Minutes approved 11.10.26

HUMAN RESOURCES COMMITTEE
James Carius Community Room
Tuesday, October 20, 2026 – 4:28 p.m.

Committee Members Present: Vice Chairman Max Schneider, Nancy Proehl, Russ Crawford, Joe Woodrow, Eric Stahl, Eric Schmidgall, Deene Milam, Eugene Glueck

Committee Members Absent: Chairman Mike Harris, Dave Mingus, Kim Joesting

Others Attending: Mindy Darcy, County Administrator

MOTION **MOTION BY MEMBER GLUECK, SECOND BY MEMBER WOODROW** to approve the minutes from the September 22, 2026 meeting

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

HR-26-13 **MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER GLUECK** to recommend to approve changes to the Health Savings Account (HSA) contribution limits for 2027

Human Resources Director Roger Workheiser stated that under the IRS guidelines, the amounts are being increased for individual and family coverage. He stated that this applies to employees who have the high deductible plan.

On voice vote**, MOTION CARRIED UNANIMOUSLY**

HR-26-14 **MOTION BY MEMBER WOODROW, SECOND BY MEMBER STAHL** to recommend to approve wage increases for non-union employees

Human Resources Director Workheiser stated that COLA is being increased 2% and employees can earn up to 2% more for performance evaluations.

On voice vote**, MOTION CARRIED UNANIMOUSLY**

HR-26-15 **MOTION BY MEMBER WOODROW, SECOND BY MEMBER SCHMIDGALL** to recommend to approve the 2027 insurance premiums

Human Resources Director Workheiser stated that the premiums are being increased up to 6%. He stated that for non-union employees, the County will pay 80% and the employees will pay 20%. He stated that as for the deputies, the increase is 6% with the County paying 60% and the employee paying 40%. He

stated that as for other union members, the increase is 6% and the split will be 50/50.

On voice vote**, MOTION CARRIED UNANIMOUSLY**

HR-26-16 **MOTION BY MEMBER PROEHL, SECOND BY MEMBER WOODROW** to recommend to approve the 2027 COBRA rates

Human Resources Director Workheiser stated that COBRA is for employees who quit or were terminated from the County. He stated that the premiums include a 2% administration fee.

Member Proehl questioned how long you can have COBRA. Director Workheiser stated for 18 months.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

MOTION **MOTION BY MEMBER CRAWFORD, SECOND BY MEMBER STAHL** to move the Committee into Executive Session under 5 ILCS 120/2(c)(2) – Collective Bargaining or Salary Schedules at 4:33 p.m.

On voice vote, **MOTION CARRIED UNANIMOUSLY**

Vice Chairman Schneider moved the Committee out of Executive Session at 4:36 p.m.

RECESS Vice Chairman Schneider recessed the meeting at 4:36 p.m.

(transcribed by S. Gullette)