

*Minutes approved 6.16.26*



**HUMAN RESOURCES COMMITTEE**

James Carius Community Room  
Tuesday, May 19, 2026 – 4:07 p.m.

Committee Members Present: Chairman Mike Harris, Vice Chairman Max Schneider, Kim Joesting, Russ Crawford, Joe Woodrow, Nancy Proehl, Eric Stahl, Eric Schmidgall, Eugene Glueck

Committee Members Absent: Dave Mingus, Deene Milam

Others Attending: Mindy Darcy, County Administrator

**MOTION**     **MOTION BY MEMBER GLUECK, SECOND BY MEMBER STAHL** to approve the minutes from the April 21, 2026 meeting

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

**HR-26-04**     **MOTION BY MEMBER SCHNEIDER, SECOND BY MEMBER JOESTING** to recommend to approve the four-year salary for the Tazewell County Clerk

Chairman Harris stated that he would present relevant facts and provide a recommendation, after which the committee would discuss the matter and determine its own recommendation.

Chairman Harris provided a history to support his recommendation. He stated that the County Clerk has given employees their birthdays off and instructed them to sign their time cards indicating they had worked those days. He further stated that the County Clerk had given his employees MLK Day off and similarly directed them to sign time cards indicating they had worked. He stated that, as a result, members of the same union working in other offices who did not receive that day off filed a grievance, and the County was required to compensate them for that day.

Chairman Harris also stated that the County Clerk entered into a financing agreement for hundreds of thousands of dollars without board knowledge. He added that the County Clerk provides union bargaining information to union employees to be used in negotiations and bargains against the County.

Chairman Harris stated that the County Clerk came to the board and asked the board to spend money for a monument to recognize a group of veterans; the board denied the request, and the Clerk went and lobbied for a referendum to put it on the ballot which passed. The board approved the monument at a cost \$16,000. He stated that the County Clerk is not happy with that and plans on going out and getting another referendum to get a more expensive monument.

Chairman Harris further stated that the County Clerk indicated that once the board allocates funds in his budget, he can use them as he chooses. He also stated that, regarding the County payroll software purchase, the Clerk had requested it be included in his budget, but the board required it to be approved by the Board Chairman and the board to maintain financial oversight.

He stated that the County Clerk released a document claiming that his recent trip to Washington, D.C. was fully grant funded, however, the County Clerk submitted airfare and hotel charges to the County.

He further stated that the County Clerk has applied for various department awards and used taxpayer funds to pay for the plaques. He stated that the County Clerk is frequently absent from work and that his efforts are not related to his job duties.

He added that the County Clerk received an invoice this year for approximately \$50,000 that would have exceeded his budget, and attempted to apply it to the prior year's budget. He also stated that the County Clerk has sought additional holidays through the state.

Finally, he stated that the County and County Clerk are co-employers, that holidays are negotiated jointly, and that the County Clerk disagrees with board decisions and therefore seeks state approval to provide additional holidays to his employees.

Chairman Harris stated that he and Chairman Grimm have discussed this and his recommendation for the percent of salary would be 0% across the board for the four years.

Member Glueck stated that based on everything Chairman Harris stated and if it is all true, he would agree with the recommendation.

Chairman Harris stated that we need to present an amended Resolution to the County Board and provide the amount of the proposed salary increase.

**MOTION BY MEMBER GLUECK, SECOND BY MEMBER SCHNEIDER** to recommend to amend the Resolution to state a 0% four-year salary increase for the Tazewell County Clerk

Member Stahl stated that it really concerned him that we would go to the state and ask for their policies.

Member Hopkins questioned what the County Clerk's full compensation package is. Administrator Darcy stated that she does not currently have that information, however, Social Security is 7.65% and IMRF is approximately 8.11%.

Member Crawford stated that the County Clerk's process does not follow Team Tazewell. He stated that the only way to hold an elected county officer accountable is to cut their budget. He stated that the goal is for the County Clerk to follow HR and personnel rules for his office.

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

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

**MOTION**     **MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER SCHNEIDER** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 4:23 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Harris moved the Committee out of Executive Session at 4:42 p.m.

**RECESS**     Chairman Harris recessed the meeting at 4:43 p.m.

(transcribed by S. Gulette)