



Human Resources Committee

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

Tuesday, October 20, 2026

Immediately following Finance Committee meeting

- I. Roll Call
- II. Approve the minutes of the September 22, 2026 meeting
- III. Public Comment
- IV. New Business

- HR-26-13 A. Recommend to approve changes to the Health Savings Account (HSA) contribution limits for 2027
- HR-26-14 B. Recommend to approve wage increases for non-union employees
- HR-26-15 C. Recommend to approve the 2027 insurance premiums
- HR-26-16 D. Recommend to approve the 2027 COBRA rates
- E. Executive Session – 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules

- V. Unfinished Business
- 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, Eugene Glueck

Minutes pending committee approval



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)

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the County's Human Resources Committee recommends to the County Board to approve a change to the maximum contribution allowed to Health Savings Accounts (HSA) for calendar year 2027 in accordance with IRS guidelines; and

WHEREAS, per IRS guidelines, HSAs are allowable for use when enrolled in a qualified High-Deductible Health Plan; and

WHEREAS, the IRS guidelines on maximum HSA contributions are updated annually, and

WHEREAS, the maximum allowable contribution to a Health Savings Account for 2027 per IRS guidelines is \$4,500.00 and \$9,000.00 for individual and family coverage, respectively. This is an increase from the calendar year 2026 maximum contribution of \$4,400.00 and \$8,750.00 for individual and family coverages, respectively; and

WHEREAS, covered individuals age 55 and over may elect to make an additional \$1,000.00 contribution to their HSA account in 2027 – maximum \$5,500.00 for individual and \$10,000.00 for family.

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, Payroll Department, and the Auditor of this action.

PASSED THIS 28th DAY OF OCTOBER, 2026.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the County's Human Resources Committee recommends to the County Board to approve the attached pay matrixes for non-union employees other than elected officials which reflect cost-of-living increases for fiscal year 2027; and

WHEREAS, two pay matrixes have been updated to establish non-union, exempt employee schedules for salaried employees and one pay matrix has been updated to establish a non-union, non-exempt schedule for hourly employees; and

WHEREAS, the Fiscal Year 2027 cost-of-living increase for non-union, full-time employees is set at a 2% base wage increase; and

WHEREAS, pay matrixes have been updated to include the cost-of-living increase of 2% for salary grades 9 through 21; and

WHEREAS, non-union, full-time employees are eligible for up to an additional 2% increase in pay based on performance.

THEREFORE BE IT RESOLVED that the County Board approve this recommendation and attached pay matrixes.

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 the Payroll Department of this action.

PASSED THIS 28th DAY OF OCTOBER, 2026.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

Tazewell County			
Non-Union Non-Exempt (Hourly) Salary Schedule			
Fiscal Year 2027			
Hourly Rate	Range		
Grade	Range Min	Midpoint	Range Max
21	\$57.84	\$72.35	\$86.84
20	\$49.31	\$61.66	\$74.00
19	\$42.22	\$52.82	\$63.38
18	\$37.22	\$46.48	\$55.76
17	\$32.98	\$41.21	\$49.44
16	\$29.35	\$36.72	\$43.90
15	\$26.29	\$32.85	\$39.42
14	\$23.83	\$29.78	\$35.74
13	\$21.75	\$27.14	\$32.55
12	\$19.34	\$24.19	\$29.04
11	\$17.38	\$21.75	\$26.10
10	\$16.44	\$20.53	\$24.62
9	\$15.63	\$17.21	\$20.68

