

**BOROUGH OF NETCONG  
MAYOR AND COUNCIL SPECIAL MEETING  
OCTOBER 29, 2025**

MINUTES OF THE SPECIAL MEETING OF THE MAYOR AND COUNCIL OF THE BOROUGH OF NETCONG HELD OCTOBER 28, 2025 AT THE NETCONG MUNICIPAL BUILDING, 23 MAPLE AVENUE, NETCONG, NEW JERSEY COMMENCING AT 7:00 PM.

The meeting was called to order by Mayor Still at 7:00 PM.

**PLEDGE OF ALLEGIANCE**

**STATEMENT OF OPEN PUBLIC MEETINGS ACT**

The Borough Clerk read the following statement:

Adequate notice of this meeting as defined by the Open Public Meetings Act has been provided by:

1. Posting a notice of said meeting in the space provided for such announcements at the Borough Hall on October 15, and October 21, 2025.
2. Publishing a notice in the Daily Record, the official newspaper of the Borough of Netcong on October 15, and October 21, 2025.

**ROLL CALL**

Those in attendance this evening were Mayor Still, Councilman Eddy, Councilman Hathaway, Councilman Laureys, Councilman Sylvester and Council President Nametko. Also, present was Mrs. Eckert, Borough Clerk and Mr. Blakeslee, Borough Administrator.

**PUBLIC PORTION OF MEETING**

A Motion to Close the Meeting to the Public was made by Councilman Laureys and seconded by Councilman Hathaway.

Roll Call: 5 Yes

**RESOLUTIONS – VOTED BY BLOCK**

1. **Resolution 2025-98-** To Affirm the Borough of Netcong's Civil Rights Policy with Respect to All Officials, Appointees, Employees, Prospective Employees, Volunteers, Independent Contractors, And Members of The Public That Come into Contact with Municipal Employees, Officials and Volunteers

2. **Resolution 2025-99-** To Expand Membership in the North Jersey Municipal Employee Benefits Fund to Include Medical and Prescription Coverage
3. **Resolution 2025-100-** To Appoint Fund Commissioners to the North Jersey Municipal Employee Benefits Fund.
4. **Resolution 2025-101-** To Terminate All Participation under the SHBP and SEHBP

Motion to adopt Resolutions made by Councilman Nametko seconded by Councilman Laureys.

Roll Call: 5 Yes

#### **PUBLIC PORTION OF MEETING**

A Motion to Close the Meeting to the Public was made by Councilman Hathaway and seconded by Councilman Laureys.

Roll Call: 5 Yes

#### **CLOSED SESSION**

There was no closed session this evening.

#### **ADJOURNMENT**

A Motion to Adjourn the Meeting was made by Councilman Sylvester and seconded by Councilman Hathaway at 7:03 PM.

Roll Call: 5 Yes

Respectfully Submitted,

  
Cynthia Eckert, Borough Clerk

**A RESOLUTION TO AFFIRM THE BOROUGH OF NETCONG'S CIVIL RIGHTS POLICY WITH RESPECT TO ALL OFFICIALS, APPOINTEES, EMPLOYEES, PROSPECTIVE EMPLOYEES, VOLUNTEERS, INDEPENDENT CONTRACTORS, AND MEMBERS OF THE PUBLIC THAT COME INTO CONTACT WITH MUNICIPAL EMPLOYEES, OFFICIALS AND VOLUNTEERS**

**WHEREAS**, it is the policy of the Borough of Netcong to treat the public, employees, prospective employees, appointees, volunteers and contractors in a manner consistent with all applicable civil rights laws and regulations including, but not limited to the Federal Civil Rights Act of 1964 as subsequently amended, the New Jersey Law against Discrimination, the Americans with Disabilities Act and the Conscientious Employee Protection Act, and

**WHEREAS**, the governing body of the Borough of Netcong has determined that certain procedures need to be established to accomplish this policy

**NOW, THEREFORE BE IT ADOPTED** by the Borough Council of the Borough of Netcong in the County of Morris in the State of New Jersey that:

**Section 1:** No official, employee, appointee or volunteer of the Borough by whatever title known, or any entity that is in any way a part of the Borough shall engage, either directly or indirectly in any act including the failure to act that constitutes discrimination, harassment or a violation of any person's constitutional rights while such official, employee, appointee volunteer, or entity is engaged in or acting on behalf of the Borough's business or using the facilities or property of the Borough.

**Section 2:** The prohibitions and requirements of this resolution shall extend to any person or entity, including but not limited to any volunteer organization or inter-local organization, whether structured as a governmental entity or a private entity, that receives authorization or support in any way from the Borough to provide services that otherwise could be performed by the Borough.

**Section 3:** Discrimination, harassment and civil rights shall be defined for purposes of this resolution using the latest definitions contained in the applicable Federal and State laws concerning discrimination, harassment and civil rights.

**Section 4:** The Borough Administrator shall establish written procedures for any person to report alleged discrimination, harassment and violations of civil rights prohibited by this resolution. Such procedures shall include alternate ways to report a complaint so that the person making the complaint need not communicate with the alleged violator in the event the alleged violator would be the normal contact for such complaints.

