In-Place Human Resources Committee

Mike Harris, Chairman
James Carius Community Room
Wednesday, November 18, 2026
During County Board Meeting

I. Roll Call

II. New Business

HR-26-12 A. Recommend to approve a change in the contribution limit to the Flexible Spending Account

HR-26-19 B. Recommend to approve changes to Personnel Policy

III. Reports and Communications

IV. 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

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 maximum amount of funds an employee may contribute to a Flexible Spending Account for Healthcare and Dependent Care for calendar year 2027 in accordance with IRS guidelines; and

WHEREAS, the IRS guidelines on Healthcare and Dependent Care FSA maximum contributions are updated annually; and

WHEREAS, the amount for Healthcare FSA limit will be increased from $3,400.00 to $3,500.00 in 2027; and

WHEREAS, the Dependent Care FSA limit will remain unchanged at $7,500.00 for calendar year 2027.

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 18th DAY OF NOVEMBER, 2026.

ATTEST:

_____ _____

Tazewell County Clerk Tazewell County Board Chairman

COMMITTEE REPORT HR-26-19

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 a revision to the Employees Personnel Policies Handbook 2026 portion; and

WHEREAS, Section 7.1 (b) and (c), Salary Administration, Promotion, Transfer, and Demotion will be amended as follows:

b. Employees transferred to a new position in the same pay grade will receive the same rate of pay as the former position.

   Employees voluntarily transferred to a new position in a lower grade will receive a 7% decrease in their rate of pay or ~~the maximum rate of pay within the pay scale for the new position~~ **the new grade minimum**, whichever is greater.

c. Demotions due to poor performance are considered involuntary. An employee who is not performing to the standards of their position may be demoted by their immediate supervisor with approval from the County Administrator.

   Employees demoted to a lower pay grade within twelve (12) months after accepting a position, the employee will return to their previous salary provided such pay is within the pay scale for the new position.

   If the employee is demoted after accepting a position that they have occupied for twelve (12) months or more, the employee will receive a **7%** reduction in their rate of pay for a one grade demotion and a **14%** reduction for a two-grade demotion or ~~the maximum rate of pay within the pay scale for the new position~~ **the new grade minimum**, whichever is the greater. ~~reduction~~ ~~in pay~~.

THEREFORE BE IT RESOLVED the County Board approves recommendation.

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

PASSED THIS 18th DAY OF NOVEMBER, 2026.

ATTEST:

_____	_____
Tazewell County Clerk	Tazewell County Board Chairman