

**AGENDA
REGULAR MEETING OF VILLAGE COUNCIL
MARCH 14, 2016
6:30 P.M.**

1. Mayor Smith calls the meeting to order

2. Roll Call:

Randall Atkins
James Boerio
Sue Johnson

Bill Madison
Steve Riley
George Teasdale

3. Guests:

4. Floor open to the public:

5. New Business:

Minutes for approval:
Regular Meeting - February 4, 2016
Workshop Meeting – February 4, 2016
Regular Meeting – February 18, 2016

Resolution 2016-08 – Health Insurance Renewal

Resolution 2016-09 – Support of House Bill 302

Authorization of Invoices

6. Old Business:

7. Executive Session

7. Communications and reports from Village Officials and Committees

- a. Mayor
- b. Fiscal Officer
- c. Solicitor
- d. Administrator
- e. Sgt.
- f. Council Members

8. Adjournment

VILLAGE OF SOUTH LEBANON, OHIO
RESOLUTION NO. 2016-____

**A RESOLUTION APPROVING AND FURTHER AUTHORIZING THE RENEWAL
OF THE VILLAGE'S PRESENT LOW DEDUCTIBLE [TRADITIONAL] HEALTH
INSURANCE PLAN WHICH IS OFFERED TO FULL-TIME VILLAGE EMPLOYEES
AND DECLARING AN EMERGENCY**

WHEREAS, between April 1, 2015 and March 31, 2016 the Village offered health insurance coverage for full-time employees as an employee benefit consisting of a low-deductible [traditional] health insurance plan from Humana with a \$500 annual deductible for an individual plan, and \$1,000.00 annual deductible for a family plan, which provides 100% coverage of medical charges after the deductible limits are met, with no co-pays required except as stipulated in the plan; and,

WHEREAS, Humana has discontinued the Plan currently being provided to Village employees; and,

WHEREAS, the Village staff has obtained quotes from multiple health, dental, vision and life insurance companies; and,

WHEREAS, the most cost effective quote obtained for health insurance is the low deductible [traditional] plan from Humana with a \$1,000.00 annual deductible and an 18.88% decrease in total annual premium costs from the current plan; and,

WHEREAS, the most cost effective quote obtained for dental insurance is the present POS plan from Superior Dental; and,

WHEREAS, the most cost effective quote obtained for life insurance is the present life insurance plan from TBD by 3/14/16; and,

WHEREAS, the most cost effective quote obtained for vision insurance is the present vision insurance plan from VSP; and,

WHEREAS, the Village shall continue to pay 89% of the premium cost for each employee covered by the health, dental and life insurance plans; and,

WHEREAS, the Village shall offer employees eleven percent (11%) of any premium cost savings the Village receives as a result of the employees participation in the Humana Vitality Rewards Program; and

WHEREAS, action is required to assure the Village offer insurance coverage for those full-time employees offered health, dental life and vision insurance in accordance with the terms of their employment benefits with an effective date of April 1, 2016 and is the most cost effective means for doing so, and such action is necessary in order to preserve the public peace, health, safety or welfare of the Village.

NOW, THEREFORE, BE IT RESOLVED by the Council of the Village of South Lebanon, Ohio, at least two-thirds of all members elected thereto concurring:

Section 1. That the Council approves and authorizes the health insurance contract with Humana from April 1, 2016 through March 31, 2016.

Section 2. That the Council approves and authorizes the renewal of the 2015 dental insurance contract with Superior Dental Plus 2016 from April 1, 2016 through March 31, 2016.

Section 3. That the Council approves and authorizes the life insurance contract with *_TBD by 3/14/16_* from April 1, 2016 through March 31, 2016.

Section 4. That the Council approves and authorizes the renewal of the 2015 vision insurance contract with VSP from April 1, 2016 through March 31, 2016.

Section 5. That the Council is acting in its administrative capacity in adopting this Resolution.

Section 6. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 7. That this Resolution is hereby declared to be an emergency measure in accordance with Ohio Rev. Code § 731.30 for the immediate preservation of the public peace, health, safety and general welfare.

Section 8. That it is found and determined that all formal actions of the Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of Council in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Adopted this ____ day of March, 2016.

