,440,605	2,315	\$ 1,486
MARCH				\$3,645,653	2,311	\$ 1,578
APRIL				\$3,571,570	2,334	\$ 1,530
MAY				\$5,173,842	2,342	\$ 2,209
JUNE				\$5,256,054	2,338	\$ 2,248
JULY				\$3,820,544	2,350	\$ 1,626
AUGUST						
SEPTEMBER	\$2,673,128	1,649	\$ 1,621			
OCTOBER	\$2,504,540	1,694	\$ 1,478			
NOVEMBER	\$2,715,123	1,706	\$ 1,592			
DECEMBER	\$2,171,019	1,726	\$ 1,258			
TOTALS	\$10,063,809					
				2023 Average	2,329	\$ 1,734
				2022 Average (4th Qtr)	1,694	\$ 1,487

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

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

Paid Dates: 07/01/2023 - 07/31/2023
 Service Dates: 01/01/2011 - 07/31/2023
 Line of Business: All

	Billed Amt	Paid Amt
	\$391,725.68	\$152,188.49
	\$193,918.33	\$145,244.81
	\$297,820.30	\$143,548.71
	\$217,904.60	\$98,282.24
	\$117,402.85	\$92,805.42
	\$156,864.00	\$91,744.27
	\$127,530.16	\$75,226.30
Total:	\$1,503,165.92	\$799,040.24



Medical Claims Paid: January 2023 – July 2023	
Total Medical Paid per EE:	
BMED \$1748	
METRO \$1,734	
Network Discounts	
Inpatient:	60.4%
Ambulatory:	67.1%
Physician/Other:	65.0%
TOTAL:	64.8%
Provider Network	
% Admissions In-Network:	95.6%
% Physician Office:	89.3%
Aetna Book of Business: Admissions 97.7%; Physician 91.5%	
Top Facilities Utilized (by total Medical Spend)	
<ul style="list-style-type: none"> • Hackensack University • Valley Hospital • Morristown Medical Center • JFK University Medical Center • Cooperman Baribas 	

Catastrophic Claim Impact January 2023- July 2023	
Number of Claims Over \$50,000:	135
Claimants per 1000 members:	15.9
Avg. Paid per Claimant:	\$110,852
Percent of Total Paid:	34.9%
• Aetna BOB- HCC account for an average of 43.6% of total Medical Cost	

Aetna One Flex Member Outreach: Through July 2023	
Total Members Identified: 2,298	
Members Targeted for 1:1 Nurse Support : 597	
Members Targeted for Digital Activity: 1,701	
Member 1:1 outreach completed: 565	
Member 1:1 Outreach in Progress: 32	

Teladoc Activity: January 2023 – July 2023	
Total Registrations:	93
Total Online Visits:	272
Total Net Claims Savings:	\$142,654
Total Visits w/ Rx:	204
Mental Health Visits:	118
Dermatology Visits:	22

Allentown Service Center Performance Goal Metrics YTD 2022	
Customer Service Performance	
1 st Call Resolution:	94.05%
Abandonment Rate:	0.62%
Avg. Speed of Answer:	17.1 sec
Claims Performance	
Financial Accuracy: (Q1 23)	97.71%
-	
90% processed w/in:	9.5 days
95% processed w/in:	19.5 days

Claims Performance (Monthly) (June 2023)	
90% processed w/in:	13.1 days
95% processed w/in:	19.5 days
(Note: This is not a PG metric)	

Performance Goals	
1 st 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)	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	2,541	2,545	2,540	2,563	2,560	2,572	2,565	2,539
Total Days	102,796	94,485	106,472	303,753	103,831	105,901	106,363	316,095	105,040	106,090	104,425	315,555	102,642	107,763	110,270	320,810	1,257,113
Total Patients	994	943	1,023	1,449	1,038	1,051	1,014	1,527	1,034	1,032	996	1,518	1,091	1,119	1,118	1,663	2,089
Total Plan Cost	\$397,226	\$400,750	\$439,519	\$1,237,496	\$441,324	\$398,692	\$521,683	\$1,361,699	\$504,418	\$440,690	\$459,415	\$1,404,523	\$533,965	\$466,038	\$437,946	\$1,478,209	\$5,481,965
Generic Fill Rate (GFR) - Total	86.1%	84.5%	85.9%	85.6%	86.6%	85.2%	83.8%	85.2%	84.4%	84.4%	84.1%	84.3%	78.3%	81.4%	82.7%	80.7%	83.9%
Plan Cost PMPM	\$157.69	\$159.47	\$174.62	\$163.93	\$174.37	\$157.21	\$206.12	\$179.22	\$199.06	\$173.43	\$180.52	\$184.32	\$208.34	\$182.05	\$170.27	\$192.10	\$179.96
Total Specialty Plan Cost	\$169,658	\$189,993	\$134,131	\$493,782	\$198,287	\$133,936	\$217,540	\$549,762	\$233,034	\$158,007	\$176,221	\$567,262	\$280,566	\$173,046	\$150,526	\$642,303	\$2,253,109
Specialty % of Total Specialty Plan Cost	42.7%	47.4%	30.5%	39.9%	44.9%	33.6%	41.7%	40.4%	46.2%	35.9%	38.4%	40.4%	52.5%	37.1%	34.4%	43.5%	41.1%

