



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, October 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

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

Also present: Co. Bd. Members Juby, Kiouss*, Molina*, Penesis*; HRM Exec. Dir. Loblillo & staff Davis, Larson; ITD/BLD Exec. Dir. Fahnestock* & staff Lasky*, Peters; KCHD Exec. Dir. Isaacson*; KCAC Admin. Youngsteadt*; Spec. ASA Shepro; and members of the press and public including Alliant Representatives Dane Mall, Dan Mackey.

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: September 10, 2025

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Jon Gripe

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. Health Insurance**

Chairman Surges inquired if there was anything out of tolerance within the following reports. In regards to the Blue Cross Blue Shield (BCBS) invoice, HRM Exec. Dir. Loblillo stated that it was larger than normal. She explained that the \$1.9M invoice will now be the new normal due to settled contracts with providers and inflation. Loblillo addressed questions and comments from the Committee. Much discussion ensued. (Committee Member Tarver arrived remotely at 9:04 a.m.)

HRM Asst. Dir. Davis spoke on Open Enrollment. She reminded every employee throughout the County to sign into eSuite to select their individual/dependent benefits, if not, they will not have benefits on January 1, 2026. She stated that reminders have been sent to all department heads and employees. Loblillo and Davis addressed questions and comments from the Committee. Discussion ensued.

B. Risk Management

Chairman Surges asked Risk Manager Larson, if there have been any patterns that the County should be working on. Risk Manager Larson stated that there are no arching patterns. He explained that there have been few issues that have been addressed on an individual basis. Discussion ensued.

C. Staffing

None.

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

None.

9. Old Business

None.

10. New Business**A. Liability Insurance Renewal with Alliant**

Chairman Surges spoke on the County's former Account Executive, Rich Ryan, who helped the County through challenging times. He introduced Alliant Representatives, Dane Mall and Dan Mackey.

Alliant Account Executive, Dane Mall, introduced himself and Senior Vice President, Dan Mackey. He explained that Alliant is the largest public entity practice in Illinois. He stated that Alliant has had the benefit to get familiar with the County and its exposures. He explained that Alliant works with a number of the collar counties. Therefore, they are familiar with the County's insurance program and the options available. Mall stated that there are a lot of great things happening in Kane County, as it pertains to Risk Management. He explained that the objective for today's meeting is to provide answers to any questions and provide an update on the insurance renewal process and a snapshot of the insurance market.

Surges provided a brief history on the County's self-insured insurance program. He explained that the County had to build their own model to better understand as an organization how to manage the program more efficiently and effectively. He hopes with the County's changes, such as acquiring a Risk Management Manager, that they can better themselves moving forward with input from Alliant. Surges spoke on the County's weaknesses and challenges, such as the total liability limits and what is appropriate for a County of this size. He stated that if Alliant is a true municipal guide, one of the challenges the County would have them look into how to come up with a computation to rely upon. The second challenge Alliant would be asked to advise the County on would be regarding the cyber insurance marketplace. Surges requested Alliant work on these two challenges and report back to the Committee for potential changes to the policy.

Mall explained that those in the room who are providing the risk tolerance and who determine the appetite for risk is for the County. He stated that the appetite is determined by the amount that is decided upon for a retainer, or deductible, and the County's limits. He explained that limits have a multitude of things that will influence them, such as the amount of self-insurance, and having a healthy internal service fund. He noted that one of the benefits of utilizing Alliant is that they have the opportunity to look into other Chicagoland counties' limits. He stated that the County is consistent with other organizations. Additionally, Mall spoke on the insurance market and the cost it would bear. He shared that the Causality/Liability Insurance marketplace is challenging for public entities, due to a lack of carriers that do not want to take the risk of unknown payout amounts. He explained that Alliant will be able to make those limits available and determine the price of it. He spoke on the type of cases that could bring large settlement amounts to the County. Mall and Alliant Senior Vice President Dan Mackey addressed questions and comments from the Committee. Discussion ensued.

B. Authorizing EyeMed Vision Care as Kane County's Vision Insurance Plan Provider for 2026

HRM Exec. Dir. Lobrillo introduced this resolution. She explained that EyeMed is the same provider that the County has been utilizing for vision insurance. She stated that there has been a slight increase to the cost: \$0.34 for individual plans and \$0.93 for family plans.

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, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver
ABSENT:	Deborah Allan, and Corinne M. Pierog

C. Internships at Kane County

(Committee Member Allan arrived in-person at 9:29 a.m.).

Chairman Surges explained that the Human Services Committee was challenged with looking into internships for the County. He stated that he is a believer in mentoring internships. He explained that when this topic was brought to the Committee's attention, there was a notion that this was a new program. However, these types of programs exist throughout the County. Surges stated that the County would not need to recreate the wheel, but will need to follow what is already in place. He explained that based on the actions at yesterday's County Board meeting, this conversation has been tabled for a later date.

