



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, October 15, 2025

9:00 AM

County Board Room

2025 Committee Goals

- Expand measures to improve employee morale through equitable compensation, new and comprehensive benefits options, and employee appreciation efforts
 - Committee recognizes the value to the County and the community in internship and volunteer opportunities. The Committee would like to review policy and procedures to ensure the resources are available to support County departments in the creation and effective implementation of internship opportunities
-

- 1. Call To Order**
- 2. Roll Call**
- 3. Remote Attendance Requests**
- 4. Approval of Minutes: September 10, 2025**
- 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 Report**
- 9. Old Business**
- 10. New Business**
 - A. Liability Insurance Renewal with Alliant**

- B. **Resolution:** Authorizing EyeMed Vision Care as Kane County's Vision Insurance Plan Provider for 2026
- C. Internships at Kane County
- D. **Resolution:** Revising the Personnel Policy Handbook Sections Regarding Extended Illness Leave
- E. Department Head Evaluations
- F. **Ordinance:** Amending Section 2-48 of the Kane County Code to Provide for Management of Department heads by Committees
- G. **Ordinance:** Amending Section 2-51 of the Kane County Code to Provide for Management of Department Heads by County Board Chairman
- H. **Ordinance:** 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 (not attached)
- 11. **Reports Placed On File**
- 12. **Executive Session (if needed)**
- 13. **Adjournment**

STATE OF ILLINOIS)




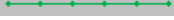



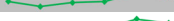


SS.

COUNTY OF KANE)


































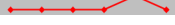












REPORT NO. TMP-25-1208

MONTHLY FINANCE REPORTS

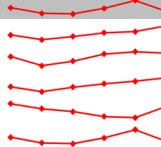





























Committee Revenue Budget Report - by Account Detail
Through September 30, 2025 (83.3% YTD)
*2020, 2021, 2022, 2023, 2024 Actual Fiscal Year

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount* | 2025 Actual Amount | 2025 Amended Budget | 2025 Adopted Budget | 2025 YTD% Actual/Amended Budget | 2020 - 2025 Trend |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|---------------------------------------|---|
| 120 Human Resource Management | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,284 | \$ 1,636 | \$ 1,509 | \$ 1,509 | 108.4% |  |
| 246 Employee Events Fund | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,284 | \$ 1,636 | \$ 1,509 | \$ 1,509 | 108.4% |  |
| Revenue | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,284 | \$ 1,636 | \$ 1,509 | \$ 1,509 | 108.4% |  |
| Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 39900 - Fund Balance Utilization | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| Interest Revenue | \$ 313 | \$ (1) | \$ (256) | \$ 981 | \$ 1,280 | \$ 809 | \$ 709 | \$ 709 | 114.1% |  |
| 38000 - Investment Income | \$ 313 | \$ (1) | \$ (256) | \$ 981 | \$ 1,280 | \$ 809 | \$ 709 | \$ 709 | 114.1% |  |
| Reimbursements | \$ 621 | \$ 402 | \$ 575 | \$ 616 | \$ 1,004 | \$ 827 | \$ 800 | \$ 800 | 103.3% |  |
| 37900 - Miscellaneous Reimbursement | \$ 621 | \$ 402 | \$ 575 | \$ 616 | \$ 1,004 | \$ 827 | \$ 800 | \$ 800 | 103.3% |  |
| Grand Total | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,284 | \$ 1,636 | \$ 1,509 | \$ 1,509 | 108.4% |  |

Committee Expense Budget Report - by Account Detail
Through September 30, 2025 (83.3% YTD, 80.77% Payroll Expense through Pay Period Ending 09/13/2025)
***2020, 2021, 2022, 2023, 2024 Actual Fiscal Year**

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount* | 2025 Actual Amount | 2025 Amended Budget | 2025 Adopted Budget | 2025 YTD% Actual/Amended Budget | 2020 - 2025 Trend |
|---|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|---------------------------------------|---|
| 120 Human Resource Management | \$ 3,512,266 | \$ 3,544,253 | \$ 3,710,258 | \$ 4,496,888 | \$ 5,684,740 | \$ 3,277,327 | \$ 5,308,930 | \$ 5,294,814 | 61.7% |  |
| 001 General Fund | \$ 248,652 | \$ 230,337 | \$ 205,373 | \$ 263,976 | \$ 245,588 | \$ 192,712 | \$ 289,731 | \$ 285,884 | 66.5% |  |
| Expenses | \$ 248,652 | \$ 230,337 | \$ 205,373 | \$ 263,976 | \$ 245,588 | \$ 192,712 | \$ 289,731 | \$ 285,884 | 66.5% |  |
| Personnel Services- Salaries & Wages | \$ 181,653 | \$ 166,938 | \$ 160,097 | \$ 199,425 | \$ 220,962 | \$ 182,468 | \$ 231,481 | \$ 227,634 | 78.8% |  |
| 40000 - Salaries and Wages | \$ 181,794 | \$ 166,938 | \$ 160,097 | \$ 199,425 | \$ 220,962 | \$ 182,468 | \$ 231,481 | \$ 227,634 | 78.8% |  |
| 40002 - Non-Union Wage Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 40003 - Cost of Living Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 40007 - Equity Study Adjustments | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 40009 - Salaries and Wages Subsidy | \$ (142) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| Personnel Services- Employee Benefits | \$ 35,578 | \$ 31,088 | \$ 29,810 | \$ 49,754 | \$ 59,224 | \$ - | \$ 99,554 | \$ 99,554 | 0.0% |  |
| 45000 - Healthcare Contribution | \$ 34,218 | \$ 30,049 | \$ 28,816 | \$ 47,913 | \$ 57,116 | \$ - | \$ 63,646 | \$ 63,646 | 0.0% |  |
| 45009 - Healthcare Subsidy | \$ (60) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 45010 - Dental Contribution | \$ 1,414 | \$ 1,039 | \$ 993 | \$ 1,841 | \$ 2,108 | \$ - | \$ 2,117 | \$ 2,117 | 0.0% |  |
| 45019 - Dental Subsidy | \$ 5 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 45100 - FICA/SS Contribution | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 17,420 | \$ 17,420 | 0.0% |  |
| 45200 - IMRF Contribution | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 12,431 | \$ 12,431 | 0.0% |  |
| 53010 - Workers Compensation | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 3,940 | \$ 3,940 | 0.0% |  |
| Contractual Services | \$ 26,163 | \$ 26,863 | \$ 10,471 | \$ 12,018 | \$ 16,905 | \$ 7,776 | \$ 48,500 | \$ 48,500 | 16.0% |  |
| 50000 - Project Administration Services | \$ - | \$ 77 | \$ - | \$ - | \$ - | \$ - | \$ 10,000 | \$ 10,000 | 0.0% |  |
| 52130 - Repairs and Maint- Computers | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 52140 - Repairs and Maint- Copiers | \$ 1,282 | \$ 1,171 | \$ 1,072 | \$ 1,210 | \$ 605 | \$ 1,351 | \$ 1,500 | \$ 1,500 | 90.0% |  |
| 53050 - Employment Advertising | \$ - | \$ - | \$ 85 | \$ 731 | \$ 4,752 | \$ 41 | \$ 6,800 | \$ 6,800 | 0.6% |  |
| 53100 - Conferences and Meetings | \$ - | \$ - | \$ 500 | \$ 3,043 | \$ 4,392 | \$ 575 | \$ 5,500 | \$ 5,500 | 10.5% |  |
| 53110 - Employee Training | \$ - | \$ 952 | \$ 256 | \$ 1,479 | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 53120 - Employee Mileage Expense | \$ - | \$ - | \$ 44 | \$ 92 | \$ 248 | \$ 43 | \$ 150 | \$ 150 | 28.5% |  |
| 53130 - General Association Dues | \$ - | \$ - | \$ - | \$ 732 | \$ 528 | \$ 598 | \$ 1,200 | \$ 1,200 | 49.8% |  |
| 55000 - Miscellaneous Contractual Exp | \$ 24,882 | \$ 24,663 | \$ 8,514 | \$ 4,730 | \$ 6,380 | \$ 5,168 | \$ 23,350 | \$ 23,350 | 22.1% |  |
| Commodities | \$ 5,259 | \$ 5,448 | \$ 4,995 | \$ 2,780 | \$ 5,575 | \$ 2,468 | \$ 7,500 | \$ 7,500 | 32.9% |  |
| 60000 - Office Supplies | \$ 5,029 | \$ 2,071 | \$ 4,267 | \$ 2,295 | \$ 2,740 | \$ 1,945 | \$ 4,800 | \$ 4,800 | 40.5% |  |
| 60010 - Operating Supplies | \$ - | \$ 1,763 | \$ - | \$ - | \$ 2,381 | \$ 39 | \$ 2,200 | \$ 2,200 | 1.8% |  |
| 60080 - Employee Recognition Supplies | \$ 230 | \$ 1,614 | \$ 727 | \$ 485 | \$ 455 | \$ 484 | \$ 500 | \$ 500 | 96.8% |  |
| Capital | \$ - | \$ - | \$ - | \$ - | \$ 2,145 | \$ - | \$ 2,250 | \$ 2,250 | 0.0% |  |
| 70080 - Office Furniture | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 2,250 | \$ 2,250 | 0.0% |  |
| 70090 - Office Equipment | \$ - | \$ - | \$ - | \$ - | \$ 2,145 | \$ - | \$ - | \$ - | 0.0% |  |
| Services | \$ - | \$ - | \$ - | \$ - | \$ (59,224) | \$ - | \$ (99,554) | \$ (99,554) | 0.0% |  |
| 45005 - Healthcare Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ (57,116) | \$ - | \$ (63,646) | \$ (63,646) | 0.0% |  |
| 45015 - Dental Insurance Contra Account | \$ - | \$ - | \$ - | \$ - | \$ (2,108) | \$ - | \$ (2,117) | \$ (2,117) | 0.0% |  |
| 45105 - FICA/SS Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (17,420) | \$ (17,420) | 0.0% |  |
| 45205 - IMRF Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (12,431) | \$ (12,431) | 0.0% |  |
| 53015 - Worker's Comp Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ (3,940) | \$ (3,940) | 0.0% |  |
| 010 Insurance Liability | \$ 3,263,613 | \$ 3,313,916 | \$ 3,503,841 | \$ 4,232,913 | \$ 5,439,152 | \$ 3,084,615 | \$ 5,017,690 | \$ 5,007,421 | 61.5% |  |
| Expenses | \$ 3,263,613 | \$ 3,313,916 | \$ 3,503,841 | \$ 4,232,913 | \$ 5,439,152 | \$ 3,084,615 | \$ 5,017,690 | \$ 5,007,421 | 61.5% |  |
| Personnel Services- Salaries & Wages | \$ 136,111 | \$ 105,936 | \$ 133,016 | \$ 154,916 | \$ 171,310 | \$ 192,670 | \$ 267,026 | \$ 264,084 | 72.2% |  |
| 40000 - Salaries and Wages | \$ 136,111 | \$ 105,936 | \$ 133,016 | \$ 154,916 | \$ 171,310 | \$ 192,670 | \$ 267,026 | \$ 264,084 | 72.2% |  |
| 40002 - Non-Union Wage Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 40003 - Cost of Living Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |

Committee Expense Budget Report - by Account Detail
Through September 30, 2025 (83.3% YTD, 80.77% Payroll Expense through Pay Period Ending 09/13/2025)
***2020, 2021, 2022, 2023, 2024 Actual Fiscal Year**

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount* | 2025 Actual Amount | 2025 Amended Budget | 2025 Adopted Budget | 2025 YTD% Actual/Amended Budget | 2020 - 2025 Trend |
|--|------------------------|------------------------|------------------------|------------------------|------------------------|-----------------------|------------------------|------------------------|---------------------------------------|---|
| Personnel Services- Employee Benefits | \$ 1,188,560 | \$ 607,281 | \$ 543,154 | \$ 1,114,693 | \$ 1,964,756 | \$ 811,733 | \$ 84,181 | \$ 83,741 | 964.3% |  |
| 45000 - Healthcare Contribution | \$ 14,912 | \$ 6,061 | \$ 12,177 | \$ 19,025 | \$ 21,219 | \$ 32,685 | \$ 42,796 | \$ 42,796 | 76.4% |  |
| 45010 - Dental Contribution | \$ 749 | \$ 238 | \$ 486 | \$ 889 | \$ 1,027 | \$ 939 | \$ 1,749 | \$ 1,749 | 53.7% |  |
| 45100 - FICA/SS Contribution | \$ 10,151 | \$ 8,035 | \$ 9,988 | \$ 11,455 | \$ 12,515 | \$ 14,082 | \$ 20,433 | \$ 20,206 | 68.9% |  |
| 45200 - IMRF Contribution | \$ 10,631 | \$ 9,493 | \$ 8,836 | \$ 7,776 | \$ 7,516 | \$ 10,022 | \$ 14,581 | \$ 14,420 | 68.7% |  |
| 53010 - Workers Compensation | \$ 1,152,118 | \$ 583,453 | \$ 511,667 | \$ 1,075,548 | \$ 1,922,480 | \$ 754,005 | \$ 4,622 | \$ 4,570 | 16,313.4% |  |
| Contractual Services | \$ 1,938,929 | \$ 2,182,801 | \$ 2,801,437 | \$ 2,959,226 | \$ 3,299,104 | \$ 2,075,277 | \$ 3,159,104 | \$ 3,158,994 | 65.7% |  |
| 50000 - Project Administration Services | \$ 106,928 | \$ 117,829 | \$ 103,715 | \$ 87,090 | \$ 79,432 | \$ 53,770 | \$ 108,975 | \$ 108,975 | 49.3% |  |
| 50150 - Contractual/Consulting Services | \$ 182,847 | \$ 82,494 | \$ 112,114 | \$ 831 | \$ 1,094 | \$ - | \$ 185,000 | \$ 185,000 | 0.0% |  |
| 53000 - Liability Insurance | \$ 1,620,506 | \$ 1,984,178 | \$ 2,594,794 | \$ 2,814,506 | \$ 3,140,823 | \$ 1,960,496 | \$ 2,838,049 | \$ 2,837,940 | 69.1% |  |
| 53020 - Unemployment Claims | \$ 28,648 | \$ (1,700) | \$ (9,186) | \$ 56,799 | \$ 77,756 | \$ 60,746 | \$ 27,080 | \$ 27,079 | 224.3% |  |
| 53130 - General Association Dues | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 264 | \$ - | \$ - | 0.0% |  |
| Commodities | \$ 13 | \$ (13) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 60000 - Office Supplies | \$ 13 | \$ (13) | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| Capital | \$ - | \$ - | \$ 22,659 | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 70070 - Automotive Equipment | \$ - | \$ - | \$ 22,659 | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| Contingency and Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 89000 - Addition to Fund Balance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| Transfers Out | \$ - | \$ 417,912 | \$ 3,575 | \$ 4,078 | \$ 3,981 | \$ 4,935 | \$ 4,935 | \$ 4,935 | 100.0% |  |
| 99000 - Transfer To Other Funds | \$ - | \$ 417,912 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% |  |
| 99001 - Transfer to General Fund 001 | \$ - | \$ - | \$ 3,575 | \$ 4,078 | \$ 3,981 | \$ 4,935 | \$ 4,935 | \$ 4,935 | 100.0% |  |
| Services | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,502,444 | \$ 1,495,667 | 0.0% |  |
| 53011 - Worker's Compensation Claims | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1,502,444 | \$ 1,495,667 | 0.0% |  |
| 246 Employee Events Fund | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ - | \$ 1,509 | \$ 1,509 | 0.0% |  |
| Expenses | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ - | \$ 1,509 | \$ 1,509 | 0.0% |  |
| Commodities | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ - | \$ 984 | \$ 984 | 0.0% |  |
| 60080 - Employee Recognition Supplies | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ - | \$ 984 | \$ 984 | 0.0% |  |
| Contingency and Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 525 | \$ 525 | 0.0% |  |
| 89000 - Addition to Fund Balance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 525 | \$ 525 | 0.0% |  |
| Grand Total | \$ 3,512,266 | \$ 3,544,253 | \$ 3,710,258 | \$ 4,496,888 | \$ 5,684,740 | \$ 3,277,327 | \$ 5,308,930 | \$ 5,294,814 | 61.7% |  |

