

Minutes approved 10.20.26



HUMAN RESOURCES COMMITTEE

James Carius Community Room

Tuesday, September 22, 2026 – 3:52 p.m.

Committee Members Present: Chairman Mike Harris, Russ Crawford, Nancy Proehl, Kim Joesting, Eric Stahl, Joe Woodrow, Deene Milam, Eugene Glueck

Committee Members Absent: Vice Chairman Max Schneider, Dave Mingus, Eric Schmidgall

Others Attending: Mindy Darcy, County Administrator

MOTION **MOTION BY MEMBER WOODROW, SECOND BY MEMBER JOESTING** to approve the minutes from the August 18, 2026 meeting and August 26, 2026 in-place meeting

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

HR-26-05 **MOTION BY MEMBER PROEHL, SECOND BY MEMBER MILAM** to recommend to approve renewal of VSP agreement for optical services

Administrator Darcy stated that this is a four year contract and will be effect starting December 1, 2026. She stated that this contract offers additional benefits for no additional cost to the employees. She stated that this is available to all employees who receive vision insurance at the cost to the County and if they choose, they can purchase vision insurance for their spouse or children.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

HR-26-07 **MOTION BY MEMBER GLUECK, SECOND BY MEMBER MILAM** to recommend to approve changes to the health insurance plan

Administrator Darcy stated that the updates include changes to coverage of hearing aids, mental health counseling, joint therapy for first responders, genetic testing, and infertility treatment.

Chairman Harris stated that by law, the County has to make the changes.

Jolie Burris, Vice President of Client Services, from The Wyman Group, stated that she has requested an impact report from Consociate but she had not received it.

Member Crawford questioned if federal or state law is requiring this. Administrator Darcy stated that state law required these changes.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

HR-26-08 MOTION BY MEMBER STAHL, SECOND BY MEMBER GLUECK to recommend to approve a change to the Qualified High Deductible PPO Health Plan

Administrator Darcy stated that changes need to be made for 2027 to the minimum deductibles and out-of-pocket maximums per IRS guidelines.

Ms. Burris stated that these amounts generally increase every year.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

HR-26-09 MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER JOESTING to recommend to approve renewal agreement with ParetoHealth as stop loss carrier

Administrator Darcy stated that The Wyman Group evaluated provider options and recommended that Pareto/HCC remain the County's stop-loss carrier through September 30, 2027. She stated that the County has been satisfied with Pareto and that Pareto currently works with the County's current TPA, Consociate, as well as Allied, which is being recommended as the County's new TPA.

Ms. Burris stated that County funds the first \$125,000 and they recommend staying with \$125,000.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

HR-26-10 MOTION BY MEMBER GLUECK, SECOND BY MEMBER to recommend to approve non-renewal of TPA Administrative Services Agreement with Consociate, Inc., DBA Consociate Health

Administrator Darcy stated that the Agreement with Consociate is coming to an end on November 30, 2026. She stated that they are recommending not to renew the Agreement with Consociate as they feel that the County has better option through Allied.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

HR-26-11 MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER PROEHL to recommend to approve Third Party Administrator Agreement with Allied Benefit Systems, LLC

Administrator Darcy recommends retaining the services of Allied Benefit Systems, LLC as the County's new Third Party Administrator. She stated that Allied is expected to provide cost reduction. She stated that this is a two year agreement.

Ms. Burris stated that Allied is located in Chicago and they administer plans for over 14,000 employer groups. She stated that they do their job and do it well. She stated that new ID cards will be sent to the employers who are on the County's health plan. She stated that Allied claims they will save 10% in the overall discounts. She stated that Aetna would remain the PPO network. She stated that they have a very robust web portal and offer a mobile app.

Member Glueck questioned if the employees are aware of these changes. Administrator Darcy stated that once the changes are approved, employees will be notified by Human Resources.

Ms. Burris stated that The Wyman Group has moved nine employer groups to Allied within the last 12 months and it has gone very well.

Treasurer Clark questioned if the prescription benefit manager can be chosen by the County. Ms. Burris stated that the County currently uses SmithRx and they are a preferred pharmacy benefit manager through Pareto, however, the County can choose another alternative.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION **MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER PROEHL** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 4:12 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Chairman Harris moved the Committee out of Executive Session at 4:22 p.m.

RECESS Chairman Harris recessed the meeting at 4:22 p.m.

(transcribed by S. Gullette)