D. Revising the Personnel Policy Handbook Sections Regarding Extended Illness Leave

HRM Exec. Dir. Lobrillo introduced this resolution. She explained that the Extended Illness Policy was discussed at last month's Human Services Committee meeting. She sought out feedback from all department heads who were all pleased. With the positive feedback, she moved forward with revising the Personnel Policy Handbook sections regarding Extended Illness Leave. Lobrillo explained that one of the changes was an increase to the number of days that an employee could use for a family member from three days to six days. At the recommendation of the Kane County State's Attorney's Office (SAO), she stated that the section regarding employee Sick Leave, that at least half of this time be available for sick family. Additionally, a Parental Leave has been included. This will allow a mother and/or father to take a non-medical leave associated with the birth or placement of a child. Lobrillo addressed questions and comments from the Committee. Discussion ensued.

KC Executive Committee

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

E. Department Head Evaluations

Chairman Surges explained that there has been a slight gap in how department heads are managed, such as annual evaluations. He stated that it is unclear within the County's Code who evaluates each department head position. He explained that this Committee has continually tried to change or revise certain processes or procedures to better the County. He stated that the reason the Committee is looking into department head evaluations is to figure out who should be providing them; the standing committee in which the department head reports to, or the County Board Chairman. He noted that the County Code does not specify who manages County department heads. Surges stated that the Committee will have to make a decision on which of the following three resolutions to move forward.

Committee Member Lewis requested that the discussion points that were included in the agenda packet be reviewed. She mentioned that a hybrid resolution was added to the agenda that states the Committee Chairman and the Chairman of the Board would perform the evaluations. She added that once the decision is made on who will be evaluating department heads, that parameters will need to be set on how this will be implemented.

HRM Exec. Dir. Loblillo introduced the discussion points. She stated that the discussion points would help make the decision on who would conduct the evaluations and the implementation process. She explained that the implementation of these evaluations would take place in the first quarter of 2026. Loblillo stated that staff is seeking direction for the Committee to put forth an ordinance regarding this change in the rules of order. She noted that the ordinance would need two readings at the County Board level. Due to the second reading, it will allow an opportunity for the Board to refine the evaluation process. One item within the process would be the timing of the evaluations, such as the employee's work anniversary or once a year. Loblillo stated that some of the discussion points will need to be addressed, in order for them to be included within any future ordinance. Loblillo addressed questions and comments from the Committee. Discussion ensued.

Surges stated that the following three ordinances do not provide the ability to hire, terminate, or set salaries. Loblillo stated that the ordinances pertain to performance evaluations. Surges stated that the evaluation's purpose is to evaluate the department heads' performance at reaching the set committee goals and evaluating how the department heads are succeeding or not succeeding. Much discussion ensued regarding the following resolutions as to on which one to move forward for County Board reconsideration.

F. Amending Section 2-48 of the Kane County Code to Provide for Management of Department Heads by Committees

Committee Member Allan stated that the County Board Chairman is elected by the 500K County citizens. She explained that the County Board's structure entails the Chairman to be notified when a catastrophe occurs. However, since the County Board has been strengthening the committee structure, these emergent phone calls to the chairman is occurring less. She believes the County should utilize the chairman within these evaluations because this person is the one who deals with the day to day operations of the County. She voiced her opposition of hiring a County Administrator. She believes that it takes all County Board members to take responsibility for their constituents who elected them to make the best decisions for everyone throughout the County. She stated that if the standing committees gets more involved with their department heads, the County will become stronger. Additionally, she explained that having the voice of the County Board Chairman would strengthen the evaluation process. Discussion ensued.

KC Executive Committee

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

G. Amending Section 2-51 of the Kane County Code to Provide for Management of Department Heads by County Board Chairman

Due to the previous vote, the Committee decided to table this ordinance due to it being an alternative to agenda item 10F.

RESULT:	TABLED
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- H. Amending Sections 2-48 and 2-51 of the Kane County Code to Provide for Management of Department Heads by County Board Chairman and County Board Committees

Due to the previous vote, the Committee decided to table this ordinance due to it being an alternative to agenda item 10F.

RESULT:	TABLED
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11. Reports Placed On File

RESULT:	APPROVED BY UNANIMOUS CONSENT
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MOVER:	Michael Linder
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12. Executive Session (if needed)

None.

13. Adjournment

RESULT:	APPROVED BY VOICE VOTE
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MOVER:	Sonia Garcia
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SECONDER:	Michael Linder
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This meeting was adjourned at 10:09 AM.

Savannah Zgobica
Sr. Recording Secretary