Total Component/Date of Service (Month)	2023 01	2023 02	2023 03	2023 Q1	2023 04	2023 05	2023 06	2023 Q2	2023 07	2023 08	2023 09	2023 Q3	2023 10	2023 11	2023 12	2023 Q4	2023 YTD
Membership	2,899	2,996	2,995	2,963	2,989	3,101	3,350	3,147	3,499								
Total Days	119,700	118,122	129,332	367,154	123,054	133,994	132,808	389,858	137,320								
Total Patients	1,212	1,225	1,317	1,877	1,261	1,311	1,283	1,950	1,345								
Total Plan Cost	\$565,259	\$481,655	\$600,154	\$1,647,069	\$632,330	\$629,723	\$572,569	\$1,834,705	\$764,955								
Generic Fill Rate (GFR) - Total	83.3%	84.9%	84.3%	84.2%	86.5%	85.6%	85.8%	85.9%	86.2%								
Plan Cost PMPM	\$194.98	\$160.77	\$200.39	\$185.27	\$211.55	\$203.07	\$170.92	\$194.35	\$218.62								
% Change Plan Cost PMPM	23.6%	0.8%	14.8%	13.0%	21.3%	29.2%	-17.0%	8.5%	9.8%								
Total Specialty Plan Cost	\$275,695	\$186,987	\$248,667	\$711,349	\$336,037	\$269,636	\$199,584	\$805,257	\$426,255								
Specialty % of Total Specialty Plan Cost	48.8%	38.8%	41.4%	43.2%	53.1%	42.8%	34.9%	43.9%	55.7%								

PMPM	
Q2-22	\$179.22
Q2-23	\$194.35
Q2 22-23	8.45%

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
CONSENT AGENDA
September 26, 2023**

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 33-23: 2024 Budget AdoptionPage 41
Resolution 34-23: Authorizing Competitive Contracting for BAPage 42
Resolution 35-23: September 2023 Bills Lists.....Page 43

Motion_____

Second_____

RESOLUTION NO. 33-23

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
ADOPTION OF THE 2024 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, 2023 in Public Session to introduce the proposed budget for the 2024 Fund Year; and

WHEREAS, the Executive Committee met on September 26, 2023 in Public Session to adopt the proposed budget and for the 2024 Fund Year; and

WHEREAS, that a public hearing to adopt the 2024 budget was held on September 26, 2023 at 12:00 pm

NOW THEREFORE BE IT RESOLVED that the Executive Committee of the Bergen Municipal Employee Benefits Fund hereby adopt the 2024 budget in the amount of \$45,987,638.

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 26, 2023

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

RESOLUTION NO. 34-23

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
RESOLUTION AUTHORIZING THE HIRING
OF PROFESSIONAL SERVICES/ CONSULTANTS THROUGH THE COMPETITIVE
CONTRACTING PROCESS**

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

Board Advisor

WHEREAS, such desired services are currently available to be provided through the competitive contracting process under the New Jersey Local Publics Contract Law, (N.J.S.A. 19:44A-20.5 et. Seq.), and

WHEREAS, the Fund desires to evaluate such service offerings from Vendors within the procedures as set forth in the New Jersey Local Publics Contract Law, (N.J.S.A. 19:44A-20.5 et. Seq.), and

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

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

WHEREAS, as per statute the process will be administered by the Qualified Purchasing Agent (N.J.S.A. 19:44A-20.5 et. Seq.),

OW, THEREFORE, BE IT RESOLVED by the Board of Fund Commissioners of the Bergen Municipal Employee Benefits Fund resolve to authorize the Qualified Purchasing Agent to procure the Board Advisor and other services through the competitive contacting process in accord with (N.J.S.A. 19:44A-20.5 et. Seq.).

