

PATH TO THE FUTURE

ANNUAL REPORT 2026



Health Insurance Funds

Powered by PERMA

Serving NJ Public Entities since 1992

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Central Jersey FUND

CENTRAL JERSEY REGIONAL
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SCHOOLS HEALTH INSURANCE FUND
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METROPOLITAN HEALTH
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Burlington County INSURANCE COMMISSION

BURLINGTON COUNTY
INSURANCE COMMISSION
Ashley Buono, Chair



Charting a Path to the Future

The past year has tested the healthcare marketplace in ways we haven't experienced in a generation, in New Jersey and across the country. With medical and prescription costs increasing exponentially and significant volatility, employers had to make difficult decisions about how to maintain quality benefits—and keep them affordable and sustainable.

No one has been immune from these healthcare increases, but **the New Jersey Health Insurance Funds weathered the storm**. This was no accident.

Years of careful planning, disciplined financial management, and responsible stewardship allowed the HIFs to build meaningful reserves. When costs surged, those resources combined with the flexibility of the HIF structure, put our members in a stronger position to absorb and respond to pricing increases and retain stability.

Another key to the HIFs success that distinguishes them from virtually every other healthcare model, is the **commissioner-led structure that allows the Funds to be flexible, agile, and responsive**. Rather than simply accepting market conditions, our commissioners, professionals, brokers, and partners work together to develop creative and contemporary solutions.

This collaborative approach will be even more important as we chart our path to the future. As an industry, there are several areas where we need to work together (see pg.8):

- + Confront the unsustainable cost of GLP-1 medications for weight loss.
- + Rein in out-of-network utilization.
- + Expand the use of Guardian Nurses and personalized healthcare advocacy (see pg.13).
- + Help public entities confronting the financial deterioration of the State's plans (SHBP & SEHBP).

We are on the right path, but need to stay the course.

For decades, the Health Insurance Fund movement has demonstrated that public entities working collaboratively can create a better alternative—one that provides greater transparency, stability, control, and long-term financial sustainability.

PERMA-led Health Insurance Funds remain among the strongest and most successful public-sector healthcare programs in the industry. With the collaboration and true partnership of our commissioners, brokers, consultants, and professional partners, we can be even stronger.

Together, we will meet and overcome the challenges ahead. Now, and into the future.



Joseph DiBella
EXECUTIVE PARTNER



Tammy Brown
HEAD OF PUBLIC ENTITY BUSINESS



HIF Advantages

The HIFs are built on the simple yet powerful idea of shared services—a pool that allows municipalities, schools, authorities, counties, and other public entities to provide choice and value for employees while delivering stability, flexibility, and reliability for members.

Advantages

Since the PERMA HIFs are member-owned and governed, they deliver greater customization and control over plans, options and savings.

+ Greater transparency for future planning

- Monthly financial reports
- Regular subcommittee reports
- Early budget planning and rate development

+ Proactive Issues Management

- Seasoned administrative/management teams
- Work directly with top-tier carriers for quick response
- Government affairs team for state issues
- Trend watches
- Innovative solutions

+ Access to care

- Connections to large hospital networks for best services
- 4-Star rated Medicare Advantage plans for retirees
- Wellness programs to boost health and well-being (check with Fund for options)

+ Additional Services Provided

- PCORI fees covered
- A4 surcharge covered
- GASB75 reports for free
- Direct bill service for retirees

+ Broker Friendly – We work directly with your trusted broker; no need to change.

“

Through the HIF, we are able to obtain the advantages of a self-funded program without assuming the level of risk typically associated with self-funding independently. Although we join with other districts to purchase health benefits collectively, each entity retains its own autonomy, including decisions related to eligibility rules and the benefit plans it offers.”

School Business Administrator,
WEST DEPTFORD SCHOOL DISTRICT

Success at a Glance

148,000
member lives



54,700
employees



359
public entities



151

Municipalities

165

Schools/
BOEs

4

Fire Districts

34

Authorities

3

Counties

2

Others

6 Regional Funds

1 Specialized School Fund

1 Statewide Reinsurance Fund

\$1.75B

collective annual budget

\$339M

in dividends

34 YEARS OF BUSINESS

5 Year
Average

8.63%

rate
increase

3 Year
Average

12.09%

rate
increase

Growth

18%

annual
enrollment
growth rate



What You Need to Know

How do the Funds operate?

The PERMA HIFs include seven regional or specialized Health Insurance Funds (HIFs) and one Insurance Commission that are member-run and governed. This model allows member public entities to pool their resources and have more control over costs, savings, and the flexibility of their health benefit plans.

High stakeholder involvement is key to the success of the HIFs. Each member entity has a seat at the table and selects one person to serve as their Fund Commissioner. The Commissioner becomes the voice of their school, municipality, or public entity, and serves on the governing body of the Fund. Annually, the Commissioners elect an Executive Committee to manage the monthly meetings and make decisions that are in the best interest of the member entities within that specific HIF.

To ensure quality, the Funds perform a review process on a rotating basis for all professionals that serve the Funds.

- | | | |
|--------------------------|------------|--------------------|
| + Executive Director | + Actuary | + Medical TPA |
| + Program Manager | + Attorney | + Dental TPA |
| + Pharmacy Benefits Mgr. | + Auditor | + Wellness Vendors |
| + Treasurer | | |

Broker/Consultant Role

Employee Benefits brokers and consultants are vetted by the Funds and are integral partners in the overall success of the Funds.

