



Kane County

KC Human Services Committee

Agenda

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, February 11, 2026

9:00 AM

County Board Room

1. **Call To Order**
2. **Roll Call**
3. **Remote Attendance Requests**
4. **Approval of Minutes: January 14, 2026**
5. **Public Comment**
6. **Monthly Financial Reports**
 - A. Monthly Finance Reports
7. **Department of Human Resource Management**
 - A. Health Insurance
 - B. Risk Management
 - C. Staffing
8. **Compliance**
 - A. Monthly Training Reports
9. **Old Business**
10. **New Business**
 - A. **Resolution:** Authorizing Number of Procurement Cards Issued to Human Resources Management and Each of Their Transaction Limits
 - B. **Resolution:** Authorizing Replacement of the Blood Donation Policy in the Personnel Policy Handbook
11. **Reports Placed On File**
12. **Executive Session (if needed)**
13. **Adjournment**

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

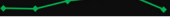


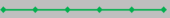






REPORT NO. TMP-26-167

MONTHLY FINANCE REPORTS

Committee Revenue Budget Report - by Account Detail

Through January 31, 2026 (16.7% YTD)




















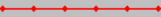







*2021, 2022, 2023, 2024, 2025 DRAFT** and 2026 Actual Fiscal Year

Department / Fund / Account Classification	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount DRAFT**	2026 Actual Amount	2026 Amended Budget	2026 Adopted Budget	2026 YTD% Actual/Amended Budget	2021 - 2026 Trend
120 Human Resource Management	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 2,460	\$ 204	1,301.00	1,301.00	15.65%	
246 Employee Events Fund	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 2,460	\$ 204	1,301.00	1,301.00	15.65%	
Revenue	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 2,460	\$ 204	1,301.00	1,301.00	15.65%	
Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00	0.00	0.00%	
39900 - Fund Balance Utilization	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00	0.00	0.00%	
Interest Revenue	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 1,461	\$ -	501.00	501.00	0.00%	
38000 - Investment Income	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 1,461	\$ -	501.00	501.00	0.00%	
Reimbursements	\$ 402	\$ 575	\$ 616	\$ 1,004	\$ 999	\$ 204	800.00	800.00	25.46%	
37900 - Miscellaneous Reimbursement	\$ 402	\$ 575	\$ 616	\$ 1,004	\$ 999	\$ 204	800.00	800.00	25.46%	
Grand Total	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 2,460	\$ 204	1,301.00	1,301.00	15.65%	

Committee Expense Budget Report - by Account Detail
Through January 31, 2026 (16.7% YTD, 15.38% Payroll Expense through Pay Period Ending 01/17/2026)
*2021, 2022, 2023, 2024, 2025 DRAFT** and 2026 Actual Fiscal Year

Department / Fund / Account Classification	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount DRAFT**	2026 Actual Amount	2026 Amended Budget	2026 Adopted Budget	2026 YTD% Actual/Amended Budget	2021 - 2026 Trend
120 Human Resource Management	\$ 3,544,253	\$ 3,710,258	\$ 4,496,888	\$ 5,684,740	\$ 4,256,946	\$ 2,900,809	\$ 5,736,435	\$ 5,720,304	50.57%	
001 General Fund	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 243,485	\$ 33,293	\$ 252,993	\$ 246,022	13.16%	
Expenses	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 243,485	\$ 33,293	\$ 252,993	\$ 246,022	13.16%	
Personnel Services- Salaries & Wages	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 231,434	\$ 31,428	\$ 239,343	\$ 232,372	13.13%	
40000 - Salaries and Wages	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 231,434	\$ 31,428	\$ 239,343	\$ 232,372	13.13%	
40002 - Non-Union Wage Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
40003 - Cost of Living Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
40007 - Equity Study Adjustments	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
Personnel Services- Employee Benefits	\$ 31,088	\$ 29,810	\$ 49,754	\$ 59,224	\$ -	\$ -	\$ 95,914	\$ 95,914	0.00%	
45000 - Healthcare Contribution	\$ 30,049	\$ 28,816	\$ 47,913	\$ 57,116	\$ -	\$ -	\$ 59,644	\$ 59,644	0.00%	
45010 - Dental Contribution	\$ 1,039	\$ 993	\$ 1,841	\$ 2,108	\$ -	\$ -	\$ 1,764	\$ 1,764	0.00%	
45100 - FICA/SS Contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,782	\$ 17,782	0.00%	
45200 - IMRF Contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 12,701	\$ 12,701	0.00%	
53010 - Workers Compensation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,023	\$ 4,023	0.00%	
Contractual Services	\$ 26,863	\$ 10,471	\$ 12,018	\$ 16,905	\$ 9,336	\$ 466	\$ 7,750	\$ 7,750	6.01%	
50000 - Project Administration Services	\$ 77	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
52130 - Repairs and Maint- Computers	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
52140 - Repairs and Maint- Copiers	\$ 1,171	\$ 1,072	\$ 1,210	\$ 605	\$ 1,841	\$ -	\$ 750	\$ 750	0.00%	
53050 - Employment Advertising	\$ -	\$ 85	\$ 731	\$ 4,752	\$ 41	\$ 46	\$ -	\$ -	0.00%	
53100 - Conferences and Meetings	\$ -	\$ 500	\$ 3,043	\$ 4,392	\$ 575	\$ -	\$ -	\$ -	0.00%	
53110 - Employee Training	\$ 952	\$ 256	\$ 1,479	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
53120 - Employee Mileage Expense	\$ -	\$ 44	\$ 92	\$ 248	\$ 43	\$ -	\$ 150	\$ 150	0.00%	
53130 - General Association Dues	\$ -	\$ -	\$ 732	\$ 528	\$ 598	\$ -	\$ -	\$ -	0.00%	
55000 - Miscellaneous Contractual Exp	\$ 24,663	\$ 8,514	\$ 4,730	\$ 6,380	\$ 6,238	\$ 420	\$ 6,850	\$ 6,850	6.13%	
Commodities	\$ 5,448	\$ 4,995	\$ 2,780	\$ 5,575	\$ 2,714	\$ 1,399	\$ 5,900	\$ 5,900	23.72%	
60000 - Office Supplies	\$ 2,071	\$ 4,267	\$ 2,295	\$ 2,740	\$ 2,191	\$ 323	\$ 3,000	\$ 3,000	10.77%	
60010 - Operating Supplies	\$ 1,763	\$ -	\$ -	\$ 2,381	\$ 39	\$ 1,076	\$ 2,400	\$ 2,400	44.85%	
60080 - Employee Recognition Supplies	\$ 1,614	\$ 727	\$ 485	\$ 455	\$ 484	\$ -	\$ 500	\$ 500	0.00%	
Capital	\$ -	\$ -	\$ -	\$ 2,145	\$ -	\$ -	\$ -	\$ -	0.00%	
70080 - Office Furniture	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
70090 - Office Equipment	\$ -	\$ -	\$ -	\$ 2,145	\$ -	\$ -	\$ -	\$ -	0.00%	
Services	\$ -	\$ -	\$ -	\$ (59,224)	\$ -	\$ -	\$ (95,914)	\$ (95,914)	0.00%	
45005 - Healthcare Contribution Contra Account	\$ -	\$ -	\$ -	\$ (57,116)	\$ -	\$ -	\$ (59,644)	\$ (59,644)	0.00%	
45015 - Dental Insurance Contra Account	\$ -	\$ -	\$ -	\$ (2,108)	\$ -	\$ -	\$ (1,764)	\$ (1,764)	0.00%	
45105 - FICA/SS Contribution Contra Account	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (17,782)	\$ (17,782)	0.00%	
45205 - IMRF Contribution Contra Account	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (12,701)	\$ (12,701)	0.00%	
53015 - Worker's Comp Contra Account	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (4,023)	\$ (4,023)	0.00%	
010 Insurance Liability	\$ 3,313,916	\$ 3,503,841	\$ 4,232,913	\$ 5,439,152	\$ 4,013,461	\$ 2,867,516	\$ 5,482,141	\$ 5,472,981	52.31%	
Expenses	\$ 3,313,916	\$ 3,503,841	\$ 4,232,913	\$ 5,439,152	\$ 4,013,461	\$ 2,867,516	\$ 5,482,141	\$ 5,472,981	52.31%	
Personnel Services- Salaries & Wages	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 249,011	\$ 36,161	\$ 275,388	\$ 267,367	13.13%	
40000 - Salaries and Wages	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 249,011	\$ 36,161	\$ 275,388	\$ 267,367	13.13%	
40002 - Non-Union Wage Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
40003 - Cost of Living Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
Personnel Services- Employee Benefits	\$ 607,281	\$ 543,154	\$ 1,114,693	\$ 1,964,756	\$ 1,314,744	\$ 504,261	\$ 87,179	\$ 86,040	578.42%	
45000 - Healthcare Contribution	\$ 6,061	\$ 12,177	\$ 19,025	\$ 21,219	\$ 44,228	\$ 5,634	\$ 44,150	\$ 44,150	12.76%	
45010 - Dental Contribution	\$ 238	\$ 486	\$ 889	\$ 1,027	\$ 1,303	\$ 218	\$ 1,220	\$ 1,220	17.90%	

Committee Expense Budget Report - by Account Detail
Through January 31, 2026 (16.7% YTD, 15.38% Payroll Expense through Pay Period Ending 01/17/2026)
*2021, 2022, 2023, 2024, 2025 DRAFT** and 2026 Actual Fiscal Year

