

ORDINANCE NO. 2025- _____

AN ORDINANCE AMENDING SECTION 9-2 OF THE PERSONNEL POLICY OF THE VILLAGE OF WINNEBAGO, ILLINOIS, RELATING TO GROUP MEDICAL INSURANCE PROVISIONS

WHEREAS, the Village of Winnebago adopted Ordinance 2024-21, establishing a process for updating the Village Personnel Policy and providing the Village Administrator with certain administrative authorities related to personnel matters; and

WHEREAS, on September 17, 2025 the Village Board approved membership in the Intergovernmental Personnel Benefit Cooperative (IPBC) to stabilize health insurance costs and expand coverage options for Village employees; and

WHEREAS, as part of the transition to IPBC, staff reviewed the Village's current Personnel Policy and identified two necessary amendments to Section 9-2 (Group Medical Insurance): (1) to change the effective date of coverage to the employee's date of hire rather than the first day of the month following thirty (30) days of employment, thereby eliminating coverage gaps; and (2) to permit retirees to remain on the Village's group medical plan until they become eligible for Medicare, at their own expense, ensuring continuity of care and a smoother transition into retirement; and

WHEREAS, these amendments support the Village's Strategic Plan goals of employee retention, organizational stability, and succession planning while remaining fiscally responsible; and

WHEREAS, the Village Administrator has submitted a memorandum dated October 15, 2025 ("Exhibit A") outlining the recommended revisions to Section 9-2 of the Personnel Policy for Village Board consideration;

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Winnebago, as follows:

SECTION I. ADOPTION OF AMENDED SECTION 9-2 GROUP MEDICAL INSURANCE

The Village Board hereby amends Section 9-2 of the Personnel Policy to read as set forth in Exhibit A, attached hereto and incorporated herein by reference.

SECTION II. IMPLEMENTATION

The Village Administrator is authorized to coordinate all administrative steps necessary to implement the changes contained in this ordinance, including but not limited to the distribution of updated policy documents to employees and retirees, coordination with payroll staff and the Village's insurance representatives, and communication of eligibility updates to affected employees.

SECTION III. SEVERABILITY

If any portion of this Ordinance is held invalid by a court of competent jurisdiction, such decision shall not affect the validity of the remaining provisions.

SECTION V. REPEAL

All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

SECTION VI. EFFECTIVE DATE

This Ordinance shall be in full force and effect from and after its passage and approval according to law and publication in pamphlet form.

APPROVED this _____ day of _____, 2025

Franklin J. Eubank, Jr.,
Village President

ATTEST:

Sally Jo Huggins, Village Clerk

PASSED: _____

APPROVED: _____

**PUBLISHED IN
PAMPHLET FORM:** _____