



Kane County

KC Human Services Committee

Meeting Minutes

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

SURGES, Linder, Allan, Kenyon, Lewis, Silva, Tarver & ex-officios Pierog (County Chair) and Tepe (County Vice Chair)

Wednesday, March 13, 2024

9:00 AM

County Board Room

1. Call To Order

County Board Vice Chair Tepe called the meeting to order at 9:02 AM.

2. Roll Call

PRESENT	Board Member Deborah Allan Board Member Michael Kenyon Board Member Anita Lewis Board Member Monica Silva Ex-Officio County Board Vice Chair Vern Tepe
REMOTE	Board Member Michael Linder Board Member Bill Tarver
ABSENT	Board Member Clifford Surges Ex-Officio County Board Chair Corinne M. Pierog

Also present: Co. Bd. Members Gumz, Juby, Kious*, Molina, Roth, Sanchez*; HRM Exec. Dir. Loblillo & staff Miller; ITD/BLD Exec. Dir. Fahnestock* & staff Lasky*, Peters, Green, Palleson; OEM Dir. Buziecki; KCAC Admin. Youngsteadt*; ASA Frank; Spec. ASA Shepro*; Auditor Wegman; KDOT Deputy Dir. Rickert*; and members of the press and public.

3. Remote Attendance Requests

County Board Vice Chair Tepe announced the remote attendance requests for today's meeting. He asked the Committee if there were any objections to Committee Members Allan, Linder, and Tarver attending today's meeting remotely. There were no objections.

4. Approval of Minutes: February 14, 2024

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Michael Kenyon

5. Public Comment (Agenda Items)

None.

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

HRM Exec. Dir. Loblillo stated the monthly financial reports were on file. No additional report was made.

7. Department of Human Resource Management**A. Monthly Blue Cross Blue Shield Invoice**

HRM Exec. Dir. Loblillo stated that monthly Blue Cross Blue Shield (BCBS) invoice was on file. She explained that this report was within tolerance and there was nothing significant to report.

B. Monthly BCBS and MERP Totals

HRM Exec. Dir. Loblillo stated the monthly BCBS and MERP totals were on file. No additional report was made.

C. Monthly Assured Partners Report

HRM Exec. Dir. Loblillo stated the monthly Assured Partners report was not included in today's agenda. She explained that the County's vendor did not have this report in time to be included in the agenda packet. She noted that this report was posted on the County website outside of the agenda. Overall, the County's insurance expenses have been consistent and within tolerance.

D. Monthly Applicants and Staff Changes

HRM Exec. Dir. Loblillo stated the monthly Applicants and Staff Changes report was on file. She explained that this report shows nothing out of tolerance.

E. Monthly Workers Comp and Liability Reports

HRM Exec. Dir. Loblillo stated the monthly Workers' Comp. and Liability Reports were on file. She explained that numbers are trending as expected.

F. Risk Management

HRM Exec. Dir. Loblillo provided a presentation on Risk Management. Risk Management is the continuing process to identify, analyze, evaluate, and treat loss exposures and monitor risk control and financial resources to mitigate the adverse effects of loss. Currently, Kane County does not have a risk management program and she believes the County would benefit from retaining one. (Committee Member Tarver arrived remotely at 9:04 a.m.) She reviewed several reasons as to why the County should implement risk management. She presented the 2023 Workers' Compensation and Liability Claims. For Workers' Compensation Claims, there were 66 claims made with \$731,067.81 paid out. There were nine preventable claims versus 57 unpreventable claims. For Liability Claims, there were 106 claims with \$453,730.90 paid out. There were 23 preventable claims and 83 unpreventable claims. Loblillo explained if the County put measures in place to help avoid preventable claims, the County could have saved approximately \$200K in 2023. Loblillo shared the differences between non-preventable claims versus preventable claims. She shared a table

depicting the department each claim came from, along with how much each cost the County. Loblillo explained that for the FY2025 Budget, she will be seeking a Risk Manager position. She identified the definition and job duties of a Risk Manager. She reviewed the potential savings to the County's Insurance Liability Fund. In 2023, preventable Workers' Compensation and Liability Claims cost the County approximately 316K. The estimated cost of a Risk Manager to the Insurance Liability Fund would be \$115K for salary and benefits. Loblillo addressed questions and comments from the Committee. Discussion ensued. Loblillo asked the Committee for their consensus to move forward in trying to obtain a Risk Manager for the 2025 Budget. The Committee provided consensus. (Committee Member Allan arrived in-person at 9:19 a.m.)

8. Compliance

A. Monthly Training Report

HRM Exec. Dir. Loblillo stated the monthly training report was on file. She explained that staff is working diligently on completing the annual Sexual Harassment Training.

9. Old Business

None.

10. New Business

A. Authorizing Number of Procurement Cards Issued to the Department of Human Resource Management and Each of their Transaction Limits

KC Finance and Budget Committee

RESULT:	MOVED FORWARD BY ROLL CALL VOTE
TO:	KC Finance and Budget Committee
MOVER:	Michael Kenyon
SECONDER:	Monica Silva
AYE:	Michael Linder, Deborah Allan, Michael Kenyon, Anita Lewis, Monica Silva, Bill Tarver, and Vern Tepe
ABSENT:	Clifford Surges, and Corinne M. Pierog

B. Authorizing a Full Time Operations Manager for the Office of Emergency Management and Associated Budget Adjustment

HRM Exec. Dir. Loblillo stated that this resolution is the first new head count position that is going through the County's new Compensation Policy. This first step is to approve the job description and grading that was done by the Human Resource Management (HRM) Department. Loblillo worked with OEM Dir. Buziecki in the development of this position's job description, grading the positions, and setting the associated pay range. This information is included within the resolution to be approved by the Human Services Committee before

moving forward to the Judicial/Public Safety (JPS) Committee meeting. The JPS Committee will vote on if this position is necessary. Loblillo and OEM Dir. Buziecki addressed questions and comments from the Committee. Discussion ensued.