Department / Fund / Account Classification	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount DRAFT**	2026 Actual Amount	2026 Amended Budget	2026 Adopted Budget	2026 YTD% Actual/Amended Budget	2021 - 2026 Trend
45100 - FICA/SS Contribution	\$ 8,035	\$ 9,988	\$ 11,455	\$ 12,515	\$ 18,146	\$ 2,670	\$ 21,072	\$ 20,458	12.67%	
45200 - IMRF Contribution	\$ 9,493	\$ 8,836	\$ 7,776	\$ 7,516	\$ 12,923	\$ 2,230	\$ 16,109	\$ 15,584	13.84%	
53010 - Workers Compensation	\$ 583,453	\$ 511,667	\$ 1,075,548	\$ 1,922,480	\$ 1,238,143	\$ 493,509	\$ 4,628	\$ 4,628	10,663.54%	
Contractual Services	\$ 2,182,801	\$ 2,801,437	\$ 2,959,226	\$ 3,299,104	\$ 2,444,772	\$ 2,322,159	\$ 3,239,640	\$ 3,239,640	71.68%	
50000 - Project Administration Services	\$ 117,829	\$ 103,715	\$ 87,090	\$ 79,432	\$ 53,770	\$ 59,000	\$ 135,500	\$ 135,500	43.54%	
50150 - Contractual/Consulting Services	\$ 82,494	\$ 112,114	\$ 831	\$ 1,094	\$ -	\$ -	\$ 185,000	\$ 185,000	0.00%	
53000 - Liability Insurance	\$ 1,984,178	\$ 2,594,794	\$ 2,814,506	\$ 3,140,823	\$ 2,309,921	\$ 2,263,159	\$ 2,837,940	\$ 2,837,940	79.75%	
53020 - Unemployment Claims	\$ (1,700)	\$ (9,186)	\$ 56,799	\$ 77,756	\$ 80,817	\$ -	\$ 80,000	\$ 80,000	0.00%	
53130 - General Association Dues	\$ -	\$ -	\$ -	\$ -	\$ 264	\$ -	\$ 1,200	\$ 1,200	0.00%	
Commodities	\$ (13)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
60000 - Office Supplies	\$ (13)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
Capital	\$ -	\$ 22,659	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
70070 - Automotive Equipment	\$ -	\$ 22,659	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
Contingency and Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
89000 - Addition to Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
Transfers Out	\$ 417,912	\$ 3,575	\$ 4,078	\$ 3,981	\$ 4,935	\$ 4,935	\$ 4,935	\$ 4,935	100.00%	
99000 - Transfer To Other Funds	\$ 417,912	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00%	
99001 - Transfer to General Fund 001	\$ -	\$ 3,575	\$ 4,078	\$ 3,981	\$ 4,935	\$ 4,935	\$ 4,935	\$ 4,935	100.00%	
Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,874,999	\$ 1,874,999	0.00%	
53011 - Worker's Compensation Claims	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,874,999	\$ 1,874,999	0.00%	
246 Employee Events Fund	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ -	\$ 1,301	\$ 1,301	0.00%	
Expenses	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ -	\$ 1,301	\$ 1,301	0.00%	
Commodities	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ -	\$ 984	\$ 984	0.00%	
60080 - Employee Recognition Supplies	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ -	\$ 984	\$ 984	0.00%	
Contingency and Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 317	\$ 317	0.00%	
89000 - Addition to Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 317	\$ 317	0.00%	
Grand Total	\$ 3,544,253	\$ 3,710,258	\$ 4,496,888	\$ 5,684,740	\$ 4,256,946	\$ 2,900,809	\$ 5,736,435	\$ 5,720,304	50.57%	

Health Insurance Fund

Revenue and Expenses

Through January 31, 2026 (16.7% YTD, 15.38 % Payroll Expense through Pay Period Ending 01/17/2026)
with comparative for Full Fiscal Year 2023, 2024, 2025 DRAFT and 2026

	2023 Actual	2024 Actual	2025 Actual DRAFT	2026 Actual
Revenue				
652.800.000.38000 - Investment Income	\$ 354,484	\$ 576,782	\$ 687,159	\$ -
652.800.000.38910 - Healthcare Employer Portion	\$ 14,469,417	\$ 16,153,512	\$ 17,336,051	\$ 2,967,945
652.800.000.38915 - Dental Employer Portion	\$ 407,933	\$ 473,351	\$ 488,597	\$ 82,754
652.800.000.38920 - Healthcare Employee Portion	\$ 2,925,521	\$ 3,385,325	\$ 3,646,226	\$ 628,190
652.800.000.38921 - Dental Employee Portion	\$ 269,619	\$ 299,829	\$ 309,612	\$ 52,393
652.800.000.38927 - MERP Employer Portion	\$ 1,120,209	\$ 1,324,816	\$ 1,328,270	\$ 208,529
652.800.000.38930 - Retiree Payments - Healthcare	\$ 707,560	\$ 689,732	\$ 663,413	\$ 105,366
652.800.000.38935 - Retiree Payments - Dental	\$ 3,815	\$ 2,886	\$ 3,656	\$ 641
652.800.000.38940 - Cobra Payments - Healthcare	\$ 24,367	\$ 20,799	\$ 71,341	\$ 12,902
652.800.000.38945 - Cobra Payments - Dental	\$ 2,010	\$ 1,644	\$ 3,227	\$ 615
Total Revenue	\$ 20,284,936	\$ 22,928,675	\$ 24,537,552	\$ 4,059,336
Expenses - Health Insurance General				
652.800.814.45010 - Dental Contribution	\$ -	\$ 132	\$ -	\$ -
652.800.814.50150 - Contractual/Consulting Services	\$ 108,000	\$ 110,250	\$ 113,250	\$ 19,000
652.800.814.50520 - Healthcare Admin Services	\$ 11,665	\$ 15,703	\$ 19,628	\$ 1,618
652.800.814.53005 - Healthcare - Stop Loss Insurance	\$ (806,784)	\$ (2,027,628)	\$ (611,066)	\$ (82,251)
652.800.814.53038 - Healthcare - Vision Insurance	\$ 81,318	\$ 83,696	\$ 85,316	\$ 15,190
652.800.814.53039 - Affordable Care Act Fee	\$ 5,217	\$ 5,699	\$ 6,359	\$ -
652.800.814.53300 - Healthcare - Health Insurance	\$ -	\$ -	\$ 6,011	\$ -
652.800.814.53310 - Healthcare - Dental Insurance	\$ 804,932	\$ 742,246	\$ 826,220	\$ 113,608
652.800.814.53320 - Healthcare - Life Insurance	\$ 40,678	\$ 57,705	\$ 17,760	\$ 3,360
652.800.814.53380 - Healthcare - Wellness	\$ (100,000)	\$ (375,000)	\$ (50,000)	\$ -
652.800.814.53381 - Healthcare - Wellness Surcharge Refunds	\$ 46,550	\$ -	\$ -	\$ -
652.800.814.53385 - Financial Wellness	\$ 10,000	\$ 10,000	\$ 10,000	\$ -
Total Health Insurance General Expenses	\$ 201,575	\$ (1,377,197)	\$ 423,477	\$ 70,525

Health Insurance Fund

Revenue and Expenses

**Through January 31, 2026 (16.7% YTD, 15.38 % Payroll Expense through Pay Period Ending 01/17/2026)
with comparative for Full Fiscal Year 2023, 2024, 2025 DRAFT and 2026**

	2023 Actual	2024 Actual	2025 Actual DRAFT	2026 Actual
Expenses - Health Insurance MERP				
652.800.814.45100 - MERP FICA/SS on Premium Reimbursement	\$ 8,216	\$ 6,465	\$ 383	\$ -
652.800.814.53330 - MERP - Medical Expense Reimbursement	\$ 447,562	\$ 535,057	\$ 270,665	\$ 29,696
652.800.814.53340 - MERP - Premium Reimbursement	\$ 62,949	\$ 83,841	\$ 7,811	\$ -
Total MERP Expenses	\$ 518,727	\$ 625,362	\$ 278,859	\$ 29,696
Expenses - Health Insurance PPO				
652.800.817.53005 - Healthcare - Stop Loss Insurance	\$ 723,948	\$ 893,817	\$ 1,114,136	\$ 97,074
652.800.817.53031 - Self Insured Healthcare Claims	\$ 7,738,450	\$ 10,233,290	\$ 9,897,281	\$ 966,616
652.800.817.53032 - Self Insured Healthcare Claims Administration	\$ 245,663	\$ 289,635	\$ 326,234	\$ 26,788
652.800.817.53033 - Healthcare Facility Access Fee	\$ 13,041	\$ 231,063	\$ 55,115	\$ 3,737
652.800.817.53037 - Healthcare Credits	\$ (350,324)	\$ (586,275)	\$ (708,695)	\$ (61,664)
Total Health Insurance PPO Expenses	\$ 8,370,778	\$ 11,061,530	\$ 10,684,070	\$ 1,032,551
Expenses - Health Insurance HMO				
652.800.818.53005 - Healthcare - Stop Loss Insurance	\$ 555,815	\$ 604,545	\$ 327,772	\$ -
652.800.818.53031 - Self Insured Healthcare Claims	\$ 6,963,453	\$ 7,279,419	\$ 8,889,686	\$ 784,284
652.800.818.53032 - Self Insured Healthcare Claims Administration	\$ 372,131	\$ 368,937	\$ 400,378	\$ 29,884
652.800.818.53034 - Healthcare HMO Managed Care Fee	\$ 104,647	\$ 104,847	\$ 50,839	\$ -
652.800.818.53035 - Healthcare Physician Services Fee	\$ 2,594,715	\$ 2,612,488	\$ 2,550,994	\$ 212,217
652.800.818.53037 - Healthcare Credits	\$ (564,106)	\$ (833,433)	\$ (893,899)	\$ (73,717)
Total Health Insurance HMO Expenses	\$ 10,026,655	\$ 10,136,802	\$ 11,325,769	\$ 952,668
Expenses - Retiree				
652.800.820.53300 - Healthcare - Health Insurance	\$ 125,395	\$ 160,639	\$ 313,257	\$ 59,314
Total Expenses	\$ 19,243,130	\$ 20,607,136	\$ 23,025,431	\$ 2,144,754
Revenue Net Expenses	\$ 1,041,806	\$ 2,321,539	\$ 1,512,121	\$ 1,914,582
Fund Balance	\$ 7,458,675	\$ 9,780,214	\$ 11,292,335	\$ 13,206,917
<i>Target Fund Balance at 25%</i>	\$ 4,810,783	\$ 5,151,784	\$ 5,756,358	\$ 536,188
<i>Target Fund Balance at 50%</i>	\$ 9,621,565	\$ 10,303,568	\$ 11,512,715	\$ 1,072,377

