



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, July 9, 2025

9:00 AM

County Board Room

1. Call To Order

Chairman Surges called the meeting to order at 9:02 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 Board Member Bill Tarver Ex-Officio County Board Vice Chair Bill Roth
REMOTE	Ex-Officio County Board Chair Corinne M. Pierog

Also present: Co. Bd. Members Bates*, Gumz, Juby, Kiou*, Molina*, Penesis*; HRM Exec. Dir. Loblillo & staff Davis, Larson; SAO staff Hunt*, Ford; Auditor Wegman; KCAC Admin. Youngsteadt*; ITD CIO Lasky & staff Kash; and members of the press and public.

3. Remote Attendance Requests

There were no remote attendance requests for today's meeting.

4. Approval of Minutes: June 11, 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**

Chairman Surges explained that there will be a restructuring of the agenda for next month's Committee meeting. HRM Exec. Dir. Loblillo stated that the monthly reports will be condensed into three: Health Insurance, Risk Management, and Staffing.

HRM Asst. Dir. Davis stated the monthly Blue Cross Blue Shield (BCBS) invoice was on file. She stated that the invoice for May 2025 is \$2,067,789.36, which is on the higher side of tolerance. She noted that there was an increase to claims. (Committee Member Allan arrived in-person at 9:04 a.m.) Referencing page 23, Davis explained that the Assured Partners Report does provide a breakdown on claims. She noted that claims within capitation and medical have increased. HRM Exec. Dir. Loblillo addressed questions and comments from the Committee. Discussion ensued. Committee Member Gripe requested the total numbers of claims. Further discussion ensued.

B. Monthly BCBS and MERP Totals

HRM Asst. Dir. Davis stated the monthly Blue Cross Blue Shield (BCBS) and Medical Expense Reimbursement Program (MERP) Totals were on file. She noted that the County has seen an increase of employees utilizing the County's BCBS Insurance plan, which also could be contributing to the increase in the invoice. She stated that last year the County was trending with approximately 900 employees on the plan. Today, there is 1,063.

C. Monthly Assured Partners Report

HRM Asst. Dir. Davis stated the monthly Assured Partners Report was on file.

D. Monthly Applicants and Staff Changes

HRM Asst. Dir. Davis stated the monthly Applicants and Staff Changes Report was on file. Referencing page 31, she addressed the reasons why employees leave Kane County. She noted that there was nothing to make the Committee aware of pertaining to this report.

Chairman Surges explained that the County was known for low pay and being a training ground. He stated that the County's attrition rate was so low because of money. However, the Exit Interview graph presented today contradicts this culture. Surges stated that nothing presented on the graph states that money was the overwhelming factor as to why employees left. As a Human Services Department, there should be concern with the employees that left due to being dissatisfied with the work environment. He thinks that the Committee should focus on this and figure out why this is occurring. HRM Exec. Dir. Loblillo stated that an email was sent to the individuals who left due to being dissatisfied with the work environment to collect more specific data, which has been worked through. She stated that this system has been successful and effective. The County has made an effort to address issues when they occur. Additionally,

these exit interviews have been an opportunity for employees to share their experiences with the County while protecting their confidentiality. HRM Exec. Dir. Loblillo addressed questions and comments from the Committee. Discussion ensued.

Committee Member Allan and Surges requested reports that showed the comparison between employees and the attrition rate, such as total number of terminations versus employee numbers and reason for termination, within County Departments and Offices. Further discussion ensued.

As of today, Loblillo reported that there are 1,004 employees, or 72%, in Elected Offices and 399 employees, or 28%, in County Departments. Further discussion ensued.

E. Monthly Workers Comp and Liability

HRM Risk Mgr. Larson stated the monthly Workers' Compensation and Liability Claims Report was on file. Referencing page 33, he reviewed the top five locations or work center identification where most incidents have occurred from December 1, 2024 to November 30, 2025. Currently, there are 32 Workers' Compensation claims, with the Sheriff's Office/Adult Justice Center having 18.

Chairman Surges asked for a breakdown of the Sheriff's Office divisions, such as Correctional and Patrol. Larson explained that the nature of the injuries within the Sheriff's Office are indicative of the location of the incident. (Madam Chairman Pierog arrived in-person at 9:36 a.m.) He stated that the County is tracking 33 General Liability Claims, such as damages to property or equipment. He noted that this is outside the additional 27 Internal Claims, such as a deer versus car accident, where there is no one to collect from. HRM Exec. Dir. Loblillo and Larson addressed questions and comments from the Committee. Discussion ensued.

8. Compliance

A. Monthly Training Report

HRM Exec. Dir. Loblillo stated that staff has been compliant in completing the annual Sexual Harassment Training. She noted that the deadline is August 2025.

9. Old Business

Madam Chairman Pierog referenced the proposed Internship Program that she spoke on at the County Board meeting on Tuesday, July 8, 2025. For the next Human Services Committee meeting, she requested that a draft resolution to be prepared that would define what an internship is and its parameters for County departments. The parameters could be age qualification, hours, compensation, et cetera. This draft resolution would be used for context, if this Committee chose to move forward.

Chairman Surges expressed that the appropriate direction for this would be to issue a survey to all department heads to learn their level of interest in having an intern and the

possible job duties. He stated that an internship will need to benefit the intern and the department. He explained that the department heads' feedback is needed in order to move forward. Discussion ensued.

