



Human Resources Committee

Tammy Rich-Stimson, Chairman

James Carius Community Room

101 S. Capitol Street

Pekin, Illinois 61554

Tuesday, October 22, 2024

Immediately following Finance Committee meeting

- I. Roll Call
- II. Approve the minutes of the September 17, 2024 meeting and September 25, 2024 in-place meeting
- III. Public Comment
- IV. Unfinished Business
- V. New Business

- | | |
|----------|---|
| HR-24-23 | A. Recommend to approve the FY25 insurance premiums |
| HR-24-24 | B. Recommend to approve the 2025 plan summary document |
| HR-24-25 | C. Recommend to approve the FY25 Cobra rates |
| HR-24-26 | D. Recommend to approve wage increases for non-union Employees |
| | E. Discussion: Open Enrollment |
| | F. Executive Session – 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules |

VI. Reports and Communications

VII. Recess

Members: Chairman Rich-Stimson, Mike Harris, Bill Atkins, Michael Deppert, Sam Goddard, Nick Graff, Greg Longfellow, Greg Menold, Dave Mingus, Nancy Proehl, Max Schneider, Eric Stahl

Minutes pending committee approval



HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, September 17, 2024 – 4:40 p.m.

Committee Members Present: Chairman Tammy Rich-Stimson, Bill Atkins, Greg Longfellow, Greg Menold, Dave Mingus, Max Schneider, Nick Graff, Mike Harris

Committee Members Absent: Nancy Proehl, Samuel Goddard, Michael Deppert, Eric Stahl

Others Attending: Mike Deluhery, County Administrator

MOTION **MOTION BY MEMBER ATKINS, SECOND BY MEMBER GRAFF** to approve the minutes of the August 20, 2024 meeting

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

MOTION
HR-24-21 **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER ATKINS** to approve Memorandum of Understanding with Illinois Fraternal Order of Police Labor Council and Sheriff's Office Corrections Unit

Human Resources Director Sue Webster stated that the Memorandum of Understanding is to help with the overtime in the department.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
HR-24-22 **MOTION BY MEMBER HARRIS, SECOND BY MEMBER ATKINS** to approve agreement with Pareto/HCC as stop loss carrier

Human Resources Director Sue Webster stated that our stop loss is up for renewal on September 30, 2024 and will go into effect on October 1, 2024. She stated that there is no language change. She stated that the contract increased by 9.59% which came out to \$285,119. She stated that the national average increase is between 10%-15%.

On voice vote, **MOTION 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 4:44 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Rich-Stimson moved the Committee out of Executive Session at 5:16 p.m.

RECESS Chairman Rich-Stimson recessed the meeting at 5:16 p.m.

(transcribed by S. Gullette)

Minutes pending committee approval



IN-PLACE HUMAN RESOURCES COMMITTEE

James Carius Community Room

Wednesday, September 25, 2024 – 6:35 p.m.

Committee Members Present: Presiding Chairman Nick Graff, Bill Atkins, Greg Longfellow, Greg Menold, Dave Mingus, Michael Deppert, Eric Stahl

Committee Members Absent: Chairman Tammy Rich-Stimson, Nancy Proehl, Samuel Goddard, Mike Harris, Max Schneider

Others Attending: Mike Deluhery, County Administrator

MOTION **MOTION BY MEMBER MENOLD, SECOND BY MEMBER LONGFELLOW** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 6:37 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Presiding Chairman Graff moved the Committee out of Executive Session at 7:20 p.m.

RECESS Presiding Chairman Graff recessed the meeting at 7:21 p.m.

(transcribed by S. Gullette)

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Human Resources Committee recommends to the County Board to approve premium costs for Tazewell County Health, Life and Dental for FY 2025 for all full-time non-union employees, and all full-time employees covered by the terms of the P.B.P.A., F.O.P and Teamsters Unit B Collective Bargaining Agreements, in accordance with the below schedules and will be effective December 1, 2024; and

THEREFORE BE IT RESOLVED by the County Board that the Tazewell County Employee Health, Dental and vision premiums for FY 2025 be approved.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office, and the Payroll Department of this action.