Health Insurance Fund

Revenue and Expenses

Through September 30, 2025 (83.3% YTD, 80.77% Payroll Expense through Pay Period Ending 09/13/2025)
with comparative for Full Fiscal Year 2022, 2023 and 2024

| | 2022 Actual | 2023 Actual | 2024 Actual | 2025 Actual |
|---|----------------------|----------------------|-----------------------|----------------------|
| Revenue | | | | |
| 652.800.000.38000 - Investment Income | \$ (89,645) | \$ 354,484 | \$ 576,782 | \$ 365,362 |
| 652.800.000.38900 - Miscellaneous Other | \$ 17,880 | \$ - | \$ - | \$ - |
| 652.800.000.38910 - Healthcare Employer Portion | \$ 13,116,149 | \$ 14,469,417 | \$ 16,153,512 | \$ 14,403,377 |
| 652.800.000.38915 - Dental Employer Portion | \$ 425,507 | \$ 407,933 | \$ 473,351 | \$ 407,325 |
| 652.800.000.38920 - Healthcare Employee Portion | \$ 3,197,317 | \$ 2,925,521 | \$ 3,385,325 | \$ 3,030,013 |
| 652.800.000.38921 - Dental Employee Portion | \$ 281,567 | \$ 269,619 | \$ 299,829 | \$ 258,145 |
| 652.800.000.38927 - MERP Employer Portion | \$ 998,731 | \$ 1,120,209 | \$ 1,324,816 | \$ 1,112,070 |
| 652.800.000.38930 - Retiree Payments - Healthcare | \$ 609,359 | \$ 707,560 | \$ 689,732 | \$ 554,024 |
| 652.800.000.38935 - Retiree Payments - Dental | \$ 2,615 | \$ 3,815 | \$ 2,886 | \$ 2,994 |
| 652.800.000.38940 - Cobra Payments - Healthcare | \$ 47,684 | \$ 24,367 | \$ 20,799 | \$ 61,662 |
| 652.800.000.38945 - Cobra Payments - Dental | \$ 2,696 | \$ 2,010 | \$ 1,644 | \$ 2,850 |
| Total Revenue | \$ 18,609,860 | \$ 20,284,936 | \$ 22,928,675 | \$ 20,197,821 |
| Expenses - Health Insurance General | | | | |
| 652.800.814.45000 - Healthcare Contribution | - | - | \$ - | \$ - |
| 652.800.814.45010 - Dental Contribution | \$ - | \$ - | \$ 132 | \$ - |
| 652.800.814.50150 - Contractual/Consulting Services | \$ 114,000 | \$ 108,000 | \$ 110,250 | \$ 94,250 |
| 652.800.814.50520 - Healthcare Admin Services | \$ 11,244 | \$ 11,665 | \$ 15,703 | \$ 14,761 |
| 652.800.814.53005 - Healthcare - Stop Loss Insurance | \$ (624,786) | \$ (806,784) | \$ (2,027,628) | \$ (85,383) |
| 652.800.814.53038 - Healthcare - Vision Insurance | \$ 74,975 | \$ 81,318 | \$ 83,696 | \$ 71,053 |
| 652.800.814.53039 - Affordable Care Act Fee | \$ 3,210 | \$ 5,217 | \$ 5,699 | \$ 6,359 |
| 652.800.814.53300 - Healthcare - Health Insurance | \$ 23,031 | \$ - | \$ - | \$ 6,011 |
| 652.800.814.53310 - Healthcare - Dental Insurance | \$ 732,083 | \$ 804,932 | \$ 742,246 | \$ 757,323 |
| 652.800.814.53320 - Healthcare - Life Insurance | \$ 42,029 | \$ 40,678 | \$ 57,705 | \$ 13,320 |
| 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 | \$ 7,500 | \$ 10,000 | \$ 10,000 | \$ 7,500 |
| Total Health Insurance General Expenses | \$ 383,286 | \$ 201,575 | \$ (1,377,197) | \$ 835,193 |

Health Insurance Fund

Revenue and Expenses

Through September 30, 2025 (83.3% YTD, 80.77% Payroll Expense through Pay Period Ending 09/13/2025)
with comparative for Full Fiscal Year 2022, 2023 and 2024

| | 2022 Actual | 2023 Actual | 2024 Actual | 2025 Actual |
|---|----------------------|----------------------|----------------------|----------------------|
| Expenses - Health Insurance MERP | | | | |
| 652.800.814.53340 - MERP - Premium Reimbursement | \$ 55,424 | \$ 62,949 | \$ 83,841 | \$ 7,811 |
| 652.800.814.45100 - MERP FICA/SS on Premium Reimbursement | \$ 4,202 | \$ 8,216 | \$ 6,465 | \$ 383 |
| 652.800.814.53330 - MERP - Medical Expense Reimbursement | \$ 331,406 | \$ 447,562 | \$ 535,057 | \$ 237,158 |
| 652.800.814.53350 - MERP - Shared Savings with Administrator | \$ 14,316 | \$ - | \$ - | \$ - |
| Total MERP Expenses | \$ 405,349 | \$ 518,727 | \$ 625,362 | \$ 245,352 |
| Expenses - Health Insurance PPO | | | | |
| 652.800.817.53005 - Healthcare - Stop Loss Insurance | \$ 505,541 | \$ 723,948 | \$ 893,817 | \$ 826,510 |
| 652.800.817.53031 - Self Insured Healthcare Claims | \$ 6,180,965 | \$ 7,738,450 | \$ 10,233,290 | \$ 6,983,248 |
| 652.800.817.53032 - Self Insured Healthcare Claims Administration | \$ 218,379 | \$ 245,663 | \$ 289,635 | \$ 234,479 |
| 652.800.817.53033 - Healthcare Facility Access Fee | \$ 76,025 | \$ 13,041 | \$ 231,063 | \$ 38,777 |
| 652.800.817.53037 - Healthcare Credits | \$ (260,803) | \$ (350,324) | \$ (586,275) | \$ (525,988) |
| Total Health Insurance PPO Expenses | \$ 6,720,108 | \$ 8,370,778 | \$ 11,061,530 | \$ 7,557,026 |
| Expenses - Health Insurance HMO | | | | |
| 652.800.818.53005 - Healthcare - Stop Loss Insurance | \$ 462,946 | \$ 555,815 | \$ 604,545 | \$ 327,772 |
| 652.800.818.53031 - Self Insured Healthcare Claims | \$ 6,714,631 | \$ 6,963,453 | \$ 7,279,419 | \$ 6,354,821 |
| 652.800.818.53032 - Self Insured Healthcare Claims Administration | \$ 394,430 | \$ 372,131 | \$ 368,937 | \$ 305,311 |
| 652.800.818.53034 - Healthcare HMO Managed Care Fee | \$ 92,087 | \$ 104,647 | \$ 104,847 | \$ 50,839 |
| 652.800.818.53035 - Healthcare Physician Services Fee | \$ 2,658,797 | \$ 2,594,715 | \$ 2,612,488 | \$ 1,777,768 |
| 652.800.818.53037 - Healthcare Credits | \$ (497,551) | \$ (564,106) | \$ (833,433) | \$ (672,366) |
| Total Health Insurance HMO Expenses | \$ 9,825,340 | \$ 10,026,655 | \$ 10,136,802 | \$ 8,144,144 |
| Expenses - Retiree | | | | |
| 652.800.820.53300 - Healthcare - Health Insurance | \$ 106,764 | \$ 125,395 | \$ 160,639 | \$ 269,405 |
| Total Expenses | \$ 17,440,846 | \$ 19,243,130 | \$ 20,607,136 | \$ 17,051,119 |
| Revenue Net Expenses | \$ 1,169,014 | \$ 1,041,806 | \$ 2,321,539 | \$ 3,146,702 |
| Fund Balance | \$ 6,416,869 | \$ 7,458,675 | \$ 9,780,214 | \$ 12,926,916 |
| <i>Target Fund Balance at 25%</i> | \$ 4,360,212 | \$ 4,810,783 | \$ 5,151,784 | \$ 4,262,780 |
| <i>Target Fund Balance at 50%</i> | \$ 8,720,423 | \$ 9,621,565 | \$ 10,303,568 | \$ 8,525,560 |

