



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)

Wednesday, March 12, 2025

9:00 AM

County Board Room

1. Call To Order

Chairman Surges called the meeting to order at 9:00 AM.

2. Roll Call

PRESENT	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 Ex-Officio County Board Chair Corinne M. Pierog
REMOTE	Board Member Bill Tarver

Also present: Co. Bd. Members Bates*, Berman*, Juby, Kiouss*, Molina*, Penesis*, Strathmann*; HRM Exec. Dir. Loblillo & staff Davis, Larson; ITD/BLD Exec. Dir. Fahnestock & staff Lasky, Harris, Peters, Roff; SAO Chief of Staff Frank & CFO Hunt*; KDOT Maintenance Supt. Way; Auditor Wegman; KCAC Admin. Youngsteadt*; KaneComm Dir. Guthrie; 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: February 14, 2025

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Michael Linder

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. Monthly Blue Cross Blue Shield Invoice**

HRM Exec. Dir. Loblillo introduced Risk Manager, David Larson. She stated that he will be providing a Risk Management presentation. Loblillo notified the Committee that moving forward HRM Asst. Dir. Davis will be presenting the monthly reports.

Loblillo explained that there has been a change in statute. The newly passed statute is 65 ILCS 5/10-4-2.4. This change requires mental health counseling be provided to first responders through the County's health insurance. This counseling will have no co-pay and deductibles. This statute will go in effect on June 1, 2025. Loblillo explained that in order to be in compliance, the County must set up a additional health plan for first responders or add mental health counseling to all insurance plans. She noted that setting up an additional health plan would be difficult and extra work to manage, or the County could decide to add the first dollar coverage to the existing HMO/PPO plan. She asked for the County's direction on this. Loblillo addressed questions and comments from the Committee. Discussion ensued. (Committee Member Allan arrived in-person at 9:11 a.m.) The Committee requested additional information on the new statute and what is needed of the County to be in compliance.

HRM Asst. Dir. Davis stated the monthly Blue Cross Blue Shield (BCBS) Invoice was on file. She mentioned that January 2025 was on the higher side of tolerance at \$1.7M. Davis and Loblillo addressed questions and comments from the Committee. Discussion ensued. Chairman Surges requested that this Committee keep track of the total administrative fees and adjustment costs listed on the monthly invoice.

B. Monthly BCBS and MERP Totals

HRM Davis stated the monthly BCBS and MERP Totals Reports were on file. She noted that the Medical Expense Reimbursement Program (MERP) has 80 enrollees, which is an increase from last year.

D. Monthly Applicants and Staff Changes

HRM Asst. Dir. Davis stated the monthly Applicants and Staff Changes reports were on file. HRM Exec. Dir. Loblillo addressed questions and comments from the Committee. Committee Member Lewis requested that the new positions versus replacement positions be reported. Discussion ensued.

E. Monthly Workers Comp and Liability Reports

HRM Asst. Dir. Davis stated the monthly Workers' Compensation and Liability reports were on file. HRM Exec. Dir. Loblillo stated that Risk Manager Larson will speak on the Risk Management Program and this report would be addressed afterwards, if needed. Davis addressed questions and comments from the Committee. Much discussion ensued on the reasons employees have terminated their employment with Kane County and how to address them.

F. Risk Management

HRM Risk Manager Larson provided a brief professional background. He provided a presentation on Risk Management. He reviewed the purpose and scope of Risk Management, such as proactively reduce loss exposure, hazard and risk analysis, reporting to facilitate best practices and decision-making, collaborate with County departments/offices, ensure adequate and appropriate insurance coverage, and to help save the County money. He shared data on FY2024 claims. In 2024, there were 73 Workers' Compensation Claims and 70 Liability Claims, in which 21 claims were preventable. This expected cost to the County for preventable claims is \$194,337.93. Larson explained that his intention with the Risk Management Program is to take a two-prong approach. The first prong would be Surveil, Analyze, and Report. Larson shared his tasks and goals. The second prong would be to Educate and Equip. Larson reviewed the tasks and goals. He shared the other Risk Management activities he will be accomplishing, such as update incident reporting templates and facilitating successful subrogation of claims. After all of this is put into place, Larson hopes to have reduction in preventable incidents, severity and impact, increasing costs, and improve efficiency and productivity. He asked the Committee what scope and depth of reports they would like to see, how often do they want the reports, and any other preferences. Chairman Surges requested Larson to send these questions to Committee Members for feedback. Discussion ensued.

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

HRM Exec. Dir. Loblillo stated the monthly Training Report was on file. She noted that the annual Sexual Harassment Training is due in August.

9. Old Business

Chairman Surges spoke on the development of a Human Services sub-committee for the management of County Executive Directors. He noted that this would allow County Board Members to meet within a group more than three. He mentioned that Committee Member Gripe would chair this sub-committee and Committee Member Garcia would be vice-chair. Discussion ensued. The Committee provided consensus to implement this sub-committee. (Madam Chairman Pierog arrived in-person at 9:42 a.m.)

10. New Business**A. Amending Kane County Financial Policies Related to Travel**

HRM Exec. Dir. Loblillo introduced this resolution. She stated that travel is a financial policy, but she was asked to complete the administrative work on drafting this policy. She explained that this amendment adds an approval process for County Board Members from the Committee that have jurisdiction of the content matter of travel. Loblillo and ASA Frank addressed questions and comments from the Committee. Much discussion ensued.

KC Finance and Budget Committee

RESULT:	MOVED FORWARD BY ROLL CALL VOTE
TO:	KC Finance and Budget Committee
MOVER:	Jon Gripe
SECONDER:	Sonia Garcia
AYE:	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver

B. Hiring Freeze Discussion

Chairman Surges introduced the Hiring Freeze discussion. He mentioned that the County is weeks away from a sales tax referendum being voted upon that could change how the County budgets. He stated that if this referendum does not pass, immediate action will need to be taken. One thing the County will have to do is a hiring freeze. (Committee Member Tarver left at 10:03 a.m.)

HRM Exec. Dir. Loblillo explained that the County is currently in a hiring freeze. She stated that the County Board must approve all replacement hires, in which they always have. These replacement hires have been added to a New Hire Authorization sheet that committee chairs sign at the beginning of each meeting. That being said, the County Board does have the authority to stop replacement hires. If the appropriate committee does not want departments/offices to be filling positions, the committee chair would not sign this form. Loblillo explained that this form does include the detail on whether a position is a replacement hire or new hire within budget or approved by a separate resolution. If the County Board would like to institute a more formal hiring freeze, a draft would be written under any parameters that the County Board would like to implement. Loblillo advised the Committee that a process needs to be in place because of cases with critical positions that have to be filled and a qualified group of people need to be established to address these requests in a discerning manner. Surges asked County Board Chairman Pierog, County Board Vice-Chairman Roth, and Loblillo to draft a hiring freeze process before the Finance Committee meeting on March 26, 2025. Much discussion ensued. The Committee provided consensus to allow Pierog, Roth, and Loblillo to work together to develop the

hiring freeze process and have it presented at the upcoming Finance Committee meeting.

11. Reports Placed On File

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

12. Executive Session (if needed)

None.

13. Adjournment

RESULT:	APPROVED BY VOICE VOTE
MOVER:	Jon Gripe
SECONDER:	Sonia Garcia

This meeting was adjourned at 10:17 AM.

Savannah Zgobica
Sr. Recording Secretary