**Section 5:** No person shall retaliate against any person who reports any alleged discrimination, harassment or violation of civil rights, provided however, that any person who reports alleged violations in bad faith shall be subject to appropriate discipline.

**Section 6:** The Borough Administrator shall establish written procedures that require all officials, employees, appointees and volunteers of the Borough as well as all other entities subject to this resolution to periodically complete training concerning their duties, responsibilities and rights pursuant to this resolution.

**Section 7:** The Borough Administrator shall establish a system to monitor compliance and shall report at least annually to the governing body the results of the monitoring.

**Section 8:** At least annually, the Borough Administrator shall cause a summary of this resolution and the procedures established pursuant to this resolution to be communicated within the Borough. This communication shall include a statement from the governing body expressing its unequivocal commitment to enforce this resolution. This summary shall also be posted on the Borough's web site.

**Section 9:** This resolution shall take effect immediately.

**Section 10:** A copy of this resolution shall be published in the official newspaper of the Borough in order for the public to be made aware of this policy and the Borough's commitment to the implementation and enforcement of this policy.

**BOROUGH OF NETCONG**

By: \_\_\_\_\_

Elmer M. Still, Mayor

Dated: 10/29/25

**CERTIFICATION**

I, Cynthia Eckert, Clerk of the Borough of Netcong, do hereby certify the foregoing to be a true copy of a Resolution adopted by the Borough at a meeting held on this 28<sup>th</sup> day of October, 2025.

Cynthia Eckert, Borough Clerk

Dated: 10/29/25

**RESOLUTION TO EXPAND  
MEMBERSHIP IN THE  
NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND TO  
INCLUDE MEDICAL AND PRESCRIPTION COVERAGE**

**WHEREAS**, several public entities in the State of New Jersey have joined together to form the **NORTH JERSEY REGIONAL EMPLOYEE BENEFITS FUND** hereafter referred to as "FUND", as permitted 40A:10-36 et seq., and;

**WHEREAS**, the FUND was approved to become operational by the Departments of Insurance and Community Affairs and has been operational since that date, and;

**WHEREAS**, the statutes and regulations governing the creation and operation of a joint insurance fund, contain certain elaborate restrictions and safeguards concerning the safe and efficient administration of the public interest entrusted to such a FUND;

**WHEREAS**, the governing body of the Borough of Netcong, hereinafter referred to as "LOCAL UNIT" has determined that membership for Medical and Prescription coverage in the FUND is in the best interest of the LOCAL UNIT.

**NOW, THEREFORE, BE IT RESOLVED** that the governing body of the LOCAL UNIT hereby agrees as follows:

- i. Become a member of the FUND for the period outlined in the LOCAL UNIT's Indemnity and Trust Agreements.
- ii. Will participate in the following type (s) of coverage (s):
  - a.) Medical, Prescription and Dental Health Insurance as defined pursuant to N.J.S.A. 17B:17-4, the FUND's Bylaws, and Plan of Risk Management.
- iii. Adopts and approves the FUND's Bylaws.
- iv. Execute an application for membership and any accompanying certifications.
- v. Commit to the four principles of the FUND which are:
  - a.) A long term philosophy on rates.
  - b.) A willingness to work with bargaining units to achieve plan design changes.
  - c.) Professional management with stability and commitment.

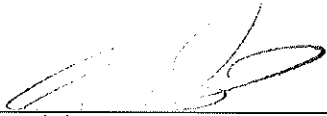
- d.) Rating structure based on actuarial numbers.

**BE IT FURTHER RESOLVED** that the governing body of the LOCAL UNIT is authorized and directed to execute the Indemnity and Trust Agreement and such other documents signifying membership in the FUND as required by the FUND's Bylaws, and to deliver these documents to the FUND's Executive Director with the express reservation that these documents shall become effective only upon:

- i. Approval of the LOCAL UNIT by the FUND.
- ii. Receipt from the LOCAL UNIT of a Resolution accepting assessment.
- iii. Approval by the New Jersey Department of Banking and Insurance and Department of Community Affairs.

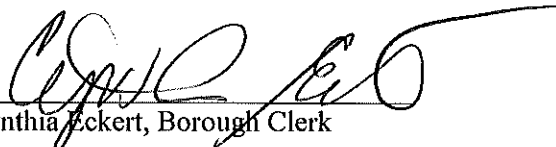
This Resolution shall take effect immediately.

**BOROUGH OF NETCONG**

By:   
Elmer Still, Mayor

**CERTIFICATION**

I, Cynthia Eckert, Clerk of the Borough of Netcong, do hereby certify the foregoing to be a true copy of a Resolution adopted by the Borough at a meeting held on October 28, 2025

  
Cynthia Eckert, Borough Clerk

**Resolution No. 2025-100**

**RESOLUTION TO APPOINT FUND COMMISSIONERS TO THE  
NORTH JERSEY MUNICIPAL EMPLOYEE BENEFITS FUND**

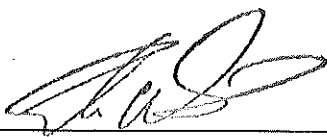
BE IT RESOLVED by the Mayor and Borough Council of the Borough of Netcong that Ralph Blakeslee be and is hereby appointed as a Fund Commissioner to the North Jersey Regional Employee Benefits Fund, effective January 1, 2026 to represent the Borough of Netcong;

and

BE IT FURTHER RESOLVED that Richard Proctor be and is appointed as Alternate Fund Commissioner to the North Jersey Regional Employee Benefits Fund effective January 1, 2026.