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1194

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 | 825313781771 |
| Invoice Date | 08/31/2025 |
| Invoice Period | 08/01/2025 - 08/31/2025 |
| 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 \$1,999,706.82
Date Due 10/02/2025

See footnotes for important Wire & ACH payment instructions

Claim Charges/Credits - Paid 8/1/25 – 8/31/25

| | |
|------------------------------------|-----------------------|
| Value Based Care-Value Incentive | 272.58 |
| Medical-Facility | 700,934.69 |
| Value Based Care-Care Coordination | 522.00 |
| Medical-Professional | 331,311.18 |
| Pharmacy | 685,170.88 |
| Total Claim Charges/Credits | \$1,718,211.33 |

Stop Loss - 8/1/25 – 8/31/25

| | |
|----------------------------------|----------------------|
| Specific Stop Loss Credit/Charge | (39,004.27) |
| Total Stop Loss | \$(39,004.27) |

Administration Fees
Calculation Method

| | | |
|-----------------------------------|------------------------|--------------|
| RX Rebate Credit | Per Contract Per Month | (135,888.48) |
| IL Access Fee | Monthly IL Access Fee | 3,915.23 |
| Physician Service Fee - Allocated | Monthly Claims | 18,033.61 |
| Administration Fee | Per Contract Per Month | 54,878.04 |
| Specific Stop Loss | Per Contract Per Month | 96,074.94 |
| Physician Service Fee - Direct | Monthly Claims | 281,041.33 |

(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 | 60.89 |
| APR Savings Program-Advanced Claim Edits and Coding Validation | Claim Based | 612.19 |
| APR Savings Program-Prepay Service Line Review | Claim Based | 1,772.01 |
| Total Administration Fees | | \$320,499.76 |

| | |
|--|-----------------------|
| Total Claim Charges/Credits | \$1,679,207.06 |
| Total Administration Fees & Adjustments | \$320,499.76 |
| Total Charges | \$1,999,706.82 |

Administration Fees Notes

Draft schedule for monthly groups on autopay will be 15th of each month.

Billing Contact

ARCHANA KELAVKAR
Email: ASO_Billing_Team@bcbsil.com

Account Executive Contact

Dee Roberts
Email: Dee_Roberts@BCBSIL.COM

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 \$1,999,706.82 Date Due 10/02/2025 | 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

