



Agenda Item Executive Summary

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

BUDGET IMPACT

Amount:	N/A	Budgeted:	N/A
List what fund:	N/A		

EXECUTIVE SUMMARY

At the September 17, 2025 Village Board Meeting, the Village adopted an ordinance to join the Intergovernmental Personnel Benefit Cooperative (IPBC), a move intended to stabilize insurance premiums and reduce employee exposure to claims. As part of this transition, the Village is proposing two amendments to Personnel Policy Section 9-2: Group Medical Insurance.

The first amendment changes the effective date of health coverage to the employee's date of hire, eliminating the current waiting period, which can leave new hires temporarily uninsured. This aligns with IPBC standards and addresses employee concerns raised during recent strategic planning focus groups.

The second amendment permits retirees who are receiving an Illinois Municipal Retirement Fund (IMRF) pension to remain on the Village's group health insurance plan until they become Medicare-eligible. Retirees would pay 100% of the premium cost. This change would smooth the transition into retirement, support continuity of care, and potentially encourage timely retirement, supporting succession planning.

These revisions aim to enhance the Village's employee benefits program while aligning with its strategic goals and new IPBC membership.

ATTACHMENTS (PLEASE LIST)

Staff Memo

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: 10/01/25