HRM Exec. Dir. Loblillo stated that multiple County departments participate in internship programs. However, this is not a centralized function as the departments prefer to handle the programs on their own. Loblillo noted that the County offers paid and unpaid internships. Unless there is a philanthropic purpose to the internship or the intern is participating for credit hours, the County could not legally have to pay an intern. Further discussion ensued.

Surges stated that a conversation needs to be had on possible health insurance issues under Old Business. He stated that the first topic to discuss is the continued shopping of health insurance providers. Each time, significant savings are found, but often times it comes with disruption to the carrier. Surges noted that these parameters are shared with the Committee and they have chosen not to move forward with switching. Given the County's current budget crisis, he has been advised to direct staff to shop for insurance carriers again. However, since the County has been shopping in the past and have been provided cost-saving packages from other providers, but has not made the switch, many providers are no longer interested in shopping for the County's business. After several conversations, Surges explained that the overall consensus he has received is that there is no interest in switching insurance carriers from Blue Cross Blue Shield (BCBS). However, he noted that there is a potential cost savings to the County, if a change were to be implemented. Secondly, Surges spoke on the cost benefits of staying with BCBS, such as saving on weight loss drugs. He stated that the use of GLP-1 Semaglutide drugs for weight loss have significantly increased. He noted that these drugs cost the County approximately \$500K. Surges asked the Committee if there was any interest in curbing the \$500K expense during the budget crisis, or should this conversation be discussed at a later time. He requested the Committee to think on these items and provide their feedback at the next Committee meeting.

Loblillo explained that when diabetic drugs, such as Mounjaro, are used for weight loss purposes they are categorized under a different name, which BCBS allows these to be separated. She stated that BCBS gives the option to include or not include weight loss medications. If the County decides not to cover weight loss medication under the RX plan, they can offer a satellite program for weight management, such as the Wondr Program. Loblillo stated that the most recent research evidence that the County's broker can provide regarding weight loss medications could be presented.

Surges stated that a presentation will be provided to the Committee that entails what the members have requested of staff. Discussion ensued.

Lastly, Loblillo explained that insurance rates for employees were kept flat this year due to the County's need to spend down the reserve amount. While she believes keeping the rates flat for next year's budget is correct, she wanted the Committee to keep in mind that if cost saving solutions are not found, insurance will significantly increase for 2027 to accommodate the increase in 2026 and 2027. Loblillo explained

that health insurance inflation has continued and costs are expected to increase by approximately \$2M to the County's Health Insurance Fund. She stated that the Health Insurance Fund will be stable, but would not be able to sustain these costs for another year. She explained that the cost of the plan will need to be decreased or expect the insurance rates to incline significantly in 2027. Further discussion ensued.

10. New Business

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

HRM Exec. Dir. Loblillo stated that this resolution is for an extension with Cannon Cochran Management Services, Inc (CCMSI) for Workers' Compensation and Liability Claims.

KC Executive Committee

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

B. Approving the 2026 Holiday Schedule for Kane County Offices

KC Executive Committee

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

C. Human Resources Budget Update

Chairman Surges stated that when the County is looking at all department/office budgets, the word 'threshold' is often used. He explained that a 10% threshold to cut a budget may work for larger departments/offices, but for a small departments/offices this is a large task. He stated that the threshold is different for the size of the department/office. He noted that the Human Resources Management (HRM) Department has continually shown a reduction to their budget over the years.

HRM Exec. Dir. Lobrillo provided the HRM Department's FY2026 Budget Update. She stated that the HRM Budget is less than \$300K, with the majority being personnel. She explained that HRM has not increased their budget in several years. She stated that the group of County department heads have agreed to work together to provide overall budget cuts as much as possible. She explained that HRM has made significant cuts to their non-personnel expense budget for FY2026. There is no longer a budget for advertising of employment opportunities, conferences and meetings, and reduced the supply budget. All of these decreases have equaled to cost-savings of approximately \$20K. Lobrillo explained that HRM left \$2,200 for labor posters and \$500 for the annual employee appreciation event. Lobrillo addressed questions and comments from the Committee. Much discussion ensued.

11. Reports Placed On File

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Bill Tarver

12. Executive Session

The Human Services Committee entered into Executive Session at 10:18 a.m. to discuss the release of closed session minutes on a motion made by Lewis, Garcia seconded. Motion carried unanimously by roll call vote.

RESULT:	APPROVED BY ROLL CALL VOTE
MOVER:	Anita Lewis
SECONDER:	Sonia Garcia
AYE:	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver

A. Release of Closed Session Minutes

13. Open Session

The Committee returned to Open Session at 10:21 a.m. on a motion made by Linder, Tarver seconded. Motion carried unanimously by voice vote.

RESULT:	APPROVED BY VOICE VOTE
MOVER:	Michael Linder
SECONDER:	Bill Tarver

A. Vote on Release of Closed Session Minutes

Chairman Surges asked for a motion and a second to approve the release of closed session minutes as recommended by the State's Attorney's Office (SAO) and as reflected in Exhibit A.

RESULT:	APPROVED BY ROLL CALL VOTE
MOVER:	Michael Linder
SECONDER:	Bill Tarver
AYE:	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver

14. Adjournment

RESULT:	APPROVED BY VOICE VOTE
MOVER:	Bill Tarver
SECONDER:	Jon Gripe

This meeting was adjourned at 10:21 AM.

Savannah Zgobica
Sr. Recording Secretary