

**CITY OF SOUTH LEBANON, OHIO  
RESOLUTION NO. 2025-14**

**A RESOLUTION APPROVING AND FURTHER AUTHORIZING THE RENEWAL  
OF THE CITY'S [TRADITIONAL] HEALTH INSURANCE, DENTAL, AND LIFE  
INSURANCE PLANS WHICH ARE OFFERED TO FULL-TIME CITY EMPLOYEES  
AND DECLARING AN EMERGENCY**

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

**WHEREAS**, the City staff has obtained quotes for the renewal of health, dental, vision and life insurance plans; and,

**WHEREAS**, the Personnel Committee is recommending the renewal of the low deductible [traditional] health insurance plan from Anthem with a \$1,500 annual deductible for an individual plan, and \$3,000 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, and with a 27.27% increase in total premium costs from the current plan; and,

**WHEREAS** the most cost effective quote obtained for dental insurance is the current plan from Medical Mutual/Superior Dental Care with a zero percent increase; and,

**WHEREAS**, the most cost effective quote obtained for life insurance is the current life insurance plan from Humana with a zero percent increase; and,

**WHEREAS**, the most cost effective quote obtained for vision insurance is the current plan from VSP-Vision Care with a zero percent increase; and,

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

**WHEREAS**, the City shall continue to pay 100% of the premium cost for each employee covered by the vision and life insurance plans; and,

## Resolution 2025-14 Renewal of Employee Health Insurance Plans

**WHEREAS**, immediate action is required to assure continued insurance coverage for full-time employees offered health, dental, and life insurance in accordance with the terms of their employment benefits 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 City.

**NOW, THEREFORE, BE IT RESOLVED** by the Council of the City 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 Anthem beginning May 1, 2025, through April 30, 2025.

**Section 2.** That the Council approves and authorizes the renewal of the dental insurance contract with Medical Mutual/Superior Dental Care from April 1, 2025, through March 31, 2026.

**Section 3.** That the Council approves and authorizes the renewal contract with Humana for life insurance from April 1, 2025, through March 31, 2026.

**Section 4.** That the Council approves and authorizes the renewal of a two-year contract with VSP-Vision Care for vision insurance from April 1, 2025, through March 31, 2027.

**Section 5.** That the recitals contained within the Whereas Clauses set forth above are incorporated by reference herein.

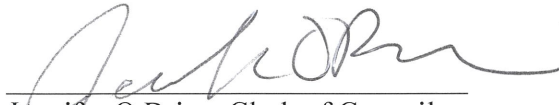
**Section 6.** That this Resolution is hereby declared to be an emergency measure in accordance with Ohio Rev. Code § 731.30 for the immediate preservation of the public peace, health, safety, and general welfare.


**Section 7.** 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.

Resolution 2025-14 Renewal of Employee Health Insurance Plans

Adopted this 17 day of April, 2025.

Attest:

  
Jennifer O'Brien, Clerk of Council

  
Linda S. Burke, Mayor

Rules Suspended: 4/17/25 (if applicable)

First Reading:       

Second Reading:       

Vote: 6 Yeas  
             Nays

Effective Date: 4/17/25

Prepared by and approved as to form:

Andrew P. Meier  
Law Director  
City of South Lebanon, Ohio

By: 

Date: 4/17/2025