



# 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)

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**Wednesday, October 11, 2023**

**9:00 AM**

**County Board Room**

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**1. Call To Order**

Chairman Surges called the meeting to order at 9:01 AM.

**2. Roll Call**

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

Also present: Co. Bd. members Berman, Gumz, Juby, Kious, Molina\*, Roth, Strathmann\*; ASA Frank, HRM Exec. Dir. Loblillo & staff Miller; KDOT Deputy Dir. Rickert\*; KCHD staff Snowden\*; KCAC Admin. Youngsteadt\*; Fin. Exec. Dir. Hopkinson; ITD staff Peters; 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 Members Lewis and Tarver attending today's meeting remotely. There were no objections.

**4. Approval of Minutes: September 13, 2023**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Monica Silva

**5. Public Comment (Agenda Items)**

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 stated all the following reports were on file and within tolerance.

**B. Monthly BCBS and MERP Totals****C. Monthly Assured Partners Report****D. Monthly Applicants and Staff Changes****E. Monthly Workers Comp and Liability Reports****8. Compliance****A. Monthly Training Report**

HRM Exec. Dir. Loblillo stated the monthly training report was on file. She noted that follow-up e-mails will be sent to staff who have not completed the annual Sexual Harassment training. (Committee Member Allan arrived in-person at 9:04 a.m.)

**9. Old Business**

None.

**10. New Business****A. Approving Payment of Commercial Insurance FY2024 Including Auto, Property, General Liability, Law Enforcement, Employment Practices, Public Official Liability, Excess Liability and Workers Compensation, and a Service Agreement with Presidio Insurance**

Committee Chairman Surges stated that he has struggled with the amount of insurance the County should hold. He explained that he has reached out to the Finance Department and State's Attorney's Office seeking advice. HRM Exec. Dir. Loblillo provided the County's insurance history with respect to insurance premiums. Discussion ensued. ASA Frank spoke on the legality of large premiums. The County has the opportunity to pay an additional \$160K per year for \$5M in liability coverage. Discussion ensued on the acceptance this coverage. The Committee provided a consensus to not move forward with the additional coverage, and too seek additional information to help make an educated decision.

## 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 Kenyon
<b>SECONDER:</b>	Monica Silva
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Michael Kenyon, Anita Lewis, Monica Silva, and Bill Tarver
<b>ABSENT:</b>	Corinne M. Pierog

**B.** Amending the Sick and Personal and Extended Illness Leave Policy to the Personnel Policy Handbook

HRM Exec. Dir. Lobrillo stated this resolution is in response to the new Illinois State Paid Leave for All Worker's Act that will go into affect on January 1, 2024. She explained the provisions of the Act. This resolution is statutorily required and will bring the County into compliance. Lobrillo addressed questions and concerns from the Committee.

## 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>	Monica Silva
<b>SECONDER:</b>	Anita Lewis
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Michael Kenyon, Anita Lewis, Monica Silva, and Bill Tarver
<b>ABSENT:</b>	Corinne M. Pierog

**C.** Adopting a Grade Classification System for Kane County Positions

HRM Exec. Dir. Lobrillo provided a presentation on the Kane County Equity Project. This project created a grade and range compensation system for Kane County non-union positions. Lobrillo reviewed the each step within the project, such as positions research, internal equity, and market research. She compared the benefits and potential difficulties of the grade and range system. Lobrillo shared a graph depicting salaries paid out by surrounding counties. Within Kane County's Equity project, each position category was broken up into four groupings, such as management, technical, professionals, and regular. Lobrillo noted that several Kane County positions have different hourly standards. These standards were taken into consideration when configuring the adjustment of pay wages. Lobrillo spoke of the differences in a 35-hour versus a 40-hour work week. She shared the Kane County grading position list and regular scale

ranges. She reviewed the next steps in adopting the grade classification system and salary ranges. Loblillo addressed questions and concerns from the Committee. Much discussion ensued. (Committee Member Lewis left at 10:05 a.m.)

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>	Monica Silva
<b>SECONDER:</b>	Michael Linder
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Michael Kenyon, Monica Silva, and Bill Tarver
<b>ABSENT:</b>	Anita Lewis, and Corinne M. Pierog

**D. Adopting Initial Salary Ranges for the Position Classification System**

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>	Monica Silva
<b>SECONDER:</b>	Deborah Allan
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Michael Kenyon, Monica Silva, and Bill Tarver
<b>ABSENT:</b>	Anita Lewis, and Corinne M. Pierog

**11. Reports Placed On File**

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

**12. Executive Session (if needed)**

None.

**13. Public Comment (Non-Agenda Items)**

None.

**14. Adjournment**

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

This meeting was adjourned at 10:14 AM.

Savannah Valdez  
Recording Secretary