Professional Team Powered by PERMA

PERMA serves as Executive Director for the Funds. PERMA is responsible for preparing meeting agendas, minutes, and records management. PERMA serves as the “back office,” with many other responsibilities, including: accounting and general ledger functions, enrollment and COBRA administration, regulatory interface, and annual filings.

How to Join a PERMA HIF

First, reach out to one of our team members to learn more about how our Funds work. Then you will be asked to provide the following information:

- + Claims Information (24 months)
- + Current Census
- + Plan Designs
- + Most Recent Invoice
- + Most Recent Renewal

Then, our Chief Underwriter will review the data provided, establish the required premium needed, and send to the Actuary for approval. Once the Actuary certifies the rates, we will contact you directly and go over the proposal.

Financial Stewardship

Strong financial stewardship, experienced management, and innovative cost control methods are how the Funds continue to deliver more predictable and stable rates for our members.

Our shared services approach provides leverage to keep pricing competitive, and our underwriters and actuaries consistently review claims and data to help us identify issues early, keep ahead of trends, and proactively develop solutions.

The Funds also use features such as telehealth, pharmacy protocols, medical case management techniques, and health and wellness grants, to help reduce the amount spent on claims and “flatten” premium variations over time.

The Funds are managed by executive committee members appointed by fund commissioners. Their top priority is to protect the Fund and make hard, yet prudent, financial decisions to ensure the well-being of all Fund members.

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“The HIF provides leverage and better control for its membership. By leveraging the risk across the membership, participants can mitigate its expenses and exposure. The size of the membership allows for direct participation and input into the overall operations and direction of the HIF.”

President/CEO,
CUMBERLAND COUNTY IMPROVEMENT
AUTHORITY (COASTAL HIF)

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“We have all experienced significant increases in health benefit costs over the past several years, while continuing to recognize the importance of offering a comprehensive benefits package to our employees. It is essential to remain actively involved in the process so that we can work collaboratively to identify cost-containment strategies, implement programs that can have a meaningful impact, and continue providing a high-quality benefits package for our employees.”

Business Administrator,
WEST DEPTFORD SCHOOL DISTRICT (SHIF)



Membership Growth

We would like to welcome the new public entities that have joined the Funds from July 1, 2025 to July 1, 2026.

Central Jersey FUND

Washington Twp.
Delaware River
Basin Commission
East Windsor Twp.
Jamesburg
Lambertville City

Gateway BMED FUND

Bergenfield
Totowa
River Vale
Fairview
Palisades Park

METROPOLITAN HEALTH INSURANCE FUND

Livingston BOE
Guttenberg
Montclair Twp.
North Hudson Regional
Fire & Rescue
Secaucus
Hillsdale BOE
Mercer County
Englewood
Old Bridge Twp.
South Orange &
Maplewood School District

NJMEBF

Hopatcong
Mendham Borough

SCHOOLS HEALTH INSURANCE FUND

Leonia BOE
Andover Regional BOE
Hampton Twp. BOE
Netcong BOE
North Hanover BOE
Morris-Union Jointure
Commission
Matawan-Aberdeen
Regional BOE
Ocean County
Vocational Technical School
Bound Brook BOE
Paramus BOE
Princeton Charter School
Millburn Twp. BOE
Sparta BOE
Rahway BOE
Morris County
Vocational School District
Monmouth Beach BOE

Southern Coastal FUND

Bridgeton City
Buena Borough MUA
City of Northfield
Galloway Twp. BOE
Hamilton Twp. BOE
Hammonton BOE
Middle Twp. BOE
Millville
Mullica
Somers Point BOE
Vineland City
Vineland Housing Authority
Weymouth Twp. BOE

Southern Jersey FUND

Bridgeton City
Buena Borough MUA
City of Northfield
Galloway Twp. BOE
Hamilton Twp. BOE
Hammonton BOE
Middle Twp. BOE
Millville
Mullica
Somers Point BOE
Vineland City
Vineland Housing Authority
Weymouth Twp. BOE



Path to the Future

Driving Innovation and Financial Strength Through Data, Technology, and Strategic Growth

As healthcare continues to evolve, strengthening the long-term stability and value of our Health Insurance Funds remains our top priority. To successfully thrive and grow, the path forward must include meaningful steps to improve operations, better serve our members, and preserve the financial integrity of our Funds. This means focusing on key initiatives: enhanced data analytics, technology investments, process improvement, and innovative solutions.



Technology

A key focus area is expanding our data analytics capabilities.

Improving access to actionable data and enhancing reporting tools better positions the Funds to identify trends, monitor utilization patterns, evaluate program performance, and make informed decisions that support both members and participating employers. Enhanced data reporting allows us to move beyond retrospective analysis and toward more proactive management of healthcare costs and outcomes.

We are exploring technology such as artificial intelligence (AI) and advanced data management tools to streamline operations, improve decision-making, and create greater efficiencies across the organization. Developing a centralized data warehouse will also provide a stronger foundation for analytics, reporting, and long-term strategic planning by bringing information from multiple sources into a single, comprehensive platform.

By integrating pharmacy and medical claims data within our developing data warehouse, we can

gain a more comprehensive understanding of the factors driving healthcare costs, and identify opportunities for improved care management.



Cost Controls

Actively monitoring emerging trends, regulatory developments, and provider reimbursement models are key to developing innovative cost-containment strategies.

