

**VILLAGE OF SOUTH LEBANON, OHIO
RESOLUTION NO. 2020-14**

**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, the Village currently offers health insurance coverage for full-time employees as an employee benefit consisting of a low-deductible [traditional] health insurance plan from Humana; and,

WHEREAS, the Village staff has obtained quotes for health, dental, and life insurance; and,

WHEREAS, the most cost effective quote obtained for health insurance is the low deductible [traditional] plan from Humana with a with a \$2,000 annual deductible for an individual plan, and \$4,000.00 annual deductible for a family plan, which provides 80% coverage of medical charges after the deductible limits are met, with a 20% co-pay required as stipulated in the plan with a 13.31% increase 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 life insurance plan from Humana; 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 employee's participation in the Humana Vitality Rewards Program; and

WHEREAS, immediate action is required to assure the Village offer insurance coverage for those full-time employees offered health, dental and life insurance in accordance with the terms of their employment benefits with an effective date of April 1, 2020 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, 2020 through March 31, 2021.

Section 2. That the Council approves and authorizes the renewal of the 2020 dental insurance contract with Superior Dental Care from April 1, 2020 through March 31, 2021.

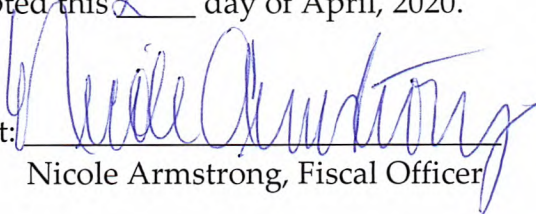
Section 3. That the Council approves and authorizes the life insurance contract with Humana from April 1, 2020 through March 31, 2021

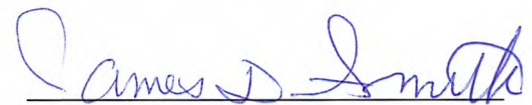
Section 4. That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

Section 5. 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 6. 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 2nd day of April, 2020.

Attest: 
Nicole Armstrong, Fiscal Officer


James D. Smith, Mayor

Rules Suspended: / /2020 (if applicable)	Effective Date - __/__/2020
Vote - <u>6</u> Yeas ___ Nays	
First Reading - / /2020	Effective Date - / /2020
Second Reading - / /2020	
Third Reading - / /2020	
Vote - ___ Yeas ___ Nays	

Prepared by and approved as to form:

PAUL R. REVELSON
VILLAGE SOLICITOR
SOUTH LEBANON, OHIO

By: _____
Date: 4/2/2020