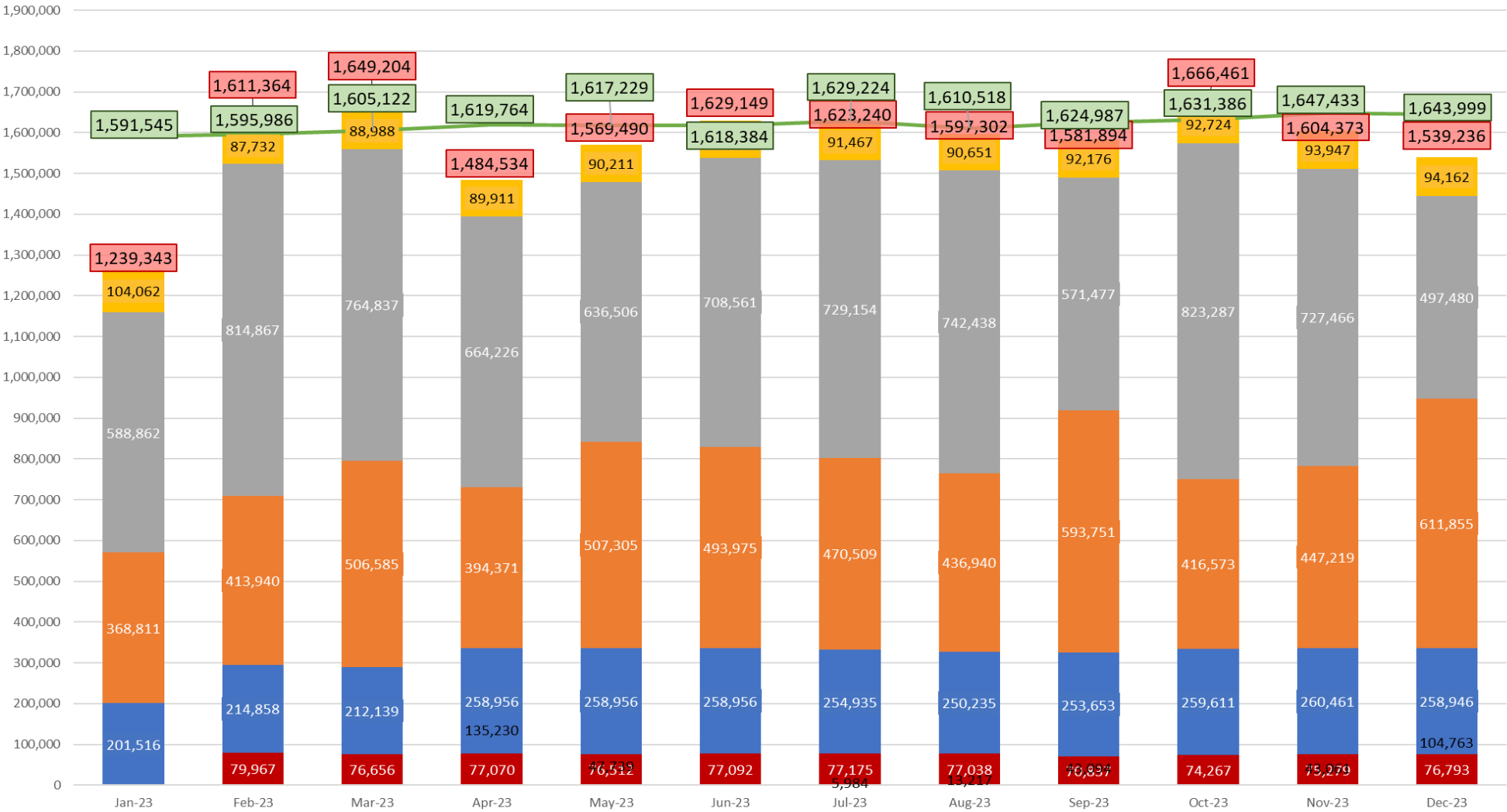
HSC Meeting 10/15/2025



AssuredPartners

2023 Global Financial Tracker

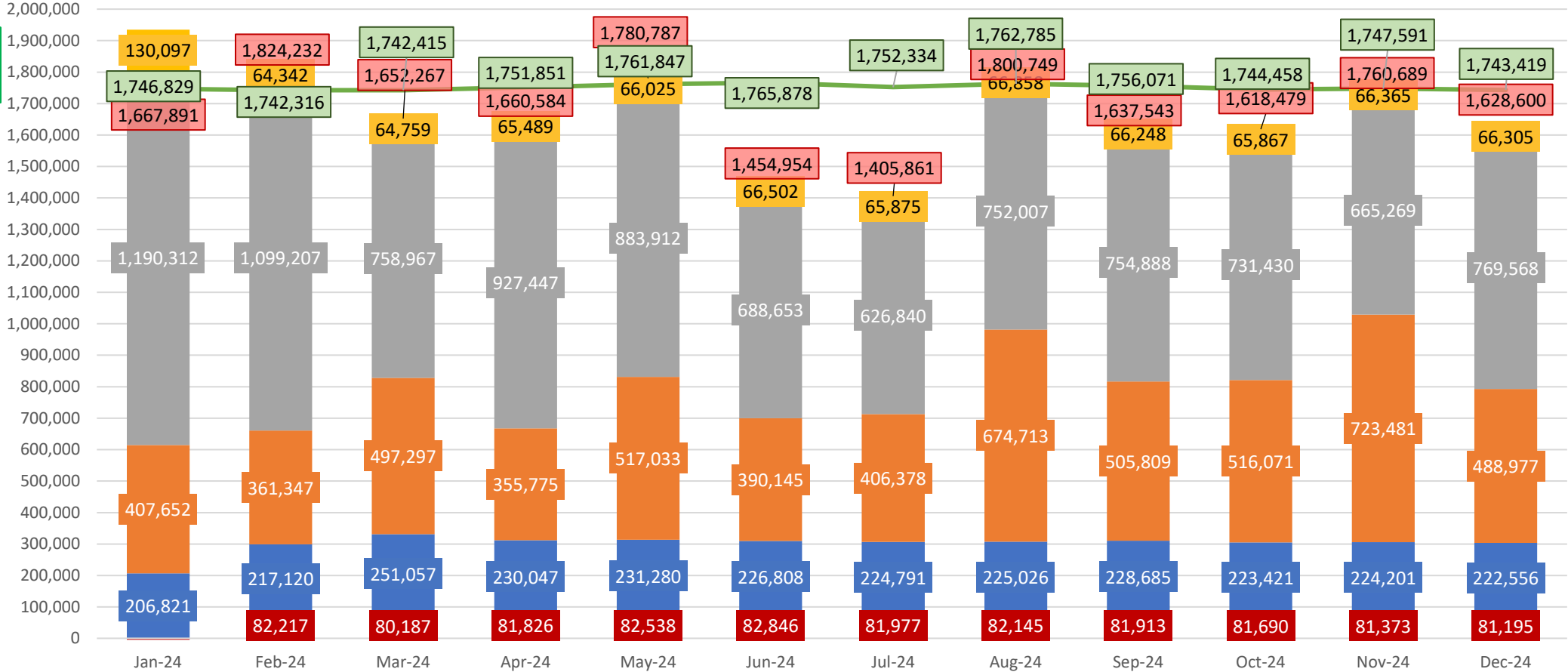
Amount Toward Reserve:
\$639,988



| | 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

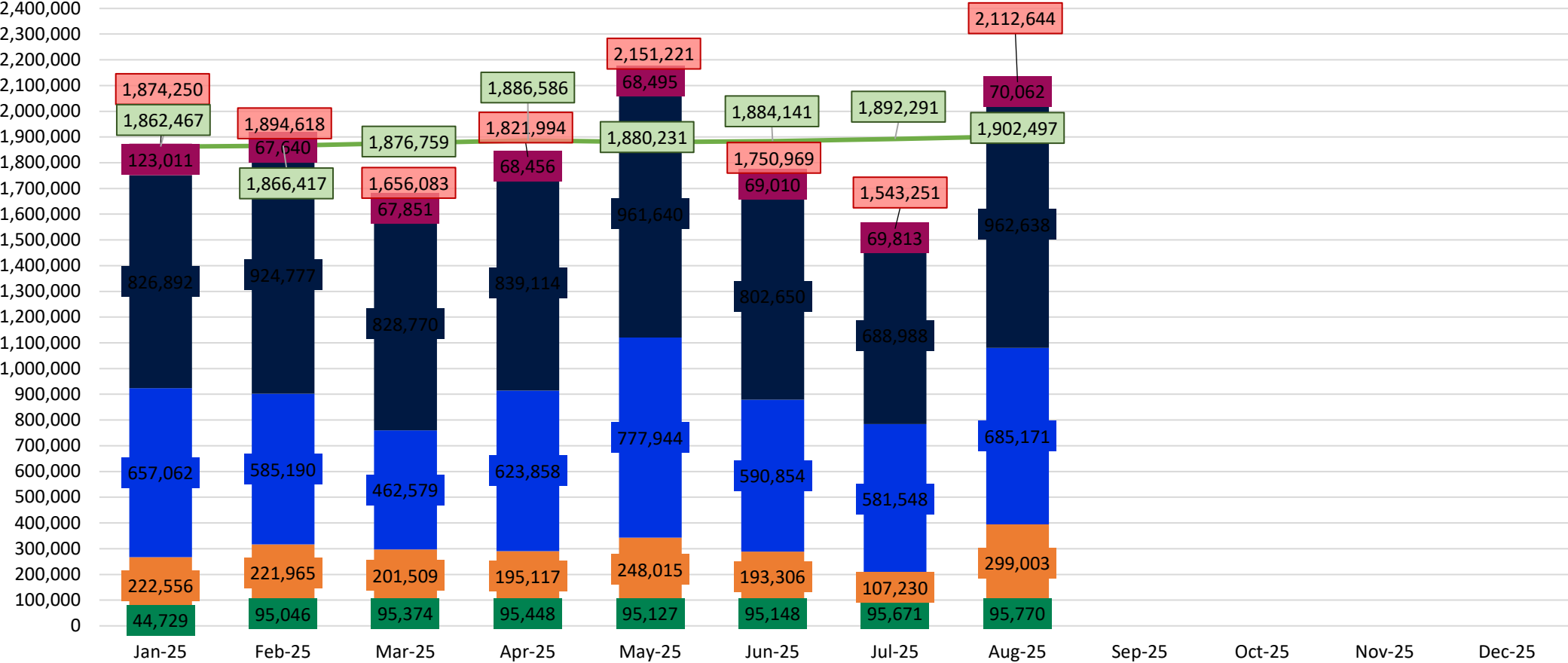
Amount Toward Reserve:
\$1,125,157



| | 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 |

2025 Global Financial Tracker

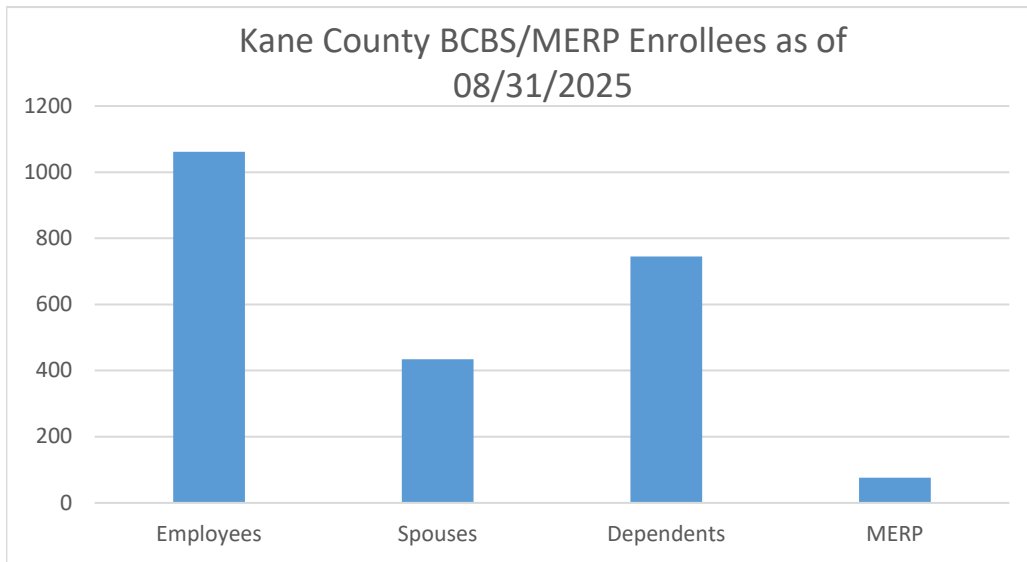
Amount Toward Reserve:
\$246,361



| | 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 | | | | |
| Medical Claims after SL Reimbursements | 826,892 | 924,777 | 828,770 | 839,114 | 961,640 | 802,650 | 688,988 | 962,638 | | | | |
| Rx Claims | 657,062 | 585,190 | 462,579 | 623,858 | 777,944 | 590,854 | 581,548 | 685,171 | | | | |
| Capitation | 222,556 | 221,965 | 201,509 | 195,117 | 248,015 | 193,306 | 107,230 | 299,003 | | | | |