PASSED THIS 30th DAY OF OCTOBER 2024.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

2025 HEALTH CARE PREMIUMS FOR NON-UNION EMPLOYEES

PLAN	TYPE	FY25 TOTAL PREMIUM	FY25 COUNTY PER MONTH	FY25 EMPLOYEE PER MONTH	FY25 PER PAY PERIOD (24)	EMPLOYEE INCREASE PER PAY PERIOD (24)	EMPLOYEE %INCREASE	TOTAL PREMIUM % INCREASE
PPO 500 - Traditional Plan	Employee Health only	\$1,206.90	\$997.96	\$208.94	\$104.47	\$4.64	4.65%	4.00%
	Children + Employee Health	\$2,151.02	\$1,583.13	\$567.89	\$283.95	\$8.27	3.00%	4.00%
	Spouse + Employee Health	\$2,237.06	\$1,643.61	\$593.45	\$296.73	\$8.60	2.98%	4.00%
	Family + Employee Health	\$2,388.78	\$1,711.93	\$676.85	\$338.43	\$9.18	2.79%	4.00%
PPO 1000 - Mid-Level Plan	Employee Health only	\$1,086.22	\$898.16	\$188.06	\$94.03	\$4.18	4.65%	4.00%
	Children + Employee Health	\$1,935.90	\$1,424.83	\$511.07	\$255.54	\$7.44	3.00%	4.00%
	Spouse + Employee Health	\$2,013.34	\$1,479.25	\$534.09	\$267.05	\$7.74	2.98%	4.00%
	Family + Employee Health	\$2,149.90	\$1,540.73	\$609.17	\$304.59	\$8.26	2.79%	4.00%
HDHP 3200 Qualified Plan	Employee Health only	\$844.83	\$698.57	\$146.26	\$73.13	\$3.25	4.65%	4.00%
	Children + Employee Health	\$1,505.71	\$1,108.19	\$397.52	\$198.76	\$5.79	3.00%	4.00%
	Spouse + Employee Health	\$1,565.93	\$1,150.52	\$415.41	\$207.71	\$6.02	2.98%	4.00%
	Family + Employee Health	\$1,672.16	\$1,198.36	\$473.80	\$236.90	\$6.43	2.79%	4.00%
Medical Reimbursement	Medical Reimbursement only	\$535.68	\$489.26	\$46.42	\$23.21	\$0.00	0.00%	0.00%
	Family Med. Reimbursement only	\$626.30	\$532.38	\$93.92	\$46.96	\$0.00	0.00%	0.00%
Retiree (65 and older)	Medicare only	\$431.05	\$0.00	\$431.05	\$215.53	\$0.00	0.00%	4.00%
	Dependent Medicare only	\$431.05	\$0.00	\$431.05	\$215.53	\$0.00	0.00%	4.00%
Dental	Employee Dental only	\$36.67	\$36.67	\$0.00	\$0.00	\$1.41	0.00%	4.00%
	Dependent Dental only	\$91.96	\$21.34	\$70.62	\$35.31	\$1.77	5.28%	4.00%
Vision	Employee Optical only	\$10.76	\$10.76	\$0.00		\$0.00		
	Plus One Optical (Spouse or Child) only		\$0.00	\$10.76		\$0.41		
	Children Optical only		\$0.00	\$12.26		\$0.47		
	Family Optical only		\$0.00	\$26.03		\$1.00		

