



MAYFIELD  
VILLAGE

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**MEMORANDUM**

**TO:** Council President Schutt and Members of Council  
**FROM:** Diane Wolgamuth, Director of Administration  
**DATE:** December 11, 2025  
**RE:** **Employee Health Care and Police/Fire Union Negotiations**

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Dear President Schutt and Members of Council,

During the Executive Session held with Council on September 22, 2025 regarding upcoming collective bargaining negotiations with FOP Lodge 57 and IAFF Local 2619, we discussed the BORMA health care renewal that had been received. The premium increase for 2026 was 11.9%.

The Health Care Task Force met several times and selected plans to be offered to eligible employees in 2026. They recommended that the Village continue to offer Plans 2 and 3 and requested that a high-deductible HSA be offered. BORMA provided an HSA option which was selected in place of Plan 4.

During collective bargaining, Mayor Bodnar and I negotiated an employee premium contribution of 10% of whichever plan was selected by the employee. Because open enrollment was required by the end of November, the Unions agreed to the health care provision while we continued to negotiate on other items. Attached is a chart showing the employee premium contributions made in 2025 and the changes made for 2026. On Monday's agenda is a motion to approve offering BORMA Plans 2, 3 and the HSA.

We have scheduled an Executive Session on Monday evening to provide Council with an update on the status of the remaining items being negotiated with Police and Fire and look forward to speaking with you then.

**2026 Mayfield Village Health Insurance Renewal  
Plan Premiums and Employee Contributions**

		<b>2025</b>			<b>2026</b>						
		<b>Plan 2 Premium</b>		<b>E'ee Monthly Contribution</b>	<b>E'ee %</b>	<b>Plan 2 Premium</b>		<b>E'ee Monthly Contribution</b>	<b>E'ee %</b>		
Single	\$	1,172.34	\$	117.68	10%	Single	\$	1,311.85	\$	131.19	10%
E+Sp	\$	2,461.92	\$	250.22	10%	E+Sp	\$	2,754.89	\$	275.49	10%
E+Chdn	\$	2,110.22	\$	211.84	10%	E+Chdn	\$	2,361.34	\$	236.13	10%
Family	\$	3,634.27	\$	361.74	10%	Family	\$	4,066.74	\$	406.67	10%
		<b>Plan 3 Premium</b>			<b>Plan 3 Premium</b>						
Single	\$	1,143.28	\$	61.14	5%	Single	\$	1,279.33	\$	127.93	10%
E+Sp	\$	2,400.88	\$	131.46	5%	E+Sp	\$	2,686.59	\$	268.66	10%
E+Chdn	\$	2,057.90	\$	110.04	5%	E+Chdn	\$	2,302.79	\$	230.28	10%
Family	\$	3,544.16	\$	186.40	5%	Family	\$	3,965.92	\$	396.59	10%
		<b>Plan 4 Premium</b>			<b>Plan 4 Premium</b>						
Single	\$	1,114.21	\$	34.40	3%	Single	<del>\$ 1,246.80</del>	<del>\$ 124.68</del>	<del>\$ 10%</del>		
E+Sp	\$	2,339.84	\$	75.32	3%	E+Sp	<del>\$ 2,618.29</del>	<del>\$ 261.83</del>	<del>\$ 10%</del>		
E+Chdn	\$	2,005.58	\$	61.92	3%	E+Chdn	<del>\$ 2,244.24</del>	<del>\$ 224.42</del>	<del>\$ 10%</del>		
Family	\$	3,454.06	\$	103.54	3%	Family	<del>\$ 3,865.09</del>	<del>\$ 386.51</del>	<del>\$ 10%</del>		
					<b>New HSA* Premium</b>						
						Single	\$	1,214.28	\$	121.43	10%
						E+Sp	\$	2,549.98	\$	255.00	10%
						E+Chdn	\$	2,185.70	\$	218.57	10%
						Family	\$	3,764.26	\$	376.43	10%

\*MV to provide \$1500/\$3000 deductible funding