

**VILLAGE OF SOUTH LEBANON, OHIO**  
**RESOLUTION NO. 2014-3**

**A RESOLUTION APPROVING AND FURTHER AUTHORIZING MAYOR AND  
FISCAL OFFICER TO EXECUTE AN AGREEMENT FOR A LOW DEDUCTIBLE  
[TRADITIONAL] HEALTH INSURANCE PLAN TO OFFER HEALTH INSURANCE  
FOR FULL-TIME VILLAGE EMPLOYEES**

**WHEREAS**, between August of 2013 and February of 2014 the Village offered health insurance coverage for full-time employees as an employee benefit consisting of a high-deductible HSA plan; and,

**WHEREAS**, the high-deductible HSA plan offered by the Village between August of 2013 and February of 2014 included dental insurance coverage and a \$15,000 life insurance policy to those full-time employees offered health insurance; and

**WHEREAS**, the Village Administrator obtained quotes for sixty-one plan options from seven health insurance companies for both high-deductible HSA plans and low deductible [traditional] health insurance plans, twelve dental plan options from five different dental insurance companies and twenty-eight life insurance policies from eleven life insurance companies in an effort to find a more desirable plan for little or no additional cost; and,

**WHEREAS**, the most cost effective quote obtained is a low deductible [traditional] plan from Humana with a \$500.00 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; and,

**WHEREAS**, the Village desires to change from a high-deductible HSA plan to a low deductible [traditional] health insurance plan in the plan year 2014/2015 to offer the full-time employees health insurance benefits; and,

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

**WHEREAS**, action is required to assure the Village offer health 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<sup>st</sup> 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 Mayor and Fiscal Officer to execute a contract with Humana, a copy of which is attached hereto.

**Section 2.** That the Council approves and authorizes the Mayor and Fiscal Officer to execute a contract with Superior Dental Plus, a copy of which is attached hereto.


**Section 3.** That the Council approves and authorizes the Mayor and Fiscal Officer to execute a contract with The Standard, a copy of which is attached hereto.

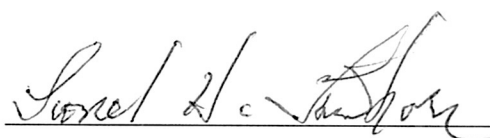
**Section 4.** That the Council is acting in its administrative capacity in adopting this Resolution.

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

**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 20<sup>th</sup> day of March, 2014.

Attest:   
Sharon Louallen, Fiscal Officer/Clerk

  
Lionel Harold Lawhorn, Mayor

Rules Suspended: 02/20/2014 (if applicable)

Effective Date - \_\_/\_\_/2014

Vote - \_\_\_\_ Yeas  
\_\_\_\_ Nays

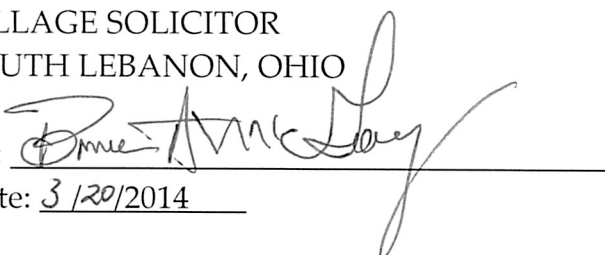
First Reading - 2/10/2014  
Second Reading - 2/10/2014  
Third Reading - 3/20/2014

Effective Date - / / 2014

Vote - 6 Yeas  
\_\_\_\_ Nays

Prepared by and approved as to form:

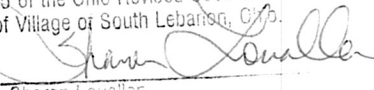
BRUCE A. MCGARY  
VILLAGE SOLICITOR  
SOUTH LEBANON, OHIO

By:   
Date: 3/20/2014

**CERTIFICATE OF POSTING**

I, Sharon Louallen, Fiscal Officer of the Village of South Lebanon, Ohio do hereby certify I posted a true and accurate copy of this ordinance or resolution, summary of ordinance or resolution, or statement, order, proclamation, notice or report at five public places within the Village as authorized by Section 731.25 of the Ohio Revised Code and Ordinance 98-08 of Village of South Lebanon, Ohio.

3-21-14  
Date

  
Sharon Louallen  
Fiscal Officer  
Village of South Lebanon,  
Ohio