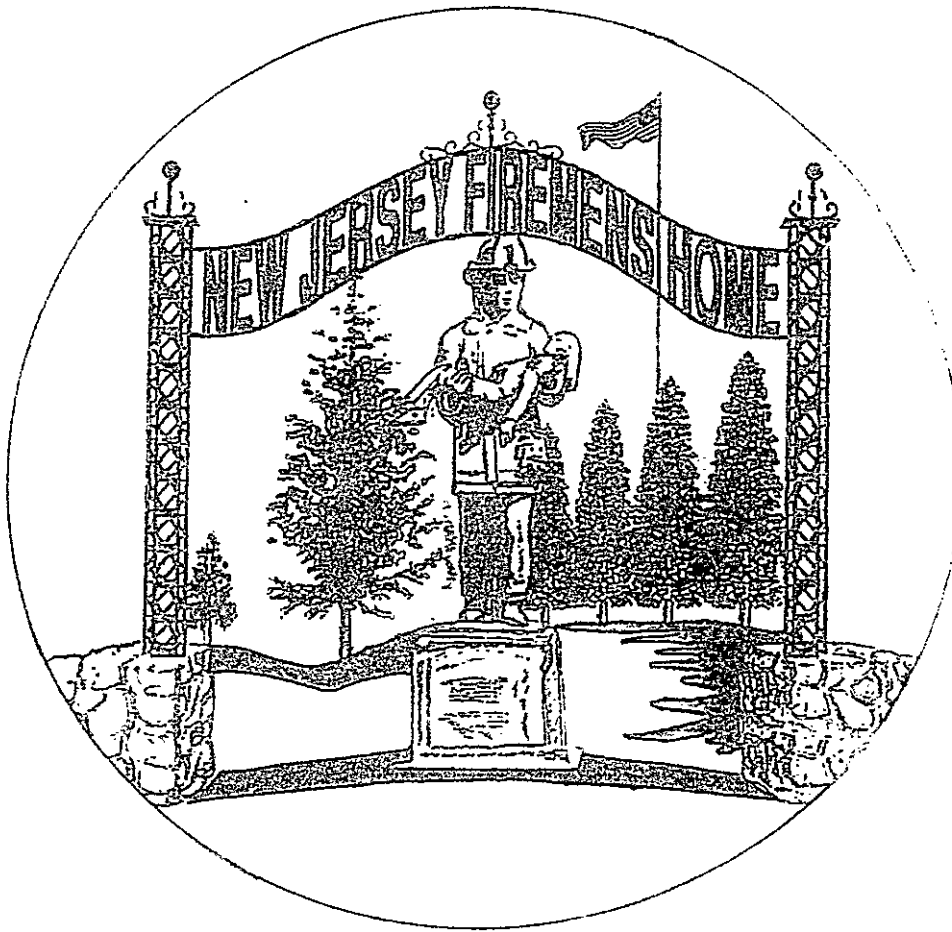


New Jersey Firemen's Home Full Board Meeting



July 12, 2025

The July 12, 2025 meeting of the New Jersey Firemen's Home Board of Managers was called to order by Chairman Washer at 0900 hours and was followed by the pledge of allegiance. An invocation was provided by Manager Dutch.

Mr. Hull advised that proper public notice had been provided

Roll call was taken with all managers present except Mr. Lugossy, Mr. Gigilio and Mr. Dunn who were excused. *The Salem county manager position remains vacant.

The minutes from the June 12, 2025 Board meeting were approved.

Communications:

Secretary Hull reported that he received a copy of an email this morning from the Millington Fire Company in regards to possibly donating apparatus to the museum.

Reports of Officers:

Secretary:

Mr. Hull advised that he is working on the annual report for the caucuses and conventions. If anyone has anything they wish to highlight, see Mr. Hull. The report has to be into the State Association by July 14th to be included in the caucus packets they put together. Mr. Hull apologized that the draft annual report he sent out to use as a guide was so old. Mr. Hull also added that the Draft Copy of the minutes distributed for manager review will only be going to Managers at this time. Information from an unapproved draft copy had been sent forwarded inappropriately. Approved minutes will be sent to whomever requests them.

Treasurer:

Mr. Sutphen advised that we just began on our new budget on July 1st. We will be reviewing some items that have seen an increase from last year such as employee benefits and professional services.

Superintendent:

Mr. Veras reported that BBQ season is well underway and July is a slow month for BBQs. One scheduled at the end of the month that is the employee BBQ which had been previously postponed.

We have hired an older gentleman in the maintenance crew that is our new in-house transportation provider and it is going well. He makes 2-3 trips a day taking guests to doctor appointments.

