ORDINANCE NO. 2026-4665

ORDINANCE RATIFYING, APPROVING AND AUTHORIZING THE EXECUTION OF A VOLUNTARY SEPARATION AGREEMENT AND RELEASE BY AND BETWEEN THE VILLAGE OF BARRINGTON AND KATRINA HANNA

WHEREAS, the Village of Barrington is a Home Rule municipal corporation (the "Village") located in Cook and Lake Counties, Illinois; and

WHEREAS, Katrina Hanna ("Hanna") was an at-will employee of the Village employed by the Village as the Director of Financial Services, but the Village and Hanna have mutually agreed to accept Hanna's resignation of employment with the Village as of July 31, 2026; and

WHEREAS, the Corporate Authorities of the Village desire to ratify, approve and authorize the execution of a Voluntary Separation Agreement and Release between the Village and Hanna dated July 21, 2026, in the form attached hereto as Exhibit A and thereby made a part hereof (the "Separation Agreement"); and

WHEREAS, Hanna and the Village also understand and acknowledge that Hanna has had an opportunity to consult with legal counsel relative to her separation from the Village and, in that regard, has engaged and is represented by legal counsel identified as Sentinel, P.C. and that Sentinel, P.C. has had an opportunity to review, consult with Hanna relative to, and approve the Voluntary Separation Agreement and Release:

WHEREAS, the Corporate Authorities of the Village hereby find that it is in the best interests of the Village and its residents that the proposed Voluntary Separation Agreement and Release be authorized, approved, executed, and in effect:

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Barrington, Cook and Lake Counties, Illinois, in exercise of the authority of this Village as a Home Rule unit, as follows:

SECTION 1: The Corporate Authorities of the Village find that the facts set forth in the preamble to this Ordinance are true and correct and the same are hereby incorporated herein by reference as findings of fact of said Corporate Authorities to the same extent as if each had been set forth herein in its entirety.

SECTION 2: The Voluntary Separation Agreement and Release by and between the Village and Katrina Hanna dated July 21, 2026, a copy of which is attached hereto and made a part hereof as Exhibit A, is hereby ratified, authorized and approved, and the execution thereof by Margo Ely, the Executive Director of the Illinois Risk Management Agency ("IRMA") and, if required, execution by the Village President and attestation by the Village Clerk are hereby authorized.

SECTION 3: This Ordinance shall be in full force and effect from and after its passage and approval as provided by law.

PASSED THIS 10 DAY OF ~~JULY,~~ AUGUST 2026 BY ROLL CALL VOTE AS FOLLOWS:

AYES: Trustees Lohmeyer, Wondrasek, Duncan, Prigge, Klaver and President Moran

NAYS: NONE

ABSENT: Trustee Sholeen

ABSTAIN: NONE

APPROVED THIS 10 DAY OF ~~JULY,~~ AUGUST 2026

Michael D. Moran, Village President

ATTESTED AND FILED THIS
10 DAY OF ~~JULY,~~ AUGUST 2026

James P. Dillon, Village Clerk

Village of Barrington CORPORATE SEAL Cook & Lake Counties, IL

EXHIBIT A

VOLUNTARY SEPARATION AGREEMENT AND RELEASE
BETWEEN THE VILLAGE AND KATRINA HANNA

VOLUNTARY SEPARATION AGREEMENT AND RELEASE

This Voluntary Separation Agreement and Release (the "Agreement") is made and entered into by and between Katrina Hanna on behalf of herself, her spouse, family, agents, representatives, attorneys, assigns, beneficiaries, heirs, executors and administrators (hereinafter collectively referred to as "HANNA"); and the Village of Barrington, its parents, successors, predecessors, divisions, subsidiaries and former subsidiaries, related companies and affiliates, and, collectively, their officers, directors, attorneys, insurers, fiduciaries, agents, employees and other legal representatives (hereinafter collectively referred to as "VILLAGE").

WHEREAS, HANNA is the VILLAGE Finance Director;

WHEREAS, HANNA has indicated her interest in seeking other employment opportunities;

WHEREAS, the Parties desire to resolve and address any outstanding employment issues;

NOW THEREFORE, for and in consideration of the provisions, covenants, and mutual promises contained herein, the Parties hereby agree as follows:

1. **Voluntary Resignation.** By signing this Agreement, HANNA resigns her employment from the VILLAGE effective July 31, 2026, and the VILLAGE accepts her resignation.