Attest: _____

Sharon Louallen, Fiscal Officer/Clerk

James D. Smith, Mayor

Rules Suspended: / /2016 (if applicable)	Effective Date – __/__/2016
Vote - ____ Yeas	
____ Nays	
First Reading – / /2016	Effective Date – / /2016
Second Reading – / /2016	
Third Reading– / /2016	
Vote - ____ Yeas	
____ Nays	

Prepared by and approved as to form:

PAUL R. REVELSON
VILLAGE SOLICITOR
SOUTH LEBANON, OHIO

By: _____

Date: __/__/2016

VILLAGE OF SOUTH LEBANON

EMPLOYEE BENEFITS EXECUTIVE SUMMARY

Dear Mayor, Staff and City Council,

We would like to thank you again for the opportunity to work with the employees and families of the Village of South Lebanon. As a summary of the meeting, we offer the following updates.

Sincerely,

Derek Carnohan

Jerry Deatherage

MEDICAL INSURANCE

- Humana is offering to renew the current plan but is being mapped to a separate platform. The current plan design is no longer being offered by Humana and the details are below:
 - Premium reduction of approximately 18.88%
 - Deductible increases
 - Single \$500 moving to \$1,000
 - Family \$1,000 moving to \$2,000
 - Total Annual Out of Pocket remains as the current plan design
 - Single \$4,000
 - Family \$8,000
 - Office visits and Prescription copayments remain the same
 - Increase in the Emergency Room copayment from \$250 to \$400

DENTAL INSURANCE

- Superior Dental Care has offered a flat renewal – no increase in premiums nor changes in coverage.

LIFE INSURANCE

- The Standard has notified us they will be dropping our coverage due to being under 10 employees.
- The brokers will be securing a new carrier to cover the eligible staff with the same coverage.
- Alternatives for employees to purchase additional coverage on a voluntary offering will be presented for employees and dependents.
- No cost to the city or taxpayers for the additional coverages.

ANCILLARY BENEFITS

- The brokers are looking at alternative methods of supplementing the additional deductible outlay for the employees.
- We reviewed the Health Advocate – a health concierge service that assists in finding best-of-care, claims resolution, appeal support and other healthcare issues- currently offered by the Village to the employees. The brokers are also investigating whether Councilpersons can be covered on the plan.

The Village of South Lebanon

2016 Medical Benefits Comparison

Effective 4/1/2016

		Humana Current Plan		Humana Mapped Plan	
		OH 100/70 NPOS 14 Copay Opt 1 Gold		OH 100/70 16 Copay Opt 1 Gold	
Annual Deductible		Network	Non Network	Network	Non Network
	Single	\$500	\$1,500	\$1,000	\$3,000
	Family	\$1,000	\$3,000	\$2,000	\$6,000
Coinsurance Percentage		100/70		100/70	
Co-Payments		Network	Non Network	Network	Non Network
	Office visits	\$25 PCP/\$40 SPC	Deductible/Coinsurance	\$25 PCP/\$40 SPC	Deductible/Coinsurance
	Inpatient Hospital	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
	Outpatient Hospital	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance	Deductible/Coinsurance
Annual Out of Pocket					
	Single	\$3,500	\$10,500	\$3,000	\$9,000
	Family	\$7,000	\$21,000	\$6,000	\$18,000
Total Annual & Out of Pocket		\$4,000	\$12,000	\$4,000	\$12,000
		\$8,000	\$24,000	\$8,000	\$24,000
Urgent Care		\$100 Copay / Visit	Deductible/Coinsurance	\$100 Copay / Visit	Deductible/Coinsurance
Prescription Drug		\$10/\$30/\$50/25%		\$10/\$30/\$50/25%	
Preventive Care		covered @ 100% - reform		covered @ 100% - reform	
Emergency Care		\$250 Copay / Visit		\$400 Copay / Visit	
Monthly Rates		No Lifetime Max - Reform		No Lifetime Max - Reform	
		\$13,548.32		\$10,990.17	
		-18.88%			
Chris Batchelder		EE	\$685.41		\$646.48
Phillip Kaufman		EE	\$779.54		\$646.48
Sharon Louallen		EE	\$1,240.14		\$646.48
Lonnie Commer		Family	\$1,686.12		\$2,004.09
Vikki Shickleman		EE/CH	\$2,698.24		\$1,195.99
Haddix		Family	\$1,954.34		\$2,004.09
Hine		EE	\$540.56		\$646.48
Ledford		Family	\$1,559.54		\$2,004.09
Allen		EE/SP	\$2,404.43		\$1,195.99
		Dependent coverage to 26 - Reform		Dependent coverage to 26 - Reform	

This spreadsheet is for illustration purposes only. Accuracy of information is not guaranteed. Please refer to the carriers contract for details and specifics.