Pharmacy spending continues to be a critical area of focus as utilization of specialty medications and high-cost therapies increase. Specialty drugs represent a growing percentage of overall healthcare expenditures and can have a substantial impact on Fund costs.

In addition to GLP-1 therapies, there is continued growth in specialty medications used to treat cancer, autoimmune disorders, inflammatory conditions, rare diseases, and other chronic illnesses. These therapies can be life-changing for members managing complex conditions and provide significant clinical benefits. However, they require careful monitoring and management due to their cost and complexity.

Cost Controls (continued)

Particular attention is also being given to opportunities such as Reference-Based Pricing and other alternative approaches that may help manage healthcare expenditures while ensuring access to quality care for members.

Staying on top of industry trends and enhanced data analytics allows us to better understand utilization patterns, identify cost trends, evaluate treatment outcomes, and explore strategies that ensure access to necessary therapies while maintaining affordability.



Management Strategies

Evaluating opportunities to improve healthcare purchasing strategies and contract performance continues to be a priority.

This includes an ongoing review and enhancement of pharmacy benefit and prescription drug contracts. Improved Rx contracting helps to ensure greater transparency, stronger financial guarantees, enhanced clinical management programs, and improved value for Fund members.

Reviewing out-of-network reimbursement methodologies and fee schedules ensures payments remain appropriate, competitive, and financially sustainable. Aligning reimbursement strategies with market realities protects member access to quality care. Combined with improved claims analytics, these efforts reinforce that Fund resources are being used efficiently and that cost-containment opportunities are identified and implemented where appropriate.

Process improvement across all functional areas also continues to be a priority and includes: evaluating workflows, reducing administrative complexity, and leveraging automation to improve service delivery and operational effectiveness.

These efforts support our ongoing commitment to responsible stewardship of Fund resources.

2027 Strategic Priorities

Looking ahead, the Funds remain focused on these key initiatives to strengthen both member outcomes and financial sustainability:

- + Investment in data analytics, AI, and business intelligence tools
- + Development of a centralized data warehouse
- + Enhanced loss ratio reporting reflecting true costs & fixed expenses
- + Early identification of emerging healthcare trends
- + Increased preventive care participation and health screenings
- + Managing specialty drug and GLP-1 utilization
- + Evaluating Reference-Based Pricing as a response to unsustainable hospital reimbursement trends
- + Developed 2027 budgets that fully fund expected liabilities while supporting surplus regeneration



The Path Forward

The healthcare environment continues to evolve rapidly, bringing both new challenges and opportunities. Through data-driven decision-making, technological innovation, and operational excellence, we are positioning our Funds to meet these challenges.

By implementing enhanced analytics, advanced technology, AI, improved reporting, stronger vendor contracting, and innovative reimbursement strategies, the Funds are positioning themselves to respond proactively rather than reactively. By identifying early indicators of emerging trends, encouraging preventive care, improving purchasing strategies, and maintaining disciplined financial planning, the Funds can continue to preserve financial integrity and rebuild surplus where necessary.

No matter what comes next, all our Funds remain committed to building upon the strength of a foundation that spans more than three decades, and leading the industry with innovative solutions to providing high-quality, cost-effective healthcare benefits to our members well into the future.



Benefits

The PERMA HIFs Best in Class Administrators offer top-of-the-line health plan products and services, and take the burden of tedious paperwork, plan management and reporting off the “to-do” lists of our members.



Medical coverage is currently provided by: Aetna, AmeriHealth and Horizon OMNIA



Dental coverage is provided by: Delta Dental



Pharmacy coverage is provided by: Express Scripts



Coverage for Medicare-eligible retirees is provided by Aetna and United Healthcare

The PERMA HIFs also includes these “value added” services for our member entities.



- Through the network of Telehealth providers offered by AETNA and AmeriHealth, employees and their family members have the ability to get medical advice and prescriptions by phone or computer 24/7. This service has a \$0 copayment and is more convenient and less costly compared to a visit to urgent care or the emergency room.

The HIFs also save claim dollars which produces lower premiums. These services are provided by:



- WEX, a web-based, online enrollment service that helps consolidate billing, provides administrator access for enrollment changes.
- RetireeFirst is the premier Retiree Benefits Advocacy provider enhancing the experience and outcomes for group plan sponsors and their retirees. The company partners with the Funds to serve the medical and pharmacy needs of retirees. This includes access to a dedicated advocacy team available to assist with any situations that arise such as network access, prior authorizations, plan design questions, erroneous billing and any general plan and Medicare needs. Retiree Advocacy Services create a seamless benefits experience and connect members to programs that improve their health and wellness.



- + COBRA & Retiree Billing Services are standard and included. We handle the notification letters, premium billing and premium collection. In addition, reporting and reconciliations are provided for each member entity and there is a call center for employer and employee inquiries.
- + Guardian Nurses Healthcare Advocates include a team of experienced registered nurses (RN) who provide personalized care to employees and their family members to better manage their health, make informed decisions and guide them through the complex world of health care. (Currently available through the Schools Health Insurance Fund and Southern Coastal Fund)
- + Wellness Programs, locally run and supported.

Prioritizing Health & Wellness

What do healthy smoothies, chocolate, and gift cards have in common? These are some fun incentives to encourage healthy habits as part of a pilot Wellness Program for employees of the Millville Board of Education and the Cumberland County Improvement Authority (The Authority).