2025 HEALTH CARE PREMIUMS FOR P.B.P.A. DEPUTIES

PLAN	TYPE	FY25 TOTAL PREMIUM	FY25 COUNTY PER MONTH	FY25 EMPLOYEE PER MONTH	FY25 PER PAY PERIOD (24)	EMPLOYEE INCREASE PER PAY PERIOD (24)	EMPLOYEE %INCREASE	TOTAL PREMIUM % INCREASE
PPO 500 - Traditional Plan	Employee Health only	\$1,206.90	\$967.27	\$239.63	\$119.82	\$9.29	8.4%	4.0%
	Children + Employee Health	\$2,151.02	\$1,532.58	\$618.44	\$309.22	\$16.55	5.7%	4.0%
	Spouse + Employee Health	\$2,237.06	\$1,598.86	\$638.20	\$319.10	\$17.20	5.7%	4.0%
	Family + Employee Health	\$2,388.79	\$1,656.59	\$732.20	\$366.10	\$18.37	5.3%	4.0%
PPO 1000 - Mid-Level Plan	Employee Health only	\$1,086.21	\$870.54	\$215.67	\$107.84	\$8.35	8.4%	4.0%
	Children + Employee Health	\$1,935.90	\$1,379.33	\$556.57	\$278.29	\$14.89	5.7%	4.0%
	Spouse + Employee Health	\$2,013.34	\$1,438.95	\$574.39	\$287.20	\$15.49	5.7%	4.0%
	Family + Employee Health	\$2,149.90	\$1,490.93	\$658.97	\$329.49	\$16.54	5.3%	4.0%
HDHP 3200 Qualified Plan	Employee Health only	\$844.83	\$677.09	\$167.74	\$83.87	\$6.50	8.4%	4.0%
	Children + Employee Health	\$1,505.71	\$1,072.81	\$432.90	\$216.45	\$11.58	5.7%	4.0%
	Spouse + Employee Health	\$1,565.93	\$1,119.18	\$446.75	\$223.38	\$12.06	5.7%	4.0%
	Family + Employee Health	\$1,672.16	\$1,159.62	\$512.54	\$256.27	\$12.86	5.3%	4.0%
Medical Reimbursement	Medical Reimbursement only	\$535.68	\$489.26	\$46.42	\$23.21	\$0.00	0.0%	\$0.00
	Family Med. Reimbursement only	\$626.30	\$524.16	\$102.14	\$51.07	\$0.00	0.0%	\$0.00
Retiree (65 and older)	Medicare only	\$431.05	\$0.00	\$431.05	\$0.00	\$16.58	4.0%	4.0%
	Dependent Medicare only	\$431.05	\$0.00	\$431.05	\$0.00	\$16.58	4.0%	4.0%
Dental	Employee Dental only	\$36.67	\$36.67	\$0.00	\$0.00	\$1.41	4.0%	4.0%
	Dependent Dental only	\$91.96	\$22.96	\$68.99	\$34.50	\$3.54	2.1%	2.1%
Vision	Employee Optical only	\$10.76	\$10.76	\$0.00		\$0.00	4.0%	
	Plus One Optical (Spouse or Child) only		\$0.00	\$10.76		\$0.41	4.0%	
	Children Optical only		\$0.00	\$12.26		\$0.47	4.0%	
	Family Optical only		\$0.00	\$26.03		\$1.00	4.0%	

2025 HEALTH CARE PREMIUMS FOR P.B.P.A. CONTROL ROOM OPERATORS, P.B.P.A JUDICIAL CLERKS, F.O.P. CORRECTION OFFICERS, F.O.P. PROBATION OFFICERS & TEAMSTERS ASSEU

PLAN	TYPE	FY25 TOTAL PREMIUM	FY25 COUNTY PER MONTH	FY25 EMPLOYEE PER MONTH	FY25 PER PAY PERIOD (24)	EMPLOYEE INCREASE PER PAY PERIOD (24)	EMPLOYEE %INCREASE	TOTAL PREMIUM % INCREASE
PPO 500 - Traditional Plan	Employee Health only	\$1,206.90	\$953.61	\$253.29	\$126.65	\$11.61	10.1%	4.0%
	Children + Employee Health	\$2,151.02	\$1,509.01	\$642.01	\$321.01	\$20.69	6.9%	4.0%
	Spouse + Employee Health	\$2,237.06	\$1,578.43	\$658.63	\$329.32	\$21.51	7.0%	4.0%
	Family + Employee Health	\$2,388.79	\$1,630.61	\$758.18	\$379.09	\$22.97	6.5%	4.0%
PPO 1000 - Mid-Level Plan	Employee Health only	\$1,086.21	\$858.25	\$227.96	\$113.97	\$10.44	10.1%	4.0%
	Children + Employee Health	\$1,935.90	\$1,358.10	\$577.80	\$288.90	\$18.61	6.9%	4.0%
	Spouse + Employee Health	\$2,013.34	\$1,420.58	\$592.76	\$296.38	\$19.35	7.0%	4.0%
	Family + Employee Health	\$2,149.90	\$1,467.55	\$682.35	\$341.18	\$20.67	6.4%	4.0%
HDHP 3200 Qualified Plan	Employee Health only	\$844.83	\$667.53	\$177.30	\$88.65	\$8.12	10.1%	4.0%
	Children + Employee Health	\$1,505.71	\$1,056.31	\$449.40	\$224.70	\$14.48	6.9%	4.0%
	Spouse + Employee Health	\$1,565.92	\$1,104.88	\$461.04	\$230.52	\$15.06	7.0%	4.0%
	Family + Employee Health	\$1,672.16	\$1,141.44	\$530.72	\$265.36	\$16.08	6.5%	4.0%
Medical Reimbursement	Medical Reimbursement only	\$535.68	\$489.26	\$46.42	\$23.21	\$0.00	0.0%	0.0%
	Family Med. Reimbursement only	\$626.30	\$520.06	\$106.24	\$53.12	\$0.00	0.0%	0.0%
Retiree (65 and older)	Medicare only	\$431.05	\$0.00	\$431.05	\$0.00	\$0.00	4.0%	4.0%
	Dependent Medicare only	\$431.05	\$0.00	\$431.05	\$0.00	\$0.00	4.0%	4.0%
Dental	Employee Dental only	\$36.67	\$36.67	\$0.00	\$0.00	\$0.00	4.0%	4.0%
	Dependent Dental only	\$91.96	\$22.35	\$69.61	\$34.81	\$0.89	4.0%	4.0%
Vision	Employee Optical only	\$10.76	\$10.76	\$0.00		\$0.00	4.0%	
	Plus One Optical (Spouse or Child) only		\$0.00	\$10.76		\$0.41	4.0%	
	Children Optical only		\$0.00	\$12.26		\$0.47	4.0%	
	Family Optical only		\$0.00	\$26.03		\$1.00	4.0%	

