

*Minutes approved 4.16.2024*



**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Tuesday, March 19, 2024 – 4:23 p.m.

Committee Members Present: Presiding Chairman Mike Harris, Bill Atkins, Michael Deppert, Samuel Goddard, Nancy Proehl, Greg Longfellow, Randi Krehbiel, Dave Mingus, Max Schneider

Committee Members Absent: Chairman Tammy Rich-Stimson, Nick Graff, Greg Menold

Others Attending: Mike Deluhery, County Administrator

**MOTION**

**MOTION BY MEMBER ATKINS, SECOND BY MEMBER MINGUS** to approve the minutes of the February 20, 2024 meeting.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**

**HR-24-09 MOTION BY MEMBER MINGUS, SECOND BY MEMBER PROEHL** to approve the Carle Health Plus Amended agreement

Human Resources Director Angela Hutton stated that the agreement with UnityPoint had to be amended since they changed to Carle Health Plus, Inc. She stated that the following hospitals have been added to the agreement: Carle Health Bromenn Medical Center in Bloomington, Illinois, Carle Health Eureka Hospital in Eureka, Illinois, and Carle Foundation Hospital in Urbana, Illinois. She stated that Carle Health Plus, Inc., has agreed to continue employee promotion services at no charge.

Member Atkins questioned if this was just a change in substance and not the duration of the agreement and Director Hutton confirmed that it was substance only.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**

**HR-24-10 MOTION BY MEMBER ATKINS, SECOND BY MEMBER GODDARD** to approve CancerCARE Program Agreement

Human Resources Director Angela Hutton stated that this is a free program that supports members from the first day of diagnosis well into the stages of cancer aftercare. She stated that the County's stop loss provider Pareto covers the cost of per employee per month.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**

**HR-24-11**

**MOTION BY MEMBER DEPERT, SECOND BY MEMBER SCHNEIDER** to approve changes to the health insurance plan – coverage of Weight Loss Surgery

Human Resources Director Angela Hutton stated that almost 90% of the market covers some kind of weight loss treatment. She stated that depending on what type of surgery is performed, the cost can be anywhere from \$15,000-\$39,000.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**

**MOTION BY MEMBER PROEHL, SECOND BY MEMBER KREHBIEL** to approve issuing a RFP for Compensation and Classification Services

Human Resources Director Angela Hutton stated that they are seeking proposals from vendors to help us with classification and compensation study services. She stated that it would be broke out into three categories, classification study, compensation study, and continuing services. She stated that existing job descriptions would be reviewed and evaluated and a new job description would be reviewed and approved. She stated this would help assist with the County's hiring challenges and employee retention.

Member Proehl questioned if this is in the budget for this year and Director Hutton confirmed that it is.

Member Atkins and Depert stated that he would voting against this because we have already paid Korn Ferry for these services.

Director Hutton stated that we have a contract with Korn Ferry on an as-needed basis. She stated this would be a complete revamp of our current structure.

Vice-Chair Harris stated that he was involved in the last program, and it was working until some departments decided to go a different way. He stated that the only way this works is if we have 100% participation.

On roll call vote, **MOTION FAILED**

Vice-Chair Harris and Members Atkins, Depert, Goddard, Krehbiel, Mingus, and Proehl voted nay.

## **DISCUSSION      Salaries for Elected Officials**

Vice-Chair Harris stated that this is a discussion of salaries for the elected officials that are running this election which is the State's Attorney, Chairman, Auditor, Coroner, and Circuit Clerk. He stated that this would be brought to the floor at the county board meeting next week.

Member Atkins stated that the salary for the State's Attorney is set in Springfield.

Administrator Mike Deluhery stated that the salaries have to be set 180 days prior to the election so this would be approved at the April meeting. He provided an overview of three handouts that were provided to the committee. The first handout entitled "Countywide Elected Officials' Salaries – Historical Increases" shows the increases for the elected officials from 2019 through 2026.

Administrator Mike Deluhery provided an overview of the second handout entitled "Countywide Elected Officials' Salary Options – FY25-FY28" which shows what the salaries would look like after the increases. He stated that the document lists the current salaries for those positions and then what 3% would look like for FY25-FY28. Administrator Deluhery stated that Vice-Harris requested an option of 4% for the first year then 3% for the additional three years. He stated that there is also a separate item for the liquor commissioner for the Board Chairman. He stated that historically there has been a \$50 increase per year which is roughly a little over 2%. He stated that he lumped that in with the 3% across the board.

Administrator Mike Deluhery provided an overview of third handout entitled "Countywide Elected Officials' Salaries – Comparison to other Counties" which lists the salaries from the four counties larger and the four counties smaller.

Vice-Chair Harris recommended that we review the numbers and have a Resolution ready for the county board meeting next week. He stated that the reasoning for the 4% column and the logic behind that is the union and non-union are getting closer and we are hoping that 4% would bump it up enough to keep the gap wider.

Member Atkins questioned if the liquor commissioner pay for the Peoria County Chairman is included in the salary that we have listed. Administrator Deluhery stated that the Peoria County Resolution did not list a liquor commissioner fee.

Administrator Mike Deluhery stated that he would draft either one of these options or both options for the board meeting, unless there are any objections.

County Clerk John Ackerman stated that the payroll department drafted a Management Report that was provided to Nick Graff and Tammy Rich-Stimson. He voiced his concern that 3<sup>rd</sup> tier managers are now being paid more than numerous countywide elected officials due to the pay increase that was implemented over the past couple years. He stated that countywide elected officials are running entire departments and 3<sup>rd</sup> tier managers who are not managing anyone making more. He is hoping this is considered as they move forward next week with increases for the Circuit Clerk, Coroner, Auditor, and County Board Chairman.

**RECESS** Presiding Chairman Harris recessed the meeting at 4:49 p.m.

(transcribed by S. Gullette)