Tazewell County
Non-Union Exempt Salary Schedule
Fiscal Year 2027

37.50 HR/WK	Range		
Grade	Minumum	Midpoint	Maximum
21	\$112,788.00	\$141,082.50	\$169,338.00
20	\$96,154.50	\$120,237.00	\$144,300.00
19	\$82,329.00	\$102,999.00	\$123,591.00
18	\$72,579.00	\$90,636.00	\$108,732.00
17	\$64,311.00	\$80,359.50	\$96,408.00
16	\$57,232.50	\$71,604.00	\$85,605.00
15	\$51,265.50	\$64,057.50	\$76,869.00
14	\$46,468.50	\$58,071.00	\$69,693.00
13	\$42,412.50	\$52,923.00	\$63,472.50
12	\$37,713.00	\$47,170.50	\$56,628.00
11	\$33,891.00	\$42,412.50	\$50,895.00
10	\$32,058.00	\$40,033.50	\$48,009.00
9	\$30,478.50	\$33,559.50	\$40,326.00

Tazewell County
Non-Union Exempt Salary Schedule
Fiscal Year 2027

40 HR/WK	Range		
Grade	Minumum	Midpoint	Maximum
21	\$120,307.20	\$150,488.00	\$180,627.20
20	\$102,564.80	\$128,252.80	\$153,920.00
19	\$87,817.60	\$109,865.60	\$131,830.40
18	\$77,417.60	\$96,678.40	\$115,980.80
17	\$68,598.40	\$85,716.80	\$102,835.20
16	\$61,048.00	\$76,377.60	\$91,312.00
15	\$54,683.20	\$68,328.00	\$81,993.60
14	\$49,566.40	\$61,942.40	\$74,339.20
13	\$45,240.00	\$56,451.20	\$67,704.00
12	\$40,227.20	\$50,315.20	\$60,403.20
11	\$36,150.40	\$45,240.00	\$54,288.00
10	\$34,195.20	\$42,702.40	\$51,209.60
9	\$32,510.40	\$35,796.80	\$43,014.40

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Human Resources Committee recommends to the County Board to approve premium costs for Tazewell County medical, dental, and vision insurance coverage for calendar year 2027 for all full-time, non-union employees, and all full-time employees covered by the terms of the F.O.P. Deputies' Bargaining Unit, P.B.L.C. Control Room Operators, F.O.P. Correction Officer's Unit, F.O.P. Court Services Probation Officers and Teamsters ASSEU collective bargaining agreements, in accordance with the below schedules and effective January 1, 2027; and

WHEREAS, a six percent (6%) increase to total premiums for all medical and dental insurance plans is scheduled for 2027. There is no planned increase in premiums for vision insurance for 2027; and

WHEREAS, insurance premium increases are shared between the County and employee according to the applicable policy or collective bargaining agreement per group.

THEREFORE BE IT RESOLVED by the County Board that the Tazewell County employee Medical, Dental, and Vision insurance premiums for 2027 be approved.

BE IT FURTHER RESOLVED that the County Clerk notifies the County Board Office, Human Resources, and the Payroll Department of this action.

PASSED THIS 28th DAY OF OCTOBER, 2026.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman

2027 HEALTH CARE PREMIUMS FOR NON-UNION EMPLOYEES

PLAN	TYPE	2027 TOTAL PREMIUM	2027 COUNTY PER MONTH	2027 EMPLOYEE PER MONTH	2027 PER PAY PERIOD (24)
PPO 500 - Traditional Plan	Employee Only Medical	1,279.32	1,055.90	223.42	\$111.71
	Employee + Child(ren) Medical	2,280.09	1,686.39	593.70	\$296.85
	Employee + Spouse Medical	2,371.29	1,751.00	620.29	\$310.15
	Employee + Family Medical	2,532.13	1,826.61	705.52	\$352.76
PPO 1000 - Mid-Level Plan	Employee Only Medical	1,151.39	950.30	201.09	\$100.55
	Employee + Child(ren) Medical	2,052.06	1,517.76	534.30	\$267.15
	Employee + Spouse Medical	2,134.14	1,575.89	558.25	\$279.13
	Employee + Family Medical	2,278.90	1,643.94	634.96	\$317.48
HDHP 3200 Qualified Plan	Employee Only Medical	895.52	739.12	156.40	\$78.20
	Employee + Child(ren) Medical	1,596.05	1,180.46	415.59	\$207.80
	Employee + Spouse Medical	1,659.88	1,225.68	434.20	\$217.10
	Employee + Family Medical	1,772.49	1,278.62	493.87	\$246.94
Medical Reimbursement	Employee Only	567.82	514.97	52.85	\$26.43
	Dependent Only	663.88	562.44	101.44	\$50.72
	Employee + Family	1,231.70	1,077.41	154.29	77.15
Retiree (65 and older)	Employee Only	456.91	\$0.00	456.91	\$228.46
	Spouse Only	456.91	\$0.00	456.91	\$228.46
	Employee + Spouse	913.82	\$0.00	913.82	\$456.91
Dental	Employee Only	38.87	38.87	\$0.00	\$0.00
	Employee + Family	136.34	67.45	68.89	\$34.45
Vision	Employee Only	\$10.76	\$10.76	\$0.00	
	Employee + Plus One (Spouse or Child) Or	\$21.52	\$10.76	\$10.76	
	Employee + Children	\$23.02	\$10.76	\$12.26	
	Employee + Family	\$36.79	\$10.76	\$26.03	
Symetra Life Insurance \$25k	Employee Only	\$6.63	\$6.63	\$0.00	