The Wellness Program, run in partnership with Ramp Health/Vitality, was made possible by a HIF Wellness Grant,

and has been so successful that it will be offered to all Southern Coastal HIF members in 2027. Wellness programs have been proven to boost employee health, identify medical issues earlier, reduce claims, and may ultimately lower renewal rates.



A trained coach provides onsite and virtual health and wellness coaching to all employees, including monthly programming, educational resources, confidential one on one coaching, and referrals. Topics range from blood pressure, diabetes, nutrition, weight, physical activity, sleep and stress to injury prevention, tobacco

cessation, and helping employees better navigate and use their health and benefits resources.

Participation has far exceeded expectations. The Millville BOE had 528 people, more than half the staff, actively engage with the program, resulting in over 2,200 coaching sessions, an average of 4 per person in just seven months.

"I have all the schools reaching out to me wanting to get involved," said Karen McCaffrey, Director of Human Resources, Millville Public Schools. "Bringing in this program shows that the district wants to help.

We understand their jobs are difficult and recognize that balancing work and life can be hard. If employees don't feel good, or are stressed, they don't want to come to work."

The Authority had 60 participants, which led to 366 coaching sessions, an average of 5 per person. "The program has offered our staff direct access to a health coach and has created a high level of interaction and interest in maintaining individual health and wellness activities and programs," remarked Jerry Velazquez, President/CEO, Cumberland County Improvement Authority.

Ramp Health Coach Lauren Carson noted that "making wellness personal" and "providing support" are the keys to success. "Each individual has their own goals, experiences, and challenges. We need to understand their goals, find out what motivates each person, and focus on building relationships that make them more likely to stay engaged and take advantage of the resources we are providing."

The Millville BOE is creating a culture of wellness by holding a pickleball tournament, offering chocolate for blood pressure checks, and sponsoring a "step challenge" with gift card prizes. "One of the biggest hits has been Health Shake Fridays. We partnered with a local business to provide shakes that can be ordered and delivered to schools. The staff loves it, and it is a great way to connect with the community," said McCaffrey.

She added, "We have held health fairs, screenings, and had massage chairs in the past, but nothing can replace the human interaction and connection of a wellness coach."





Guardian Nurses

PARTNERSHIP WITH IMPACT

Partnering with Guardian Nurses since 2018 has been a win-win for our Funds and our members. The program has helped us make tremendous strides to improve health outcomes by managing acute and chronic conditions, cutting costs, and providing support that make a real difference in the lives of our members.

The program serves employees and their covered family members in the Schools Health Insurance Fund (82,000 lives) and the Southern Coastal Regional Employee Benefits Fund (22,000 lives).

Guardian Nurses include a team of experienced registered nurses (RN) who provide personalized care navigation to employees and their family members to better manage their health, make informed decisions and guide them through the complex world of health care.

Nurses work one-on-one with patients to develop individualized care plans that include education, goal setting, frequent check-ins, open lines of communication, and physical and emotional support. Nurses meet patients where they are, in the hospital or at home. They also schedule medical appointments, get referrals, and often accompany patients to doctors' offices.

MEET THE GUARDIAN NURSES

These are just a few of the nurses who work with our members. We asked them a few questions about what inspired them to become nurses and to share what they like most about being a Guardian Nurse and working with Fund members.



JEN WHITE, MSN, RN
Years in Nursing: 23

"I became a nurse for a couple of reasons. I loved being there and helping to support people during

difficult times, it felt like it came very natural to me, but also because I loved figuring out the puzzle of what was making them sick."

"Guardian Nurses helped me find my way back to making it about the patient or member again. I love being able to spend time not only helping my members figure out their medical puzzle but also to make sure they are getting the best care/treatment possible while doing so!"



PAULA WEBER, BSN, RN, CCRN
Years in Nursing: 22

"I love being a nurse because I have the privilege of supporting people during some of the most

difficult times in their lives. Knowing that I can provide comfort, advocate for my patients, and make a meaningful difference in their care is what inspires me every day.

"Being part of the HIF community is especially meaningful because it allows me to help members from my own community and neighboring areas. It's a privilege to serve the people where I live and contribute to their health and well-being."



KELLI AXNER, BSN, RN
Years in Nursing: 21

"As a child, I spent a great deal of time with my grandfather, who was deeply involved in volunteer

work. Accompanying him instilled in me a passion for helping others and serving those in need. As he grew older, I witnessed firsthand the [health] challenges he faced. Watching him navigate hospitals, rehabilitation facilities, and home care inspired me to pursue a career in nursing and ignited my passion for patient advocacy."

"My years as an Emergency Department and Pediatric Emergency Department nurse provided invaluable hands-on experience, strengthening my clinical skills, critical thinking, and compassion. As a Nurse Advocate with Guardian Nurses supporting the SHIF membership, I am grateful for the opportunity to combine those skills with advocacy, helping patients navigate complex healthcare systems and ensuring they receive the care and support they deserve."



REBECCA PARKERSON, RN
Years in Nursing: 19

"I love being a Guardian Nurse because I understand how overwhelming illness can be,

and I am honored to help members make sense of their care and feel supported every step of the way."

"Working with the HIF family is especially meaningful because they spend their lives serving others, and I am passionate about helping them access the care and support they deserve."



SARA FISKE BSN, RN, CCRN
Years in Nursing: 16

"I became a nurse because I wanted to be part of a profession that is dedicated to improving the

lives of others every day."

"I find fulfillment in building trust, providing comfort, and helping members achieve the best possible outcomes in the same community where I was raised."