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resource Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Human Resource Committee recommends to the County Board to approve the revision to the Tazewell County Health Benefit plan summary; and

WHEREAS, the section Qualified PPO HDHP Plan will be added to include the increase in IRS rate of \$100 for individual deductible for embedded high deductible health plans. For 2025 this increase will be from \$3,200 to \$3,300 as follows:

Calendar Year Maximum Benefits for Tazewell County Qualified PPO HDHP Plan	
All Essential Health Benefits	Unlimited

	In Network	Out of Network	Limits
Deductible			
Individual	In and Out of Network combined: \$3,300		
Family	In and Out of Network combined: \$6,400		
Embedded deductible: If you have other family members on the plan, each family member must meet their own individual deductible before the plan starts to pay unless the overall family deductible is satisfied first. In no event will more than the individual deductible apply to one person.			
Maximum Out-of-Pocket (includes Deductibles, Coinsurance, Copayments, and Prescription Drug Copayments)			
Individual	In and Out of Network combined: \$6,000		
Family	In and Out of Network combined: \$8,000		
Embedded Out-of-Pocket: If you have other family members on this plan, they have to meet their own Out-of- Pocket limits until the overall family Out-of-Pocket limit has been met.			

THEREFORE BE IT RESOLVED, the County Board authorizes the County Board Chairman to sign all documents relating to the plan summary document.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office, the Human Resources Department, and Consociate of this action in order that this resolution be fully implemented.

PASSED THIS 30th DAY OF OCTOBER 2024.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Services Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Consolidated Omnibus Reconciliation Budget Act (COBRA) requires employers with twenty or more employees to offer continued coverage in their group health plans to certain former employees, retirees, spouses and dependent children; and

WHEREAS, the COBRA rates established and published for FY25 are as follows:

PPO 500	Medical/RX	Dental	Vision
Employee Only	\$1,231.04	\$37.40	\$10.98
Employee and Spouse	\$2,281.80	\$93.80	\$21.95
Employee and Child	\$2,194.04	\$93.80	\$23.48
Employee and Family	\$2,436.56	\$93.80	\$37.53
PPO 1000	Medical/RX	Dental	Vision
Employee Only	\$1,107.94	\$37.40	\$10.98
Employee and Spouse	\$2,053.61	\$93.80	\$21.95
Employee and Child	\$1,974.62	\$93.80	\$23.48
Employee and Family	\$2,192.90	\$93.80	\$37.53
HDHP	Medical/RX	Dental	Vision
Employee Only	\$861.73	\$37.40	\$10.98
Employee and Spouse	\$1,597.25	\$93.80	\$21.95
Employee and Child	\$1,535.82	\$93.80	\$23.48
Employee and Family	\$1,705.60	\$93.80	\$37.53

The effective date for premium change will be December 01, 2024.

BE IT FURTHER RESOLVED that the County Clerk notifies County Board Office, Consociate and the Payroll Division of this action.