2027 HEALTH CARE PREMIUMS FOR F.O.P. DEPUTIES

PLAN	TYPE	2027 TOTAL PREMIUM	2027 COUNTY PER MONTH	2027 EMPLOYEE PER MONTH	2027 PER PAY PERIOD (24)
PPO 500 - Traditional Plan	Employee Only Medical	1,279.32	1,010.72	268.60	\$134.30
	Employee + Child(ren) Medical	2,280.09	1,610.02	670.07	\$335.04
	Employee + Spouse Medical	2,371.29	1,679.40	691.89	\$345.95
	Employee + Family Medical	2,532.13	1,742.59	789.54	\$394.77
PPO 1000 - Mid-Level Plan	Employee Only Medical	1,151.39	909.65	241.74	\$120.87
	Employee + Child(ren) Medical	2,052.06	1,449.03	603.03	\$301.52
	Employee + Spouse Medical	2,134.14	1,511.44	622.70	\$311.35
	Employee + Family Medical	2,278.90	1,568.33	710.57	\$355.29
HDHP 3200 Qualified Plan	Employee Only Medical	895.52	707.50	188.02	\$94.01
	Employee + Child(ren) Medical	1,596.05	1,127.01	469.04	\$234.52
	Employee + Spouse Medical	1,659.88	1,175.55	484.33	\$242.17
	Employee + Family Medical	1,772.49	1,219.81	552.68	\$276.34
Medical Reimbursement	Employee Only	567.82	508.54	59.28	\$29.64
	Dependent Only	663.88	546.71	117.17	\$58.59
	Employee + Family	1,231.70	1,055.25	176.45	88.23
Retiree (65 and older)	Employee Only	456.91	\$0.00	456.91	\$228.46
	Spouse Only	456.91	\$0.00	456.91	\$228.46
	Employee + Spouse	913.82	\$0.00	913.82	\$456.91
Dental	Employee Only	38.87	38.87	-	\$0.00
	Employee + Family	136.34	65.14	71.20	\$35.60
Vision	Employee Only	\$10.76	\$10.76	\$0.00	
	Employee + Plus One (Spouse or Child) Or	\$21.52	\$10.76	\$10.76	
	Employee + Children	\$23.02	\$10.76	\$12.26	
	Employee + Family	\$36.79	\$10.76	\$26.03	
Symetra Life Insurance \$25k	Employee Only	\$6.63	\$6.63	\$0.00	

**2027 HEALTH CARE PREMIUMS FOR F.O.P. PROBATION OFFICERS, F.O.P. CORRECTIONS OFFICERS, P.B.L.C.
CONTROL ROOM OPERATORS, & TEAMSTERS ASSEU**