NINA LANGAN, BSN, RN
Years in Nursing: 15

"When I was a teenager, I needed urgent heart surgery. The people I remembered the most taking care

of me were my nurses. I was so very frightened, and my parents tried their best to care for me, but it was the nurses that helped the most. [They] made a huge impact on my life and helped me have that piece of compassion that sometimes is missing in healthcare."

"Working at Guardian Nurses gives me such freedom to care for all my patients the way I was cared for. Not just my patients themselves, but their whole family can have my attention and help. The members that I cared for have been wonderful and so thankful for this service. Just hearing someone's voice relax over the phone is justification enough this job is so essential."

MEMBER SUCCESS STORIES

These stories have been shared by members who have been positively impacted by using the services and support provided by the Guardian Nurses.

Making it Better

In just 24 hours, everything changed for Mark, the head custodian of an elementary school.

"It was very sudden. He banged his head and had a really bad headache," said his wife Dottie,

"The next morning, it was worse." She took him to urgent care, then the local emergency room, but it was worse than they thought. "He had to be airlifted to another hospital where they diagnosed him with a brain aneurysm," she explained.

After 2 weeks, Mark was discharged, but things didn't go as planned. "Later that night, when we got home, he had a stroke and wound up back in the hospital."

"It was such a horrible time in our lives, but they made it better," said Dottie. "I was getting overwhelmed and was frustrated and scared. As a senior, you get swept under the rug a bit, but with the Guardian Nurses, they were on top of everything."

The Guardian Nurses have been involved with Mark's care since he was first hospitalized, serving as advocates for his care, scheduling appointments, answering questions, and supporting the family. In addition, they helped Dottie and Mark manage several other chronic conditions.

"Lauren checked in with us multiple times a week and came to some appointments," said Dottie. "She also educated us about medical procedures we didn't know anything about. We took her advice and it helped us make important medical decisions."

"You don't realize how lucky you are to have people like this supporting you."

— Dottie

Dottie said that Mark still has some issues but is doing better. She credits a lot of his progress to the amazing care and support the nurses, first Carolyn and then Lauren, have provided over the years.

"They are the most caring, compassionate people and we are so grateful for the Guardian Nurses. You don't realize how lucky you are to have people like this supporting you," explained Dottie. "This is an awesome benefit, and I tell everyone I can about them."

Cheering for Recovery

For Jennifer, a school social worker, spring break started out great with nice weather and visit with friends. "I went out for a hike, did some painting, and had fun. The next morning, I woke up with the worst headache and was violently nauseous."

Jennifer wound up in the hospital where she was diagnosed with a subarachnoid hemorrhage in her brain.

Guardian Nurse Lindsay had tried to visit Jennifer twice but was turned away by the hospital staff. "I was in pretty bad shape, but she was persistent, and my hospital nurse came in and said: 'I think we should let them in, it sounds like something important you should hear.'"

"She doesn't just offer support, she shows up, again and again."

— Jennifer

After explaining how Guardian Nurses could help, Jennifer was all in. "Lindsay checks in with me, my doctors, shares amazing resources, connects me with the right specialists, and when I had a difficult procedure, she's there to lend a hand. She even drove all the way to the Bronx to meet with my medical team and help coordinate my discharge back to NJ." She added, "She doesn't just offer support, she shows up, again and again."

Jennifer has been making great progress, is back to work and is even driving again. She still has tough days, but Lindsay is there to encourage her. "She is just the biggest cheerleader. She says, 'you can get through this,' and reminds me of where I was before and where I am now."

Jennifer had no idea that the Guardian Nurses benefit existed before this. Now she has become their biggest advocate, sharing her story and information with everyone in her school district who will listen.

"I am so grateful for their support. I didn't know that I needed it until I found it, or should I say, I was lucky enough they found me." She added, "Lindsay has been a part of every step on this journey. I couldn't imagine getting through all this without her."

Family of Funds

See how our Funds cover New Jersey



Counties



Schools Health Insurance Fund

* This fund is available to serve all counties.