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-26-203

HEALTH INSURANCE

Group Health Plan	KANE COUNTY 719 BATAVIA AVENUE GENEVA, IL 60134-3077
Employer Account No.	IL1-238541
Bill Group	0579517327
Account ID Number	8253175154
Invoice Number	825311491508
Invoice Date	12/31/2025
Invoice Period	12/01/2025 - 12/31/2025
Billing Cycle	MONTHLY

Make Electronic (Wire¹ or ACH²) Payments to

Mellon Bank
Blue Cross and Blue Shield of Illinois

ABA Number 043000261

Bank Account Number 120-5032

Account ID Number 8253175154

Amount Due \$1,902,968.32
Date Due 02/02/2026

See footnotes for important Wire & ACH payment instructions

Claim Charges/Credits - Paid 12/1/25 – 12/31/25

Value Based Care-Value Incentive	277.75
Medical-Facility	631,652.79
Value Based Care-Care Coordination	264.60
Medical-Professional	464,921.74
Pharmacy	653,783.01
Total Claim Charges/Credits	\$1,750,899.89

Stop Loss - 12/1/25 – 12/31/25

Specific Stop Loss Credit/Charge	(82,250.72)
Total Stop Loss	\$(82,250.72)

Administration Fees	Calculation Method	
RX Rebate Credit	Per Contract Per Month	(135,380.96)
IL Access Fee	Monthly IL Access Fee	3,737.45
Physician Service Fee - Allocated	Monthly Claims	17,714.03
Administration Fee	Per Contract Per Month	54,673.08
Specific Stop Loss	Per Contract Per Month	97,073.64
Physician Service Fee - Direct	Monthly Claims	194,503.41

(continued on next page)
¹For Electronic payment via Wire

You MUST include the following in the "Reference for Beneficiary" (1@16) and "Originator to Beneficiary" (1@35) in the following order: **1** Account name, **2** IL, MT, NM, OK or TX (depending on sales location), **3** Account ID number and due date (mmddyy). Please reference the "Make Electronic Payments to" portion at the top right of your invoice for the correct information.

²For Electronic payment via ACH

The PPD and CCD formats have different fields named "Individual ID" or "Identification Number." Please add your account description as directed in the wire instructions in the "Company Description Data" field.

Administration Fees <i>(continued from previous page)</i>	Calculation Method	
APR Savings Program-Data Mining & Post Pay Recovery	Claim Based	127.88
APR Savings Program-Advanced Claim Edits and Coding Validation	Claim Based	1,758.55
APR Savings Program-OON Price Service	Claim Based	60.25
APR Savings Program-Coordination of Benefits	Claim Based	51.82
Total Administration Fees		\$234,319.15

Total Claim Charges/Credits	\$1,668,649.17
Total Administration Fees & Adjustments	\$234,319.15
Total Charges	\$1,902,968.32

Billing Contact ARCHANA KELAVKAR Email: ASO_Billing_Team@bcbsil.com	Account Executive Contact Dee Roberts Email: Dee_Roberts@BCBSIL.COM
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Electronic payment is preferred. Check payment is acceptable.		
Make checks payable to Blue Cross and Blue Shield of Illinois Include Account ID Number 8253175154 Amount Due \$1,902,968.32 Date Due 02/02/2026	If sending via Overnight Courier Blue Cross and Blue Shield of Illinois Attn: 14169 5503 N. Cumberland Ave. Chicago, IL 60656-1471	If sending via 1st Class Mail Blue Cross and Blue Shield of Illinois Dept. CH 14169 Palatine, IL 60055-4169

