Human Resources Committee

Mike Harris, Chairman
James Carius Community Room
101 S. Capitol Street
Pekin, Illinois 61554
Tuesday, November 10, 2026
Immediately following Finance Committee meeting

I. Roll Call

II. Approve the minutes of the October 20, 2026 meeting

III. Public Comment

IV. New Business

HR-26-17 A. Recommend to approve the salary of the Chief Public Defender

HR-26-18 B. Recommend to approve the salary for the Sheriff

C. 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, 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)

COMMITTEE REPORT

HR-26-17

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:

R E S O L U T I O N

WHEREAS, the County's Human Resources Committee recommends to the County Board to approve the annual salary for the County's full-time Chief Public Defender; and

WHEREAS, 55 ILCS 5/3-4007 requires that counties employing a full-time Public Defender set the annual compensation of said full-time Public Defender in an amount at least 90% of the annual compensation set for the County's State's Attorney; and

WHEREAS, the State shall reimburse 66 2/3% of the total annual salary paid to the Public Defender via monthly payments made from the Illinois Department of Revenue to the County in which the Public Defender is elected or appointed; and

WHEREAS, Tazewell County employs a full-time Public Defender; and

WHEREAS, the State granted a cost-of-living increase to the compensation of the County's State's Attorney effective July 01, 2026.

THEREFORE BE IT RESOLVED, effective July 01, 2026, the annual compensation of the County's full-time Public Defender position shall be set at $205,486.17, an amount 90% of the annual compensation set for the County's State's Attorney as of July 01, 2026.

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

PASSED THIS 18th DAY OF NOVEMBER, 2026.

ATTEST:

_____ _____

Tazewell County Clerk Tazewell County Board Chairman

Notice of Annual Salary Reimbursement COLA
for State's Attorneys, Public Defenders, and Sheriffs

STATE OF Illinois DEPARTMENT OF REVENUE

June 23, 2026

TAZEWELL COUNTY TREASURER
MCKENZIE BLDG FL 2
PEKIN IL 61555

01/01

Letter ID: L1525522456
Fiscal Year: 2027
Effective Date: 7/1/2026

A Cost of Living Adjustment (COLA) increase has been granted for fiscal year 2027 for the position of state's attorney and assistant state's attorney. Below is a summary of the base salary. Reimbursement amounts are shown on the following page.

Base Salary	4.1% COLA	Salary
$219,325.62	$8,992.35	$228,317.97

A summary of the reimbursable amount can be found on the following page. Per 55 ILCS 5/4-2001, the State of Illinois shall furnish 66 2/3% of the total annual compensation to be paid to each state's attorney in Illinois based on the salary in effect on December 31, 1988, and 100% of the increases in salary taking effect after December 31, 1988. For this reason the reimbursable amounts on the following page may be less than the actual salary paid as provided above.

Note: Public defender and sheriff salary reimbursement information can also be found on the following page.

Please provide a copy of this letter to your state's attorney. You may contact us with any questions you may have using the contact information below.

PROPERTY TAX DIVISION
ILLINOIS DEPARTMENT OF REVENUE
PO BOX 19033
SPRINGFIELD, IL 62784-9033

217 785-1356

rev.propertytax@illinois.gov

CONTINUED ON NEXT PAGE

Notice of Annual Salary Reimbursement COLA

for State's Attorneys, Public Defenders, and Sheriffs

STATE OF Illinois DEPARTMENT OF REVENUE

June 23, 2026

TAZEWELL COUNTY TREASURER
MCKENZIE BLDG FL 2
PEKIN IL 61555

Letter ID: L1525522456
Fiscal Year: 2027
Effective Date: 7/1/2026

State's Attorney Salary Reimbursement

		Total Reimbursement	Monthly Reimbursement
1.	State's Attorney Salary:	$206,486.97	$17,207.25
2.	ASA - Mental Health Institution:	$0.00	$0.00
3.	ASA - Higher Education Facility:	$7,200.00	$600.00
	Total	**$213,686.97**	**$17,807.25**

Public Defender Salary Reimbursement

Our records indicate that your county has a full-time public defender. Per Illinois State statute (55 ILCS 5/3-4007), you are required to maintain a salary of at least 90% of the county's state's attorney annual salary. Your new public defender's salary should be $205,486.17. Your new monthly public defender's reimbursement amount will be $11,414.76. We will require a Form PTAX-451, Salary Adjustment for Supervisor of Assessments, Public Defender, or Sheriff, to be completed and filled with us for the public defender's salary increase, along with the authorizing documentation as outlined on the form.

Sheriff Salary Reimbursement

Per Illinois State Statute (55 ILCS 5/3-6007.5), you are required to maintain a salary of at least 80% of the county's state's attorney annual salary for the sheriff. We will require a Form PTAX-451, Salary Adjustment for Supervisor of Assessments, Public Defender, or Sheriff, to be completed and filed with us for the sheriff's salary increase, along with the authorizing documentation as outlined on the form.

