

Minutes approved 11.12.2024



HUMAN RESOURCES COMMITTEE

James Carius Community Room
Tuesday, October 22, 2024 – 4:56 p.m.

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

Committee Members Absent: Greg Menold, Michael Deppert, Samuel Goddard

Others Attending: Mike Deluhery, County Administrator

MOTION **MOTION BY MEMBER ATKINS, SECOND BY MEMBER GRAFF** to approve the minutes of the September 17, 2024 meeting and the September 25, 2024 in-place meeting

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

MOTION
HR-24-23 **MOTION BY MEMBER HARRIS, SECOND BY MEMBER GRAFF** to approve the FY25 insurance premiums

Human Resources Director Sue Webster stated that they are proposing a 4% increase across the board on all benefits. She stated the premiums will go into effect on December 1st to follow the fiscal year.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
HR-24-24 **MOTION BY MEMBER PROEHL, SECOND BY MEMBER STAHL** to approve the 2025 plan summary document

Human Resources Director Sue Webster stated that the only change is the embedded deductible which the IRS regulates.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION
HR-24-25 **MOTION BY MEMBER LONGFELLOW, SECOND BY MEMBER SCHNEIDER** to approve the FY25 Cobra rates

Human Resources Director Sue Webster stated that there rates are based on the premiums. She stated that they are increased by 2% annually every year off of the increased price.

Member Harris questioned if the 2% increase is included in the 4% increase for the premiums.

Director Webster stated that the 2% is in addition to the 4% increase.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION

HR-24-26 MOTION BY MEMBER MINGUS, SECOND BY MEMBER PROEHL to approve wage increases for non-union employees

Human Resources Director Sue Webster stated that on January 1, 2025, the minimum wage was going up to \$15 an hour, so we had to adjust our pay scales for grades 9-11.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Discussion: Open Enrollment

Human Resources Director Sue Webster stated that open enrollment will be scheduled for November 1st through November 8th. She stated that it would be through a portal that the broker has set up for us through a program called Ease. She stated that an email would be going out within the next week.

Member Graff questioned why we were only giving employees 7 days to sign up and Director Webster stated that it is a passive enrollment and there are no changes that employees will need to make.

Administrator Deluhery stated that they have discussed bringing this forward a month earlier next year.

MOTION MOTION BY MEMBER PROEHL, SECOND BY MEMBER HARRIS to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 5:07 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Rich-Stimson moved the Committee out of Executive Session at 5:19 p.m.

RECESS Chairman Rich-Stimson recessed the meeting at 5:20 p.m.

(transcribed by S. Gullette)