ADOPTED: September 26, 2023

BY: _____
CHAIRPERSON

ATTEST: _____
SECRETARY

RESOLUTION NO. 35-23

**BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
APPROVAL OF THE SEPTEMBER 2023 BILLS LISTS**

WHEREAS, the **Bergen Municipal Employee Benefits Fund** held a Public Meeting on **September 26, 2023** 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, including the METRO Subgroup, during the months of September 2023 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 BMED and METRO Bills List for the months of September 2023 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 26, 2023

BY: _____
CHAIRPERSON

ATTEST:

SECRETARY

APPENDIX I

BERGEN MUNICIPAL EMPLOYEE BENEFITS FUND
OPEN MEETING: AUGUST 22, 2023
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 2023 EXECUTIVE COMMITTEE:

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

APPOINTED OFFICIALS PRESENT:

Executive Director/ Administrator	PERMA Risk Management Services	Brandon Lodics, Executive Director Emily Koval, Account Manager Jordyn DeLorenzo, Assistant Account Manager
Attorney	Huntington Bailey, LLP	Bill Bailey
Treasurer	Joseph Iannaconi	Present
Third Party Administrator	Aetna	Jason Silverstein
Dental Claims Administrator	Delta Dental of NJ, Inc.	Brian Remlinger
Auditor	Lerch, Vinci & Higgins	Present
Actuary	John Vataha	Absent
Independent Consultant	LaMendola Associates	Clark LaMendola
Benefits Consultant	Conner Strong	Crystal Bailey
RX Administrator	Express Scripts	Charles Yuk
Wellness Coordinator	Civitas	Marianne Eskilson - present via phone

OTHERS PRESENT:

Brittany Vozza
Joe Grahm
Kathleen Marano
Andrew Hassler
Kathrine Polanco
Albert Lukin
Renee Gear
Frank Covelli
Lisa Sabato
Megan Doherty
Tom Padilla

APPROVAL OF MINUTES: June 27, 2023

MOTION:	Commissioner Kakoleski
SECOND:	Commissioner Kunze
ROLL CALL VOTE:	All in Favor

CORRESPONDENCE – None.

COMMITTEE REPORTS:

Strategic Planning – Commissioner Kunze said there was discussion with the Board Advisor. The Strategic Planning meeting continues their effort. There will be a meeting next week with the Fund Professionals. The Board Advisor mentioned that the surveys were sent out. He thanked Jordyn DeLorenzo for her efforts in sending out the survey and getting the results together. He stated that the results of the survey were positive as expected.

Finance Committee – Commissioner Kunze said the finance committee minutes are in the agenda. He stated that the main topic of conversation was the 2024 Budget.

Wellness Committee – Mr. Kakoleski stated that Marianne will have a larger report later in the agenda. He stated that RFP for wellness coordinator is not out yet. The Wellness Committee is going through the RFP to make sure that is it what is beneficial for the Fund. He stated that the current Wellness Coordinator is retiring at the end of this year but will be helping the Fund with a smooth transaction.

Small Claims Committee – No Report.

Nominations Committee – No Report.

EXECUTIVE DIRECTOR'S REPORT

Mr. Lodics stated that there are two points he would like to mention before getting started with his report. He thanked the strategic planning committee for rescheduling their previous meeting. He also stated that the billing policy has changed internally at Conner Strong as well as additional staffing was added. Mr. Franz stated that since we are moving forward can there be a set date on when the invoices are going to be sent even if an invoice is only an adjustment. Mr. Lodics stated that paying the invoices as billed is important, and that it is important that towns continue to pay it even if it is off. There will be adjustments.

Mr. Ciannamea inquired about the engagement after the delinquent notices were sent. Mr. Lodics stated that there were a few members who sent in their payments after the letter was distributed.

FAST TRACK FINANCIAL REPORT – Mrs. Koval stated that the BMED financial fast track shows a slight loss through June 30, 2023. With an overall statutory surplus of about \$13.5 million. She stated that the MRETO Fast track is also included showing a slight loss as well for the month of June.

