

**VILLAGE OF VERNON HILLS
RESOLUTION 2025-016**

**A RESOLUTION AUTHORIZING AND APPROVING AN AMENDMENT TO THE
EMPLOYMENT AGREEMENT WITH CHIEF OF POLICE PATRICK L. KREIS**

WHEREAS, Patrick L. Kreis (“Chief Kreis”) has been appointed as Chief of Police of the Village of Vernon Hills; and

WHEREAS, the Village of Vernon Hills (“Village”) and Chief Kreis entered into an Employment Agreement (“Original Agreement”) on May 2, 2017; and

WHEREAS, the Village and Chief Kreis desire to amend the Original Agreement.

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF VERNON HILLS, LAKE COUNTY, ILLINOIS, AS FOLLOWS:

SECTION I. That the Village President is authorized to execute and the Village Clerk is hereby authorized to attest to the amended employment agreement entitled, “First Amendment to the Employment Agreement with Chief of Police Patrick L. Kreis”, said agreement being attached hereto as Exhibit A.

SECTION II. EFFECTIVE DATE. That this Resolution shall be in full force and effect upon its passage and approval of the corporate authorities of the Village.

SECTION III. RESOLUTION NUMBER. This Resolution shall be known as Resolution 2025-016.

Dated the 15th of April, 2025.

Adopted by roll call vote as follows:

AYES: 5 – Forster, Schenk, Oppenheim, Byrne, Koch

NAYS: 0 – None

ABSENT AND NOT VOTING: 2 – Marquardt, Takaoka



Roger L. Byrne, Village President

PASSED: 04/15/2025

APPROVED: 04/15/2025

ATTEST: 04/15/2025



Kevin Timony, Village Clerk



EXHIBIT A

**FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH
CHIEF OF POLICE PATRICK L. KREIS**

**FIRST AMENDMENT TO THE EMPLOYMENT AGREEMENT WITH
CHIEF OF POLICE PATRICK L. KREIS**

THIS AMENDMENT TO THE CHIEF OF POLICE EMPLOYMENT AGREEMENT, is made and entered into this 15th day of April, 2025, by and between the Village of Vernon Hills, an Illinois municipal corporation (hereinafter called "EMPLOYER" or "Corporate Authorities of the Village"), and Patrick L. Kreis (hereinafter called "EMPLOYEE"); and

WHEREAS, on May 2, 2017 the EMPLOYER and EMPLOYEE entered into an Employment Agreement (hereinafter the "Original Agreement") through which the Employee became the Police Chief of the Village of Vernon Hills; and

WHEREAS, the EMPLOYEE and EMPLOYER desire to amend the Original Agreement; and

WHEREAS, the Original Agreement is amended as follows:

NOW, THEREFORE, IN CONSIDERATION OF the making of mutual covenants and promises set forth in the Agreement, the parties agree as follows:

1. Notice of Removal from Office. Section 5(b) of the Original Agreement is amended to read as follows:

b) Without Cause. If the Employee is removed from office or his employment is otherwise terminated other than for cause, the Village shall provide the Employee with twenty (20) weeks of notice of the termination of his employment, provided, however, that the Village shall have the option to pay the Employee his base salary and eligible accrued employment benefits for such twenty (20) weeks in lieu of such notice as severance pay.

2. Termination with Cause or Resignation. Section 7 of the Original Agreement is amended to read as follows:

In the event the EMPLOYEE is terminated with Cause or Resigns, the EMPLOYEE will not receive severance pay or other benefits described in paragraph 5 above. EMPLOYEE will, however, be entitled to receive all accrued benefits, vacation time, and other benefits routinely available under the Village's Personnel Manual. Accumulated sick time is specifically excluded; however, upon Resignation at any time following the EMPLOYEE'S ten-year anniversary date with the Village, the Village will pay the value of his normal rate of pay for fifty percent (50%) of the EMPLOYEE'S accrued sick leave into the EMPLOYEE'S Retirement Health Savings Account (RHS). In addition thereto, EMPLOYEE shall further receive all COBRA insurance continuation rights and other

benefits provided for by state or federal law.

- 3. Terms of Original Agreement as Amended. All terms contained in the Original Agreement between the EMPLOYEE and EMPLOYER not expressly modified by this First Amendment shall remain valid and in full force and effect.

IN WITNESS WHEREOF, the Village of Vernon Hills, pursuant to the authority granted by the passage of a Resolution by its Board of Trustees, has caused this First Amendment to the Police Chief's Employment Agreement to be executed by the Village President and attested by the Village Clerk and Patrick L. Kreis on the respective dates set forth below.

PATRICK L. KREIS

VILLAGE OF VERNON HILLS

By: Patrick L. Kreis
Patrick L. Kreis

By: [Signature]
Village President

Date: 5-2-2025

Date: 4/15/2025

By: [Signature]
Notary Public

ATTEST:



DATE: 5/2/2025

By: [Signature]
Village Clerk