KC Judicial/Public Safety Committee

RESULT:	MOVED FORWARD BY ROLL CALL VOTE
TO:	KC Judicial/Public Safety Committee
MOVER:	Michael Kenyon
SECONDER:	Deborah Allan
AYE:	Michael Linder, Deborah Allan, Michael Kenyon, Anita Lewis, Monica Silva, and Bill Tarver
NAY:	Vern Tepe
ABSENT:	Clifford Surges, and Corinne M. Pierog

C. Amending Resolution 23-518 Approving the Kane County Per Diem Meal Rates for Calendar Year 2024

HRM Exec. Dir. Loblillo provided additional information on this resolution. She stated that the term "per diem" has caused confusion among staff. To address this, the term "per diem" stated in Resolution 23-508 needs to be replaced with "maximum meal reimbursement amount". Loblillo and Auditor Wegman addressed questions and comments from the Committee. Discussion ensued. Committee Member Lewis requested that Auditor Wegman and the State's Attorney's Office research the ability to change the policy to \$64.00 per day for the maximum meal reimbursement amount, instead of having a meal breakdown. Further discussion ensued.

KC Executive Committee

RESULT:	MOVED FORWARD BY ROLL CALL VOTE
TO:	KC Executive Committee
AYE:	Michael Linder, Deborah Allan, Michael Kenyon, Anita Lewis, Monica Silva, Bill Tarver, and Vern Tepe
ABSENT:	Clifford Surges, and Corinne M. Pierog

D. Sick Leave Donation Policy

HRM Exec. Dir. Loblillo presented the proposed Sick Leave Donation Policy. She stated that currently there is no Kane County Sick Leave Donation Policy. She stated that she has received feedback from department heads and elected officials on their views of this proposed policy. After compiling the data, she drafted a proposed Sick Leave Donation Policy. She asked the Committee if this would be something they would like to move forward. If so, the Board would need to set the amount of sick days an employee would be able to donate, along with when an employee could use the donated time. She listed options the Board could choose to determine the use of donated time. Loblillo addressed questions and comments from the Committee. Discussion ensued. The Committee provided consensus to move forward with the Sick Leave Donation Policy and to write a resolution that would be voted on at next month's Human Services Committee meeting. Loblillo requested that the Committee e-mail her with any feedback pertaining to this policy.

Loblillo stated she is seeking the Committee's opinions on some possible changes to be made to the County's Health Insurance Plans. Every year, Loblillo meets with the County's insurance broker to review the County's health plan. At these meetings, the broker and Loblillo settle on an action plan to help improve the County's benefit offerings to employees. Loblillo stated that a few changes have come to light that she believes would be beneficial to the County and employees. The first proposed option would be to combine the non-union employee plans with the union employee health plans. The main change would be the Emergency Room (ER) deductible. Currently, non-union employees pay \$500 per visit to the ER and union members pay \$250 per visit. Additionally, this change would allot for a minimal price reduction change to non-union employee's monthly payment. Loblillo stated that this change would be more fair. All County employees could choose from the same plans. Loblillo stated that the amount of money it would cost to make this change would be saved in the administrative expenses associated with managing six plans, instead of three. She asked the Committee for their feedback on this, and if it is something the Human Resource Management Department should pursue.

Loblillo explained that the County's insurance plans have one PPO and two HMO: HMO Blue Advantage and HMO Illinois. She would like to phase out the HMO Illinois plan and explained the numerous reasons as to why the County should pursue this. Loblillo noted that the HMO Illinois plan is identical to the HMO Blue Advantage, except for two doctors and a hospital located in downtown Chicago. She explained that this process would be a limited phase out, meaning this insurance plan would no longer be offered to new employees. Those established employees with the HMO Illinois Plan would continue to obtain it. County Board Vice-Chair Tepe requested that a campaign be shared with County staff on these changes, if the County moves forward.

Lastly, Loblillo stated that if these changes are made to reduce the County's health insurance plan offerings, then a Health Savings Account (HSA) plan

option should be offered. This would be an additional offering to County employees. This type of plan would fit best for those that are generally healthy individuals providing a huge cost benefit. Loblillo explained that an employee would be given a high-deductible account and the County would put money in a HSA Account for them annually. These generally healthy employees could take these healthy years and could establish an account that would be utilized for health expenses as they arise. Any unused money within the HSA could be used by the employee for future retirement. Lastly, this account is portable and belongs to the employee, meaning if they work for a different employer, they can take the account with them. Loblillo clarified that this would be an additional offering and would not affect the County's health insurance. She noted that nearly 50% of the County's insurance participants access less than \$1K a year in their benefits. Loblillo asked the Committee to provide their feedback via e-mail about these proposed changes. Loblillo addressed questions and comments from the Committee. Discussion ensued.

11. Reports Placed On File

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Michael Kenyon

12. Executive Session (if needed)

None.

13. Public Comment (Non-Agenda Items)

None.

14. Adjournment

RESULT:	APPROVED BY VOICE VOTE
MOVER:	Michael Kenyon
SECONDER:	Deborah Allan

This meeting was adjourned at 9:59 AM.

Savannah Valdez
Sr. Recording Secretary