We had issues with our IT and Adobe software that caused errors in the Actuary report that was printed. The numbers were wrong. Our old IT provider was a "one man show" and we have a new service provider that is looking into issues. The file was corrupt which caused the error. Mr. Veras has the paperwork to back what transpired. The actuary company (BPAS) is aware, the problem has been corrected and our long relationship with BPAS is unaffected.

Our staffing search continues as we are looking for CNAs. The State requires an 8:1 ratio of CNAs to residents. It turns out that there are not enough licensed CNAs in the State to cover this. Some private nursing homes have faced fines for this.

Moving forward funeral notifications of guests will be sent out again by the Superintendent now that we are HIPPA compliant with our email.

One of the requests from the residents was to have ID tags. We can handle this with our in house system. It will be their first name and last initial.

Mr. Veras added that we will be having an in-house CNA school. An old office will be converted into a simulation room for training. The goal is to get more CNAs trained and use it as a resource for hiring.

Finance and Budget Committee:

Mr. Hull read a written report from the July 8, 2025 meeting of the Audit and Finance Committee which is attached. The committee reviewed revenue and expense reports from July 1, 2024 to June 30, 2025, as well as vouchers for the period of June 9th through July 8, 2025. Bills were reported in the amount of \$698,328.61.

The committee noted that the largest portion of our bills reflect our Home's insurance policies being renewed. That cost 211,273.71. We paid them in full for this fiscal year, as we did last year, instead of doing installments and incurring a service fee.

The committee also discussed the State Health Benefits program and the possibility of moving to a joint insurance fund. We have a consultant that will be providing us information. We made note that our pension and state benefits was over what we had budgeted as we budget based on the best estimates. We don't learn of the actual cost from the State to well after our budget is adopted. We did underestimate interest income. We estimated earning \$240,000 but we actually made \$426,903.91, which is a positive.

Lastly the committee again discussed moving away from the antiquated revenue and expense report currently in use. We wish to move to a better format that is easy to understand for the reader.

The next meeting of the committee will be at 0800 hours on Tuesday, August 5, 2025 at the Home.

President Ordway asked if the new report would correct that the funds from the State are show as a deficit instead of income. Mr. Hull responded that is what we are trying to fix.

Insurance:

Mr. Strube advised that with the exception of what Mr. Veras reported on the State Health Benefits, there is nothing new to report.

Legislative Committee:

Mr. Lugossy was excused and no report was provided.

By-laws:

Mr. Apgar advised no report.

Museum:

Mr. Hull reported that Mr. Freeman received a scale model of a Boonton Fire Truck that will be displayed and the letter from Millington about donating apparatus will be looked into.

Public Relations:

Mr. Wilson wished to thank Cape May Executive Committeeman Dan Speigel for his assistance with securing our space at the Convention Center in Wildwood. Mr. Wilson advised when he contacted him, Mr. Speigel advised "already done". We will be up front and center again. Mr. Wilson also thank Mr. Dunn for handling the giveaway items. They will be shipped to the Wildwood so we do not have to worry about transporting everything. Mr. Wilson added that Mr. Giglio had taken the reigns with ordering the items from the vendor. The committee had a lot of good help and we are all set to go.

Ethics and Code of Conduct:

Mr. Sutphen advised that he no report.

Pension:

Chairman Washer had no report.

Mr. Veras reported that we received our estimated increase for our State Health insurance which will be 37.6%. We face another estimated increase of 50% in January. The State Health Benefits is \$130 million in debt. We are marketable as we have a 57% utilization rate. Mr. Bell has provided us with an agent that is exploring joint health insurance funds or having us go direct with blue cross/ blue shield.

Mr. Veras added that today is our annual memorial service where we will be honoring 17 residents and former manager Thomas Murray.

Mr. Veras concluded with reporting on a donation from the Morganville Fire Department that was used to purchase a second stepper machine in the PT room.

President Ordway asked if the other managers will get a copy of the correct actuary report. Mr. Veras advised that he will print it out and distribute.

Legal Counsel:

Mr. Bell reported that he is handling a multiplicity of issues with Sharon. Doing research on the lack of LPNs, Mr. Bell found that Warren County has the best LPN program and he has put Mr. Veras in touch with them so we could possibly draw LPNs from them, Sussex and Morris Counties. Mr. Bells also discussed working with the county college and Votech programs.

Mr. Bell reported that the disciplinary issues with regards to potential removal of unruly guests and that our policies are in line with the New Jersey Administrative Code.

Mr. Bell also had an informal conversation with an Assemblyman about the availability of State COVID funds for the Home

Buildings and Grounds:

Mr. Keyser provided a written report from Maintenance Director Hodierne listing the status of various projects. A copy is attached. Mr. Keyser reported the water testing is ongoing and is costing us \$12,000 a month. They are removing the tubs in Dorms A and D and will replace them with showers. The work will be done in-house.