Kane County

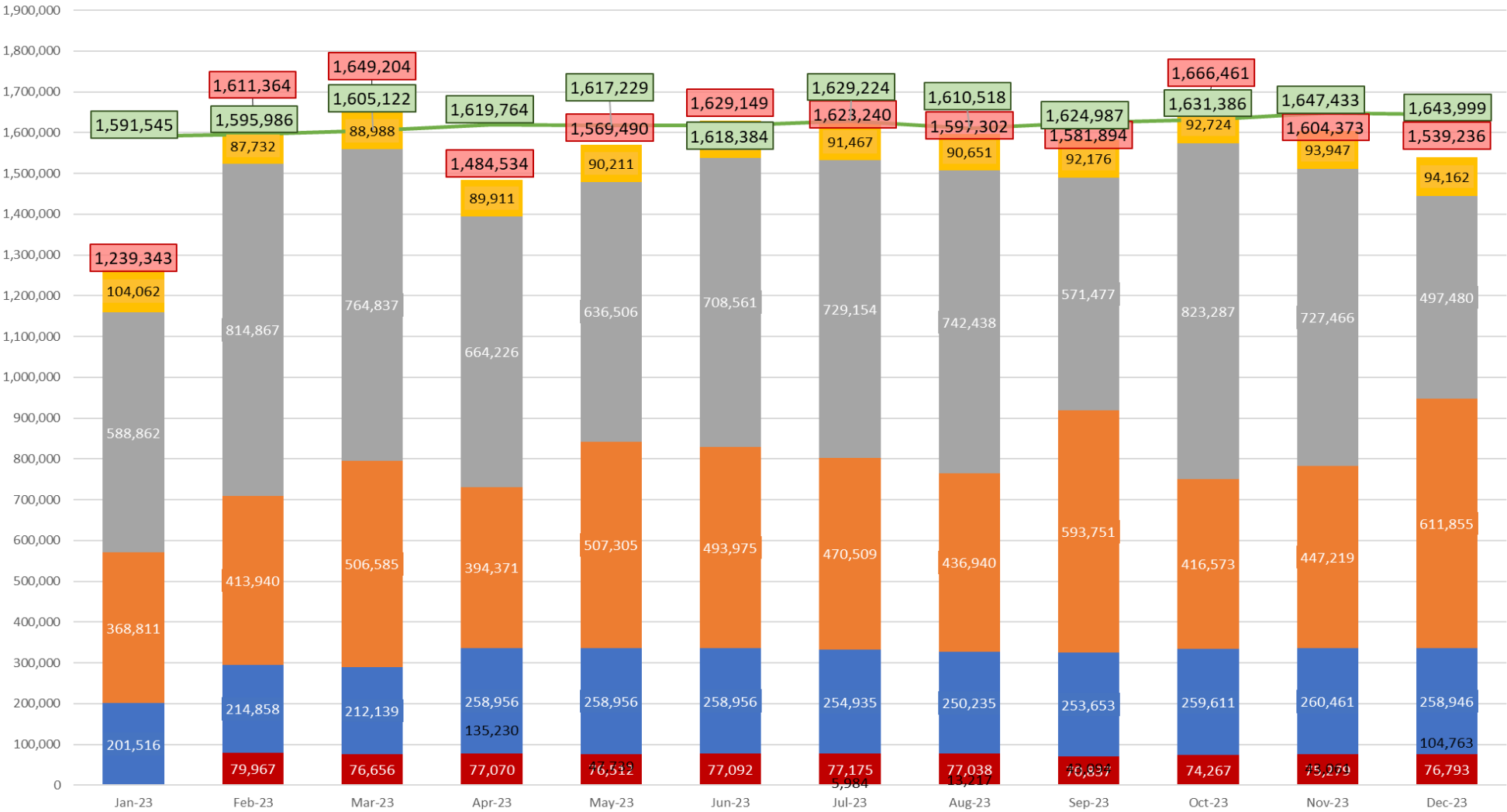
HSC Meeting 2/11/2026



AssuredPartners

2023 Global Financial Tracker

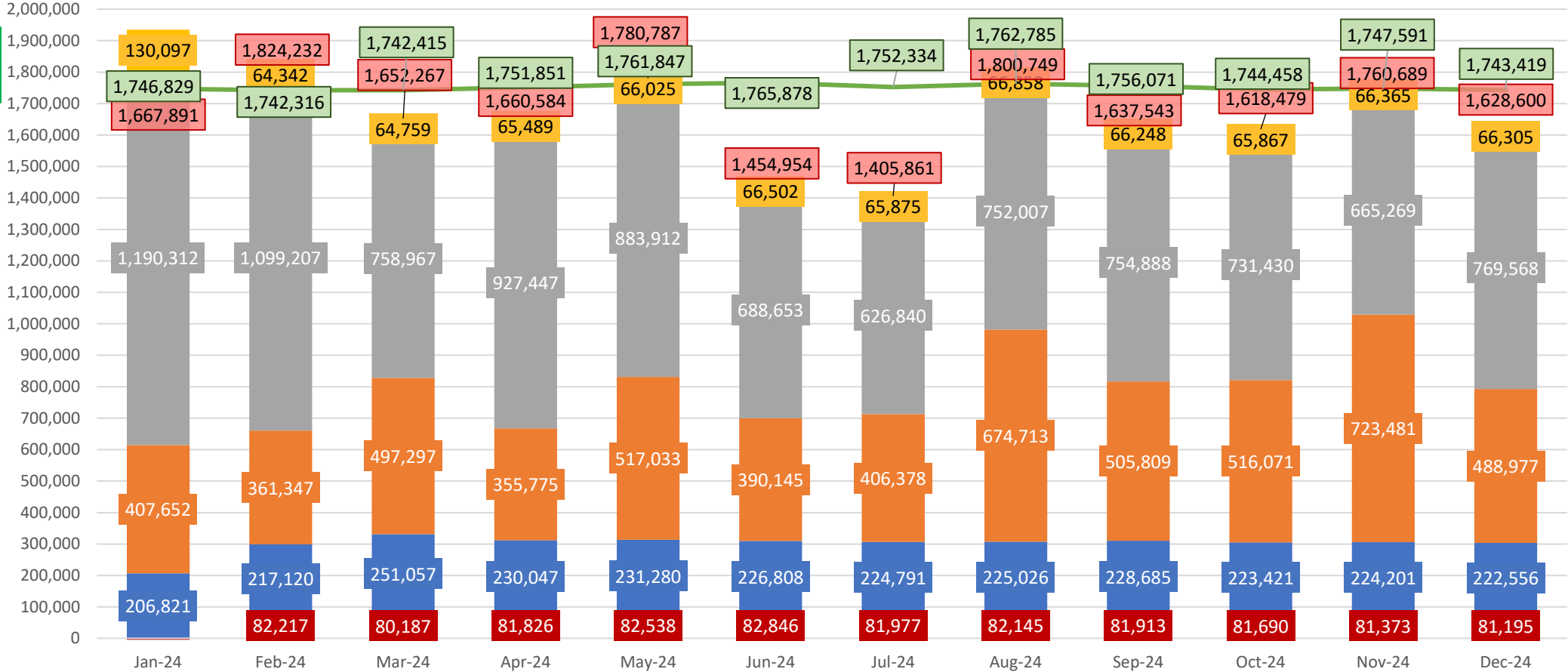
Amount Toward Reserve:
\$639,988



	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23
Medical/Rx Fixed Cost	104,062	87,732	88,988	89,911	90,211	90,565	91,467	90,651	92,176	92,724	93,947	94,162
Medical Claims after SL Reimbursements	588,862	814,867	764,837	664,226	636,506	708,561	729,154	742,438	571,477	823,287	727,466	497,480
Rx Claims	368,811	413,940	506,585	394,371	507,305	493,975	470,509	436,940	593,751	416,573	447,219	611,855
Capitation	201,516	214,858	212,139	258,956	258,956	258,956	254,935	250,235	253,653	259,611	260,461	258,946
All Other *	-23,908	79,967	76,656	77,070	76,512	77,092	77,175	77,038	70,837	74,267	75,279	76,793
Total Cost	1,239,343	1,611,364	1,649,204	1,484,534	1,569,490	1,629,149	1,623,240	1,597,302	1,581,894	1,666,461	1,604,373	1,539,236
Total Funding	1,591,545	1,595,986	1,605,122	1,619,764	1,617,229	1,618,384	1,629,224	1,610,518	1,624,987	1,631,386	1,647,433	1,643,999
Surplus/Deficit	352,202	-15,378	-44,083	135,230	47,739	-10,765	5,984	13,217	43,094	-35,075	43,061	104,763

2024 Global Financial Tracker

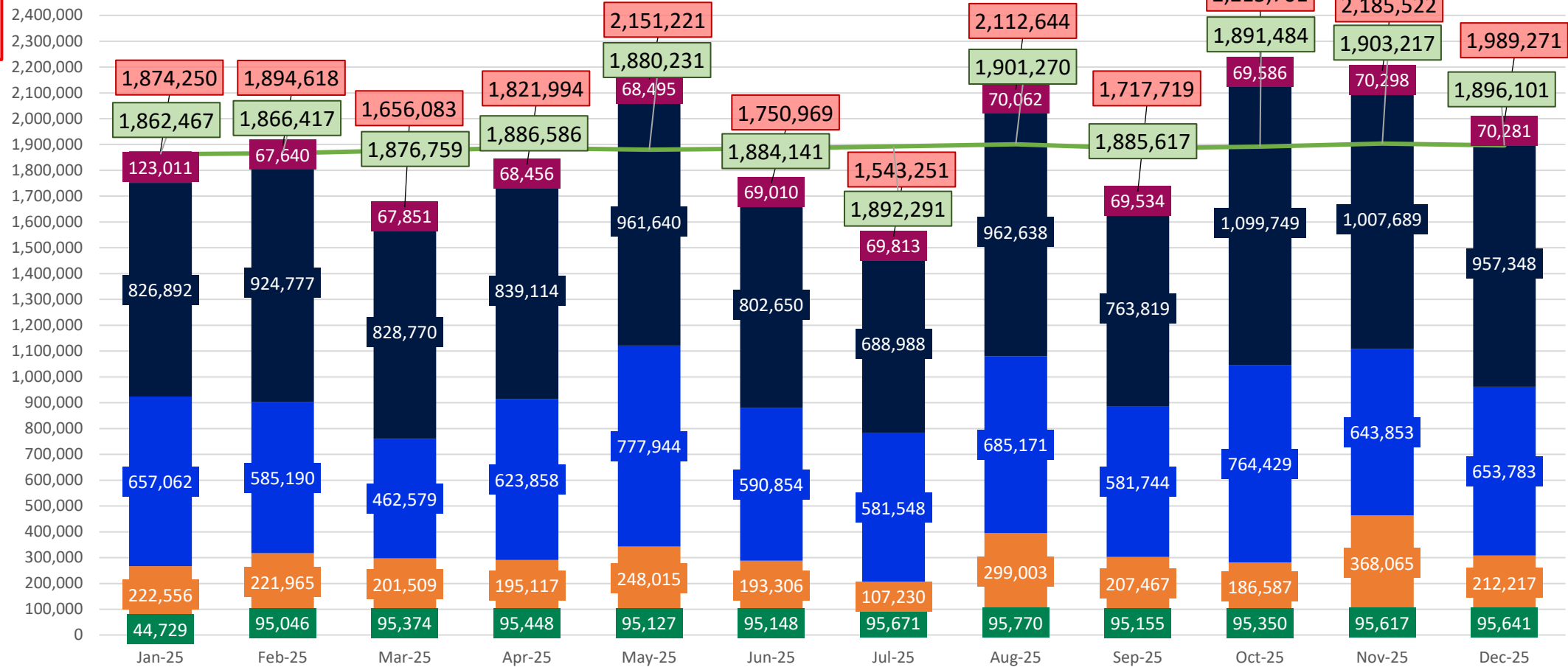
Amount Toward Reserve:
\$1,125,157



	Jan-24	Feb-24	Mar-24	Apr-24	May-24	Jun-24	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24
Medical/Rx Fixed Cost	130,097	64,342	64,759	65,489	66,025	66,502	65,875	66,858	66,248	65,867	66,365	66,305
Medical Claims after SL Reimbursements	1,190,312	1,099,207	758,967	927,447	883,912	688,653	626,840	752,007	754,888	731,430	665,269	769,568
Rx Claims	407,652	361,347	497,297	355,775	517,033	390,145	406,378	674,713	505,809	516,071	723,481	488,977
Capitation	206,821	217,120	251,057	230,047	231,280	226,808	224,791	225,026	228,685	223,421	224,201	222,556
All Other *	-266,991	82,217	80,187	81,826	82,538	82,846	81,977	82,145	81,913	81,690	81,373	81,195
Total Cost	1,667,891	1,824,232	1,652,267	1,660,584	1,780,787	1,454,954	1,405,861	1,800,749	1,637,543	1,618,479	1,760,689	1,628,600
Total Funding	1,746,829	1,742,316	1,742,415	1,751,851	1,761,847	1,765,878	1,752,334	1,762,785	1,756,071	1,744,458	1,747,591	1,743,419
Surplus/Deficit	78,937	-81,917	90,148	91,267	-18,940	310,924	346,474	-37,964	118,527	125,980	-13,099	114,819

Amount Toward Reserve:
-\$286,659

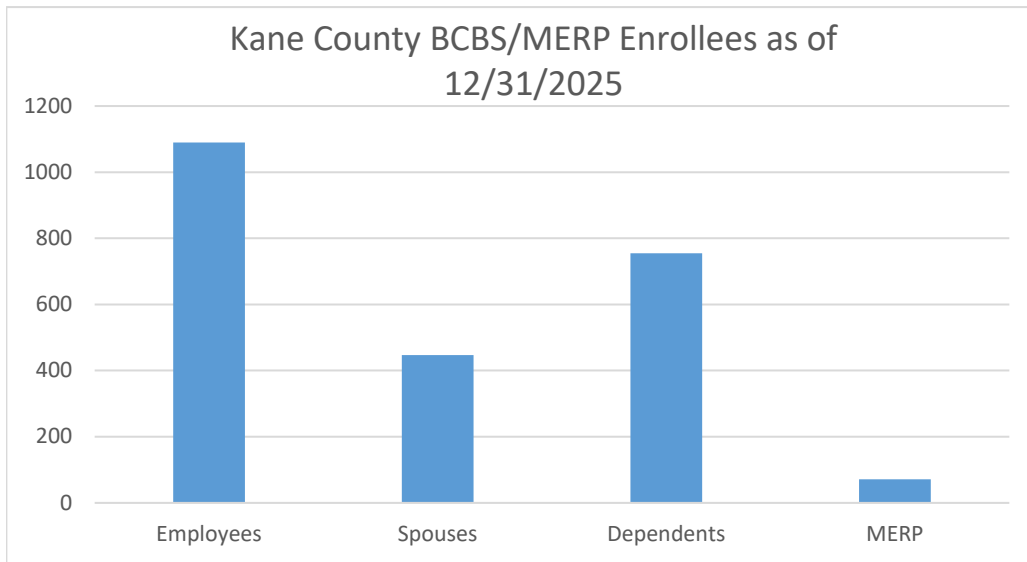
2025 Global Financial Tracker



	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25
Medical/Rx Fixed Cost	123,011	67,640	67,851	68,456	68,495	69,010	69,813	70,062	69,534	69,586	70,298	70,281
Medical Claims after SL Reimbursements	826,892	924,777	828,770	839,114	961,640	802,650	688,988	962,638	763,819	1,099,749	1,007,689	957,348
Rx Claims	657,062	585,190	462,579	623,858	777,944	590,854	581,548	685,171	581,744	764,429	643,853	653,783
Capitation	222,556	221,965	201,509	195,117	248,015	193,306	107,230	299,003	207,467	186,587	368,065	212,217
All Other *	44,729	95,046	95,374	95,448	95,127	95,148	95,671	95,770	95,155	95,350	95,617	95,641
Total Cost	1,874,250	1,894,618	1,656,083	1,821,994	2,151,221	1,750,969	1,543,251	2,112,644	1,717,719	2,215,701	2,185,522	1,989,271
Total Funding	1,862,467	1,866,417	1,876,759	1,886,586	1,880,231	1,884,141	1,892,291	1,901,270	1,885,617	1,891,484	1,903,217	1,896,101
Surplus/Deficit	-11,783	-28,202	220,676	64,592	-270,989	133,172	349,041	-211,374	167,898	-324,216	-282,305	-93,160
Number of Claims	4,041	3,794	4,011	3,838	3,836	3,651	2,574	2,700	2,663	3,456	3,030	2,970

