

**RECORDING
NOT REQUIRED**

RETURN TO:

**KIM THOMAS
CLERK, CITY OF TROY
116 E. MARKET
TROY, IL 62294**

CITY OF TROY

RESOLUTION NO. 2026 - 24

**A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE A
MEMORANDUM OF UNDERSTANDING WITH ROBERT HANCOCK**

**ADOPTED BY THE CITY COUNCIL OF THE CITY OF TROY, ILLINOIS
THIS 1ST DAY OF JUNE, 2026**

RESOLUTION NO. 2026 - 24

**A RESOLUTION AUTHORIZING THE MAYOR TO EXECUTE
A MEMORANDUM OF UNDERSTANDING WITH ROB HANCOCK**

WHEREAS, Rob Hancock will be retiring in good standing with the City of Troy, Illinois after thirty-two (32) years of service to the City; and

WHEREAS, Rob Hancock maintains valuable and vast institutional knowledge that he is willing to share over the coming months, which will prove invaluable to the next Public Works Director and the City; and

WHEREAS, the City of Troy, Illinois, has negotiated a Memorandum of Understanding with Rob Hancock attached hereto as "Exhibit A", and the City of Troy, Illinois, believes that same is in the best interest of the City and its residents, and will further improve the health, safety and welfare of the residents of the City of Troy, Illinois.

**NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF
THE CITY OF TROY, ILLINOIS, AS FOLLOWS:**

1. The recitals set forth above are hereby incorporated herein as if fully set forth.
2. The Mayor of the City of Troy, Illinois, is hereby authorized to execute and enter into the attached Memorandum of Understanding with Rob Hancock and is further authorized to take all actions and sign all documents necessary to fulfill the intent of this Resolution.
3. This Resolution shall be in effect following its passage, approval and publication as provided by law.

PASSED by the City Council of the City of Troy, Madison County, Illinois, approved by the Mayor, and deposited in the office of the City Clerk this 1st day of June, 2026.

Aldermen Vote:

Dan Dawson
Tim Flint
Elizabeth Hellrung
Nathan Henderson

☒
☒
☒
☒

Sam Italiano
Debbie Knoll
Heather Stirling
Troy Turner

☒
☒
☒
☒

Ayes: 8
Nays: 0
Absent: 0
Abstain: 0

APPROVED:



David Nonn
Mayor, City of Troy, Illinois

ATTEST:



Kimberly Thomas, City Clerk



MEMORANDUM OF UNDERSTANDING
Between Robert Hancock and The City of Troy, Illinois

1. Purpose

This Memorandum of Understanding (“MOU”) sets forth the terms and conditions under which Robert Hancock (“Hancock”), a retired employee of the City of Troy, Illinois (“City”), agrees to provide transitional assistance to the City following his retirement.

2. Term

This MOU shall be effective immediately upon Hancock’s retirement and shall remain in effect for a period of one (1) year, unless terminated earlier as provided herein. Further, the City may elect to automatically re-new this MOU under the same terms and conditions for an additional one (1) year by providing notice of renewal to Hancock within thirty (30) days of the expiration of this MOU.

3. Scope of Services

Hancock agrees to assist the City during the transition period involving a new Public Works Director and City Administration. Such assistance may include, but is not limited to:

- Providing institutional knowledge and historical context regarding City operations;
- Advising on Public Works procedures, policies, and ongoing projects;
- Assisting with orientation and training of new personnel, as requested; and
- Being reasonably available for consultation, meetings, and guidance as needed by the City.

Hancock shall perform these services in a cooperative and professional manner. The specific timing, frequency, and nature of services shall be mutually agreed upon by the parties.

4. Compensation

In consideration for the services provided under this MOU, the City agrees to pay the full cost of health insurance premiums for Hancock and his spouse for the duration of this MOU. Coverage shall be comparable to that offered to similarly situated City employees or retirees, as determined by the City. Upon the termination and/or conclusion of this MOU, Hancock shall return to the Insurance benefit outlined in section 22.9 (C) “Continuation of Health Insurance” in the City of Troy Personnel Code Handbook, 2023.

No additional wages, salary, or benefits shall be provided unless otherwise agreed to in writing.

5. Independent Status

Hancock shall act as an independent contractor and not as an employee of the City. Nothing in this MOU shall be construed to create an employer-employee relationship, partnership, or joint venture.

6. Termination

This MOU may be terminated:

- By mutual written agreement of both parties; or
- By either party upon thirty (30) days' written notice to the other party.

In the event of termination, the City's obligation to pay the full cost of health insurance premiums for Hancock and his spouse shall cease at the end of the notice period unless otherwise agreed.

7. Liability and Indemnification

Hancock agrees to perform services in good faith and to the best of his ability. The City agrees to indemnify and hold Hancock harmless from any claims arising out of services performed under this MOU, except in cases of gross negligence or willful misconduct.

8. Miscellaneous

- This MOU represents the entire agreement between the parties regarding the subject matter herein.
- Any amendments must be made in writing and signed by both parties.
- This MOU shall be governed by the laws of the State of Illinois.
- Any and all disputes arising from and/or related to this MOU shall be resolved only in the Circuit Court for Madison County, Illinois.

9. Signatures

IN WITNESS WHEREOF, the parties have executed this Memorandum of Understanding as of the dates set forth below.

Robert Hancock

Signature: Robert Hancock Date: 6/1/26

City of Troy, Illinois

By: David M. [Signature]

Name/Title: MAYOR CITY OF TROY Date: 1 JUNE 2026