| All Other * | 44,729 | 95,046 | 95,374 | 95,448 | 95,127 | 95,148 | 95,671 | 95,770 | | | | |
| 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 | | | | |
| Total Funding | 1,862,467 | 1,866,417 | 1,876,759 | 1,886,586 | 1,880,231 | 1,884,141 | 1,892,291 | 1,902,497 | | | | |
| Surplus/Deficit | -11,783 | -28,202 | 220,676 | 64,592 | -270,989 | 133,172 | 349,041 | -210,147 | | | | |
| Number of Claims | 4,041 | 3,794 | 4,011 | 3,838 | 3,836 | 3,651 | 2,574 | 2,700 | | | | |

**Kane County BCBS/MERP Enrollees as of
08/31/2025**

| Employees | Spouses | Dependents | MERP |
|-----------|---------|------------|------|
| 1062 | 434 | 745 | 76 |



STATE OF ILLINOIS)
COUNTY OF KANE) SS.

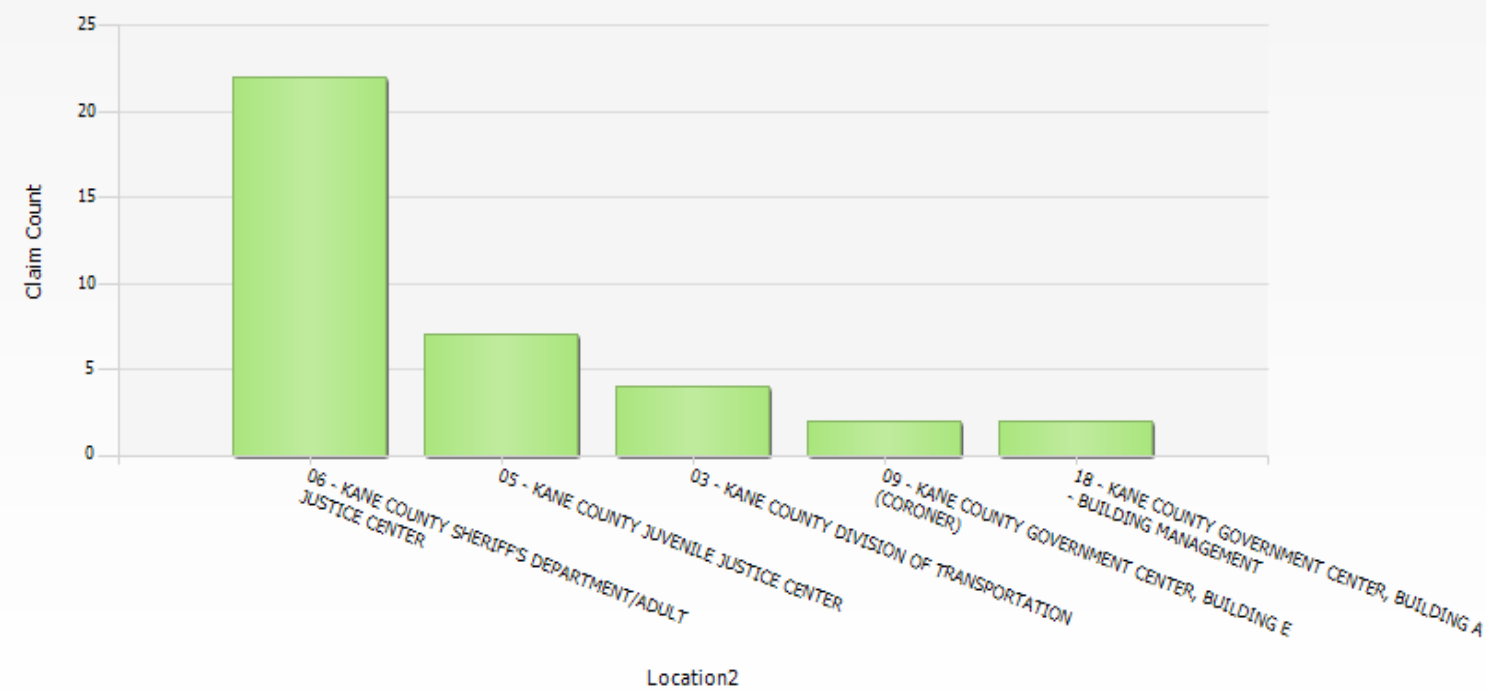
REPORT NO. TMP-25-1195

RISK MANAGEMENT

Kane County Top 5 Locations where the most incidents have occurred 12/01/24-11/30/25 as of 09/30/25