Mr. Keyser commented on the training room for the CNAs and that the grounds look great. He also asked if we need to continue with the water testing as the trace amounts of legionella are not harming anyone and it does not cause Legionnaire Disease.

Mr. Veras advised that if we do not comply with the State it could cause us issues with "other agencies"; since December 2023 we have not had a case involving legionella or other related respiratory issue. We have a new person on our water management team working with an attorney. Maybe things will happen. It is frustrating as our State's testing is way beyond what is testing in every other state. We would need to have negative results for six months. (described as twice a month testing for 3 months, followed by once a month testing for an additional 3 months).

Applications:

Mr. Freeman provided a written report of the application committee meeting held on July 8, 2025 which is attached. The report indicated 69 guest in Long Term Care and 5 in Residential Care for a total of 74 guests. Since the last meeting, there was one admission to the Home. Two residents answered their final alarm this month. There are 11 applications with pre-admission meetings to be scheduled. Eight applicants are awaiting pre-admission meetings- five are in review by staff and four applications were incomplete. The next meeting for the Applications Committee is 0900 hours on Tuesday, August 5, 2025 at the Home.

Employee Committee:

Mr. Dutch reported that there is one case that Mr. Bell is working on and that is all he can report at this time.

Inventory:

Mr. Wilson advised he had no report.

Golf Committee:

Mr. Signorello reported that the outing went well. The golfers were happy and overwhelmed with the food here. We have a few extra shirts left over. We may have to work on pushing the golfers along. There was a second outing following ours that was delayed.

Mr. Veras added that we need to secure more hole sponsors. This was we can cap the number of golfers to speed up the event.

Mr. Keyser wished to also commend Prince on the food after the event. He also inquired as to what our profit was.

Mr. Veras advised that we made \$10,800 on the event.

Liaison to the State Association:

Mr. Hull advised that he had no further report other than getting the annual report in to the State Association on time.

Inspections:

Mr. Apgar advised that they started the inspection prior to the meeting and he has Mr. Cunningham assisting. They will complete the inspection today and forward a report if necessary to the Secretary.

Long Term Planning/Addition Committee:

Mr. Sutphen advised no report.

State Firemen's Association:

President Ordway advised that they are gearing up for the caucuses and the convention.

Mr. Keyser asked if the video feed of the guests at the Home displayed at the convention could be longer. Mr. Ordway advised that is handled by the Superintendent and can be done.

Mr. Dutch joked about Mr. Keyser being upset that he wasn't in the video.

Unfinished Business:

President Ordway asked Mr. Veras if the information that was corrected in the actuary report could be highlighted for the managers. Mr. Veras advised in the affirmative.

New Business:

Mr. Wilson requested that Mr. Gigilio, Mr. Dunn, and Mr. Lugossy all receive excuses for the meeting.

Mr. Cunningham reported that he had received two phone calls from the family of a guest who recently passed away thanking the Home and the staff for the excellent care provided.

Mr. Apgar commented that he wished to "ditto" Mr. Cunningham as he also received phone calls from families thanking the Home and that the family will be sending a letter in as well.

Mr. Apgar inquired about the purchase of chairs for the auditorium that was listed in the buildings and grounds report. He advised that he had secured a commitment from Hunterdon County for \$2,500 to go for the purchase of new chairs.

Mr. Miller asked that the finance committee look into giving the managers a raise in their quarterly pay. He commented that we have not seen in an increase in approximately 8 years while the State has given themselves multiple raises.

Mr. Hull responded the finance committee will look into it.

Payment of Bills:

Mr. Hull reported the total bills in the amount of \$698,328.61. Upon motion, a roll call vote was taken and the bills payment was approved.

Motions and Resolutions:

None

Public Participation:

State Association Vice-President Joseph Hankins wished to let the Board know that former Home Manager/ State Vice President Sandy Weinberg had a medical event and was in a rehab center but is now home. Sandy's wife also had a medical event during the same time, and they are both home recovering. He currently lives in Lacey Township.

Mr. Hull will get his address and send a card.

Executive Session:

None had.

Good and Welfare:


Mr. Dutch thanked everyone for the phone calls he received after his surgery. It was greatly appreciated. He also attributed his joke about Mr. Keyser to him sitting in Mr. Lugossy's seat today adding how Gil sat there for 26 years.

Chairman Washer reported on what had happened with Mr. Giglio during the cruise that several managers were on. He had a medical event that located a tumor. He had surgery that went well and he was home within a week.

Adjournment:

Meeting was adjourned at 0938 hours.

Respectfully submitted,



Roger Hull
Secretary