

Minutes approved 8.19.25



HUMAN RESOURCES COMMITTEE

James Carius Conference Room

Tuesday, July 22, 2025 – 4:12 p.m.

Committee Members Present: Chairman Mike Harris, Eric Schmidgall, Kim Joesting, Russ Crawford, Joe Woodrow, Nancy Proehl, Deene Milam, Eric Stahl, Aaron Phillips, Dave Mingus

Committee Members Absent: Max Schneider

Others Attending: Mike Deluhery, County Administrator

MOTION **MOTION BY MEMBER JOESTING, SECOND BY MEMBER MILAM** to approve the minutes from the June 17, 2025 meeting and June 25, 2025 in-place meeting.

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

DISCUSSION: Elected Official Salaries for County Clerk and Treasurer

Administrator Mike Deluhery stated that this is done every two years for those that will be on the ballot. He stated that there are salaries already set for them for 2026. He stated that this discussion is for FY27, FY28, FY29, and FY30. He stated that included in the packet were comparisons to other counties, historical increases, and comparisons of other countywide elected official salaries. He provided an overview of the documents.

Administrator Deluhery stated that this is a discussion item so that they know what they would like brought forward as a Resolution.

Circuit Clerk Linc Hobson stated that what has been done for the past 10 years, is whatever this group gets is what the next group gets too.

Member Phillips stated that when Covid hit, inflation spiked and we were at 3%. He stated that inflation is coming back down and if we change what we doing we will be fighting the trend. He stated that if we keep it at 3%, we would be a little bit ahead of inflation.

Member Milam stated that the problem using CPI is he does not believe it is accurate. He stated that believes there is a lot more inflation that is recognized.

HR-25-13 MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER JOESTING to recommend to approve termination of the Carle Health Plus, Inc., Preferred Provider Organization Agreement

Administrator Mike Deluhery stated that Carle Health has offered to allow us to exit out of the current contract that we have. He stated that right now, we have a preferred provider contract where if an employee lives within a 40 mile radius of the facility, then they have to go to a Carle Health facility. He stated that if an employee goes to an OSF facility and that service could have been provided at a Carle Health facility, the policy pays nothing. He stated that we are looking to get out of the contract on September 1, 2025. He stated that switching to Aetna would be a cost benefit to both the employees and the County.

Assistant Administrator/Finance Director Mindy Darcy stated this was brought to this group in June and the committee was supportive. She stated that this was discussed during the Insurance Review meeting. She stated that we are ready to move forward and advised that The Wyman Group needs about one month to be able to the new ID cards out and get everybody enrolled. She stated that employees will have access to Carle Health, OSF, Springfield Clinic, and other providers.

Jolie Burris from The Wyman Group stated that 97% of the current providers utilized by employees of the County are in the Aetna network. She stated that there were 16 current providers utilized by employees of the County that are not in the Aetna network, which included Hopedale Medical Complex, 13 chiropractors, and 2 licensed clinical social workers. She stated that with the new Aetna plan, if you want to go to someone who is out-of-network, you would pay 40% and the plan would pay 60%.

Administrator Deluhery stated that they will recommend no increases to the employee's premiums for FY26.

Member Crawford questioned if the health fair will still take place. Ms. Burris advised that they are currently working to find a new vendor for the health fair.

Member Stahl questioned if any employees will have interrupted services due to these changes. Ms. Burris advised that they do know of an employee who is seeking care at Hopedale Medical Complex, however, the doctors that he treats with do treat at other facilities in the area.

Member Proehl expressed her concerns that we would exclude Hopedale Medical Complex since they are a business in Tazewell County. Ms. Burris stated that they are unwilling to contract with Aetna.

Member Hopkins stated that it might be beneficial to have a conversation with Hopedale Medical Complex to let them know that we are switching to Aetna and to give them an opportunity to contract with them.

On voice vote, MOTION CARRIED UNANIMOUSLY.

HR-25-14 MOTION BY MEMBER STAHL, SECOND BY MEMBER SCHMIDGALL to recommend to approve Aetna Health Insurance Agreement

Assistant Administrator/Finance Director Mindy Darcy stated that this would be a great benefit for our employees and would provide them with a lot more options.

On voice vote, MOTION CARRIED UNANIMOUSLY.

HR-25-15 MOTION BY MEMBER WOODROW, SECOND BY MEMBER STAHL to recommend to approve updates to Health Insurance Summary of Benefits and Coverage

Administrator Deluhery provided a summary of the changes that will be made to the Summary of Benefits and Coverage.

On voice vote, MOTION CARRIED UNANIMOUSLY.

RECESS Chairman Harris recessed the meeting at 5:01 p.m.

(transcribed by S. Gullette)