MRHIF



North Jersey Fund



Gateway BMED Fund



Metropolitan Fund



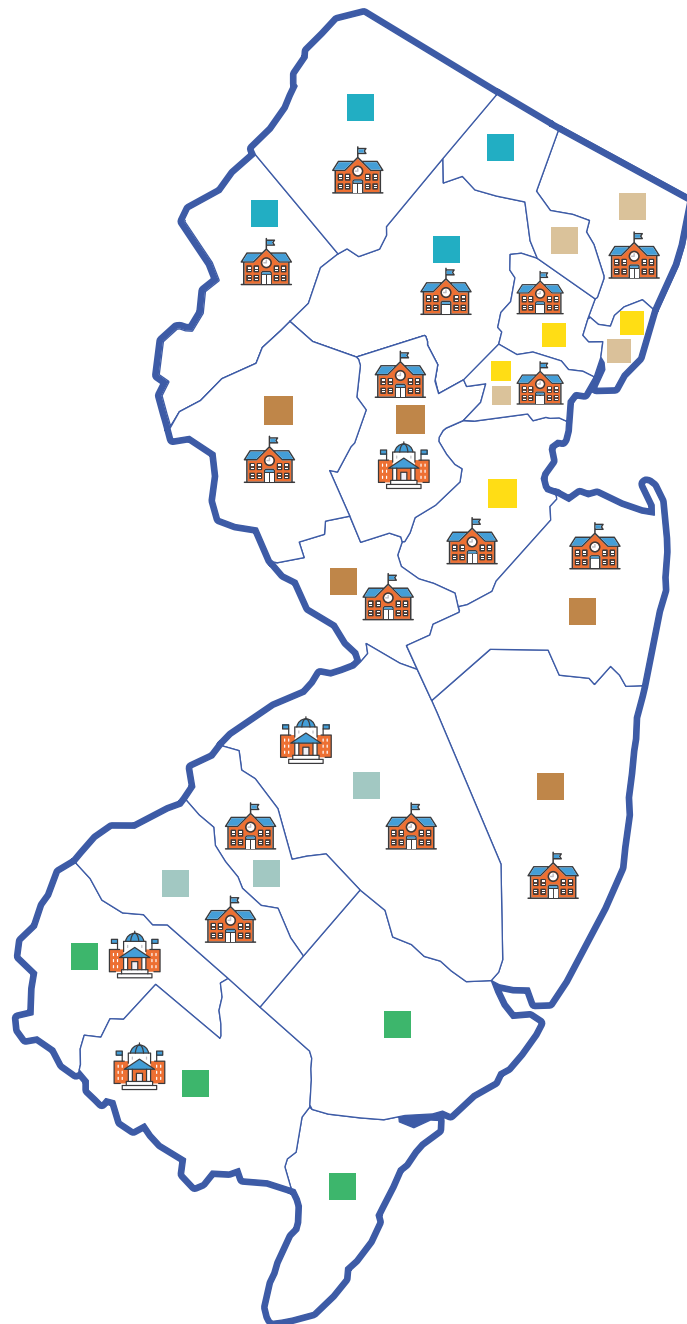
Central Jersey Fund



Southern Jersey Fund



Southern Coastal Fund





Affiliated with the MEL

FOUNDED IN 1999

- Statewide Reinsurance Fund for Health JIFs
- **\$45 Million** annual budget
- **59,000** employee lives
- **137,000** member lives
- **10.65%** average 5-year rate increase



CHAIR

Brian Brach,
Central Jersey Health
Insurance Fund

SECRETARY

Terry Shannon,
Southern NJ Regional Employee
Benefits Fund

EXECUTIVE COMMITTEE

Tammeisha Smith,
North Jersey Regional Employee
Benefits Fund

Laurie Ryan,
Southern Coastal Regional
Employee Benefits Fund

BethAnn Coleman,
Schools Health Insurance Fund

Cameron Cox,
Metropolitan Health Insurance Fund

Joe Voytus,
Bergen Municipal Employee
Benefits Fund

ALTERNATES

Gregory Hart,
Bergen Municipal Employee
Benefits Fund

Thomas Nolan,
Central Jersey Health Insurance Fund

Scott Heck,
North Jersey Regional Employee
Benefits Fund

Michael Mevoli,
Southern New Jersey Regional
Employee Benefits Fund

Christopher Lessard,
Schools Health Insurance Fund

Megan Duffield,
Southern Coastal Regional
Employee Benefits Fund

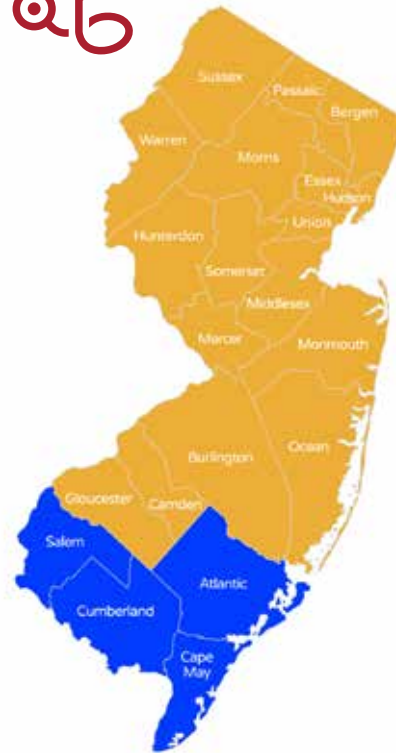
Nikole Baltycki,
Metropolitan Health Insurance Fund

Stephen Jakubowski,
Special Schools Health
Insurance Fund



FOUNDED IN 2016

- Services School Districts across the State of NJ
- **\$975 Million** annual budget
- **132** entities
- **28,500** employee lives
- **76,000** member lives
- **8.28%** average 5-year rate increase



CHAIR

Joseph Collins,
Delsea Reg. BOE

SECRETARY

Beth Ann Coleman,
Collingswood BOE

BOARD OF TRUSTEES

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Frankford Twp. BOE

Evon DiGangi,
Medford Twp. BOE

Nicholas Bice,
Burlington Twp. BOE

Helen Haley,
Voorhees Twp. BOE

John Bilodeau,
Gloucester Twp. BOE

Fran Adler,
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Katie Blew, North Hunterdon-
Voorhees Reg. H.S.

Scott Kipers,
Black Horse Pike BOE

Stephen Jakubowski,
West Deptford BOE

Janice Grassia,
Gateway Reg. BOE

Donna DiLapo,
Mount Holly BOE

Patrick Doyle,
Bellmawr BOE

Michael Colling,
Ewing BOE



FOUNDED IN 1994

- Services Governmental Entities and School Districts in parts of Northern NJ including **Morris, Passaic, Sussex,** and **Warren** Counties.
- **\$95 Million** annual budget
- **33** entities
- **3,200** employee lives
- **8,700** member lives
- **9.28%** average 5-year rate increase



CHAIR

Carrine Piccolo-Kaufer,
Hardyston Twp.

