

7. Section 3B of the Agreement allows the Village Manager to remove the Assistant Village Manager and terminate the Agreement at any time because of the resignation by the Assistant Village Manager.
8. Section 3C of the Agreement allows the Village Manager to remove the Assistant Village Manager and terminate the Agreement at any time without hearing, without cause and with notice, subject only to the provisions set forth in this Agreement.
9. Section 3D of the Agreement allows the Village Manager to remove the Assistant Village Manager and terminate the Agreement at any time with cause and with notice, subject to only the provisions set forth in this Agreement.
10. Section 3E of the Agreement allows the Village Manager to remove the Assistant Village Manager and terminate the Agreement at the occurrence of the expiration date of the Agreement.
11. Article 8 of the Personnel Manual provides a list of examples of conduct that could result in employee termination. That conduct includes violation of personnel policy; violation of organization rules and regulations; careless, negligent, or dishonest acts with the monies or property of the Village; acting in a manner that disrupts Village operations and brings discredit to the Village and using personal influence to secure a change in salary and working conditions.
12. An internal investigation was initiated after Village Trustees brought forward allegations that Assistant Manager John Schwarz engaged in misconduct by improperly using and claiming compensatory time.
13. Based on the internal investigation there is cause to terminate Schwarz for the reasons delineated below:
 - a. Schwarz violated Sections 5 and 7 of the Agreement, the Village Code of Ethics, and the Personnel Manual when he received an unauthorized monetary compensatory time cash out valued at \$2,578.27. (Exhibit A)
 - b. Schwarz violated Sections 5 and 7 of the Agreement, the Village Code of Ethics, and the Personnel Manual when he received non-monetary unauthorized compensatory time valued at \$631.80. (Exhibit A)
 - c. Schwarz banked unauthorized compensatory time in violation of Sections 5 and 7 of the Agreement, the Village Code of Ethics, and the Personnel Manual for the following pay periods (Group Exhibit B):
 - a. 1/26/2025 – 2/10/2025 (3 hrs. WCML Legislative Breakfast)
 - b. 4/27/2025 – 5/11/2025 (5 hrs. Follow-up meeting)
 - c. 6/11/2025 – 6/25/2025 (4 hrs. Juneteenth)
 - d. 6/26/2025 – 7/10/2025 (3 hrs. Fourth of July Parade)

- e. 7/11/2025 – 7/25/2025 (21 hrs. Party in the Park)
- f. 7/26/2025 – 8/10/2025 (3 hrs. Water Smart Town Hall and Special VB meeting)
- g. 8/11/2025 – 8/25/2025 (3 hrs. Water Smart Town Hall)

14. Schwarz's actions depict multiple intentional and willful violations of the Agreement and the Personnel Manual, including but not limited to: (i) Schwarz was not authorized to receive compensatory time; (ii) Schwarz did not request or accumulate compensatory time until 2025; (iii) Schwarz changed his Daily Attendance Records in 2025 to add fields for comp bank balance, comp earned, and comp time taken/cashed out; (iv) Schwarz started accumulating and cashing out compensatory time in 2025 without the prior approval of the Village Manager; and (v) Schwarz promptly stopped accumulating and requesting compensatory time cash outs when his payroll records became the subject of a FOIA request.

15. Schwarz's actions constituted a breach of Sections 5 and 7 of the Agreement, a breach of his duty of loyalty to the Village, a violation of Article 8 of the Personnel Manual, and have discredited the Village's management. In addition, Schwarz's misconduct was either dishonest or grossly incompetent or both.

16. Schwarz's deliberate misconduct is cause for termination under Section 3D of the Agreement because it demonstrates a lack of respect for the Village of Westchester and the Board, intentional violation of the Agreement, misappropriation of Village property, poor decision-making, and lack of integrity. Based on the same, the Village cannot trust your supervisory decisions or your ability to carry out the mission and goals of the Village.

You are hereby directed to attend the hearing regarding these allegations on Friday, January 23, 2026, at 10:00 a.m. You have the right to be represented by counsel of your choosing during the hearing and present information/evidence in defense of these charges. If you fail to attend such hearing, please be advised that the hearing will proceed in your absence, and a determination of potential disciplinary action will be made without your participation. After the conclusion of the hearing, a decision will be made regarding any disciplinary action to be imposed, including possible termination of your employment.

