



# 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, January 15, 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**

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

Also present: Co. Bd. Members Bates\*, Gumz\*, Juby, Kious, Molina\*; Fin. Exec. Dir. Hopkinson; HRM Exec. Dir. Loblillo & staff Davis; ASA Cermak; ITD CIO Lasky\* & staff Kash; 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: November 13, 2024**

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

**5. Public Comment**

None.

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

Chairman Surges stated the monthly financial reports were on file.

Fin. Exec. Dir. Hopkinson presented a summary report for the Kane County Health Insurance Fund. She explained that the County established a separate fund and the source of revenue is the employee and employer contributions. When budgeting, the employer contributions of the health and dental benefits are calculated and employee payroll deductions are transferred into the Health Insurance Fund. Since the County is self-insured, the County pays the health and dental invoices out of the Health Insurance Fund. Hopkinson spoke on the report. She presented the 2022 Actual, 2023 Actual and 2024 Actual to Date. The total revenue for 2024 was \$22,540,863, and the total expenses were \$20,606,086. Hopkinson noted that the County needs to maintain a 25% to 50% fund balance in this Health Insurance Fund. The 2024 fund balance in this special fund is \$9,377,499, which is access revenues that have built up over the years. This amount is in the appropriate range. Surges spoke on the County's choice to become self-insured and setting the appropriate reserve target. Discussion ensued. HRM Exec. Dir. Loblillo addressed questions and comments from the Committee. Further discussion ensued. (Committee Member Allan arrived in-person at 9:18 a.m.)

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

HRM Exec. Dir. Loblillo stated the following report was on file. This month, the Blue Cross Blue Shield (BCBS) invoice is approximately \$1.6M, which is within tolerance. The monthly BCBS invoices are approximately \$1.3M to \$1.8M. Loblillo explained that invoice is paid one full month in the rear. The invoice for today's meeting is for November 2024 charges.

**B. Monthly BCBS and MERP Totals**

HRM Exec. Dir. Loblillo stated the following report was on file. She explained that this report shares enrollment numbers. The County has over 1K employees, 424 spouses, and 718 dependents that participate in the County's health insurance programs. Currently, there are 77 employees that utilize the Medical Expense Reimbursement Program (MERP). Loblillo explained that changes were made to MERP that are concurrent with the Internal Revenue Service (IRS) guidance. Even though there were changes, the majority of members stayed on the plan. One of the main changes to MERP is that the County will no longer reimburse premiums of their health insurance plan. Chairman Surges explained that for this enrollment period, the County listened to employees and have offered a higher deductible plan and a health savings plan. Loblillo stated that approximately 40 employees are participating in the Health Savings Account (HSA). She explained that the main reason to have a HSA was driven by new employees. New employees utilized a HSA at their previous employer and

wanted to carry it over to their County employment. Loblillo explained that the County has tried to streamline the plan offerings since becoming self-insured in 2020. She stated that the County did have a union/non-union health plan. The difference in the two plans was the emergency room (ER) co-pay. The County has eliminated the non-union plan and all employees are responsible for the \$250 ER deductible. Since all employees are now on the same health insurance plan, there has been a large savings in administrative costs. Loblillo addressed questions and comments from the Committee. Discussion ensued.

**C. Monthly Assured Partners Report**

HRM Exec. Dir. Loblillo stated the following report was on file. She explained that these reports are backlogged from 2020, since the County become self-insured. The report provides a visual of the County's revenues versus expenses. The number highlighted in the upper left-hand corner of the report is the total amount that was put towards the County's reserve amount. In 2022, the County intentionally drew down the reserve amount, by keeping rates low. Loblillo explained that the red number highlighted at the top of the report is the County's total expenses, and the green numbers are the amounts that were put into the Health Insurance Fund from County and employee contributions. The orange numbers represent prescription claims. This is a big driving factor in health insurance costs. Loblillo reviewed the 2023 and 2024 Global Financial Tracker. She noted that the numbers listed on the 2024 Global Financial Tracker are not final. When the County receives claims that are from the previous six months, those numbers will be listed on this report in the month that it was occurred. Loblillo explained that a lot of the new therapy-type drugs cost approximately \$10K per month, which cause large fluctuating numbers.

Chairman Surges explained that when the County shops for insurance plans, they often look for the disruption rate. He noted that the majority of County employees are sensitive to disruption. The County does try to maintain consistency with disruption, especially for medication purposes. Surges explained that Blue Cross Blue Shield (BCBS) was not the least expensive insurance carrier, but employees voiced their opinion that they did not want to change plans due to the disruption it would have caused. Loblillo addressed questions and comments from the Committee. Discussion ensued.

**D. Monthly Applicants and Staff Changes**

HRM Exec. Dir. Loblillo stated the following report was on file. She explained that this report is for applicants and employees hired and/or terminated for the previous month. Depending on the job market, Loblillo stated that this report helps see what positions are being applied to throughout the County. She spoke on the New Hire Report. The New Hire Report is to keep an eye on staff if it is growing or shrinking. Chairman Surges explained that these reports show the reality of the election trail. There has been rumors that Kane County has a large turnover rate, but fail to realize that election workers are temporary and contribute to that turnover rate. Surges explained that about 18 months ago, the County started doing exit interviews. These interviews allowed people to be candid as to why they left the County. Due to these interviews, the County has

an opportunity to find ways to address the complaints, such as educational training. Without this data, the County cannot be effective. Loblillo shared a graph depicting the number of exit interviews and the reason as to why they terminated their employment. Loblillo addressed questions and comments from the Committee. Much discussion ensued.