SECRETARY

Greg Poff,
Randolph Twp.

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Berkeley Heights Twp.

Tammy Smith,
Knowlton BOE

Scott Heck,
Ringwood Borough

Deb Millikin,
Jefferson Twp.

ALTERNATES

Dina Valente-Stoel,
Lincoln Park Borough

Mike Sondermeyer,
Bloomingdale Borough

Victoria Dobrusin,
Dover Twp.

Gateway

BMED FUND

FOUNDED IN 1992

- Services large portions of **Passaic, Bergen, Essex, Hudson, Union, and Middlesex** Counties
- **\$100 Million** annual budget
- **40** entities
- **2,900** employee lives
- **8,000** member lives
- **9.2%** average 5-year rate increase



CHAIR

Gregory Hart,
Franklin Lakes

SECRETARY

Richard Kunze,
Oakland

EXECUTIVE COMMITTEE

Gregory Franz,
Edgewater Borough

Donna Gambutti,
South Hackensack

Robert Kakoleski,
Rutherford

Anthony Ciannamea,
Moonachie

James Gasparini,
Fairfield

ALTERNATES

Thomas Padilla,
Woodcliff Lake

Joseph Voytus,
Montvale

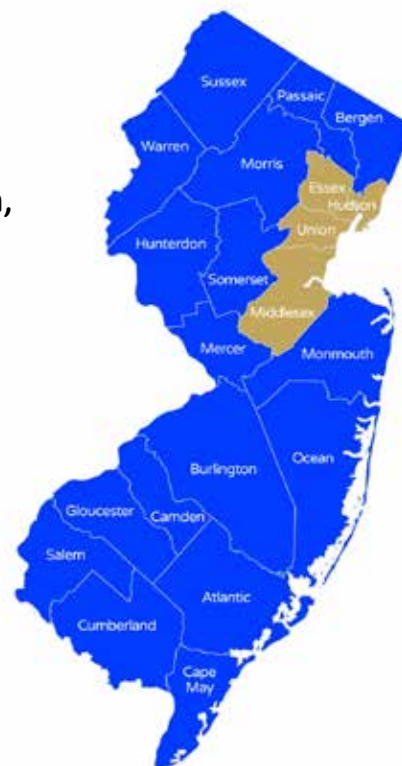
Durene Ayer,
Westwood

Erin Delaney,
Garfield



FOUNDED IN 2020

- Services larger Public Entities and School Districts including **Essex, Hudson, Union, and Middlesex** Counties.
- **\$106 Million** annual budget
- **22** entities
- **5,400** employee lives
- **13,000** member lives
- **6.39%** average 5-year rate increase



CHAIR

Jenny Mundell,
Bloomfield Public Library

SECRETARY

Patrick Wherry,
Maplewood Twp.

EXECUTIVE COMMITTEE

Cameron Cox,
Plainfield Public Schools

Nikole Baltycki,
West Caldwell Twp.

Margaret Heisey,
Scotch Plains Twp.

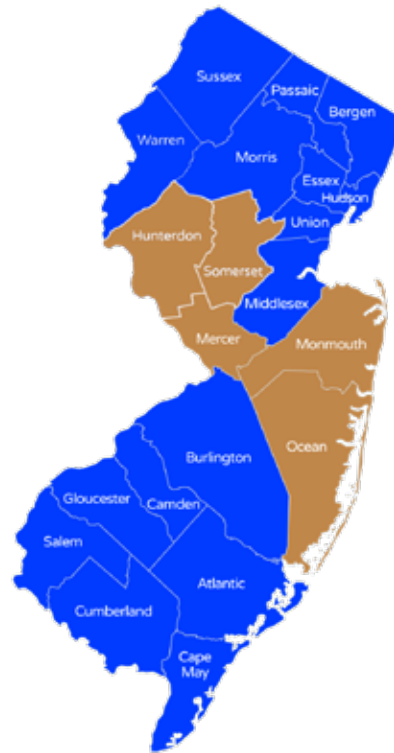
Alexander McDonald,
Millburn Twp.

Cosmo Cirillo,
Township of Guttenberg

Central Jersey FUND

FOUNDED IN 1992

- Services Public Entities in the **Hunterdon, Mercer, Monmouth, Ocean, and Somerset** Counties
- **\$90 Million** annual budget
- **44** entities
- **3,700** employee lives
- **10,000** member lives
- **8.79%** average 5-year rate increase



CHAIR

Thomas Nolan,
Borough of Brielle

SECRETARY

Brian Brach,
Manasquan RRSA

EXECUTIVE COMMITTEE

Bryan Dempsey,
Spring Lake Borough

James Gant,
Red Bank

Jason Gonter,
West Long Branch Twp.

Donna Phelps,
Oceanport Borough

John Barrett,
Lakewood

ALTERNATES

Peter Canal,
Bayshore Reg. Sewerage Authority

Joy Tozzi,
East Windsor Twp.