2. **Consideration.** In further consideration for the promises made by HANNA below, so long as HANNA executes this AGREEMENT and does not revoke it pursuant to the terms identified in Paragraph 5, and executes the drop down release (attached as Appendix A) on her last day of employment (July 31, 2026) IRMA will issue a check in the amount of $115,000.00 (one hundred and fifteen thousand dollars) to HANNA and her counsel, SENTINEL, P.C.,, within 30 days of the date this Agreement and Appendix A are fully executed and the revocation period for both the Agreement and Appendix A has expired, and issuing a 1099-MISC to both HANNA and her counsel by January 31, 2027. In exchange for sending the lump sum settlement, HANNA agrees to defend, indemnify, and hold harmless the VILLAGE and IRMA from any tax or withholding liability, including, but not limited to, any potential IRS withholding liability that may be associated with this payment.

The VILLAGE further agrees to provide HANNA with a neutral reference so long as a potential future employer contacts the Village Manager~~, his office,~~ or the Human Resources Director. Such reference will include HANNA's title, salary, and dates of employment unless otherwise required by law or an appropriate waiver for the disclosure of additional information is executed. If the media or a news outlet contacts Village Manager Anderson requesting a comment regarding HANNA, Anderson will state that HANNA notified him that she is seeking out other employment opportunities and will be leaving the Village effective July 31, 2026. This does not prevent Village Manager Anderson from providing any other documentation as may be required pursuant to the Illinois Freedom of Information Act, or as otherwise as required by law.

Lastly, the VILLAGE agrees to remove all disciplinary records from HANNA's personnel file from May 22, 2025 to present, including without limitation the disciplinary notice dated April 29, 2026.

Any document so removed may not be disclosed unless otherwise required by law or an appropriate waiver for the disclosure of additional information is executed.

Village Manager Anderson will notify staff of HANNA's resignation once she signs this Agreement. Prior to Village Manager Anderson's notification, HANNA will be given an opportunity to issue a mutually agreed statement to her department staff.

HANNA acknowledges that she is not otherwise entitled to the aforementioned payments and that such payments constitute consideration above and beyond what she is otherwise entitled.

3. **Release of All Claims.** By signing this Agreement and receiving the valuable consideration described above, HANNA hereby fully releases and forever discharges the VILLAGE from any and all claims or liabilities of any kind arising out of or relating in any way to her employment with and separation from employment from the VILLAGE, as well as any other occurrence up to and including the date of this Agreement.

This release includes, but is not limited to, any claim arising under the Illinois Human Rights Act, 775 ILCS 5/1 *et seq.*; the Illinois Wage Payment and Collection Act, 820 ILCS 115/1 *et seq.*; the Illinois Public Labor Relations Act, 5 ILCS 315/1 *et seq.*; the Illinois Whistleblower Act, 740 ILCS 174/1 *et seq.*; Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e, *et seq.*; the Rehabilitation Act of 1973, 29 U.S.C. § 701 *et seq.*; the Americans with Disabilities Act, 42 U.S.C. § 12101 *et seq.*; the Family & Medical Leave Act, 29 U.S.C. § 2601 *et seq.*; the Genetic Information Nondiscrimination Act, 42 U.S.C. § 1000f *et seq.*; all claims under 42 U.S.C. §§ 1983, 1985, 1988; all claims under the VILLAGE's personnel policies; all claims for wrongful discharge; all claims based on any actual or implied contract, including, but not limited to, any employment agreement between the VILLAGE and HANNA; all claims for retaliatory discharge; all civil rights claims; all amendments to the foregoing statutes; all claims under federal common law and state common law; and all claims under any other federal, state or local statute, law, ordinance, regulation or order. It is the intention of HANNA and the VILLAGE that in executing this Agreement, HANNA is providing a general release and that it shall be an effective bar to each and every claim, grievance, demand, and cause of action, either known or unknown (including claims for attorney's fees), for all acts or omissions of the VILLAGE and its agents, jointly and separately, individually and in their representative capacities, for any injuries suffered by HANNA occurring on or prior to the date this Agreement is executed.

4. Rights and Claims Excluded From the General Release. Excluded from the release in paragraph 3 above are any claims or rights that cannot be waived by law. Also excluded from the release is HANNA's right to file a charge with an administrative agency or participate in any agency investigation. HANNA is, however, specifically waiving her right to recover any monetary relief in connection with such a charge or investigation should any federal, state, or local administrative agency (and/or private party) pursue any claim on his behalf arising out of or related in any way to her employment with and separation of employment from the VILLAGE. HANNA agrees to voluntarily withdraw her current EEOC Charge No. 440-2026-00708 and acknowledges and agrees that she is entitled to no further relief, damages, or other compensation in connection with that matter. HANNA also certifies that she is not suffering from any workplace illness and injury that was not previously reported to the VILLAGE in writing.