All information presented herein is subject to underwriting approval and in no way guarantees coverage or rates. These rates and benefits are subject to change at any time.

**VILLAGE OF SOUTH LEBANON, OHIO
RESOLUTION NO. 2016-____**

**A RESOLUTION DECLARING SUPPORT FOR THE 131ST OHIO GENERAL
ASSEMBLY'S HOUSE BILL 302**

WHEREAS, Ohio Revised Code § 709.023 permits municipalities to annex unincorporated territories pursuant to an expedited Type II annexation process; and

WHEREAS, Type II annexations permit the annexed territory to remain part of the township from which it was annexed, thus subjecting the annexed territory to potential double taxation by the municipal corporation and the township; and

WHEREAS, on August 17, 2015, Representatives Michael Henne and Jim Butler introduced House Bill 302 to the 131st Ohio General Assembly; and

WHEREAS, House Bill 302 would prohibit municipal corporations or townships from levying taxes for fire, police, and EMS services on Type II annexed territories if the municipal corporation or township does not provide these services to the annexed territory; and

WHEREAS, House Bill 302 provides a five year grace period for fire, police, and EMS levies in place after a Type II annexation petition is approved;

WHEREAS, over 205 acres, including over 270 separate parcels, are subject to taxation for fire, police, and EMS levies by both the Village of South Lebanon and various surrounding townships;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Village of South Lebanon, Ohio, at least a majority of all members elected thereto concurring:

Section 1. That the Council believes it to be in the best interest of the citizens of South Lebanon for House Bill 302 to be passed in the 131st Ohio General Assembly;

Section 2. That the Council hereby presents its support for the passage of House Bill 302 as introduced on August 17, 2015 in the 131st Ohio General Assembly; and,

Section 2. That the Council directs the Administrator to circulate this Resolution to local representatives in the Ohio General Assembly.

Section 3. That the Council is acting in its administrative capacity in adopting this Resolution.

Section 4. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 5. That it is found and determined that all formal actions of the Council concerning and relating to the adoption of this Resolution were adopted in an open meeting of Council in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Adopted this day of , 2016.

Attest: _____
Sharon Louallen, Fiscal Officer/Clerk James D. Smith, Mayor

Rules Suspended: / /2016 (if applicable)	Effective Date – / /2016
Vote - ____ Yeas ____ Nays	
First Reading – / /2016	Effective Date – / /2016
Second Reading – / /2016	
Third Reading– / /2016	
Vote - ____ Yeas ____ Nays	

Prepared by and approved as to form:

PAUL R. REVELSON
VILLAGE SOLICITOR
SOUTH LEBANON, OHIO

By: _____

Date: ____/____/2016



Village of South Lebanon
99 N. High Street, South Lebanon, Ohio 45065
513-494-2296 fax: 513-494-1656
www.southlebanonohio.org

MEMORANDUM

To: Mayor & Village Council
From: Jerry Haddix, Village Administrator
Date: March 11, 2016
Subject: Utility Department Update

Here is a brief update of some of the issues/items the staff has been addressing in the Utility Department since Speedy came on board:

- We have been addressing policies & procedures to ensure compliance with adopted Village ordinances & improve efficiency of the utility department. One example is the “Shut-Off Policy” that was adopted in 2013. The updated ordinance clarified who was responsible for past due balances with respect to, primarily, landlords and tenants. Also, the \$50 turn-on fee approved in the 2013 ordinance had not been enforced.
- Speedy was trained on the computer system early in February by our utility billing program support firm. He has picked up the system very quickly and continues to improve. In addition to that, Phil & Speedy will be receiving training from a representative of Sensus (meter company) on the meters, meter reader and how the information collected interfaces with the billing program.
- Phil & Speedy have working together to address why a large number of customers have been receiving estimated water bills. They determined that the meter reader was taking the reading, but, that when the information was transferred to computer, the information that was in the system didn’t match up with the meter ID numbers.
- The recent adopted ordinance to modify the water & sewer specs will ensure consistency throughout the water system with the new planned developments.

Let me know if you have any questions or would like any additional information re: the utility department.