Southern Jersey ^{FUND}

FOUNDED IN 1992

- Services Governmental Entities in **Burlington, Camden, and Gloucester** Counties.
- **\$177 Million** annual budget
- **69** entities
- **7,600** employee lives
- **16,000** member lives
- **8.29%** average 5-year rate increase



CHAIR

Michael Mevoli,
Brooklawn

SECRETARY

Terry Shannon,
Barrington

EXECUTIVE COMMITTEE

Louis DiAngelo,
Bellmawr

Edward Hill,
Camden County BOSS

Gary Passanante,
Somerdale Borough

Brian Morrell,
Gloucester City

Kenneth Cheeseman,
Laurel Springs

ALTERNATES

Elanor Kelly,
Runnemede

Joseph Gallagher,
Winslow

Elizabeth Peddicord,
Pennsauken

Bonnie Taft,
Oaklyn

SouthernCoastal^{FUND}

FOUNDED IN 2011

- Services Government Entities and School Districts in **Atlantic, Cape May, Cumberland, and Salem** Counties.
- **\$277.7 Million** annual budget
- **43** entities
- **8,550** employee lives
- **22,775** member lives
- **9.5%** average 5-year rate increase



CHAIR

Richard Davidson,
Millville BOE

SECRETARY

Pasquale Yacovelli,
Bridgeton BOE

EXECUTIVE COMMITTEE

Jerry Velazquez,
Cumberland County
Improvement Authority

Megan Duffield,
Cumberland County Tech Ed

Laurie Ryan,
Upper Twp. BOE

Scott Musterel,
Vineland

Mark Mallet,
Lower Cape May Reg. Schools

ALTERNATES

Frank Badessa,
Upper Deerfield School District

Dennis Zakroff,
Cumberland County Charter
School Network

Kevin Smaniotto,
Cumberland County

Thomas D'Intino,
Egg Harbor Twp.



Broker Partners & Consultants

Strong partnerships and solid relationships with Brokers and health benefits consultants continue to drive the growth and success of PERMA HIFs Family of Funds. Our current partners include:

Acrisure	Otterstedt Insurance Agency - GJEM
Allen Associates	Hafetz Insurance
AP Benefit Advisors	Hardenburgh Insurance
A.R. Fanucci	IMAC Agency
Brown and Brown	Insurance Consulting Services
Reliance Insurance Group	Insurance Solutions Inc.
CBIZ Benefits	Integrity Consulting Group
Centric Benefits	J. Byrne Agency
Competitive Advantage Benefits	Joseph L Vozza Agency
Corporate Employee Benefits	Kore Insurance Holdings
Corporate Benefit Solutions	Oxygen Benefits Consultant
Cornerstone Insurance Group	PBC (Professional Benefits Consultants)
Conner Strong & Buckelew	Roundhill Risk
Cross Insurance	Skylands Risk Management, Inc.
Danskin Agency	Shared Health Alliance (Allen Associates)
Eagle Rock Management Group	Steve Anuszewski Financial Services
Edgewood Partners Insurance Center	Strategic Insurance Partners
Employee Benefits Consulting	TCI Brokerage
Fairview Insurance	Tread Stone Risk Management
Foundation Risk Partners	USI Insurance Services
Gallagher Insurance	World Insurance Associates, LLC



"PERMA has been providing leadership in the Health Insurance Industry for over 30 years with a proven record of offering complete administrative and professional services including enrollment, compliance with regulatory requirements, and NJ statewide support, with a complete understanding of the marketplace in its home state of New Jersey."

Broker Mathew McArow,
SR. VICE PRESIDENT OF GJEM INSURANCE AGENCY, INC.,
A DIVISION OF THE OTTERSTEDT AGENCY (30 years Gateway/BMED)

PERMA Fund Team

Achieving success requires a solid foundation supported by a network of talented, experienced professionals dedicated to serving the needs of each Fund and its members. The PERMA Fund leadership and management team works daily with a brilliant team of highly motivated, service-oriented professionals to strengthen our processes, foster innovation, and continue to reach new milestones.

Leadership & Management Team



Joseph DiBella
EXECUTIVE PARTNER



Tammy Brown
EXECUTIVE PARTNER
& HEAD OF PUBLIC
ENTITY BUSINESS



Jim Rhodes
V.P. & EXECUTIVE
DIRECTOR



Emily Koval
ASSOCIATE
EXECUTIVE DIRECTOR



John E Lajewski
SR. PARTNER
& HIF CONSULTING
BUSINESS LEADER



Lenka Bystrianska
V.P. & DIRECTOR OF
HIF OPERATIONS



Karen Kidd
PARTNER &
DIRECTOR OF HIF
IMPLEMENTATION



Crystal Bailey
V.P. & DIRECTOR OF
HIF POLICY, PROCESS
& STRATEGY



Brandon Lodics
PARTNER &
HIF FINANCIAL
PERFORMANCE



Matt Rudman
V.P. &
CHIEF DATA LEADER



Sean Critchley
PARTNER & BUSINESS
DEVELOPMENT
EXECUTIVE



Jason Edelman
V.P. & BUSINESS
DEVELOPMENT
EXECUTIVE



Raymond Burke
SR. PARTNER & CHIEF
HIF UNDERWRITER



Richard Allen
SOUTHERN COASTAL
PROGRAM MANAGER



Joseph DiVincenzo
METRO FUND
COORDINATOR



Dave Voza
MRHIF PROGRAM
MANAGER



"Administering a health benefits plan can be complex, as there are always changes taking place and unique situations that must be addressed. Having a team of professionals to help navigate the healthcare system has proven to be invaluable."

Business Administrator, WEST DEPTFORD SCHOOL DISTRICT

Moving forward, together.

Proudly Serving NJ Public Entities Since 1992:

**STABILITY.
RELIABILITY.
TRANSPARENCY.**



Health Insurance Funds

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