

RESOLUTION NO. 08-25-18-01

**WHEREAS**, the Village Board for the Village of Fontana-on-Geneva Lake intends to amend its Personnel Policy for Handbook regarding its policy on unused Sick Leave and Vacation Benefits.

**NOW, THEREFORE**, be it resolved by the Village Board for the Village of Fontana-on-Geneva Lake, as follows:

1. That Section 407, Severance Pay, shall be amended to read as follows:

**407 Severance Pay**

The Village of Fontana provides severance pay to eligible employees whose employment is terminated for reasons that are not prejudicial to the Village of Fontana, as determined by the Village of Fontana in its sole discretion. Severance pay will be provided to the following eligible employee classifications:

- \* Regular full-time employees as outlined in union and individual contracts.

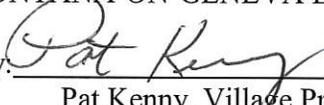
Specifically excluded from benefits under this provisions are employees who: were hired as temporary employees for a specified period of time; were offered but refused to accept another suitable position with the organization; were provided the opportunity to be retained for any length of time by a successor employer.

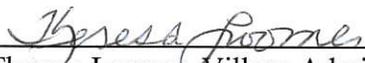
Notwithstanding the foregoing, and as a further amendment to Policy 407, Severance Pay, the following further amendment to said Policy shall be effective as of January 1, 2014:

- a. As to existing full time employees as of December 31, 2013, the Village's past practice with regard to severance pay shall continue.
- b. As to new employees hired on January 1, 2014 and thereafter, under no circumstances shall accrued and unused Sick Pay or Vacation Time result in an obligation for the Village to buy out said unused benefits at the termination of said employees employment with the Village of Fontana.

**PASSED AND ADOPTED** by the Village Board of the Village of Fontana-on-Geneva Lake this 25<sup>th</sup> day of August, 2018.

VILLAGE BOARD OF THE VILLAGE OF  
FONTANA-ON-GENEVA LAKE

By:   
Pat Kenny, Village President

Attest:   
Theresa Loomer, Village Administrator/Clerk