**Kane County BCBS/MERP Enrollees as of
12/31/2025**

Employees	Spouses	Dependents	MERP
1090	447	755	71



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

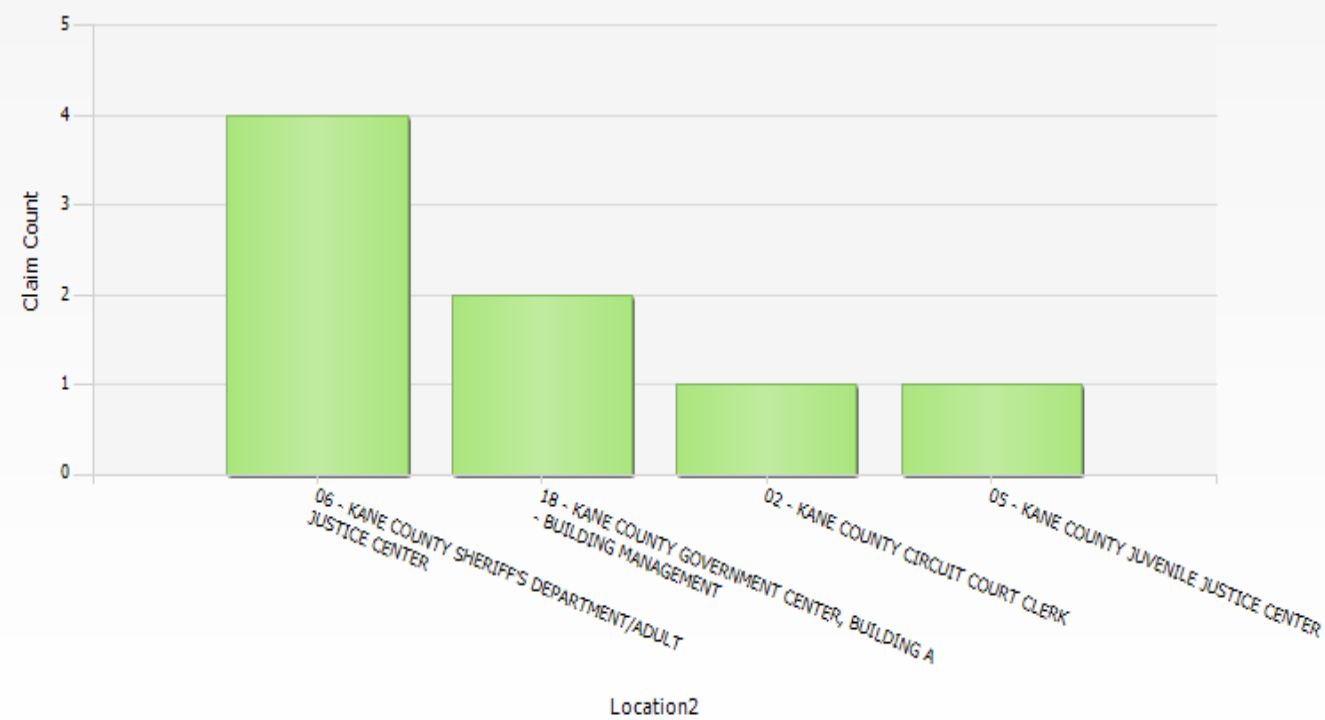
REPORT NO. TMP-26-206

RISK MANAGEMENT

Kane County Top 5 Locations where the most incidents have occurred 12/01/2025-11/30/2026 as of 01/31/2026

Location2	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursement	Net Incurred	Cost Per Claim	% of Freq	% Of
06 - KANE COUNTY SHERIFF'S DEPARTMENT/ADULT JUSTICE CENTER	4	\$1,483.10	\$6,118.90	\$0.00	\$7,602.00	\$0.00	\$7,602.00	\$1,900.50	50%	13%
18 - KANE COUNTY GOVERNMENT CENTER, BUILDING A - BUILDING MANAGEMENT	2	\$784.42	\$711.36	\$0.00	\$1,495.78	\$0.00	\$1,495.78	\$747.89	25%	3%
02 - KANE COUNTY CIRCUIT COURT CLERK	1	\$25.00	\$1,325.00	\$0.00	\$1,350.00	\$0.00	\$1,350.00	\$1,350.00	13%	2%
05 - KANE COUNTY JUVENILE JUSTICE CENTER	1	\$1,284.44	\$45,516.56	\$0.00	\$46,801.00	\$0.00	\$46,801.00	\$46,801.00	13%	82%

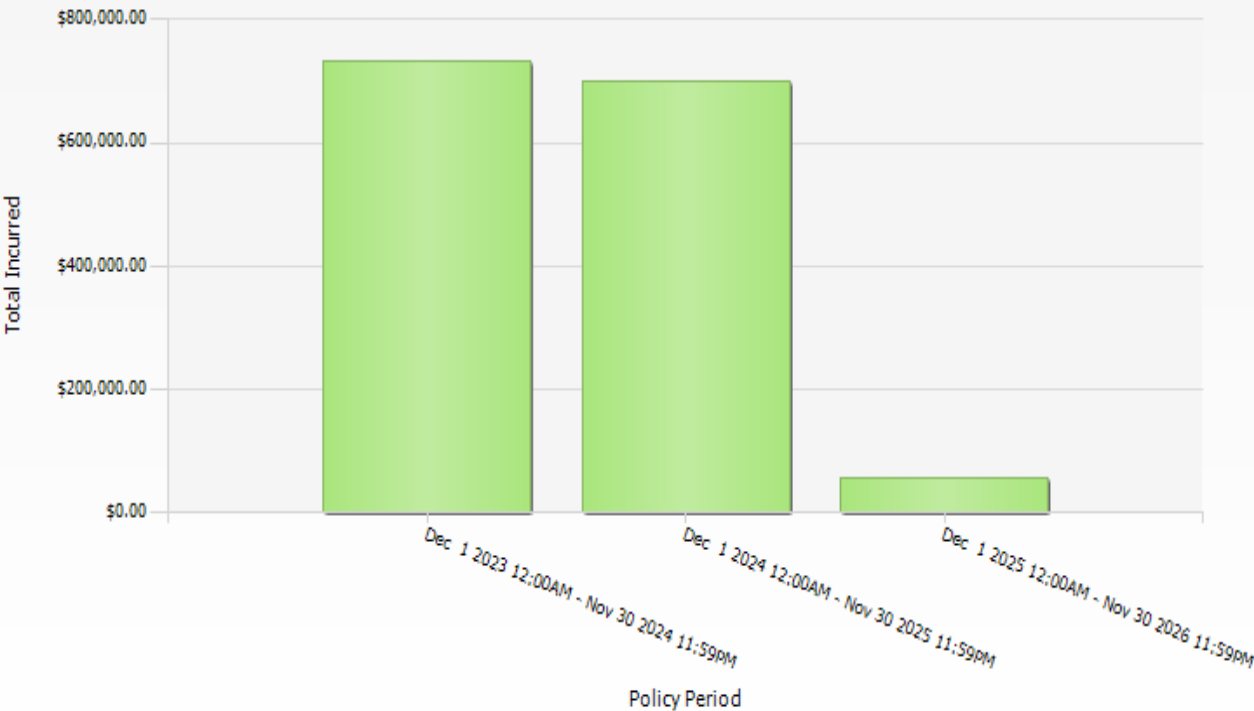
Summary by Location2 Ordered by Claim Count in Descending Order



Kane County Worker's Compensation Trend from the 3 policy period (12/01/23-11/30/26), in descending order by total incurred as of 01/31/26