**E. Monthly Workers Comp and Liability Reports**

HRM Exec. Dir. Loblillo stated the following report was on file. She explained that this report reflects only one month of data for 2025. Chairman Surges asked for the historical trends. He explained that in the past, the County had major issues in liability terms due to large settlement amounts. He stated that out of the approximate 50 carriers, 47 of them did not want to insure Kane County. Additionally, Kane County had issues on the Worker's Compensation side. Surges explained that the County needed to acquire additional staff to help with claim assistance. In doing so, the relationship with the Sheriff's Office and Kane County Jail improved, which is where the bulk of Workers' Compensation claims come from. Loblillo explained that claims from the previous years are still incurring costs until the final payment is made. She stated that last year's numbers do look low, but it has not concluded with acquiring balances. Loblillo addressed questions and comments from the Committee.

**F. Annual Ethics Advisor Report**

HRM Exec. Dir. Loblillo stated the following report was on file. She reported that the current Ethics Advisor, former Judge Grant Wegner, is retiring. He provided a several month notice of his retirement, which will allow the County time to go through the necessary process of acquiring a new advisor. As per policy, once a year a report is shared with this Committee that summarizes the ethics calls that were handled. Loblillo addressed questions and comments from the Committee. She noted that the Ethics Advisor position is paid by the hour that is spent researching an issue. Loblillo explained that a change was made to the Ethics Ordinance that established an Ethics Commission. Currently, members have not been appointed to this commission by the County Board Chairman. An Ethics Commission is recommended by the State of Illinois and is a common practice of surrounding counties. Loblillo stated that the duties of the Ethics Advisor were partially shared with the State's Attorney's Office (SAO). However, if there was a complaint made within the SAO, the Ethics Commission would be useful. Loblillo stated that is good for the County to have this separate commission in case a complaint of this nature were to occur. Chairman Surges stated that the Ethics Report depicts that the County is doing well due to the low amount of ethic complaints. Loblillo addressed questions and comments from the Committee. Discussion ensued.

**8. Compliance**

**A. Monthly Training Report**

HRM Exec. Dir. Loblillo stated that the following report was on file. She explained that starting in January 2025, emails have been sent out to all County employees reminding them to complete the annual Sexual Harassment Training.

To date, 248 employees have already completed the training. Discussion ensued.

**9. Old Business**

None.

**10. New Business**

**A. Authorizing Number of Procurement Cards Issued to Human Resources Department and Each of Their Transaction Limits**

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>	Michael Linder
<b>SECONDER:</b>	Deborah Allan
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, and Bill Tarver
<b>ABSENT:</b>	Anita Lewis, and Corinne M. Pierog

**B. Amending the Personnel Policy Handbook Section Regarding Absences and Tardiness**

HRM Exec. Dir. Loblillo stated the Personnel Policy was attached to today's agenda packet. She explained that this policy was amended due to several County departments having issues managing absentees and tardiness. She stated that County policies that relate to direct management of employees are vague, due to the diversity of each department and how each functions. This policy has been written to provide the necessary flexibility for departments to manage staff. This policy addresses tardiness in an excused/unexcused manner. This allows departments to excuse any issues that are well documented and acceptable for staffing. It addresses the absenteeism and tardiness that is patterned or excessive. The County did not have a policy to address these issues. Discussion ensued. (Committee Member Tarver left at 10:00 a.m.)

## KC Executive Committee

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

**C. Discussion Regarding Director of Building Management**

Chairman Surges introduced the discussion regarding the Director of Building Management position. He noted that this discussion is not a performance review of a current individual. This discussion is to simply evaluate the Director of Building Management position. HRM Asst. Dir. Davis handed out an Executive Summary for Building Management to the in-person Committee Members. Surges explained that the County took action a couple years ago to consolidate two large departments and put one person in charge. He would like to know if this consolidation is working adequately, or not. Surges reflected on the amount of responsibility ITD/BLD Exec. Dir. Fahnestock has. Surges stated that he would like the Human Services Committee to become an active participant in helping department staff where needed, rather than each department doing this on their own. He would like the County to utilize resources, such as knowledgeable staff, in order to staff departments appropriately. Surges would like to open the discussion up to see how others would have done this consolidation or if other ways are to be looked into to be proactive. County Board Member Kious stated that the Administration Committee would welcome any input or complaints on consolidating the Information Technologies and Building Management Departments. He noted that at today's Administration Committee meeting, an update would be provided on the capital projects that are occurring around the County and staffing issues. Surges stated that he would like to find ways to acquire adequate employees with the appropriate education for County positions. County Board Member Juby stated that the County Board needs to know if this consolidated position is adequately working, or if the expectation was unrealistic and needs to be redefined. Discussion ensued. The Committee provided consensus to bring this discussion to the Administration Committee and a follow-up would be provided to Human Services Committee when a decision was made.

**11. Reports Placed On File**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Jon Gripe

**12. Executive Session**

The Human Services Committee entered into Executive Session at 10:20 a.m. to discuss the release of closed session minutes on a motion made by Garcia, Linder seconded. Motion carried unanimously by roll call vote.

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

A. Release of Closed Session Minutes

**13. Open Session**

The Committee returned to Open Session at 10:23 a.m. on a motion made by Linder, Gripe seconded. Motion carried unanimously by voice vote.

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

A. Vote on Release of Closed Session Minutes

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

**14. Adjournment**

<b>RESULT:</b>	<b>APPROVED BY VOICE VOTE</b>
<b>MOVER:</b>	Michael Linder
<b>SECONDER:</b>	Deborah Allan

This meeting was adjourned at 10:29 AM.

Savannah Zgobica

Sr. Recording Secretary