2024 BMED BUDGET - INTRODUCTION

Mr. Lodics reviewed the 2024 Power Point Presentation that was given to the attendees of the meeting and was sent out during agenda distribution. He reviewed the 2024 Budget overview, member assessments, billing assessments, development of the 2024 budget, medical claims, reinsurance, and expenses. He stated that for the budget, the Medical Claims are increasing by 1.72%, the Rx Claims are increasing by a lot more than we have seen in the past at 18.25%. He stated that this due to the spike in utilization of weight loss drugs as well as cancer treatment medications. As of April 1st, ESI put a tighter guideline on the diabetes medication used for weight loss. Mr. Lodics stated that as popular as the weight loss drugs have been in America in general, for the fund itself had a 400% cost increase for cancer treatment medications. Mr. Lodics stated that Dental Claims are increasing 1.15%. MRHIF Reinsurance is projected to increase by 20.61%. That number can change once the MRHIF adopts their 2024 budget. Medicare advantage is up 2% and expenses are up 3.69%. Loss Fund Contingency is discretionary budget income utilized for balancing the budget which is 25.78%. Mr. Lodics stated that fund wise, all of the utilization went down all while the growing the fund.

Chair Hart pointed out the 5 year history of the Fund is a good chart to point out.

Resolution: 29-23 is in the Consent Agenda.

DIVIDEND DISCUSSION

Mrs. Koval stated that the Finance Committee reviewed the below dividend option analysis based on financial transactions through June 30, 2023. The Finance Committee is recommending a dividend be released in one of the below amounts to be discussed at the meeting for resolution. Chair Hart stated that the Finance Committee agreed on the below numbers and wanted to open the floor up to the rest of the Executive Committee.

Mr. Kunze mentioned surplus regeneration. The Committee agreed that 45% is a good middle ground as MR. Kakoleski suggested. Mr. Lodics stated that as mentioned previously, any of the three options leave the Fund with a good cushion left over. Mrs. Koval stated that the Dividend option letters will be sent within the next week or two and to please look out for them and return them in a timely manner.

Bergen Municipal Regional Employee Benefits Fund			
Dividend Options			
Financial Transactions through 6/30/2023			
1) 2024 Monthly Proposed Claims Budget		\$3,309,328	
2) Trended for Growth (10%)		\$3,640,261	
3) Surplus Target @ 2.25 Months of Budgeted Claims		\$8,190,587	
4) Surplus as of June 30, 2023		\$13,590,109	
Available for Dividend		\$5,399,522	
Available for Dividend Distribution Options			
Distribution %	\$ Amount	Remaining Surplus	# of Months of Claims
40%	\$2,159,808.78	\$11,430,300	3.14
45%	\$2,429,784.87	\$11,160,324	3.07
50%	\$2,699,760.97	\$10,890,348	2.99

METRO HIF UPDATE

Mrs. Koval stated that phase 1 filing of the Metropolitan Health Insurance Fund has been submitted to the Department of Banking and Insurance. We are beginning Phase 2 and are on track for separation on January 1, 2024.

BMED Required Action:

As METRO is not an officially recognized entity, we will ask BMED to ratify their action items via resolutions in upcoming meetings:

- 1) Professional Contract Awards
- 2) Budget Introduction
- 3) Additional resolutions, as needed

A resolution to reject an original Fund Coordinator submission will need to be passed on behalf of the Metro subgroup. The RFP was re-released and the response was sufficient.

RFP - UPDATE

The Board Advisor RFP is ready for release. We should have proposals by the September meeting.

The Wellness Coordinator RFP will need further review by the Wellness Committee.

INDEMNITY AND TRUST AGREEMENTS

Mrs. Koval stated that there is a list of member's Fund agreements that have expired or are expiring at the end of this year are on page 15. Please include the Resolution to renew on your next local meeting.

ASSESSMENT RECEIVABLES

Mrs. Koval stated as discussed at the previous meeting, Delinquency letters were sent to all members with outstanding assessment receivables as of June 30, 2023. An example of the letter is in Appendix IV. The Executive Directors office appreciates the assistance of the Finance Committee, as well as the Fund Attorney and Treasurer with the development of the letter.

PROGRAM MANAGER REPORT: Ms. Bailey reviewed the following report items covered in the agenda.

ELIGIBILITY/ENROLLMENT:

Please direct any eligibility, enrollment, or system related questions to our dedicated BMED enrollment team. To contact the team, email BMEDenrollments@permainc.com or fax to 856-685-2248.

System training (new and refresher) is provided to all contacts with WEX access every 3rd Wednesday at 10AM. Please contact Austin Flinn, aflinn@permainc.com for additional information or to request an invite.

In the subject line of the email, please include: Training – Fund Name and Client Name. Please be sure to add the date of the training you would like to attend in your email so an invite can be sent.

