

IAC Meeting Minutes

Date: February 18, 2026

Location: Public Safety Complex, Second Floor Large Classroom

Start time: 1:05 pm

Attendance: Kelly Stanton (Chair, Fire rep)

Patricia Coon (Retiree rep)

Christine Zdonek (Local 413 Administration rep)

Johanna Stacy (Local 413 Professional rep)

Scott Gove (Police - Patrol)

Jaclyn Aiston (DPW rep)

Eric Bottesini (Local 413 Custodial rep)

Ryan Murphy (Police - Supervisors)

Kathy Dunham (Teachers rep) - via zoom

Michael Greany (Fire Local 1876 President)

Emily Russo

Old business: None

Swearing in: All members present were sworn in by the City Clerk.

New members: Scott Gove and Ryan Murphy were unanimously voted in as new members of the IAC representing the Police - Patrol and Police - Supervisors unions, respectively.

Public speak: Pat Coon brought forward a request to not have future meetings occur during school breaks. The Chairperson will make every attempt to prevent this from occurring again in the future.

What was discussed: Emily Russo informed us of proposed changes made by the Hampshire County Group Insurance Trust's (Trust) executive committee (EC) to our health insurance plan. She said we will continue to use Blue Cross Blue Shield of Massachusetts for our insurance provider. For pharmaceuticals, the Trust will continue to use CVS, but intend to switch from CVS Direct to CVS Employer Health. We were presented with FY27 Proposed Plan Renewal Recommendations which were developed by Hilb Group. This proposal looks at four options, two options using CVS Direct and two options using CVS Employer Health. Each option has a proposed premium rate increase. Option A and Option C include a deductible plan and copay increases while Option B and Option D have no plan design changes. The EC voted for Option C - CVS Employer Health, 12.48% increase, \$250/\$500 deductible, \$60 Specialist copay, \$250 Outpatient Surgical copay, and \$500 Inpatient Care copay. This option will be voted on by the Trust on February 25, 2026 during their meeting scheduled for 10:00am. If this option is voted for, the City will then have to impact bargain with the unions. One of the goals with this change is that there will not be a mid-year increase again, but this is not guaranteed. The Trust hopes that, with these changes, they will be able to be in a more financially stable position with an adequate amount of money in reserves.

After Emily Russo left, further discussion was had regarding the proposed changes. Option D - 16.08% increase with no plan design changes was viewed more favorably than Option C. Members were told to bring this information to their respective union bodies to get a consensus of what they think. A follow-up meeting was scheduled and will be March 2, 2026 at 12:00pm to discuss the outcome of the vote by the Trust. It was also recommended that members attend the upcoming Trust meeting, which is via zoom.

Meeting adjourned at 2:10 pm.