5. Additional Acknowledgements. HANNA specifically waives and releases the VILLAGE

from all claims or rights she may have as of the date she signs this Agreement arising under the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621, *et seq.* HANNA also acknowledges that:

(a) Her waiver of rights under this Agreement is knowing and voluntary and in compliance with the Older Workers Benefit Protection Act of 1990;

(b) This Agreement is written in language she understands;

(c) This Agreement includes a waiver and release of claims under the ADEA;

(d) The consideration provided in this Agreement represents consideration over and above that to which she otherwise would be entitled, that the consideration would not have been provided had she not signed this Agreement, and that the consideration is in exchange for her signing of this Agreement;

(e) The VILLAGE is hereby advising her to consult with an attorney before signing this Agreement;

(f) HANNA may take up to twenty-one (21) days to consider this Agreement before signing it;

(g) Following her signature of this Agreement, she has seven (7) days in which to revoke this Agreement. To be effective, the revocation must be made in writing and must be delivered within those seven (7) days to Kelly A. Coyle at Clark Baird Smith LLP, 9550 W. Higgins, Suite 600, Rosemont, IL 60018, and

(h) This entire Agreement shall be void and of no force and effect if she chooses to so revoke or does not sign the drop down release attached hereto as Appendix A or signs it and revokes Appendix A. If she chooses not to revoke this Agreement and does not revoke Appendix A, this Agreement and Appendix A shall then become effective and enforceable assuming all other parties have already executed it.

6. **Final Work Period and Return of Village Property.** HANNA agrees to return all property of the VILLAGE that is in her possession, including, but not limited to, all equipment, keys, cell phones, computers, files, records, manuals, and Village identification, within seven (7) calendar days of her resignation date. The Village will notify HANNA of a day and time after Department hours where she can return said property and will provide HANNA a receipt for property so received. HANNA is assigned to work remotely until her resignation date on July 31, 2026. HANNA will still be responsible for responding to questions from staff or requests/direction from Village Manager Anderson during her final two week period. During the two week period leading up to July 31, the Village will begin transitioning system rights and access as necessary in order to ensure smooth continuity of financial operations.

7. **Future Employment.** HANNA acknowledges that she has no right to reemployment with the VILLAGE and promises not to seek or accept reemployment with the VILLAGE in any position or capacity. HANNA also agrees that in the event she inadvertently accepts future employment with the VILLAGE in any position or capacity, the VILLAGE has the right to terminate such employment by virtue of the promises in this paragraph.

8. **Severability.** If any part of this Agreement is found to be invalid, the rest of the Agreement will remain in full force and effect.

9. **Modification of Agreement.** This Agreement may only be modified by the mutual consent of both parties and such modifications must be in writing and signed by both parties.

10. **Entire Agreement/Non-Admissions.** This Agreement resolves all matters between the VILLAGE and HANNA arising out of any aspect of HANNA's employment by the VILLAGE, or arising out of any aspect of her voluntary resignation as witnessed by her signature on this Agreement, and supersedes any other written or oral agreement between them. The parties expressly deny any wrongdoing in connection with HANNA's employment and subsequent separation.

12. **Choice of Law.** This Agreement shall be governed, construed and enforced in accordance with the laws of the State of Illinois.

KATRINA HANNA AGREES THAT SHE IS ENTERING INTO THIS AGREEMENT KNOWINGLY, VOLUNTARILY, AND WITH FULL KNOWLEDGE OF ITS SIGNIFICANCE; THAT SHE HAS NOT BEEN COERCED, THREATENED, OR INTIMIDATED INTO SIGNING THIS AGREEMENT.

IN WITNESS WHEREOF, the parties have executed this Separation Agreement and Release on the dates set forth below.

Kat Hanna
KATRINA HANNA

Dated: 7/20/26

By: _____
IRMA, on behalf of VILLAGE OF BARRINGTON

Title: Executive Director

Dated: 7/21/2026

APPENDIX A

WAIVER AND RELEASE

In consideration of the promises made by the Village as specified in the Agreement and this Appendix A, HANNA hereby releases the VILLAGE with respect to any and all claims of any type that HANNA may have on the day she signs this Appendix A, whether known or unknown, arising out of any aspect of her VILLAGE employment or arising out of any aspect of her separation from service, up to and including the date that she signs this Appendix A. This release includes, but is not limited to, each and all of the following:

(a) any and all claims of any kind premised upon violations of the Village's personnel policies, employee handbooks or job descriptions, collective bargaining agreements or any actual or implied agreement, contract, promise, written or oral statement of any kind whatsoever between Pedraza and the Village, or the alleged breach thereof;

(b) any and all claims of entitlement to any pay or benefits, including, but not limited to, insurance and any wages, salary, bonuses, commissions, sick leave, travel allowance, expense reimbursements, holiday and vacation pay;

