

**CITY OF SOUTH LEBANON
REGULAR MEETING MINUTES**

June 4, 2026

6:00 P.M.

1. Vice-Mayor Fedor opened the meeting at 6:00 p.m. with a Prayer and the Pledge.

2. ATTENDANCE

Linda Allen – Absent
Sharon Carmack – Present
Brenda Combs – Present

Lisa Fedor – Present
Maryan Harrison – Present
David Smith – Present

3. GUESTS

No guests were present at the meeting.

4. Vice-Mayor Fedor opened the floor to the public. No members of the public spoke during this time, and the floor was subsequently closed.

5. Approval of Minutes of Prior Meetings
Regular Meeting – May 21, 2026

Vice-Mayor Fedor called for a motion to approve.

A motion to adopt the minutes of May 21, 2026 was made by Harrison, seconded by Combs, all yeas.

NEW BUSINESS

6. **ORDINANCE 2026-08, FIRST READING, AN ORDINANCE AUTHORIZING THE MAYOR TO EXECUTE AN EMPLOYER ADOPTION AGREEMENT WITH THE OHIO PUBLIC EMPLOYERS DEFERRED COMPENSATION BOARD TO OFFER A ROTH 457 OPTION TO CITY OF SOUTH LEBANON EMPLOYEES.**

Ordinance 2026-08, authorizing the Mayor to execute an agreement with the Ohio Public Employees Deferred Compensation Board to offer a Roth 457 option to employees was introduced for its first reading. The ordinance was entered into the record, with no questions or discussion.

7. ACCEPTANCE OF INVOICES

A motion to accept the invoice list of payments totaling (\$105,008.46) was made by Smith, seconded by Combs, all yeas.

OLD BUSINESS

8. **RESOLUTION 2026-13, SECOND READING, A RESOLUTION AUTHORIZING THE MAYOR AND DIRECTOR OF FINANCE TO ENTER INTO A MEMORANDUM OF AGREEMENT WITH LCNB NATIONAL BANK TO BE THE DESIGNATED DEPOSITORY FOR CITY FUNDS.**

Vice-Mayor Fedor called for a motion to approve by title only, with no questions or discussion.

A motion to adopt by title only, Resolution 2026-13, was made by Harrison, seconded by Smith, all yeas.

9. **RESOLUTION 2026-14, SECOND READING, A RESOLUTION AUTHORIZING THE RENEWAL OF THE CITY'S HIGH DEDUCTIBLE HEALTH INSURANCE PLAN AND EMPLOYER CONTRIBUTIONS TO EMPLOYEE HEALTH SAVINGS ACCOUNTS FOR FULL-TIME CITY EMPLOYEES.**

This item generated substantial discussion. Councilmember Smith moved to amend the resolution to have the city cover 100% of employee health insurance contributions, eliminating the employees' current 11% premium share. He cited conversations with city employees who felt the cost burden was difficult.

Director of Finance Williams presented background, explaining that the city is currently in a three-year agreement with the Center for Local Government's health insurance pool and that the plan's renewal is effective August 1, 2026 through July 31, 2027. Notably, the city received a 0% renewal rate increase, representing 18 months of coverage without a rate increase following the switch from a traditional PPO to a high-deductible health plan (HDHP). She emphasized that the Finance Committee had reviewed the plan in detail, including a comprehensive presentation in December, and that the current split of 89% employer / 11% employee contribution is competitive with other entities within the Center for Local Government pooled insurance program.

Williams cautioned that such a change would have budget implications that had not been analyzed, and that a decision of that nature should not be made without running the numbers.

She further noted that the current HDHP structure resulted in employees saving approximately 27% on premiums compared to the prior traditional PPO. In addition, the city now contributes to employee Health Savings Accounts (HSAs): \$1,200 for employees with single coverage (out of a \$2,000 deductible) and \$2,400 toward family coverage (out of a \$4,000 deductible), which are contributions that were not available under a PPO plan. The 0% renewal rate increase represents a continued fiscal benefit relative to the 27% increase the city had been facing under its prior Anthem PPO plan.

Councilmember Smith also asked whether the comparison of plan offerings had been made against neighboring communities such as Morrow, Hamilton Township, and Loveland — not solely against entities within the Center for Local Government plan. Director of Finance Williams responded that she would be willing to research and provide that comparative data and

reiterated that most comparable small municipalities participate in the same pooled plan, making it a relevant benchmark.