COVERAGE UPDATES:

Aetna Medicare Advantage – Effective January 1, 2024, Aetna Medicare Advantage PPO plans will transition to a new CMS contract. Retirees will automatically be moved to the new contract, there is nothing employers needs to do for the transition. As a result, retirees will receive new ID cards prior to January 1, 2024. **Aetna ID numbers and the service center information currently listed on retiree ID cards will not change.** The only change to the ID card will be the contract number, located under the ID number. All age ins for December 2023 will receive the new ID card. Aetna will send notification to retirees the 1st week of December 2023. The Program Manager sent all brokers information which included the letter that will be sent to all retirees enrolled in the Medicare Advantage PPO plan on August 18th.

EXPRESS-SCRIPTS UPDATE - CMS Annual Open Enrollment period for the 2024 plan year is October 15 – December 7. ESI has begun gathering information needed for their

annual mailing campaign for the 2024 Notice of Creditable Coverage (NOCC). To meet the CMS requirement, Express Scripts will mail the NOCC letters the week of September 18th 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 in preparation of the mailing.

2Q2023 SaveOn Savings – To date (1/1/2023 – 6/24/2023), the Gateway-BMED Health Insurance Fund has saved \$151,594 for members enrolled in SaveOn. Additional \$69,691 savings in 2Q2023. There are currently 28 participants in the program since January 2023, adding an additional 8 participants in 2Q2023. The average savings per prescription to date is \$1,648. This average is down by \$452 versus 1Q2023.

OPERATIONAL UPDATES: None

2023 LEGISLATIVE REVIEW: None

Medical and Rx Reporting: None

No Surprise Billing and Transparency Act: Continued Delays

2023 Specialized Audits: No updates

Appeals

Carrier Appeals:

Submission Date	Appeal Type	Appeal Number	Type of Service	Determination	Determination Date
5/11/2023	Medical/Aetna	BMED-2023-05-02	Preventative Visits	Upheld	6/5/2023
5/18/2023	Medical/Aetna	BMED-2023-05-03	Anesthesia	Upheld	5/25/2023

IRO Submissions:

Submission Date	Appeal Type	Appeal Number	Type of Service	Determination	Determination Date
3/20/2023	Medical/Aetna	BMED-2023-03-02	PET Scan	Upheld	5/12/2023

BMED Small Claims Committee Appeals: None

ATTORNEY – Mr. Bailey stated in respect to the RFPs, he offered his offices services for review as needed.

TREASURER – Fund Treasurer stated that the reports are in the agenda.

WELLNESS COORDINATOR – Mrs. Eskilson telephonically attended the meeting stating that she is retiring at the end of her contract. She stated that she will be helping with the transition of the new coordinator when established. She stated that more towns are still joining the wellness program which is good growth that the Fund likes to see. She reviewed her report that was included in the agenda.

BOARD ADVISOR- The Board Advisor expressed his appreciation for Marianne and all her hard work with the Wellness Program. He stated that next week there is a Strategic Planning meeting set to speak with the Fund Professionals. There will also be another meeting with the Executive Committee in September.

AETNA – Mr. Silverstien reviewed the reports included in the agenda which included BMED only members as well as METRO only reports. He stated that for BMED only members, there were 10 high-cost claimants for the month of May and June combined over the threshold of \$50,000. He also stated that for Metro only members, there were 27 high-cost claimants for the month of May and June combined over the threshold of \$50,000. He reviewed the dashboard.

EXPRESS SCRIPTS – Charles Yuk reviewed the report included in the agenda. He stated that Oral Cancer Drugs have been a large increase throughout the state as well as number of Cancer diagnosis. He stated that they expect this trend to continue to go up in the next few years. Mr. Yuk stated that the save on program is for specialty drugs. He stated that it's a catch 22, the cost for the specialty medication is going up but it also the save on program is lowering the costs. These expensive drugs all have protocol set into place so that people are get prescribed the correct medications for their diagnosis. Mr. Hart mentioned the dramatic change in the Cancer and Weight loss in the first half of 2022 and the first half of 2023.

DELTA DENTAL – Absent. Report is in the agenda.

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

MOTION TO APPROVE CONSENT AGENDA:

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

OLD BUSINESS: None

NEW BUSINESS: None

PUBLIC COMMENT: Mr. Covelli stated that the PERMA team has done great on the budget and presentation. He stated that Aetna has been running well and doing good as well as ESI has been doing an incredible job. He thanked Crystal Bailey and the PM team for all their hard work. He stated that she is very responsive and goes above and beyond. He also said that Marianne will be missed and thanked her for running the Wellness Coordinator.