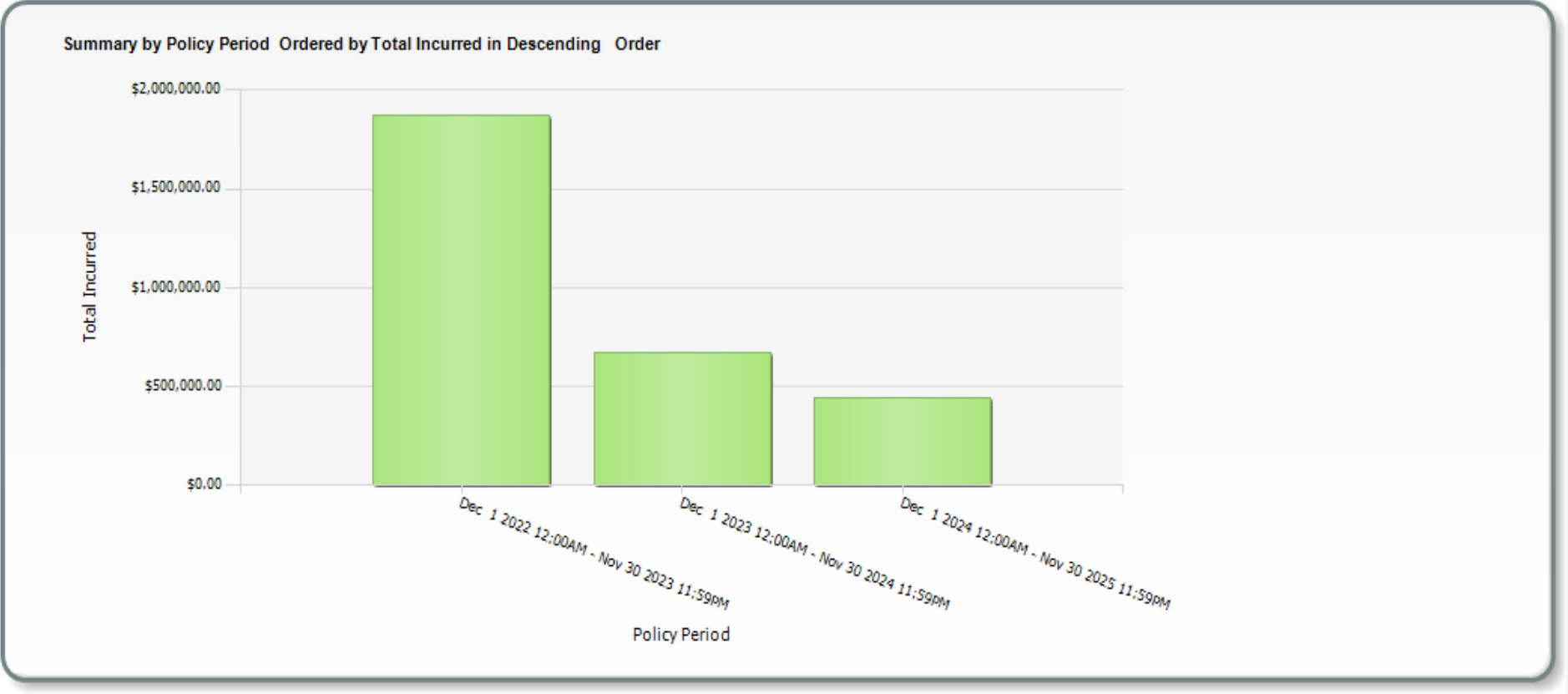
| Location2 | Claim Count | Total Paid | Outstanding Reserves | Recovery | Total Incurred | Total Reimburseme | Net Incurred | Cost Per Claim | % of Freq | % Of Incur |
|--|-------------|-------------|----------------------|----------|----------------|-------------------|--------------|----------------|-----------|------------|
| 06 - KANE COUNTY SHERIFF'S DEPARTMENT/ADULT JUSTICE CENTER | 22 | \$91,332.00 | \$142,704.46 | \$0.00 | \$234,036.46 | \$0.00 | \$234,036.46 | \$10,638.02 | 51% | 53% |
| 05 - KANE COUNTY JUVENILE JUSTICE CENTER | 7 | \$4,203.58 | \$3,466.53 | \$0.00 | \$7,670.11 | \$0.00 | \$7,670.11 | \$1,095.73 | 16% | 2% |
| 03 - KANE COUNTY DIVISION OF TRANSPORTATION | 4 | \$9,514.08 | \$12,217.31 | \$0.00 | \$21,731.39 | \$0.00 | \$21,731.39 | \$5,432.85 | 9% | 5% |
| 09 - KANE COUNTY GOVERNMENT CENTER, BUILDING E (CORONER) | 2 | \$63,771.19 | \$63,030.91 | \$0.00 | \$126,802.10 | \$0.00 | \$126,802.10 | \$63,401.05 | 5% | 29% |
| 18 - KANE COUNTY GOVERNMENT CENTER, BUILDING A - BUILDING MANAGEMENT | 2 | \$2,003.93 | \$0.00 | \$0.00 | \$2,003.93 | \$0.00 | \$2,003.93 | \$1,001.97 | 5% | 0% |

Summary by Location2 Ordered by Claim Count in Descending Order



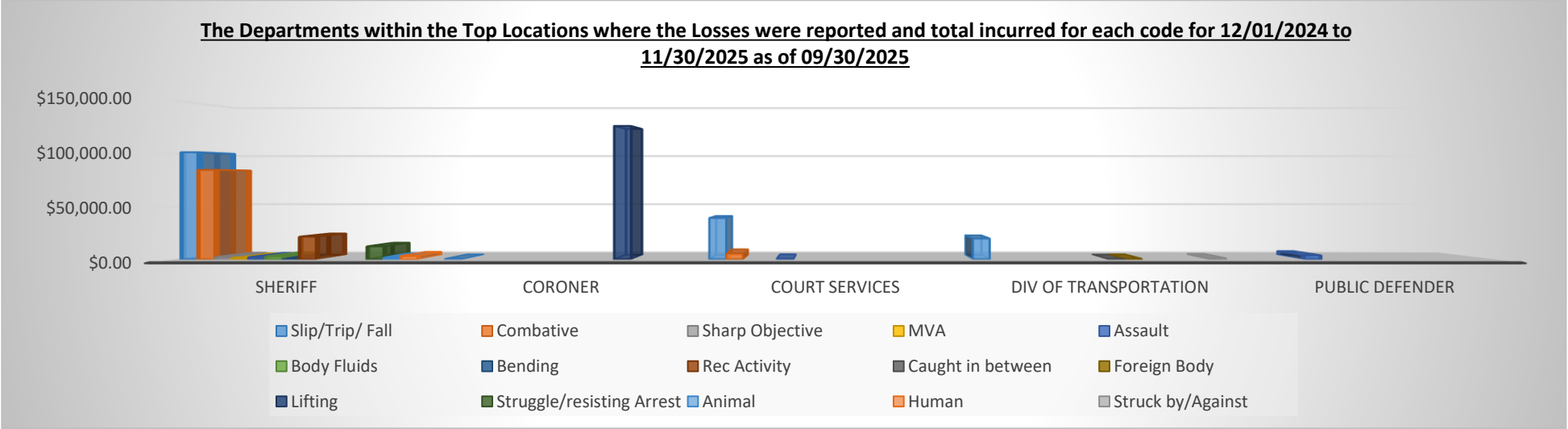
Kane County Worker's Compensation Trend from the 3 policy periods (12/01/22-11/30/25), in descending order by total incurred as of 09/30/2025

| Policy Period | Claim Count | Total Paid | Outstanding Reserves | Recovery | Total Incurred | Total Reimbursement | Net Incurred | Cost Per Claim | % of Freq | % Of Incur |
|--|-------------|----------------|----------------------|----------|----------------|---------------------|----------------|----------------|-----------|------------|
| Dec 1 2022 12:00AM - Nov 30 2023 11:59PM | 70 | \$1,353,879.78 | \$517,878.91 | \$0.00 | \$1,871,758.69 | \$69,427.91 | \$1,802,330.78 | \$26,739.41 | 38% | 63% |
| Dec 1 2023 12:00AM - Nov 30 2024 11:59PM | 73 | \$487,225.11 | \$184,510.31 | \$0.00 | \$671,735.42 | \$0.00 | \$671,735.42 | \$9,201.86 | 39% | 23% |
| Dec 1 2024 12:00AM - Nov 30 2025 11:59PM | 43 | \$209,730.04 | \$231,204.31 | \$0.00 | \$440,934.35 | \$0.00 | \$440,934.35 | \$10,254.29 | 23% | 15% |



