

VILLAGE OF COVINGTON, OHIO

RESOLUTION R10-26

A RESOLUTION AUTHORIZING THE RENEWAL OF HEALTH INSURANCE FOR VILLAGE EMPLOYEES

WHEREAS, THE Village of Covington deems it appropriate and necessary to maintain health insurance benefits for the Village of Covington's employees; and

WHEREAS, the Village of Covington has been presented a renewal from Anthem Blue Cross and Blue Shield and Council has determined that Anthem Blue Cross and Blue Shield will provide benefits at the most economical cost and service to the Village; and

WHEREAS, the Village of Covington wishes provide employees the following plans with the following requirements:

- Employee. For the employee's coverage only.
- Employee + Spouse. For the employee and their spouse (must be legally married), only if the spouse is unable to receive health insurance through their employer. A form stating that the employee's spouse is unable to receive insurance or is not employed where insurance is offered, is required. Employees, where both are employees are able to utilize the Employee + Spouse plan if they choose.
- Employee + Children. For the employee and their children. Children are defined as a dependent that is below the age of 26 and may include biological and stepchildren. Grandchildren are not permitted to be covered.
- Employee + Family. For the employee, spouse, and children of which are all defined above.

WHEREAS, the Village of Covington wishes to provide two options to its employees – MEWA Blue Access 2026 HSA and MEWA Blue Access 2026 PPO; and

WHEREAS, the Village of Covington wishes provide employees whom choose the HSA option additional funding for their HSA as follows, broken down equally into each month over the plan year.

- \$2,000 for an Employee plan (\$166.66 / month),
- \$4,000 for all other plans including Employee + Spouse, Employee + Children, and Employee + Family (\$333.33 / month); and

NOW THEREFORE, pursuant to the forgoing, be it resolved by the Council of the Village of Covington, State of Ohio, as follows:

SECTION 1: That the Village Administrator along with Fiscal Officer shall be authorized to entering to contracts with Anthem Blue Cross and Blue Shield to provide health, insurance benefits for the Village of Covington’s employees; and

SECTION 2: This Resolution shall take effect at the earliest period allowed by law.

APPROVED: _____, 2026:

Lee Harmon, Mayor

Martin Leistner, President of Council

Lisa Cavender, Fiscal Officer