COMMITTEE REPORT

HR-26-18

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:

R E S O L U T I O N

WHEREAS, the County's Human Resources Committee recommends to the County Board to approve the annual salary for the Tazewell County Sheriff; and

WHEREAS, 55 ILCS 5/3-6007.5 requires that counties employing a full-time Sheriff set the annual compensation of said full-time Sheriff in an amount at least 80% of the annual compensation set for the County's State's Attorney; and

WHEREAS, the State shall reimburse 66 2/3% of the total annual salary paid to the Sheriff via monthly payments made from the Illinois Department of Revenue to the County in which the Sheriff is elected or appointed; and

WHEREAS, the County of Tazewell employs a full-time Sheriff; and

WHEREAS, the State granted a cost-of-living increase to the compensation of the County's State's Attorney effective July 01, 2026; and

WHEREAS, receipt of any stipend from the State of Illinois under 55 ILCS 5/4-6003, currently $6,500.00, will not be included in the calculations of salary paid from Tazewell County.

THEREFORE BE IT RESOLVED, effective July 01, 2026, the annual compensation of the County's full-time Sheriff position shall be set at $182,654.38, an amount 80% of the annual compensation set for the County's State's Attorney as of July 01, 2026.

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

PASSED THIS 18th DAY OF NOVEMBER, 2026.

ATTEST:

_____ _____

Tazewell County Clerk Tazewell County Board Chairman

Notice of Annual Salary Reimbursement COLA
for State's Attorneys, Public Defenders, and Sheriffs

STATE OF Illinois DEPARTMENT OF REVENUE

June 23, 2026

TAZEWELL COUNTY TREASURER
MCKENZIE BLDG FL 2
PEKIN IL 61555

01/01

Letter ID: L1525522456
Fiscal Year: 2027
Effective Date: 7/1/2026

A Cost of Living Adjustment (COLA) increase has been granted for fiscal year 2027 for the position of state's attorney and assistant state's attorney. Below is a summary of the base salary. Reimbursement amounts are shown on the following page.

Base Salary	4.1% COLA	Salary
$219,325.62	$8,992.35	$228,317.97

A summary of the reimbursable amount can be found on the following page. Per 55 ILCS 5/4-2001, the State of Illinois shall furnish 66 2/3% of the total annual compensation to be paid to each state's attorney in Illinois based on the salary in effect on December 31, 1988, and 100% of the increases in salary taking effect after December 31, 1988. For this reason the reimbursable amounts on the following page may be less than the actual salary paid as provided above.

Note: Public defender and sheriff salary reimbursement information can also be found on the following page.

Please provide a copy of this letter to your state's attorney. You may contact us with any questions you may have using the contact information below.

PROPERTY TAX DIVISION
ILLINOIS DEPARTMENT OF REVENUE
PO BOX 19033
SPRINGFIELD, IL 62784-9033

217 785-1356

rev.propertytax@illinois.gov

CONTINUED ON NEXT PAGE

Notice of Annual Salary Reimbursement COLA

for State's Attorneys, Public Defenders, and Sheriffs

STATE OF Illinois DEPARTMENT OF REVENUE

June 23, 2026

TAZEWELL COUNTY TREASURER
MCKENZIE BLDG FL 2
PEKIN IL 61555

Letter ID: L1525522456
Fiscal Year: 2027
Effective Date: 7/1/2026

State's Attorney Salary Reimbursement

		Total Reimbursement	Monthly Reimbursement
1.	State's Attorney Salary:	$206,486.97	$17,207.25
2.	ASA - Mental Health Institution:	$0.00	$0.00
3.	ASA - Higher Education Facility:	$7,200.00	$600.00
	Total	**$213,686.97**	**$17,807.25**

Public Defender Salary Reimbursement

Our records indicate that your county has a full-time public defender. Per Illinois State statute (55 ILCS 5/3-4007), you are required to maintain a salary of at least 90% of the county's state's attorney annual salary. Your new public defender's salary should be $205,486.17. Your new monthly public defender's reimbursement amount will be $11,414.76. We will require a Form PTAX-451, Salary Adjustment for Supervisor of Assessments, Public Defender, or Sheriff, to be completed and filled with us for the public defender's salary increase, along with the authorizing documentation as outlined on the form.

Sheriff Salary Reimbursement

Per Illinois State Statute (55 ILCS 5/3-6007.5), you are required to maintain a salary of at least 80% of the county's state's attorney annual salary for the sheriff. We will require a Form PTAX-451, Salary Adjustment for Supervisor of Assessments, Public Defender, or Sheriff, to be completed and filed with us for the sheriff's salary increase, along with the authorizing documentation as outlined on the form.