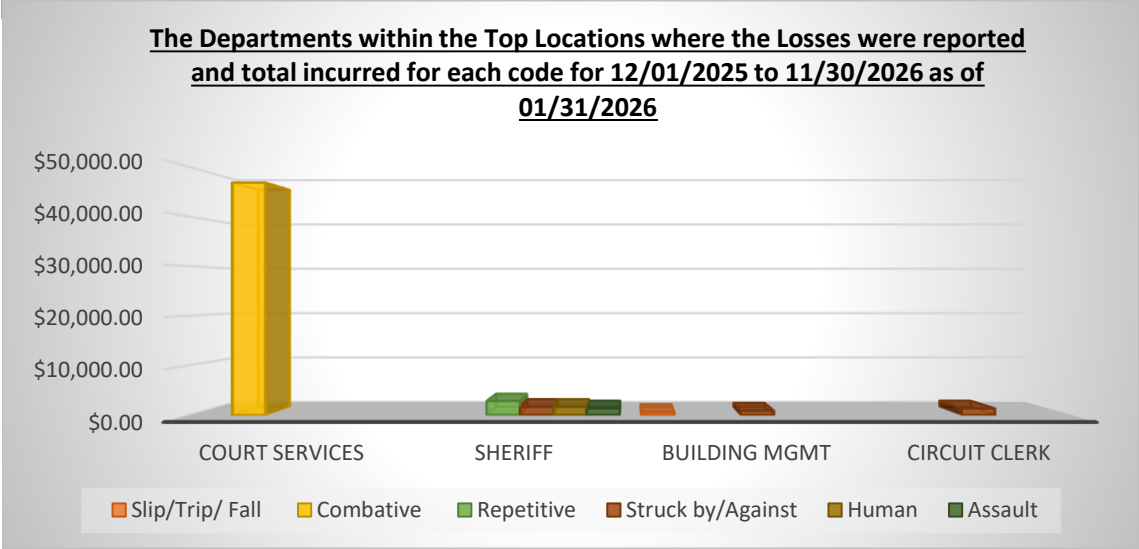
Policy Period	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursement	Net Incurred	Cost Per Claim	% of Freq	% Of Incur
Dec 1 2023 12:00AM - Nov 30 2024 11:59PM	73	\$592,514.82	\$140,575.28	\$0.00	\$733,090.10	\$0.00	\$733,090.10	\$10,042.33	50%	49%
Dec 1 2024 12:00AM - Nov 30 2025 11:59PM	66	\$311,020.13	\$387,973.20	\$0.00	\$698,993.33	\$0.00	\$698,993.33	\$10,590.81	45%	47%
Dec 1 2025 12:00AM - Nov 30 2026 11:59PM	8	\$3,576.96	\$53,671.82	\$0.00	\$57,248.78	\$0.00	\$57,248.78	\$7,156.10	5%	4%

Summary by Policy Period Ordered by Total Incurred in Descending Order



The Departments within the 5 (currently 4) Top Locations where the losses were reported and the Total incurred for each cause code from 12/01/2025 -11/30/2026 as of 01/31/2026

Departments	Slip/Trip/ Fall	Combative	Repetitive	Struck by/Against	Human	Assault
Court Services		\$46,801.00				
Sheriff			\$2,851.00	\$1,700.00	\$1,700.00	\$1,351.00
Building Mgmt	\$595.78			\$900.00		
Circuit Clerk				\$1,350.00		



Departments	Count	Total Incurred
Court Services	1	\$46,801.00
Sheriff	4	\$7,602.00
Building Mgmt	2	\$1,495.78
Circuit Cclerk	1	\$1,350.00
Total	8	\$57,248.78

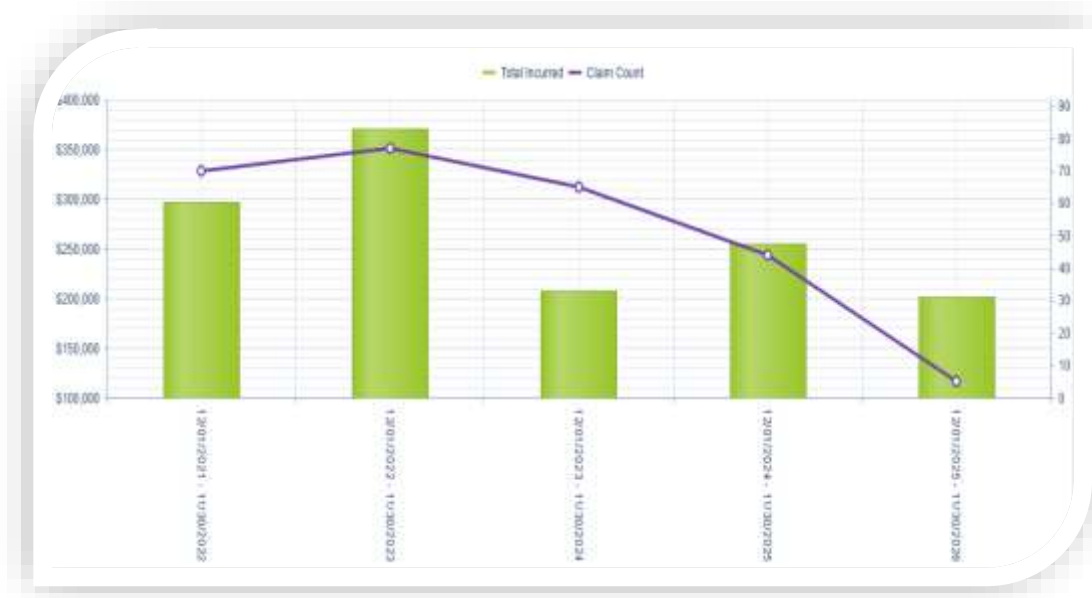
Executive Reports for Kane County Worker's Compensation Program for the last 4 years and the current year – By policy period and chronological order as of 01/31/2026



Policy Period	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
12/01/2021 - 11/30/2022	\$763,962.84	\$290,816.08	\$8,647.62	\$1,046,131.30	52	\$20,117.91
12/01/2022 - 11/30/2023	\$1,627,861.09	\$438,666.02	\$0.00	\$2,066,527.11	70	\$29,521.82
12/01/2023 - 11/30/2024	\$592,514.82	\$140,575.28	\$0.00	\$733,090.10	73	\$10,042.33
12/01/2024 - 11/30/2025	\$311,020.13	\$387,973.20	\$0.00	\$698,993.33	66	\$10,590.81
12/01/2025 - 11/30/2026	\$3,576.96	\$53,671.82	\$0.00	\$57,248.78	8	\$7,156.10
Totals:	\$3,298,935.84	\$1,311,702.40	\$8,647.62	\$4,601,990.62	269	\$17,107.77

-Total incurred for the current policy period is \$57,248.78 with 8 claims reported. The average cost per claim is now \$7,156.10. These claims will continue to develop along with new claims reported.

Executive Report for Kane County Liability Program for the last 4 years and the current year-By policy period and chronological order as of 01/31/2026



Policy Period	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
12/01/2021 - 11/30/2022	\$466,511.93	\$5,000.00	\$174,180.39	\$297,331.54	70	\$4,247.59
12/01/2022 - 11/30/2023	\$577,927.88	\$30,052.59	\$236,973.95	\$371,006.52	77	\$4,818.27
12/01/2023 - 11/30/2024	\$277,228.36	\$16,020.00	\$85,528.43	\$207,719.93	65	\$3,195.69
12/01/2024 - 11/30/2025	\$142,202.19	\$171,768.92	\$58,934.94	\$255,036.17	44	\$5,796.28
12/01/2025 - 11/30/2026	\$0.00	\$201,500.00	\$0.00	\$201,500.00	5	\$40,300.00
Totals:	\$1,463,870.36	\$424,341.51	\$555,617.71	\$1,332,594.16	261	\$5,105.72

- The total incurred for the current policy period is \$201,500.00 with 5 claims reported for the current period and that will change upon receipt of additional information. Average cost per claim is \$40,300.00 for the current policy period.

All open Worker's Compensation Claims for Kane County as of 01/31/2026 with the oldest date of injury to be 06/15/2000 by Department



Departments	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
380:SHERIFF	\$2,571,802.95	\$1,296,227.53	\$0.00	\$3,868,030.48	34	\$113,765.60
520:DIV OF TRANSPORTATION	\$1,613,661.25	\$1,048,853.03	\$0.00	\$2,662,514.28	8	\$332,814.29
490:CORONER	\$74,259.54	\$59,557.37	\$0.00	\$133,816.91	1	\$133,816.91
430:COURT SERVICES	\$23,854.67	\$79,018.23	\$0.00	\$102,872.90	4	\$25,718.23
080:BUILDING MGMT	\$13,825.70	\$60,438.50	\$0.00	\$74,264.20	2	\$37,132.10
250:CIRCUIT CLERK	\$60,765.27	\$9,287.44	\$0.00	\$70,052.71	3	\$23,350.90
500:ANIMAL CONTROL	\$8,240.97	\$38,560.03	\$0.00	\$46,801.00	1	\$46,801.00
580:HEALTH	\$296.87	\$21,848.00	\$0.00	\$22,144.87	1	\$22,144.87
300:STATE'S ATTY	\$15,140.30	\$246.07	\$0.00	\$15,386.37	1	\$15,386.37
360:PUBLIC DEFENDER	\$1,454.16	\$7,396.84	\$0.00	\$8,851.00	1	\$8,851.00
Totals:	\$4,383,301.68	\$2,621,433.04	\$0.00	\$7,004,734.72	56	\$125,084.55

Open Worker's Compensation Claims that occurred from 12/01/2025 to 11/30/2026 as of 01/31/26

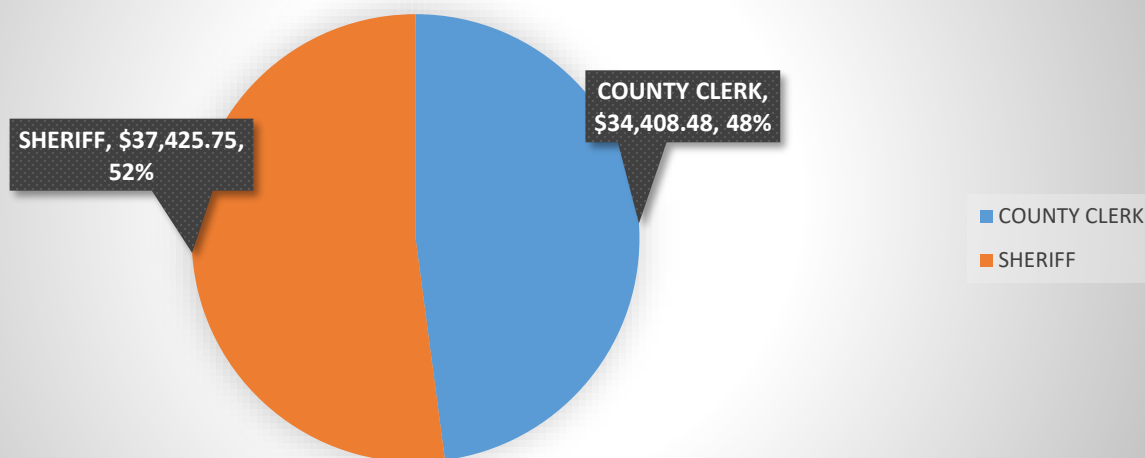


Departments	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
430:COURT SERVICES	\$1,284.44	\$45,516.56	\$0.00	\$46,801.00	1	\$46,801.00
380:SHERIFF	\$1,483.10	\$6,118.90	\$0.00	\$7,602.00	4	\$1,900.50
250:CIRCUIT CLERK	\$25.00	\$1,325.00	\$0.00	\$1,350.00	1	\$1,350.00
080:BUILDING MGMT	\$188.64	\$711.36	\$0.00	\$900.00	1	\$900.00
Totals:	\$2,981.18	\$53,671.82	\$0.00	\$56,653.00	7	\$8,093.29