MOTION TO ADJOURN:

MOTION:

Commissioner Kakoleski

SECOND:

Commissioner Franz

VOTE:

Unanimous

MEETING ADJOURNED: 1:05 pm

NEXT MEETING: SEPTEMBER, 262023

Jordyn DeLorenzo, Assistant Account Manager

APPENDIX II

Gateway Fund - Bergen and Metro 2023 Operations Review and Medical Claims Audit

A health care claims audit is designed to assess whether claims are being adjudicated correctly, in accordance with the provisions of the plan of benefits, and paid only on behalf of eligible participants as determined by the provisions of the plan. Best practice is to look beyond just the claims and to identify operational or administrative issues that may lead to broader claims processing and service issues, allowing for real-world recommendations for resolution.

AIM will perform an Operations Review of Aetna, which is an in-depth evaluation of the controls employed by the administrator to ensure quality administration. In conjunction with the Operations Review, a medical claims audit will also be conducted on the administration by Aetna for the HIF employee medical plan. The 2023 audits will include claims adjudication for both Bergen and Metro as claims are being processed under the same HIF but under different funding. A division of the two funds will occur January 1, 2024.

For the Operations Review (OR), a comprehensive Request for Information (RFI) is prepared and sent to Aetna in advance of the scheduled OR meeting.

- During the OR, interviews are conducted with key management and operations personnel to review Aetna's responses, procedures and methodologies.
- The OR encompasses such areas as system capabilities, staffing levels and turnover, performance standards, quality assurance for claim processing and customer service, Aetna's actual performance vs. client-specific and/or industry standards for accuracy, timeliness of claims adjudication, reporting capabilities, coordination with other administrative areas/vendors, and cost-management activities such as overpayment recovery, pricing controls and TPL investigations.
- Findings are compared to industry best practices.
- An OR can identify weaknesses in administrative controls that lead to poor performance.

The medical claims audit will be conducted on a sample of claims finalized during the identified audit period. The audit will assess whether claims are being adjudicated correctly, in accordance with the provisions of the HIF plan of benefits and paid on behalf of eligible participants as determined by the provisions of the plan.

The purpose of the audit is to provide an assessment of Aetna's overall claims processing and financial accuracy performance during the audit period versus industry standards and applicable contractual standards.

Claim Audit Methodology - The principal objective of the claims audit will be to determine Aetna's claim processing accuracy and financial accuracy on medical claims. The financial accuracy calculation will identify the financial impact (and potential recoveries) for payment errors. In addition, a critical component of the audit process will be to identify the causes of errors. AIM's audit findings and recommendations will specifically identify these causes and recommend solutions that can help Aetna improve its claims administration and eliminate the kinds of errors identified through the audit process.

APPENDIX III

MEMO

To: Executive Committee of the BMED / Gateway Fund

From: Karen Kidd, Director of HIF Operations

Date: September 12, 2023

RE: Revised Monthly Billing Process

PERMA's Operations team has made changes to their billing process and procedures to accommodate distributing the monthly bills on a consistent and timely basis moving forward. The new process will ensure bills are sent out earlier each month and in turn payments should be received within the grace period provided.

The new process is outlined below.

2nd of the month – PERMA's Operations team will run and review all pre-bill audits.

4th of the month – PERMA's Operations team will generate all invoices and associated billing reports.

Please note, all changes must be entered in the system by the 3rd of the month to reflect on the bill.

5th of the month -PERMA's Operations team will review all invoices by the enrollment team and any corrections made by 10th of the month.

11th of the month – PERMA Operations team will notify PERMA's accounting team to review and audit the invoices.

14th of the month - PERMA's accounting will provide approval of the invoices so they can be distributed.

15th of the month -PERMA's enrollment team will send out the bills electronically.

Please note, if there is a delay on one client's bill, this will not hold up the distribution of any other of the Fund's bills.

All clients should review their bills immediately and report any discrepancies so they can be addressed before the next invoice is generated.

The Fund's policy is to pay as billed.

Payments are due within 30 days of the date of the bill and payments are accepted by check or ACH.

If payment is not received within the 30-day grace period, the client will receive a delinquent notice via email and should make payment immediately.

If any of the dates outlined above fall on a weekend or holiday, the due date will be the next business day.