Respectfully submitted,

Date: 1/21/26

By: 
Barry Krumstok
Village Manager

cc: Village President
Village Attorney

EXHIBIT A

Village of Westchester
10300 W Roosevelt Rd
Westchester, IL 60154



Direct Deposit Advice

Check Date
July 31, 2025

Voucher Number
11078

DIRECT DEPOSIT VOUCHER		Direct Deposits	Type	Account	Amount
		JPMorgan	C		5,494.03
		Chase Bank			
		Total Direct Deposits			5,494.03

135093 ADMN11 936 11078 11276

135093

John Schwarz

West Chicago, IL

Non Negotiable - This is not a check - Non Negotiable

Village of Westchester

John Schwarz

Employee ID 936
Location ADMN11
Salary \$6,983.09

Fed Taxable Income 7,942.79
Fed Filing Status M+ \$275
State Filing Status M-0

Check Date July 31, 2025
Period Beginning July 11, 2025
Period Ending July 25, 2025

Earnings Statement

Voucher Number 11078
Net Pay 5,494.03
Total Hours Worked 73.67

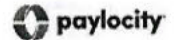
Earnings	Rate	Hours	Amount	YTD
COMP TIM	80.571	32.00	2,578.27	2,578.27
Compensate				309.52
Holiday				4,113.29
PTO	80.571	13.00	1,047.42	9,063.98
Regular	80.571	73.67	5,935.67	78,484.49
Sick				725.14
Unused Sic				1,798.64
Gross Earnings		118.67	9,561.36	97,073.33
Taxes			Amount	YTD
FITW			1,323.58	11,309.20
IL			393.17	3,777.93
MED			135.62	1,368.91
SS			579.89	5,853.42
Taxes			2,432.26	22,309.46

Deductions	Amount	YTD
457b IPPFA	980.00	13,720.00
Dental Ins	4.38	56.78
EMPLOYEE VOLUNTARY LIFE		
Flexible Spending Acct - TASC		
IMRF	430.26	4,368.30
PPO	109.75	1,297.34
Vision	9.18	119.34
Deductions	1,635.07	20,982.76
Direct Deposits	Type	Account
JPMorgan Chase Bank	C	***1007
Total Direct Deposits		5,494.03

Time Off	Available to Use	Used
APERS	0.00	0.00
ASICK	191.00	9.00
AVAC	80.00	0.00
PTO	32.17	22.00

Monetary Payout
Compensation

Village of Westchester
10300 W Roosevelt Rd
Westchester, IL 60154



Direct Deposit Advice

Check Date
June 13, 2025

Voucher Number
10730

DIRECT DEPOSIT VOUCHER	Direct Deposits	Type	Account	Amount
	JPMorgan	C		3,722.37
	Chase Bank			
	Total Direct Deposits			3,722.37

135093 ADMN11 936 10730 10936

135093

John Schwarz

West Chicago, IL

Non Negotiable - This is not a check - Non Negotiable

Non Negotiable - This is not a check - Non Negotiable

Village of Westchester

John Schwarz

Employee ID 936
Location ADMN11
Salary \$6,706.44

Fed Taxable Income 5,228.18
Fed Filing Status M+ \$275
State Filing Status M-0

Check Date June 13, 2025
Period Beginning May 27, 2025
Period Ending June 10, 2025

Earnings Statement

Voucher Number 10730
Net Pay 3,722.37
Total Hours Worked 73.67

Earnings	Rate	Hours	Amount	YTD
Compensate	77.379	4.00	309.52	309.52
Holiday				3,094.60
PTO	77.379	9.00	696.41	7,291.42
Regular	77.379	73.67	5,700.51	61,328.26
Unused Sic				1,798.64
Gross Earnings		86.67	6,706.44	73,822.44
Taxes				Amount YTD
FITW			732.51	8,471.22
IL			258.79	2,854.68
MED			94.39	1,040.67
SS			403.62	4,449.87
Taxes			1,489.31	16,816.44

Deductions	Amount	YTD
457b IPPFA	980.00	10,780.00
Dental Ins	4.38	43.64
EMPLOYEE VOLUNTARY LIFE		
Flexible Spending Acct - TASC		
IMRF	301.79	3,322.01
PPO	97.91	979.93
Vision	9.18	91.80
Deductions	1,494.76	16,333.88
Direct Deposits		
JPMorgan Chase Bank	Type Account	Amount
	C ***1007	3,722.37
Total Direct Deposits		3,722.37