Kane County Settlements by Department for Policy Period
December 1, 2025- November 30, 2026 as of January 31, 2026

Department	Settlement Amount	Percentage %	Claims Settled
ANIMAL CONTROL	\$0.00	0%	
BUILDING MAINT	\$0.00	0%	
CIRCUIT CLERK	\$0.00	0%	
CORONER	\$0.00	0%	
COUNTY CLERK	\$34,408.48	48%	1
COURT SERVICES	\$0.00	0%	
DIV OF TRANSPORTATION	\$0.00	0%	
HEALTH	\$0.00	0%	
JUDICIARY COURTS	\$0.00	0%	
KANE COMM	\$0.00	0%	
RECORDER	\$0.00	0%	
SHERIFF	\$37,425.75	52%	1
STATES ATTY	\$0.00	0%	
Total	\$71,834.23	100%	0

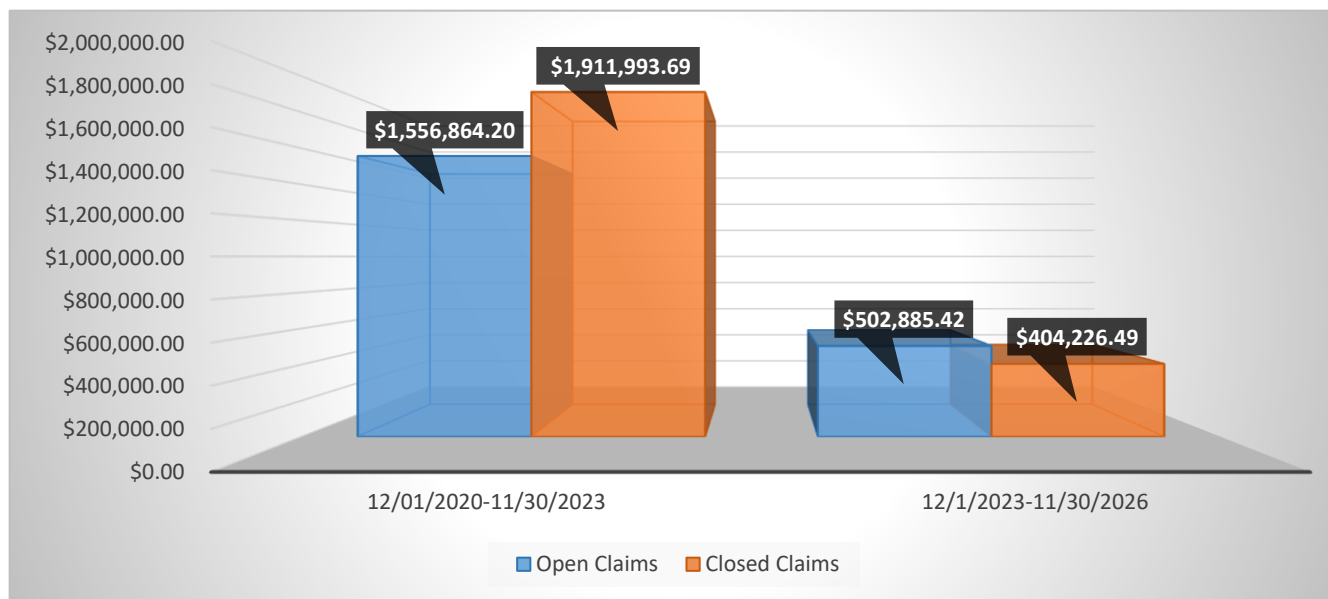
Settlements by Department as of January 31, 2026



**Kane County Claims (open and closed) and paid amounts from
12/01/2020-11/30/2023 and 12/01/2023-11/30/26 periods as of 01/31/2026**

	Open Claims	Closed Claims	Claim Count
12/01/2020-11/30/2023	\$1,556,864.20	\$1,911,993.69	193
12/1/2023-11/30/2026	\$502,885.42	\$404,226.49	146

There are 47 more claims reported from 12/01/2020-11/30/2023, compared to the 12/01/2023-11/30/2026 period. The amount paid from claims that occurred 12/01/2020-12/1/2023 is \$2.5 million more compared to 12/01/2023-11/30/26 period.



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-26-207

STAFFING

Job Applicants for January 2026 by Position

Title	Post Date - Deadline	Internal/External	Applicants
Animal Control			
Part Time Kennel Assistant	11/26/2025 - N/A	External	5
Total Animal Control Applicants			5
Auditor			
Auditor Intern - Part Time Temporary	7/8/2025 - N/A	External	1
Total Auditor Applicants			1
Circuit Court Clerk			
Deputy Clerk	9/22/2025 - N/A	External	20
Financial Support Team	12/10/2025 - N/A	External	1
Financial Support Team	12/11/2025 - N/A	External	12
Intern/Volunteer	Open - N/A	External	1
Total Circuit Court Clerk Applicants			34
County Clerk			
Intern/Volunteer	Open - N/A	External	2
Warehouse Coordinator	1/13/2026 - 1/27/2026	External	21
Total County Clerk Applicants			23
Court Services			
Intern/Volunteer	Open - N/A	External	1
Juvenile Detention Specialist	1/6/2026 - 4/8/2026	External	23
Juvenile Detention Specialist (Youth Counselor)	12/5/2025 - 2/8/2026	External	4
Probation Officer	1/9/2026 - 1/23/2026	External	15
Total Court Services Applicants			43
Development and Community Services			
Community Development Program Manager	11/11/2025 - N/A	External	7
Intern/Volunteer	Open - N/A	External	1
Total Development and Community Services Applicants			8
Health Department			
Environmental Health Practitioner	11/17/2025 - N/A	External	1
Environmental Health Practitioner	11/18/2025 - N/A	External	5
Public Health Associate (Grant-funded for the Nurse Family Partnership program)	11/18/2025 - N/A	External	2

Public Health Intern	11/18/2025 - N/A	External	3
Receptionist (Part-Time Union Position)	1/27/2026 - N/A	External	3
Seasonal Public Health Intern	1/22/2026 - N/A	External	1
Seasonal Public Health Intern	1/29/2026 - N/A	External	1
Total Health Department Applicants			16

Judiciary

Law Library & Self-Help Legal Center Library Assistant	1/20/2026 - 2/17/2026	External	1
Law Library & Self-Help Legal Center Library Assistant	1/21/2026 - 2/17/2026	External	29
Total Judiciary Applicants			30

KANECOMM

9-1-1 Telecommunicator	5/8/2025 - N/A	External	1
9-1-1 Telecommunicator	12/5/2025 - N/A	External	28
Total KANECOMM Applicants			29

Office of Community Reinvestment

Intern/Volunteer	Open - N/A	External	1
Total Office of Community Reinvestment Applicants			1

Office of Emergency Management (OEM)

[8] Office of Emergency Management (OEM)	11/25/2024 - N/A	External	1
Total Office of Emergency Management (OEM) Applicants			1

Public Defender

Intern/Volunteer	Open - N/A	External	1
Total Public Defender Applicants			1

Sheriff

Collaborative Diversion Case Manager	12/3/2025 - 1/2/2026	External	3
Corrections Officer	1/8/2026 - 2/16/2026	External	1
Corrections Officer	1/9/2026 - 2/16/2026	External	11
Court Security Officer	6/18/2025 - N/A	External	21
Lateral Transfer Corrections Officer	5/9/2025 - N/A	External	3
Social Worker	12/30/2025 - 1/23/2026	External	21
Total Sheriff Applicants			60

State's Attorney

Deferred Prosecution – Bilingual Administrative Assistant	1/26/2026 - N/A	External	1
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Deferred Prosecution – Bilingual Administrative Assistant	1/27/2026 - N/A	External	2
Intern/Volunteer	Open - N/A	External	1
Total State's Attorney Applicants			4

Workforce Development Department

Business Services Manager	8/28/2025 - N/A	External	4
Program Assistant - Batavia Office	7/1/2025 - N/A	External	13
Total Workforce Development Department Applicants			17

Zoning and Zoning Board of Appeals

Intern/Volunteer	Open - N/A	External	1
Total Zoning and Zoning Board of Appeals Applicants			1

Total Applicants for January **274**

New Hire Report

from 01/01/2026 - 01/31/2026

Department	Employee Name	Job Title	Employee Status	Hire Date
Animal Control	BEHRENS, GABRIELLE K	Kennel Assistant	ACTIVE	01/05/2026
Building Management	SHOOK, KATHLEEN M	Cashier	ACTIVE	01/05/2026
		Collections Processor	ACTIVE	01/05/2026
		Customer Service Analyst	ACTIVE	01/05/2026
		Printshop Mailroom Worker	ACTIVE	01/05/2026
Coroner	AVILA, ALEX X	Para Deputy Coroner	ACTIVE	01/18/2026
	MARTINEZ, ARIEL	Para Deputy Coroner	ACTIVE	01/04/2026
Health	BRIBIESCA, DIANA S	Children's Mental Health ProgMgr	ACTIVE	01/20/2026
	RIVERA, MARY J	CHS II Environ Hlth Practitioner	ACTIVE	01/12/2026
	WEDEL, MELISSA	CHS III Epidemiologist	ACTIVE	01/05/2026
Judiciary and Courts	FAZZI, JENNIFER J	Court Bailiff	ACTIVE	01/06/2026
Kane Comm	DURAY, TIFFANIE S	Telecommunicator	ACTIVE	01/05/2026
Public Defender	LIAKAITE, VAIVA	Assistant Public Defender	ACTIVE	01/05/2026
	SILIGMUELLER, TRACY L	Assistant Public Defender	ACTIVE	01/05/2026
		Election Worker or Judge	ACTIVE	01/05/2026

