



# Kane County

## KC Human Services Committee

### Meeting Minutes

Government Center  
719 S. Batavia Ave., Bldg. A  
Geneva, IL 60134

SURGES, Linder, Allan, Garcia, Gripe, Lewis, Tarver, ex-officios Roth (County Vice Chair) & Pierog (County Chair)

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**Wednesday, September 10, 2025**

**9:00 AM**

**County Board Room**

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**1. Call To Order**

Chairman Surges called the meeting to order at 9:01 AM.

**2. Roll Call**

<b>PRESENT</b>	Board Member Clifford Surges Board Member Michael Linder Board Member Deborah Allan Board Member Sonia Garcia Board Member Jon Gripe Board Member Anita Lewis Ex-Officio County Board Vice Chair Bill Roth
<b>REMOTE</b>	Board Member Bill Tarver
<b>ABSENT</b>	Ex-Officio County Board Chair Corinne M. Pierog

Also present: Co. Bd. Members Juby, Kiouss\*, Molina\*, Strathmann\*; HRM Exec. Dir. Loblillo & staff Davis, Larson; ITD CIO Lasky & staff Peters; KCAC Admin. Youngsteadt\*; BLD Dir. Harris; Special ASA Shepro; and members of the press and public.

**3. Remote Attendance Requests**

Chairman Surges announced the remote attendance requests for today's meeting. He asked the Committee if there were any objections to Committee Member Tarver attending today's meeting remotely. There were no objections.

**4. Approval of Minutes: July 9, 2025**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Sonia Garcia

**5. Public Comment**

None.

**6. Monthly Financial Reports****A. Monthly Finance Reports**

Chairman Surges stated the monthly financial reports were on file. No additional report was made.

**7. Department of Human Resource Management****A. Health Insurance**

HRM Asst. Dir. Davis stated the Health Insurance Reports were on file. She explained that the Blue Cross Blue Shield (BCBS) Invoice for July 2025 was \$1.4M. Referencing the Assured Partners Report, she addressed the break down of the BCBS Invoice. Per request, she mentioned that the total number of claims have been added to the report. She reviewed the total number of participants of the BCBS Medical Expense Reimbursement Plan (MERP) Program. Davis addressed questions and comments from the Committee. Discussion ensued.

**B. Risk Management**

Risk Manager Larson stated the monthly Risk Management Report was on file. He reviewed the top five locations where the most incidents have occurred between December 1, 2024 through November 30, 2025 as of August 31, 2025. She shared the Kane County Compensation Trend from the three policy periods from December 1, 2022 through November 30, 2025, in descending order by total incurred as of August 31, 2025. He spoke on the departments within the top five locations where the losses were reported and the total incurred for each cause code from December 1, 2024 through November 30, 2025. He stated that the Sheriff's Office has had the largest number of claims. He explained that he looked into the Kane County Sheriff's Office's (KCSO) claims to collect data on the divisions, number of incidents, and total incurred with each incident. Larson and HRM Exec. Dir. Loblillo addressed questions and comments from the Committee. Discussion ensued.

Referencing page 28, Larson shared the data collected from the Sheriff's Office's Corrections Division from December 1, 2022 through July 30, 2025. Further discussion ensued on the preventative incidents and the plausible solutions.

Referencing page 29, he reviewed the data collected from the Court Security and Public Safety Divisions of the Sheriff's Office. Larson addressed questions and comments from the Committee. Discussion ensued.

**C. Staffing**

HRM Exec. Dir. Loblillo stated the monthly Staffing Reports were on file. Referencing the New Hires Report, she explained that County Departments are not hiring. She stated that the Kane County Health Department (KCHD) and the Kane County Animal Control (KCAC) has hired new staff.

**8. Compliance****A. Monthly Training Report**

HRM Loblillo stated the monthly Compliance Report was on file. She explained that the deadline of August 31, 2025 has passed and that those that have not completed the annual Sexual Harassment Training would be notified.

**9. Old Business**

Chairman Surges explained that the Committee was challenged to come up with a reporting system and/or performance indicators for department heads. He asked Committee Member Lewis for an update on this.

Committee Member Lewis explained that Committee Member Gripe contacted surrounding counties to collect documents used to evaluate department heads. She stated that the document provided by DuPage County was straightforward and uncomplicated. She noted that this document would be emailed to all Committee Members for their input. She suggested that the performance appraisals on department heads and those that fall under them on their employment anniversary. Additionally, she stated that when an appraisal is conducted with a department head, it should be done in closed session in a committee.

Surges explained that the 24 member County Board continues to struggle with the hierarchy of who reports to whom. He spoke on his misunderstanding as to why it is so difficult to tell the directors who they report to. He questioned the direct chain of command to address potential issues. He stated that if the County Board chooses to conduct performance evaluations, they must be non-arbitrary and consistent for all department heads. He explained that this would not be a performance evaluation based on wage increases. This would simply be an evaluation of department heads on their employment anniversary to ask for their goals, needs, et cetera. Much discussion ensued.