Time Off	Available to Use	Used
APERS	0.00	0.00
ASICK	192.00	0.00
AVAC	0.00	0.00
PTO	31.16	161.00

Non monetary
compensation

Village of Westchester
10300 W Roosevelt Rd
Westchester, IL 60154



Direct Deposit Advice

Check Date
August 29, 2025

Voucher Number
11290

DIRECT DEPOSIT VOUCHER	Direct Deposits	Type	Account	Amount
	JPMorgan	C		3,892.55
	Chase Bank			
	Total Direct Deposits			3,892.55

135093 ADMN11 936 11290 11486

135093

John Schwarz

West Chicago, IL

Non Negotiable - This is not a check - Non Negotiable

Non Negotiable - This is not a check - Non Negotiable

Village of Westchester

John Schwarz

Earnings Statement

Employee ID	936	Fed Taxable Income	5,480.54	Check Date	August 29, 2025	Voucher Number	11290
Location	ADMN11	Fed Filing Status	M+ S275	Period Beginning	August 11, 2025	Net Pay	3,892.55
Salary	\$6,983.09	State Filing Status	M-0	Period Ending	August 25, 2025	Total Hours Worked	82.67

Earnings	Rate	Hours	Amount	YTD
COMP TIM				2,578.27
Compensate	80.571	4.00	322.28	631.80
Holiday				4,113.29
PTO				9,386.26
Regular	80.571	82.67	6,660.81	91,806.11
Sick				725.14
Unused Sic				1,798.64
Gross Earnings		86.67	6,983.09	111,039.51

Taxes	Amount	YTD
FITW	781.89	12,872.98
IL	271.29	4,320.51
MED	98.27	1,565.41
SS	420.04	6,693.50
Taxes	1,571.49	25,452.40

Deductions	Amount	YTD
457b IPPFA	980.00	15,680.00
Dental Ins		
EMPLOYEE VOLUNTARY LIFE		
Flexible Spending Acct - TASC		
IMRF	314.24	4,996.78
PPO	109.75	1,516.84
Vision	9.18	137.70
Deductions	1,519.05	24,020.86

Direct Deposits	Type	Account	Amount
JPMorgan Chase Bank	C	***1007	3,892.55
Total Direct Deposits			3,892.55

Time Off	Available to Use	Used
APERS	0.00	0.00
ASICK	199.00	9.00
AVAC	80.00	0.00
PTO	43.51	26.00

non monetary
compensation

EXHIBIT B

DAILY ATTENDANCE RECORD

NAME: John Schwarz
 DEPARTMENT: Administration & Finance

Pay Period: 12/26/24 - 1/10/25

REG HOURS 62.67 X
 PTO 8 X
 SICK 0
 HOLIDAY 16 X
 TOTAL 86.67 ✓

YEAR: 2024

December	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10
Hours	8.0	8.0			8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0

Employee: John Schwarz

Supervisor: 

PTO=PAID TIME OFF
 S=SICK
 HD=HALF DAY
 L=LEAVE OF ABSENCE
 H=HOLIDAY
 OT=OVER TIME

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

REG HOURS 78.67
PTO 0
SICK 0
HOLIDAY 8

Pay Period: 1/11/25 - 1/25/25

TOTAL 86.67

YEAR: 2024

December	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Hours			8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0	

Employee:  John Schwarz

Supervisor: _____

24 unused sick

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

REG HOURS 86.67
PTO 0
SICK 0
HOLIDAY 0

Pay Period: 1/26/25 - 2/10/25

TOTAL 86.67

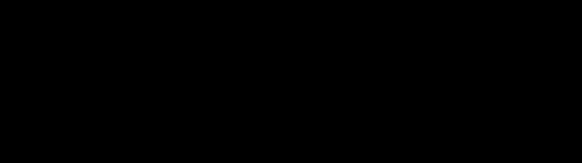
YEAR: 2024

December	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10
Hours		8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0	3.0		8.0

↳ Comp earned WCMC Legislative Breakfast. 1/10

Employee:  John Schwarz

Comp Bank Balance 3.0

Supervisor: 

