VILLAGE OF FOREST VIEW

RESOLUTION NO. R26-18

A RESOLUTION AMENDING THE VILLAGE'S PERSONNEL MANUAL IN REGARDS TO VACATION AND SICK ACCURALS AND INSURANCE BUNDLING

PASSED AND APPROVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF FOREST VIEW, COOK COUNTY, ILLINOIS this 10th day of NOVEMBER, 2026

Published in pamphlet form by authority Of the President and Board of Trustees Of the Village of Forest View, Cook County, Illinois this 10th day of NOVEMBER, 2026.

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A RESOLUTION AMENDING THE VILLAGE'S PERSONNEL MANUAL IN REGARDS TO VACATION AND SICK ACCURALS AND INSURANCE BUNDLING

WHEREAS, the Village of Forest View adopted a personnel manual on June 23rd, 2026

WHEREAS, Staff made recommendations on improvements to the Village's personnel manual to the benefit of the Village and its employees; and

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF FOREST VIEW AS FOLLOWS:

SECTION 2: Amendment. The Village of Forest View Personnel Manual is amended as follows: The following sections shall be added:

Section 14.8 Accruals- Vacation time shall accrue on a per paycheck basis starting on January 1, 2027, wherein the amount of time earned is equal to the total vacation entitled in this chapter converted to hours, and divided by number of pay periods within the calendar year.

Section 15.7 Accruals- Sick time shall accrue on a per paycheck basis starting on January 1, 2027, wherein the amount of time earned is equal to the total vacation entitled in this chapter converted to hours, and divided by number of pay periods within the calendar year.

The following sections shall be amended:

Section 18.1 Group Insurance Coverage

The Full-Time employees of the Village and their dependents shall be eligible immediately for participation in the medical and hospitalization insurance plan provided by the Village, after eighty-nine (89) days' service of their employment. In addition, all Full-Time employees immediately shall be eligible for participation in the Village life insurance plan. All Full-Time employees of the Village and their dependents shall be eligible for participation~~, after eighty-nine (89) days' service,~~ in the group prescription drug and vision service programs.

1.Health Insurance: Full-Time employees of the Village and their dependents shall be eligible to participate in the current Village sponsored health plan. Full-Time employee contribution toward that Plan shall be 15% of the actual premium cost of their respective market category premium, or as determined by the Village President and Board of Trustees from time to time, irrespective of the Full-Time employee's enrollment in any of the village's health plan options.

2. Dental and Vision Insurance: Full-Time employees of the Village and their dependents shall be eligible to participate in the dental and vision insurance plan. Full-Time employees shall contribute 15% of the actual premium cost of their respective market category premium, or as determined by the Village President and Board of Trustees from time to time. ~~The Village has determined that these plans are "bundled" and as such all types of~~

~~coverage cannot be split.~~

SECTION 1: Approval. The President and Board of Trustees of the Village of Forest View hereby approve repealing previous administrative directives and policies and adopting a codified personnel manual;

SECTION 2: Authorization. The Village Administrator is hereby authorized and directed to execute this Action on behalf of the Village.

SECTION 3: Effective Date. This Resolution shall be in full force and effect from and after its adoption and approval in the manner provided by law.

PASSED BY THE FOLLOWING ROLL CALL this 10th day of November, 2026.

AYES: Trustees Grossi, Nitka, Nevarez, Sudkamp, Castanuela

NAYS: NA

ABSENT: Trustee Hubacek

APPROVED this 10th day of November, 2026.

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David Liska
Village President

ATTEST:

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Laura D. McGuffey
Village Clerk