

*Minutes approved 9.17.2024*



**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Tuesday, August 20, 2024 – 4:11 p.m.

Committee Members Present: Chairman Tammy Rich-Stimson, Bill Atkins, Samuel Goddard, Nancy Proehl, Greg Longfellow, Greg Menold, Dave Mingus, Max Schneider

Committee Members Absent: Michael Deppert, Nick Graff, Mike Harris, Eric Stahl

Others Attending: Mike Deluhery, County Administrator

**MOTION**    **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER ATKINS** to approve the minutes of the July 23, 2024 meeting

On voice vote, **MOTION CARRIED UNANIMOUSLY.**

**MOTION**  
**HR-24-18**    **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER MINGUS** to approve participation in the Health Fair

Human Resources Director Sue Webster stated the health fair has been scheduled for October 8<sup>th</sup> from 6:00 a.m. to 11:00 a.m. and October 10<sup>th</sup> from 6:00 a.m. to 10:00 a.m. at Carle Health Pekin Hospital and October 15<sup>th</sup> from 12:00 p.m. to 3:00 p.m. at the Justice Center. She stated that flu shots will also be offered during those times. She stated that full-time/part-time and retired employees are eligible to participate.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**  
**HR-24-19**    **MOTION BY MEMBER PROEHL, SECOND BY MEMBER ATKINS** to approve the 2024 Tazewell County Health Benefit Plan

Human Resources Director Sue Webster stated that changes were made for 2023-2024 and were approved in September 2023. She stated that health plan document itself needs to be signed.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

**MOTION**

**HR-24-20 MOTION BY MEMBER MENOLD, SECOND BY MEMBER LONGFELLOW** to approve the Professional Development Reimbursement Policy

Human Resources Sue Webster explained that full-time employees are eligible for reimbursement of education costs. She stated that the maximum reimbursement will be \$5,000 per person, per calendar year.

Member Atkins stated that looking at the payback requirement section, it states "if the employee terminates within that year, he or she will be required to repay the county for all reimbursements paid". He stated that language is problematic to him. He stated that if that is referring to an employee quitting and they would be responsible for repaying, he did not have a problem with that. He stated that if an employee is terminated, that is our decision to get rid of them, so it seemed unfair. He stated that he would suggest it stating "if the employee chooses to leave employment within that year, he or she would be required to repay the county for all reimbursements paid."

**MOTION BY MEMBER ATKINS, SECOND BY MEMBER SCHNEIDER** to amend the Professional Development Reimbursement Policy to state under Payback Requirements, "if the employee chooses to leave employment during that year, he or she would be required to repay the county for all reimbursements paid."

On voice vote, **AMENDMENT CARRIED UNANIMOUSLY**

On voice vote, **MOTION AS AMENDED CARRIED UNANIMOUSLY**

**MOTION MOTION BY MEMBER ATKINS, SECOND BY MEMBER LONGFELLOW** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 4:20 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Rich-Stimson moved the Committee out of Executive Session at 4:33 p.m.

**RECESS** Chairman Rich-Stimson recessed the meeting at 4:33 p.m.

(transcribed by S. Gullette)