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

REG HOURS 86.67
PTO 0
SICK 0
HOLIDAY 0

Pay Period: 4/27/25-5/11/25

TOTAL 86.67

YEAR: 2025

OLD | NEW

April	27	28	29	30	1	2	3	4	5	6	7	8	9	10	11
Hours		8.0	8.0	8.0	8.0	8.0			8.0	8.0	8.0	8.0	8.0		

+ 4 COMP

New Trustee meeting

+ 1 COMP

Follow-up New Trustee meeting

Employee: John Schwarz

Comp Bank Balance 8.0

Supervisor:



PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

REG HOURS 77.67 ✓
PTO 0
SICK 0
HOLIDAY 9
COMP USED 0
TOTAL 86.67 ✓

Pay Period: 6/11/25 - 6/25/25

YEAR: 2025

June	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Hours	9.0	9.0	4.0			9.0	9.0	9.0	9.0	4.0			9.0	9.0	9.0

4 Comp Earned - Juneteenth

Employee: John Schwarz

Comp Bank Balance 8.0

Supervisor: _____

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME
C=COMP TIME TAKEN

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

Pay Period: 6/26/25 - 7/10/25

REG HOURS 64.67

PTO 9 ✓

SICK 9 ✓

HOLIDAY 4 ✓

COMP USED 0

TOTAL 86.67

YEAR: 2025

June	26	27	28	29	30	1	2	3	4	5	6	7	8	9	10
Hours	9.0	4.0			9.0	9.0	9.0	9.0	4.0			9.0	9.0	9.0	9.0

3 Comp Earned - 4th of July Parade

Employee: John Schwarz

Comp Bank Balance 11.0

Supervisor:

PTO=PAID TIME OFF

S=SICK

HD=HALF DAY

L=LEAVE OF ABSENCE

H=HOLIDAY

OT=OVER TIME

C=COMP TIME TAKEN

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

REG HOURS 73.67
PTO 13
SICK 0
HOLIDAY 0
COMP USED 0
COMP CASHED 32
TOTAL 118.67

Pay Period: 7/11/25-7/25/25

YEAR: 2025

June	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Hours	4.0			9.0	9.0	9.0	9.0	4.0			9.0	9.0	9.0	9.0	4.0

9.00 12.00

21 Comp Earned - Fri 7/11 (9 hrs) & Sat 7/12 (12 hrs) @ Party in the Park

Employee: John Schwarz

Comp Bank Prev. Bal. 11
Comp Earned 21
Comp Cashed Out -32
New Comp Bank Bal. 0.0

Supervisor:

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME
C=COMP TIME TAKEN

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

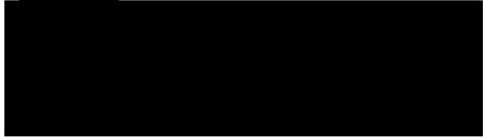
Pay Period: 7/26/25-8/10/25

REG HOURS	82.67	+
PTO	4	+
SICK	0	
HOLIDAY	0	
COMP USED	0	
COMP CASHED	0	
TOTAL	86.67	+

YEAR: 2025

July / Aug	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10
Hours			9.0	9.0	9.0	9.0	4.0			9.0	9.0	9.0	9.0	4.0		
			1.50							1.50						

Employee:  John Schwarz

Supervisor: 

Comp Bank Prev. Bal.	0
Comp Earned	3 WaterSmart Town Hall and Special VB mtg
Comp Used/Cashed Out	0
New Comp Bank Bal.	3.0

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENCE
H=HOLIDAY
OT=OVER TIME
C=COMP TIME TAKEN

DAILY ATTENDANCE RECORD

NAME: John Schwarz
DEPARTMENT: Administration & Finance

Pay Period: 8/11/25-8/25/25

REG HOURS 82.67
PTO 0
SICK 0
HOLIDAY 0
COMP USED 4
COMP CASHED 0
TOTAL 86.67

YEAR: 2025

July	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Hours	9.0	9.0	9.0	9.0	4.0			9.0	9.0	9.0	9.0	4.0			9.0
								1.50							

Employee:  John Schwarz

Supervisor: 

Comp Bank Prev. Bal. 3
Comp Earned 1.5 WaterSmart Town Hall on 8/19
Comp Used/Cashed Out -4
New Comp Bank Bal. 0.5

PTO=PAID TIME OFF
S=SICK
HD=HALF DAY
L=LEAVE OF ABSENSE
H=HOLIDAY
OT=OVER TIME
C=COMP TIME TAKEN

8/26/25