(c) any and all claims for wrongful termination of employment, violation of public policy, defamation, emotional distress, intentional interference with contract, invasion of privacy, loss of consortium, negligence, retaliatory discharge, detrimental reliance, promissory estoppel, other common law matters or any act of omission;

(d) any and all claims of discrimination on the basis of race, color, sex, sexual harassment, national origin, age, ancestry, veteran status, disability, genetic information, religion, marital status, familial status, sexual orientation, concerted activity, or any other legally-protected group status;

(e) any and all claims arising under, or based on any conduct that violates the following, as amended: Title VII of the Civil Rights Act of 1964; the Age Discrimination in Employment Act; the Civil Rights Act of 1991; 42 U.S.C. §§ 1981, 1983, 1985, 1986 and 1988; the Equal Pay Act; the Americans with Disabilities Act; the Rehabilitation Act of 1973; the Family and Medical Leave Act; the Occupational Safety and Health Act of 1970; the Genetic Information Non-Discrimination Act, the Illinois Human Rights Act; the Illinois Wage Payment and Collection Act; the Illinois Public Labor Relations Act; the Constitutions of the United States and the State of Illinois; and/or any other violations of any local, state or federal laws, regulations, ordinances, executive orders or common law;

(f) any and all claims of any kind for attorneys' fees or costs in connection with his employment or separation from employment. HANNA expressly understands and agrees that she is solely responsible for any and all attorneys' fees and costs arising from the aforementioned.

Excluded from the above release are any claims which cannot be waived by law, including the filing of a discrimination charge with a government agency or the participation in an agency investigation. HANNA agrees, however, to waive any right to any monetary recovery should any such government agency pursue any claims on her behalf.

HANNA specifically waives and releases the VILLAGE from all claims or rights she may have as of the date she signs this Appendix A arising under the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621, *et seq*. HANNA also acknowledges that:

(a) Her waiver of rights under this Agreement is knowing and voluntary and in compliance with the Older Workers Benefit Protection Act of 1990;

(b) This Agreement is written in language she understands;

(c) This Agreement includes a waiver and release of claims under the ADEA;

(d) The consideration provided in this Agreement represents consideration over and above that to which she otherwise would be entitled, that the consideration would not have been provided had she not signed this Agreement, and that the consideration is in exchange for her signing of this Agreement;

(e) The VILLAGE is hereby advising her to consult with an attorney before signing this Agreement;

(f) HANNA may take up to twenty-one (21) days to consider this Agreement before signing it;

(g) Following her signature of this Agreement, she has seven (7) days in which to revoke this Agreement. To be effective, the revocation must be made in writing and must be delivered within those seven (7) days to Kelly A. Coyle at Clark Baird Smith LLP, 9550 W. Higgins, Suite 600, Rosemont, IL 60018, and

(h) The entire Agreement and Appendix A shall be void and of no force and effect if she chooses to so revoke or does not sign the drop down release attached hereto as Appendix A or signs it and revokes Appendix A. If she chooses not to revoke this Agreement and does not revoke Appendix A, this Agreement and Appendix A shall then become effective and enforceable assuming all other parties have already executed it.

KATRINA HANNA AGREES THAT SHE IS ENTERING INTO THIS APPENDIX A KNOWINGLY, VOLUNTARILY, AND WITH FULL KNOWLEDGE OF ITS SIGNIFICANCE; THAT SHE HAS NOT BEEN COERCED, THREATENED, OR INTIMIDATED INTO SIGNING THIS AGREEMENT

IN WITNESS WHEREOF, the parties have executed this Separation Agreement and Release on the dates set forth below.

Kat Hanna

KATRINA HANNA

Dated: 7/21/26

By: _____

IRMA, on behalf of VILLAGE OF BARRINGTON

Title: Executive Director

Dated: 7/21/2026

Village Manager Anderson

Dear staff:

I recently met with Katrina, and she notified me that she is seeking out other employment opportunities and will be leaving the Village effective July 31, 2026. While this is bittersweet news, on behalf of the Village, we wish her good luck in her future endeavors and thank her for her years of service with the Village. Please don't hesitate to reach out to Katrina with your congratulations or well-wishes.

Katrina Hanna

Dear staff:

I want to let you all know that I have put in my two weeks notice with the Village, and will be resigning effective July 31, 2026. During this time, I will be working remotely while Scott and I work to transition all active projects. In that period, please do not hesitate to reach out if you have any questions.

I'd like to also thank the entire Finance Department. All of the accomplishments of the last (almost) 6 years would not have been possible without such a talented, hardworking, and dedicated team. From the bottom of my heart, thank you for all your hard work and support!!