Special Negotiations and Personnel Committee
Wednesday, June 3, 2026 5:30 PM
Virtual Meeting
Join Zoom Meeting
https://us02web.zoom.us/j/89433573154
Meeting ID: 894 3357 3154
Find your local number: https://us02web.zoom.us/u/kdeR6JnQgi

CANCELED

1. **Call to Order**
Speaker(s): Ms. Mongillo

1.A. **Opening Ceremonies**

1.B. **Roll Call**
Speaker(s): Ms. Mongillo

2. **Public Portion**
Speaker(s): Ms. Mongillo

Prior to the commencement of any public meeting of any board of the city, the agenda for said meeting shall be posted in the meeting room and the first order of business of said meeting shall be the entertainment of public discussion on any item on said agenda and the conduct, length, and method of terminating said public discussion shall be determined by majority vote of the members of said board of commission.

3. **Executive Session**
Speaker(s): Ms. Mongillo

Motion: *The Negotiations and Personnel Committee enter into Executive Session for discussion regarding Non-affiliated Premium Cost Share (PCS) and the Superintendent of Schools is invited to attend.*

4. **Non-affiliated Premium Cost Share (PCS)**
Speaker(s): Ms. Mongillo, Dr. Conway

Motion: *The Negotiations and Personnel Committee approve moving the Premium Cost Share (PCS) for Non-affiliated staff to the Full Board of Education as recommended by the Superintendent of Schools.*

5. **Adjourn**
Speaker(s): Ms. Mongillo

Motion: *The Negotiations and Personnel Committee adjourn its meeting.*

RECEIVED
By Marc J Garofalo MPA, MMC, MCTC at 3:13 pm, Jun 03, 2026

Non-affiliated Premium Cost Share Contribution

2026-2027 Proposal

Current Situation

- Previous PCS: **13%**
- Intended FY increase: **17%**
- Goal: **Phase-in over 3 years**

In an effort to maintain fiscal responsibility while recognizing the financial impact on non-affiliated employees, we are proposing a phased increase to employee premium cost sharing (PCS) for health insurance over a three-year period.

Historically, non-affiliated staff contributed 13% toward premium costs. While an increase to 17% had been anticipated for the current year, administration recognizes the importance of providing employees with a gradual transition to mitigate financial hardship while aligning contributions with rising healthcare expenditures.

CANCELED

Option 1

Fiscal Year	Employee PCS
Year 1	**14.5%**
Year 2	**16.0%**
Year 3	**17.0%**

Option 2

Fiscal Year	Employee PCS
Year 1	**14.33%**
Year 2	**15.66%**
Year 3	**17.0%**

These phased approaches balances:

- Fiscal stewardship of district healthcare expenditures
- Predictability and transparency for employees
- Competitive compensation and retention considerations
- Alignment with long-term sustainability goals

The Non-affiliated staff ask for consideration of this phased implementation to provide a reasonable transition while ensuring continued fiscal responsibility.

RECEIVED
By Marc J Garofalo MPA, MMC, MCTC at 3:13 pm, Jun 03, 2026