



## Human Resources Committee

Mike Harris, Chairman  
James Carius Community Room  
101 S. Capitol Street  
Pekin, Illinois 61554

Tuesday, March 18, 2025

\*Immediately following Finance Committee meeting\*

- I. Roll Call
- II. Approve the minutes of the February 18, 2025 meeting
- III. Public Comment
- IV. Unfinished Business
- V. New Business
  - HR-25-05 A. Recommend to approve Amended Plan Summary
  - HR-25-06 B. Carle Health contract extension
  - C. Executive Session – 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules
- VI. Reports and Communications
- VII. Recess

Members: Chairman Mike Harris, Max Schneider, Joe Woodrow, Deene Milam, Eric Schmidgall, Kim Joesting, Russ Crawford, Dave Mingus, Nancy Proehl, Eric Stahl

*Minutes pending committee approval*



**HUMAN RESOURCES COMMITTEE**

Tazewell County Highway Department  
Tuesday, February 18, 2025 – 5:03 p.m.

Committee Members Present: Vice Chairman Mike Harris, Dave Mingus, Max Schneider, Eric Schmidgall, Eric Stahl, Kim Joesting, Russ Crawford

Committee Members Absent: Joe Woodrow, Nancy Proehl, Deene Milam

Others Attending: Mike Deluhery, County Administrator

**MOTION**     **MOTION BY MEMBER SCHMIDGALL, SECOND BY MEMBER CRAWFORD**  
to approve the minutes from the January 21, 2025 meeting.

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

**MOTION**  
HR-25-02     **MOTION BY MEMBER JOESTING, SECOND BY MEMBER SCHNEIDER** to  
recommend to approve bid for Compensation and Classification Study

Human Resources Director Sue Webster stated that nine proposals were received for this project. She stated that a committee reviewed the proposals and has chosen CBIZ at a total project cost of \$97,500. She stated that the county job descriptions have not been reviewed since 2014. She stated that CBIZ had excellent reviews, customer service, response times, and project management across the board.

Member Crawford questioned if this replaces the current system Tazewell County uses to do this function or if it supplements it. Director Webster stated that this would replace Korn Ferry.

Member Schneider expressed his support of this study and stated it is long overdue.

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

**MOTION**  
HR-25-03     **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER STAHL** to  
recommend to approve the reclassification of the position of Purchasing Manager to an Accounting Analyst

Finance Director Mindy Darcy stated that she is requesting that the purchasing manager position, which is a grade 14, be reclassified to an accounting analyst position, which is a grade 16. She stated that this is using the Korn Ferry

methodology. She stated that the purchasing manager is retiring and she is requesting an upgrade of a current position.

Director Darcy stated that this would be an office reorganization for the finance department. She stated that they would be eliminating some redundancies in the accounts payable process for the two people who are currently involved in that process and realigning responsibilities within the office to better fit the positions that have within the process, and improving the processes that will better serve the county board, leadership, and staff.

Director Darcy stated that this would allow for more ongoing higher-level analysis of different funds and accounts.

Member Crawford questioned why we would not wait to run this job position through the new study that was approved earlier in the meeting. Finance Director Darcy stated that as of March 1, 2025 they will be down an employee in their department, and she would like to get the position filled as soon as possible.

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

**MOTION**  
HR-25-04

**MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER CRAWFORD** to recommend to approve Carle Health Physician Name Change

Human Resources Director Sue Webster stated that Carle Health reached out to her and advised that they are changing the name of their physician group to CHPP. She noted that the only change is the name of the group.

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

**MOTION**

**MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER SCHMIDGALL** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 5:28 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Harris moved the Committee out of Executive Session at 5:58 p.m.

**RECESS**

Chairman Harris recessed the meeting at 5:58 p.m.

(transcribed by S. Gullette)

**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:

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**RESOLUTION**

WHEREAS, the County's Human Resource Committee recommends to the County Board to approve the Tazewell County Health Benefit Plan- Plan Document and Summary Plan Description (SPD) for 2025; and

WHEREAS, the new SPD includes updates to the wellness program. Beginning plan year 2025, colonoscopies will be part of the counties' wellness plan and will cover 100% of charges for procedure and physician charges for routine colonoscopies for anyone regardless of age as long as there is family history and physician orders. This will be effective for all levels of the healthcare plan, (PPO, Mid-PPO and HDHP) and

WHEREAS, Diagnostic colonoscopies and procedures will continue to be charged to deductible and co-insurance requirements.

