



Agenda Item Executive Summary

Item Name AN ORDINANCE AMENDING PERSONNEL POLICY SECTION 9-2: GROUP MEDICAL INSURANCE Committee or Board Board

BUDGET IMPACT

<i>Amount:</i>	N/A	<i>Budgeted:</i>	N/A
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<i>List what fund:</i>	N/A
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EXECUTIVE SUMMARY

This ordinance amends Section 9-2 of the Village of Winnebago Personnel Policy to align with the Village’s recent transition to the Intergovernmental Personnel Benefit Cooperative (IPBC), as approved on September 17, 2025. The amendment includes two key updates:

1. Coverage Effective Date Change: Shifts the group medical insurance coverage effective date to the employee’s date of hire rather than the first of the month following 30 days of employment. This reduces gaps in health insurance coverage and addresses feedback from staff regarding delayed access to benefits.
2. Retiree Coverage Provision: Allows employees who retire directly from Village service and are receiving an IMRF pension to remain on the Village’s group medical plan until they are eligible for Medicare, provided they pay the full premium cost. This change provides continuity in care and supports employee retention and succession planning.

These changes were recommended in the October 15, 2025, memorandum from the Village Administrator and support the Village’s strategic goals of organizational stability and fiscal responsibility.

ATTACHMENTS (PLEASE LIST)

Ordinance

ACTION REQUESTED

- For Discussion Only
- Resolution
- Ordinance
- Motion:

MOTION: I MOVE TO APPROVE ORDINANCE 2025-___, AN ORDINANCE AMENDING PERSONNEL POLICY SECTION 9-2: GROUP MEDICAL INSURANCE

Staff: Joey Dienberg, Village Administrator Date: 10/15/25