PASSED THIS 30th DAY OF OCTOBER 2024.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the County's Human Resources Committee recommends to County Board to approve the attached pay matrixes for non-union employees other than Elected Officials and the cost of living/salary increases; and

WHEREAS, two pay matrixes have been updated to establish a non-union exempt employee schedule (salary) and a non-union non-exempt schedule (hourly) for fiscal year 2025; and

WHEREAS, pay matrix include increases of 2% for grades 12 through 21, with higher percentage increases for grades 9 through 11 to meet the \$15.00 minimum wage requirement and provide for adequate separation between the grades; and

WHEREAS, the fiscal year 2025 cost of living/salary increases for non-union full-time employees is set at a 2% base wage increase and up to an additional 2% increase based on performance; and

THEREFORE BE IT RESOLVED that the County Board approve this recommendation and attached pay matrixes.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office and the Payroll Division of this action.

PASSED THIS 30th DAY OF OCTOBER,

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

Tazewell County
Non-Union Non-Exempt (Hourly) Schedule
Fiscal Year 2025

FY 2025				
Grade	Points	Range Min	Midpoint	Range Max
21	880 - 1055	\$55.60	\$69.54	\$83.47
20	735 - 879	\$47.39	\$59.26	\$71.13
19	614 - 734	\$40.61	\$50.76	\$60.92
18	519 - 613	\$35.77	\$44.68	\$53.60
17	439 - 518	\$31.70	\$39.61	\$47.52
16	371 - 438	\$28.21	\$35.30	\$42.20
15	314 - 370	\$25.26	\$31.58	\$37.89
14	269 - 313	\$22.90	\$28.63	\$34.35
13	228 - 268	\$20.90	\$26.09	\$31.28
12	192 - 227	\$18.59	\$23.25	\$27.91
11	161 - 191	\$16.71	\$20.90	\$25.09
10	135 - 160	\$15.80	\$19.74	\$23.67
9	114 - 134	\$15.02	\$16.54	\$19.87

Tazewell County
Non-Union Exempt Salary Schedule
Fiscal Year 2025

37.5 HR/WK FY 2025				
Grade	Points	Range Min	Midpoint	Range Max
21	880 - 1055	\$108,837.00	\$136,124.55	\$163,392.53
20	735 - 879	\$92,765.93	\$116,001.45	\$139,236.98
19	614 - 734	\$79,494.08	\$99,362.70	\$119,250.90
18	519 - 613	\$70,019.78	\$87,461.10	\$104,922.00
17	439 - 518	\$62,052.75	\$77,536.58	\$93,020.40
16	371 - 438	\$55,221.08	\$69,099.75	\$82,606.50
15	314 - 370	\$49,446.45	\$61,817.85	\$74,169.68
14	269 - 313	\$44,826.75	\$56,043.23	\$67,240.13
13	228 - 268	\$40,911.75	\$51,071.18	\$61,230.60
12	192 - 227	\$36,389.93	\$45,511.88	\$54,633.83
11	161 - 191	\$32,709.83	\$40,911.75	\$49,113.68
10	135 - 160	\$30,928.50	\$38,641.05	\$46,334.03
9	114 - 134	\$29,401.65	\$32,377.05	\$38,895.53

40 HR/WK	FY 2025			
Grade	Points	Range Min	Midpoint	Range Max
21	880 - 1055	\$116,092.80	\$145,199.52	\$174,285.36
20	735 - 879	\$98,950.32	\$123,734.88	\$148,519.44
19	614 - 734	\$84,793.68	\$105,986.88	\$127,200.96
18	519 - 613	\$74,687.76	\$93,291.84	\$111,916.80
17	439 - 518	\$66,189.60	\$82,705.68	\$99,221.76
16	371 - 438	\$58,902.48	\$73,706.40	\$88,113.60
15	314 - 370	\$52,742.88	\$65,939.04	\$79,114.32
14	269 - 313	\$47,815.20	\$59,779.44	\$71,722.80
13	228 - 268	\$43,639.20	\$54,475.92	\$65,312.64
12	192 - 227	\$38,815.92	\$48,546.00	\$58,276.08
11	161 - 191	\$34,890.48	\$43,639.20	\$52,387.92
10	135 - 160	\$32,990.40	\$41,217.12	\$49,422.96
9	114 - 134	\$31,361.76	\$34,535.52	\$41,488.56