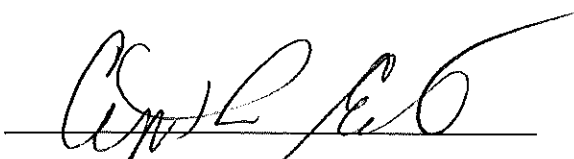
This Resolution shall take effect immediately.

**BOROUGH OF NETCONG**

By:   
Elmer Still, Mayor

**CERTIFICATION**

I, Cynthia Eckert, Clerk of the Borough of Netcong, do hereby certify the foregoing to be a true copy of a Resolution adopted by the Borough at a meeting held on October 28, 2025

  
Cynthia Eckert, Borough Clerk



State Health Benefits Program (SHBP)  
School Employees' Health Benefits Program (SEHBP)

To be completed by the employing agency's Certifying Officer.

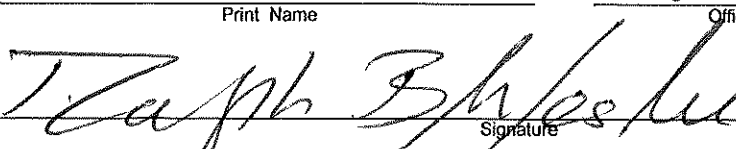
## RESOLUTION 2025-101

**A resolution to terminate all participation under the SHBP and SEHBP (including prescription drug plan and/or dental plan coverage).**

BE IT RESOLVED:

1. The Borough of Netcong 009000  
*Corporate Name of Employer* *SHBP/SEHBP Employer Location Number*  
hereby resolves to terminate its participation in the Program (Medical Plan, Prescription Drug Plan, and/or Dental Plan coverage) thereby canceling coverage provided by the SHBP and/or SEHBP (N.J.S.A. 52:14-17.25 et seq.) for all its active and retired employees.
2. We shall notify all active employees of the date of their termination of coverage under the Program.
3. We understand that the New Jersey Division of Pensions & Benefits (NJDPB) will notify retired employees of the cancellation of their coverage.
4. We understand that all COBRA participants will be notified by the NJDPB and advised to contact our office concerning a possible alternative health, prescription drug, and dental insurance plan.
5. We understand that this resolution shall take effect the first of the month following a 60-day period beginning with the receipt of the resolution by the State Health Benefits Commission or School Employees' Health Benefits Commission.

I hereby certify that the foregoing is a true and correct copy of a resolution duly adopted by the:

<u>Borough of Netcong</u> <i>Corporate Name of Employer</i>		<u>973-347-0252</u> <i>Phone Number</i>	
<u>23 Maple Ave.</u> <i>Street Address</i>	<u>Netcong</u> <i>City</i>	<u>NJ</u> <i>State</i>	<u>07857</u> <i>Zip Code</i>
<u>Ralph Blakeslee</u> <i>Print Name</i>	<u>Borough Administrator</u> <i>Official Title</i>	<u>rblakeslee@netcong.org</u> <i>Email Address</i>	
<u></u> <i>Signature</i>		<u>10/29/2023</u> <i>Date</i>	
<u>23</u> <i>Number of Employees</i>	<u>226002125</u> <i>Employer's State Employer Identification Number (EIN)</i>		

Please complete page 2 of this form.





State Health Benefits Program (SHBP)  
 School Employees' Health Benefits Program (SEHBP)  
**RESOLUTION**

Please complete and comply with the following:

Type of funding method with the new contract:

- ☐ Conventionally insured \_\_\_\_\_
- ☐ Minimum premium \_\_\_\_\_
- ☐ Administrative Services Only (ASO) \_\_\_\_\_
- ☐ Other (please list) HIF - North Jersey Municipal Employee Benefits Fund  
 \_\_\_\_\_  
 \_\_\_\_\_
- ☐ New Health Carrier Aetna \_\_\_\_\_
- ☐ New Prescription Drug Carrier Express-Scripts \_\_\_\_\_
- ☐ New Dental Plan Carrier \_\_\_\_\_
- ☐ Reason for termination from the SHBP/SEHBP Lower Cost \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

In accordance with N.J.S.A. 18A:16-21 and 40A:10-25, you must file a copy of your new contract with the State Health Benefits Commission or School Employees' Health Benefits Commission. Please submit a copy of the new contract with this completed resolution.

Mail Completed Resolution to:

New Jersey Division of Pensions & Benefits  
 Health Benefits Bureau  
 P.O. Box 299  
 Trenton, NJ 08625-0299