Law Director Kirby, noted that if an amendment were desired, the resolution would need to be revised and brought back for subsequent reading.

Vice-Mayor Fedor expressed reluctance to amend the plan without confirmed budget numbers, noting the City's finances were already under strain, and argued that the current employer contribution is already generous by prevailing standards. She advocated for passing the resolution as written to protect employee coverage, which she noted was fewer than 60 days from renewal. Director of Finance Williams confirmed that a failure to act could potentially affect HSA contribution funding but not necessarily the continuity of coverage itself.

Councilmember Harrison moved to accept the resolution as written, and the motion was seconded by Vice-Mayor Fedor. A roll call was taken with the following result: Ayes: Fedor, Harrison; Nays: Carmack, Combs, & Smith

Following the failed motion, Councilmember David N. Smith moved to table the resolution, and the motion was seconded by Councilmember Combs. A roll call was taken with the following result: Ayes: Carmack, Combs, & Smith; Nays: Fedor, Harrison.

COMMUNICATION ITEMS

10. COMMUNICATIONS & REPORTS

Mayor Burke

- a. Absent

Director of Finance Tina Williams

- a. Nothing to Report

Administrator Chris Hacker

- a. City Administrator reported that Majors Construction has mobilized on-site for the River Corridor project, with equipment and materials delivered. The contractor is staking and taking final measurements with MSP Engineering in preparation for excavation, manhole installation, and pipe placement.
- b. He also shared a quarterly update from Energy Alliance, the City's energy aggregation provider, noting that over the past 12 months, the average residential user has saved approximately \$150 per year on combined gas and electric costs compared to the standard Duke Energy rate.

Law Director Chase Kirby

- a. Law Director Kirby reported nothing for the current meeting but indicated that he would have updates at the next meeting, including a likely executive session. He asked Director of Finance/Clerk Williams to place that item on the upcoming agenda.

Sgt. Corey Adams

- a. Absent

Councilmember David Smith

- a. Councilmember Smith inquired about the Zoar Road stabilization project, specifically whether guardrail replacement had been included in the project scope, noting that the existing guardrail was leaning into the street and that concrete had been placed around the pilings.

City Administrator Hacker confirmed that guardrails were not part of the stabilization project's scope. He noted that while the guardrail is not perfectly vertical, the engineer has confirmed it meets specification, as it does not encroach upon the travel lane.

- b. Councilmember Smith also inquired about the park utilization study appearing in the budget. Director of Finance Williams indicated that she could not answer that question, as she had been given the amount to include in the budget, and suggested a member of the Parks Committee would be better positioned to respond.

Councilmember Lisa Fedor

- a. Vice-Mayor/Councilmember Fedor announced that the current weekend is the City's yard sale weekend, with not permits or fees required. She also noted that the following Saturday, June 13, will be movie night in the park beginning at dusk, with the film How to Train Your Dragon. She thanked Mt. Zion Baptist Church for providing snacks and drinks, and First Baptist Church for providing ice cream.

She also noted that planning for the Fourth of July celebration is underway, and that a discussion with Sgt. Adams regarding National Night Out will take place upon his return from vacation.

Councilmember Sharon Carmack

- a. Nothing to report

Councilmember Maryan Harrison

- a. Expressed appreciation for the police department and all first responders.

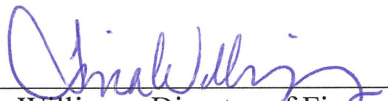
Councilmember Linda Allen

- a. Absent

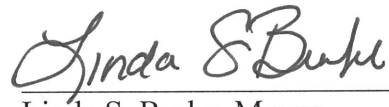
Councilmember Brenda Combs

- a. Nothing to report

11. Vice-Mayor Fedor asked for a motion to adjourn the meeting at 6:30 p.m. A motion was made by Combs, seconded by Smith, all yeas.



Tina Williams, Director of Finance/Clerk



Linda S. Burke, Mayor

For an audio copy of the June 4, 2026 City of South Lebanon Council Regular Meeting, please contact the Director of Finance at twilliams@southlebanonohio.org.