PLAN	TYPE	2027 TOTAL PREMIUM	2027 COUNTY PER MONTH	2027 EMPLOYEE PER MONTH	2027 PER PAY PERIOD (24)
PPO 500 - Traditional Plan	Employee Only Medical	1,279.32	989.82	289.50	\$144.75
	Employee + Child(ren) Medical	2,280.09	1,573.55	706.54	\$353.27
	Employee + Spouse Medical	2,371.29	1,645.55	725.74	\$362.87
	Employee + Family Medical	2,532.13	1,702.28	829.85	\$414.93
PPO 1000 - Mid-Level Plan	Employee Only Medical	1,151.39	890.84	260.55	\$130.28
	Employee + Child(ren) Medical	2,052.06	1,416.18	635.88	\$317.94
	Employee + Spouse Medical	2,134.14	1,480.98	653.16	\$326.58
	Employee + Family Medical	2,278.90	1,532.05	746.85	\$373.43
HDHP 3200 Qualified Plan	Employee Only Medical	895.52	692.88	202.64	\$101.32
	Employee + Child(ren) Medical	1,596.05	1,101.49	494.56	\$247.28
	Employee + Spouse Medical	1,659.88	1,151.87	508.01	\$254.01
	Employee + Family Medical	1,772.49	1,191.61	580.88	\$290.44
Medical Reimbursement	Employee Only	567.82	505.33	62.49	\$31.25
	Dependent Only	663.88	538.85	125.03	\$62.52
	Employee + Family	1,231.70	1,044.18	187.52	93.76
Retiree (65 and older)	Employee Only	456.91	\$0.00	456.91	\$228.46
	Spouse Only	456.91	\$0.00	456.91	\$228.46
	Employee + Spouse	913.82	\$0.00	913.82	\$456.91
Dental	Employee Only	38.87	38.87	-	\$0.00
	Employee + Family	136.34	63.98	72.36	\$36.18
Vision	Employee Only	\$10.76	\$10.76	\$0.00	
	Employee + Plus One (Spouse or Child) Or	\$21.52	\$10.76	\$10.76	
	Employee + Children	\$23.02	\$10.76	\$12.26	
	Employee + Family	\$36.79	\$10.76	\$26.03	
Symetra Life Insurance \$25k	Employee Only	\$6.63	\$6.63	\$0.00	

COMMITTEE REPORT

Mr. Chairman and Members of the Tazewell County Board:

Your Human Resources Committee has considered the following RESOLUTION and recommends that it be adopted by the Board:

RESOLUTION

WHEREAS, the Consolidated Omnibus Reconciliation Budget Act (COBRA) requires employers with twenty or more employees to offer continued coverage in their group health plans to certain former employees, retirees, spouses, and dependent children; and

WHEREAS, the COBRA rates established and published for calendar year 2027 are as follows:

PPO 500	Medical / Rx	Dental	Vision
Employee Only	\$1,304.91	\$39.65	\$10.98
Employee & Spouse	\$2,418.72	\$139.07	\$21.95
Employee & Child(ren)	\$2,325.69	\$139.07	\$23.48
Employee & Family	\$2,582.77	\$139.07	\$37.53
PPO 1000	Medical / Rx	Dental	Vision
Employee Only	\$1,174.42	\$39.65	\$10.98
Employee & Spouse	\$2,176.82	\$139.07	\$21.95
Employee & Child(ren)	\$2,093.10	\$139.07	\$23.48
Employee & Family	\$2,324.48	\$139.07	\$37.53
HDHP	Medical / Rx	Dental	Vision
Employee Only	\$913.43	\$39.65	\$10.98
Employee & Spouse	\$1,693.08	\$139.07	\$21.95
Employee & Child(ren)	\$1,627.97	\$139.07	\$23.48
Employee & Family	\$1,807.94	\$139.07	\$37.53

WHEREAS, the effective date will be January 1, 2027; COBRA rates are updated annually.

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, the Payroll Department, and the Auditor of this action.

PASSED THIS 28th DAY OF OCTOBER, 2026.

ATTEST:

Tazewell County Clerk

Tazewell County Board Chairman