New Hire Report

from 01/01/2026 - 01/31/2026

Sheriff/Adult Corrections

GOMEZ, PAULINO	Correctional Officer	ACTIVE	01/12/2026
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State's Attorney

CADET, DYLAN W	Assistant States Attorney	ACTIVE	01/27/2026
FANTER, TODD M	Assistant States Attorney	ACTIVE	01/12/2026
MCCOWN, LIAM L	Assistant States Attorney	ACTIVE	01/05/2026

Transportation

RANDAZZO, MICHAEL A	Highway Maintainer I	ACTIVE	01/20/2026
REGELBRUGGE, ALEX C	Highway Maintainer I	ACTIVE	01/20/2026
	Highway Maintainer III	ACTIVE	01/20/2026

Total New Hires 17

Termination Report

from 12/01/2025 - 12/31/2025

Department	Employee Name	Termination Date
Circuit Clerk		
	BOYNTON, JILL S	12/02/25
County Board		
	DAUGHERTY, GARY S	12/31/25
Court Services/Court Services Administration		
	CASAMASSIMO, LEONARD Jr	12/19/25
	WILLIAMS, VARITA L	12/30/25
Court Services/Juvenile Justice Center		
	MEJIAS, EMILIO	12/15/25
	SMITH, ZENOBIA M	12/29/25
	VARGAS, CHRISTOPHER I	12/31/25
	WARREN, JHONSHA B	12/20/25
Health		
	CROSSEN, ALEXIS J	12/05/25
Information Technologies		
	WOLF, NATHAN J	12/12/25
Judiciary and Courts		
	POLICASTRO, ALANA J	12/05/25
Public Defender		
	FOX, NICOLE M	12/15/25
Regional Office of Education		
	SAMPSON, JUSTIN L	12/30/25
Sheriff/Court Security		
	STAFFORD ILEVARE, FABIA	12/02/25
State's Attorney		
	BURNES, JAMIE A	12/05/25

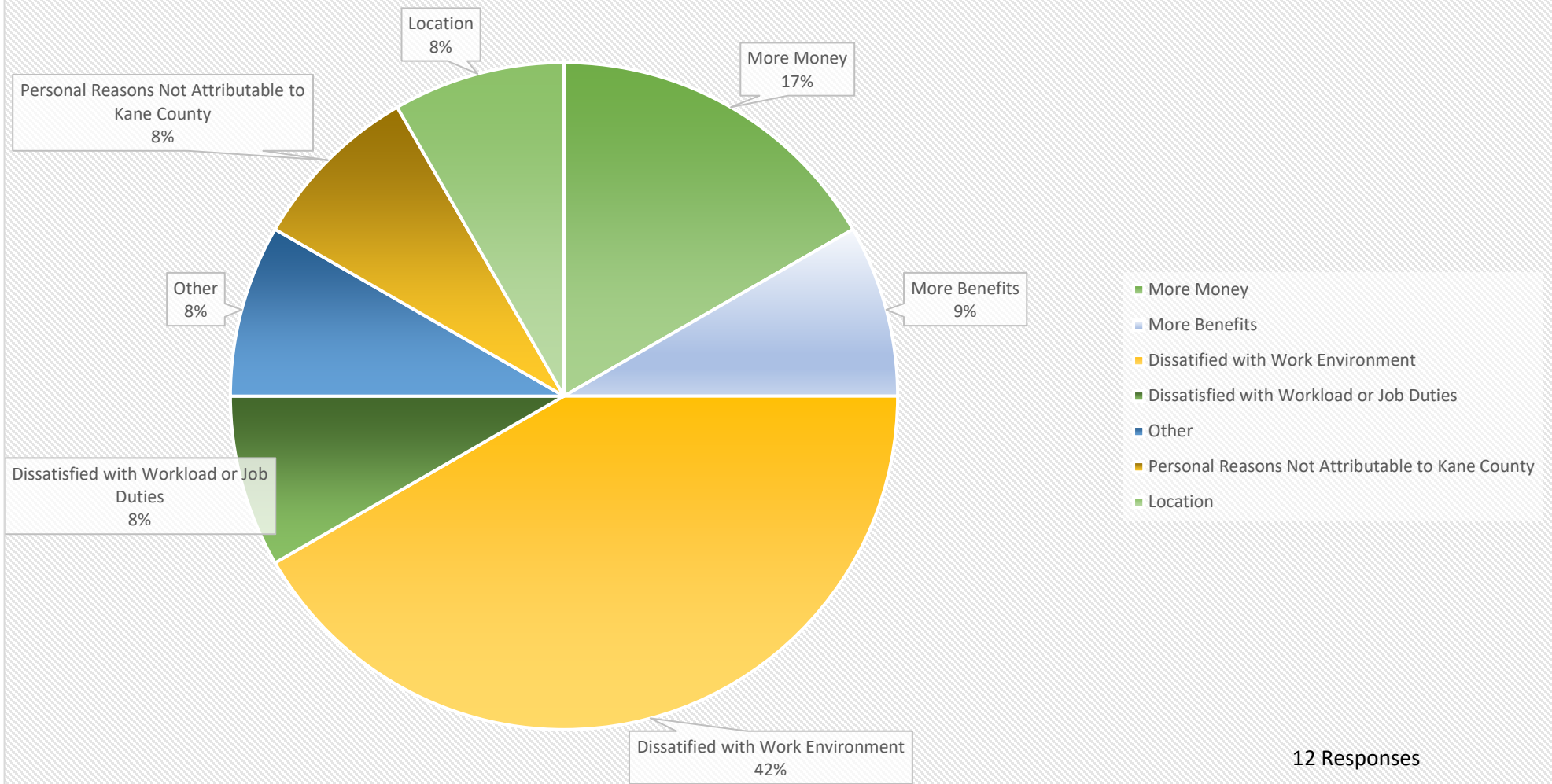
Termination Report from 12/01/2025 - 12/31/2025

Transportation

BREDA, BOB A	12/01/25
SWANSON, HENRY M	12/05/25
VOSS, GARY M	12/05/25

Total Terminations 18

Reasons Employees Left Kane County 1/1/2025-12/31/2025



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-26-210

MONTHLY TRAINING REPORTS

Sexual Harassment Training Compliance 2/3/2026					
Type of Training Delivered	Training Title	Source of Training	Departments invited	Total number of attendees	Deadline
Webinar	Prevention of Sexual Harassment at work - Employee	Illinois Chamber of Commerce	All	767	08.31.2026
Webinar	Prevention of Sexual Harassment at work - Manager/Elected Official	Illinois Chamber of Commerce	All	149	08.31.2026
Active Employees: 1330					

2026 Human Resources Management
P-Card Holders and Transaction Limits

Name	Single Purchase	Credit Limit
Christine Davis	\$2,500	\$5,000



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Number of Procurement Cards Issued to Human Resources Management and Each of their Transaction Limits

Committee Flow:

Human Services Committee, Finance and Budget Committee

Contact:

Jamie Loblillo

Budget Information:

Was this item budgeted? No	Appropriation Amount: N/A
If not budgeted, explain funding source: N/A	
Was this item passed through the appropriate committee? Yes	

Summary:

This resolution authorizes the number of procurement cards for the Human Resources Management Department.

Blood and Organ Donation	
<u>Effective Date:</u> March 10, 2026 <u>Last Amended Date:</u>	<u>Applicable Law/Statute:</u> Employee Blood and Organ Donation Leave Act 820 ILCS 149 <i>et seq.</i>

Policy

It is the policy of Kane County to support employees by providing leave to contribute to their community through life saving blood and organ donation in compliance with the Employee Blood and Organ Donation Leave Act, 820 ILCS 149 et seq. This policy is not intended to provide leave in addition to what the Act requires.

Eligibility

All full-time and part-time employees of Kane County who have been employed by Kane County for six months or more and who donate blood or an organ.

Guidelines

1. **Blood Donation:** Eligible employees may use up to one hour, or more if authorized by the employer or a collective bargaining agreement, to donate blood every 56 days in accordance with appropriate medical standards established by the American Red Cross, America's Blood Centers, the American Association of Blood Banks, or other nationally recognized standards. Written verification from the blood bank or hospital is required to verify the date of the blood donation.
2. **Organ Donation:** Eligible employees may use up to 10 days of leave in any 12-month period to serve as an organ donor. For a part-time employee using leave under this subsection, Kane County shall calculate the daily average pay the part-time employee received during his or her previous 2 months of employment and compensate the part-time employee in the amount of the daily average pay for the leave days used. Medical documentation is required specifying the qualifying need and duration of absence.
3. **Usage:** Employees must obtain approval from their Department Head or Elected Official prior to taking leave under this policy.
4. Organ Donation Leave runs concurrently with Family and Medical Leave Act (FMLA) leave.



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Replacement of the Blood Donation Policy in the Personnel Policy Handbook

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Lobrillo

Budget Information:

Was this item budgeted? N/A	Appropriation Amount: \$N/A
If not budgeted, explain funding source: N/A	
Was this item passed through the appropriate committee? Yes	

Summary:

This resolution authorizes to strike the existing Blood Donation policy in its entirety and replace with the attached Blood and Organ Donation policy as it is written to accommodate the exact provisions of the state statute for compliance purposes.