THEREFORE BE IT RESOLVED that the County Board approve this recommendation.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office and the Human Resources office.

PASSED THIS 26<sup>th</sup> DAY OF MARCH 2025

ATTEST:

\_\_\_\_\_  
Tazewell County Clerk

\_\_\_\_\_  
Tazewell County Board Chairman

*If you are in the Network service area and chose to see an Out-of-network provider, there are no benefits for any services provided.*

**Coinsurance shown below is what Participant pays and applies after deductible has been met**

	<b>In Network</b>	<b>Out of Network</b>	<b>Limits</b>
<b>Preventative Care – Adult and Child as defined under the Affordable Care Act</b>			
Routine Physical Exam	No charge	No charge	School/sports physical for kids are covered.
Colonoscopies, Cologuard	No charge	No charge	Routine colonoscopies for employees below age of 45 who have a family history of colon cancer and physician orders and employees age 45 and older charges covered at 100% Deductible waived. Diagnostic colonoscopies will be subject to deductibles and co-insurance
Mammograms, including 3D	No charge	No charge	Annual mammogram, regardless of diagnosis, is covered at no charge, Deductible waived. Comprehensive breast ultrasounds are covered at no charge, and deductible does not apply if mammogram is medically necessary by referring physician.
Pap Smears	No charge	No charge	
Prostate Exam – <i>must be over age 50, unless Medically Necessary</i>	No charge	No charge	
Routine Immunizations	No charge	No charge	

**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:

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**RESOLUTION**

WHEREAS, the County's Human Resource Committee recommends to the County Board to approve the Carle Health Network's one month extension to the current contract; and

WHEREAS, the current contract with Carle Health Network expires on November 30, 2026, the benefit plans which operate under this agreement run on a calendar year beginning January 1<sup>st</sup> and ending December 31<sup>st</sup>; and

WHEREAS, extending this agreement one month until December 31, 2026 will align all plans to cancel on the same date; and

THEREFORE BE IT RESOLVED that the County Board approve this recommendation.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office, Human Resources, and Tim Wyman Group.

PASSED THIS 26<sup>th</sup> DAY OF MARCH 2025

ATTEST:

\_\_\_\_\_  
Tazewell County Clerk

\_\_\_\_\_  
Tazewell County Board Chairman

### Third Amendment to the Agreement

**This Third Amendment to the Physician Hospital Organization Agreement (“Third Amendment”), effective as of the date of the last signature below (the “Effective Date”), is made by and between Carle Health Physician Partners, Inc. (“CHPP”) and Tazewell County Employees (“Organization”). Unless the context of the sentence would provide a different interpretation, Carle and Organization may be collectively referred to herein as the “Parties” and individually as a “Party.”**

#### RECITALS

WHEREAS, Tazewell County Employees has a Physician Hospital Organization Agreement (“Agreement”) with Carle Health Physician Partners (“CHPP”), with an effective date of June 1, 2022.

WHEREAS, Tazewell County Employees wish to extend their current Agreement for one (1) month from November 30<sup>th</sup>, 2026 to December 31<sup>st</sup>, 2026.

NOW THEREFORE, in consideration of the covenants contained herein, it is mutually agreed by and between the parties as follows:

1. As of November 30<sup>th</sup>, 2026, the current Agreement shall be extended to December 31<sup>st</sup>, 2026.
2. Except as amended and supplemented hereby, all of the terms of the Agreement shall remain and continue in full force and effect and are hereby confirmed in all respects.
3. This Amendment may be executed in any number of counterparts, each of which shall be an original and all of which together shall constitute one and the same document, and is binding on all parties notwithstanding that each of the parties may have signed different counterparts. Facsimiles or scanned copies of signatures or electronic images of signatures shall be considered original signature.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment the day and year as written below.

**Carle Health Physician Partners**

**Tazewell County Employees**

By: \_\_\_\_\_

By: \_\_\_\_\_

Print: \_\_\_\_\_

Print: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_