Special ASA Shepro explained that the County Board's structure is governance by committee per statute. He stated that this varies based upon the Committee Chairman, the Committee make-up, and the option of forwarding an item to the County Board Chairman when the Committee does not want to be involved. For example, Shepro stated that the City of Chicago has a weak mayor form of government under the State's Constitution. The mayor typically is the one that is in charge, but the City Council does have the choice to determine their status in government and allow the mayor to be the presiding officer. Shepro suspects that the Human Services Committee would find that committees are different related to size and personalities. Further discussion ensued on the authority of committees over department heads and how to go about implementing performance evaluations for department heads.

**A. Authorizing Contract Extension for Workers Compensation and Liability Claims Third Party Administrator**

HRM Exec. Dir. Lobrillo stated that this was passed at the last Human Services Committee meeting. However, the State's Attorney's Office (SAO) pointed out that there was an issue regarding the term. Lobrillo stated that the adjustments have been made that the SAO recommended. Additionally, Cannon Cochran Management Services, Inc. (CCMSI) has accepted the adjustments. Lobrillo stated that this resolution is before the Committee to provide the recommended edits and make the notable changes.

KC Executive Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Executive Committee
<b>MOVER:</b>	Sonia Garcia
<b>SECONDER:</b>	Michael Linder
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver
<b>ABSENT:</b>	Corinne M. Pierog

**10. New Business**

**A. Authorizing the County to Contract with Humana Inc. to Provide the 2026 Healthcare Continuation Coverage for Medicare Eligible Retired and Disabled Employees and Surviving Spouses**

HRM Exec. Dir. Lobrillo introduced this resolution. She explained that State Pension Code requires that local government provide continuing benefits for retired and disabled employees and their spouses that have a pension. She noted that this does not require that the County pay anything towards the coverage, but that it is offered. She explained that those under the age of 65 can continue under the current plan. However, those that are 65 years of age or older need to apply for Medicare, in which the County would offer a Medicare supplement to cover the requirement of the Pension Code. Lobrillo stated that this resolution pertains to the Medicare supplement that the County provides. She explained that this is a fully insured plan, which is a premium that the participant pays. She noted that the premium is established by Humana. She explained that the dollar amount will increase to \$30.00 for a single person and \$60.00 for a couple. She noted that this does not cost the County any money. Lobrillo addressed questions and comments from the Committee. Discussion ensued.

Lobrillo added that those that are under the age of 65 are covered by the County's self insurance plan. For those that have over 15 years of service with the County, the County pays 10% of the premium. Further discussion ensued.

## KC Finance and Budget Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Finance and Budget Committee
<b>MOVER:</b>	Anita Lewis
<b>SECONDER:</b>	Jon Gripe
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver
<b>ABSENT:</b>	Corinne M. Pierog

**B. 2026 Benefits Enrollment Process**

HRM Exec. Dir. Lobrillo introduced the 2026 Benefits Enrollment Process discussion. She explained that after discussions with the Information Technologies Department (ITD), it was found that Tyler Technologies New World System has a module, in which the County already owns and operates. Even though, there will be implementation costs, this will be a less expense for the County. Lobrillo explained that the benefits of using this system is that it utilizes eSuite, which the employees are already familiar with when accessing their personal information. She stated that employees would use the eSuite system for their open enrollment. She presented a notice that was sent out to all County employees on August 27, 2025, explaining that all dependants need to be properly listed in the system before Open Enrollment begins to ensure coverage. She asked that all employees complete this task as soon as possible. She stated that if there are any questions, to reach out to the Human Resource Management (HRM) Department. Discussion ensued.

**C. Extended Illness Policy Update**

HRM Exec. Dir. Lobrillo introduced the Extended Illness Policy Update discussion. She reviewed the current Extended Illness Leave. She stated there has been much discussion through employees and unions on Parental Leave. She explained that the County currently has Extended Illness Leave, but it does not apply to Parental Leave. Extended Illness Leave is only for the employee's own medical condition and up to three days per year for a medical condition of a family member. Lobrillo explained that the proposed changes would allow the Extended Illness Leave to include Non-Medical Parental Leave that is open to mothers, fathers, and adoptive parents. She noted that this would allow parents to take up to 12 weeks off, which is allowable by the Family and Medical Leave Act. She stated that this would be subject to accrued hours. Lobrillo addressed questions and comments from the Committee. Much discussion ensued. (Committee Member Tarver left at 10:07 a.m.)

The Committee provided consensus to move forward with receiving department input, approval of the State's Attorney's Office on preferred language, and drafting a resolution to potentially change the Extended Illness Leave Policy to

include Parental Leave.

**11. Reports Placed On File**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Michael Linder

**12. Executive Session (if needed)**

None.

Committee Member Gripe commended the Committee and staff who provide their time and service.

**13. Adjournment**

<b>RESULT:</b>	<b>APPROVED BY VOICE VOTE</b>
<b>MOVER:</b>	Jon Gripe
<b>SECONDER:</b>	Michael Linder

This meeting was adjourned at 10:13 AM.

Savannah Zgobica  
Sr. Recording Secretary