The Departments within the 5 Top Locations where the losses were reported and the Total incurred for each cause code from 12/01/2024 -11/30/2025 as of 09/30/2025

| Departments | Slip/Trip/ Fall | Combative | Sharp Objective | MVA | Assault | Body Fluids | Bending | Rec Activity | Caught in between | Foreign Body | Lifting | Struggle/resisting Arrest | Animal | Human | Struck by/Against |
|-----------------------|-----------------|-------------|-----------------|------------|------------|-------------|----------|--------------|-------------------|--------------|--------------|---------------------------|------------|------------|-------------------|
| Sheriff | \$101,509.00 | \$84,729.38 | \$2,163.37 | \$1,650.00 | \$2,075.00 | \$2,650.00 | \$319.92 | \$21,526.00 | | | | \$12,320.25 | \$1,775.00 | \$3,058.45 | |
| Coroner | \$485.19 | | | | | | | | | | \$126,316.91 | | | | |
| Court Services | \$39,138.32 | \$5,616.44 | | | \$613.76 | | | | | | | | | | |
| Div of Transportation | \$19,663.43 | | | | | | | | \$360.73 | \$606.23 | | | | | \$1,101.00 |
| Public Defender | | | | | \$3,851.00 | | | | | | | | | | |



| Departments | Count | Total Incurred |
|-----------------|-------|----------------|
| Sheriff | 21 | \$233,776.37 |
| Coroner | 2 | \$126,802.10 |
| Court Services | 9 | \$45,368.52 |
| Div of Transp | 4 | \$21,731.39 |
| Public Defender | 1 | \$3,851.00 |
| Total | 37 | \$431,529.38 |

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 09/30/2025



| Policy Period | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|-------------------------|-----------------------|-----------------------|--------------------|-----------------------|-------------|--------------------|
| 12/01/2020 - 11/30/2021 | \$1,077,033.96 | \$21,256.41 | \$23,736.71 | \$1,074,553.66 | 71 | \$15,134.56 |
| 12/01/2021 - 11/30/2022 | \$741,882.22 | \$291,396.70 | \$8,647.62 | \$1,024,631.30 | 52 | \$19,704.45 |
| 12/01/2022 - 11/30/2023 | \$1,353,879.78 | \$517,878.91 | \$0.00 | \$1,871,758.69 | 70 | \$26,739.41 |
| 12/01/2023 - 11/30/2024 | \$487,225.11 | \$184,510.31 | \$0.00 | \$671,735.42 | 73 | \$9,201.86 |
| 12/01/2024 - 11/30/2025 | \$209,730.04 | \$231,204.31 | \$0.00 | \$440,934.35 | 43 | \$10,254.29 |
| Totals: | \$3,869,751.11 | \$1,246,246.64 | \$32,384.33 | \$5,083,613.42 | 309 | \$16,451.82 |

-Total incurred for the current policy period is \$440,934.35 with 43 claims reported. The average cost per claim is now \$10,254.29. 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 09/30/2025



| Policy Period | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|-------------------------|-----------------------|---------------------|---------------------|-----------------------|-------------|-------------------|
| 12/01/2020 - 11/30/2021 | \$563,139.11 | \$58,000.00 | \$159,186.47 | \$461,952.64 | 45 | \$10,265.61 |
| 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 | \$594,513.74 | \$45,052.59 | \$237,239.95 | \$402,326.38 | 78 | \$5,158.03 |
| 12/01/2023 - 11/30/2024 | \$278,059.65 | \$19,805.01 | \$83,080.86 | \$214,783.80 | 66 | \$3,254.30 |
| 12/01/2024 - 11/30/2025 | \$112,011.15 | \$44,075.07 | \$35,023.79 | \$121,062.43 | 35 | \$3,458.93 |
| Totals: | \$2,014,235.58 | \$171,932.67 | \$688,711.46 | \$1,497,456.79 | 294 | \$5,093.39 |

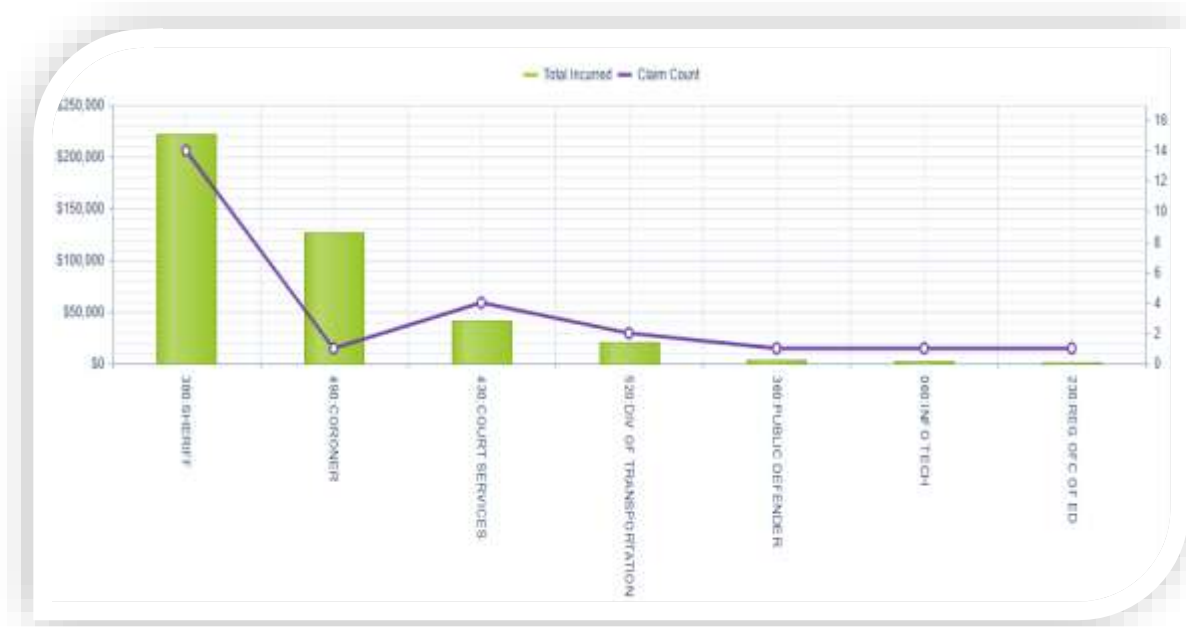
- The total incurred for the current policy period is \$121,062.43 with 35 claims reported for the current period and that will change upon receipt of additional information. Average cost per claim is \$3,458.93 for the current policy period.

All open Worker's Compensation Claims for Kane County as of 09/30/2025 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 | \$2,211,262.13 | \$1,287,863.84 | \$0.00 | \$3,499,125.97 | 28 | \$124,968.78 |
| 520:DIV OF TRANSPORTATION | \$1,594,827.63 | \$1,062,139.40 | \$0.00 | \$2,656,967.03 | 7 | \$379,566.72 |
| 430:COURT SERVICES | \$150,751.14 | \$19,240.72 | \$0.00 | \$169,991.86 | 6 | \$28,331.98 |
| 490:CORONER | \$63,286.00 | \$63,030.91 | \$0.00 | \$126,316.91 | 1 | \$126,316.91 |
| 250:CIRCUIT CLERK | \$26,311.79 | \$42,390.92 | \$0.00 | \$68,702.71 | 2 | \$34,351.36 |
| 080:BUILDING MGMT | \$13,637.06 | \$42,091.94 | \$0.00 | \$55,729.00 | 1 | \$55,729.00 |
| 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 | \$229.16 | \$3,621.84 | \$0.00 | \$3,851.00 | 1 | \$3,851.00 |
| 060:INFO TECH | \$25.00 | \$2,725.00 | \$0.00 | \$2,750.00 | 1 | \$2,750.00 |
| 230:REG OFC OF ED | \$79.02 | \$1,620.98 | \$0.00 | \$1,700.00 | 1 | \$1,700.00 |
| Totals: | \$4,075,846.10 | \$2,546,819.62 | \$0.00 | \$6,622,665.72 | 50 | \$132,453.31 |

Open Worker's Compensation Claims that occurred from 12/01/2024 to 11/30/2025 as of 09/30/25

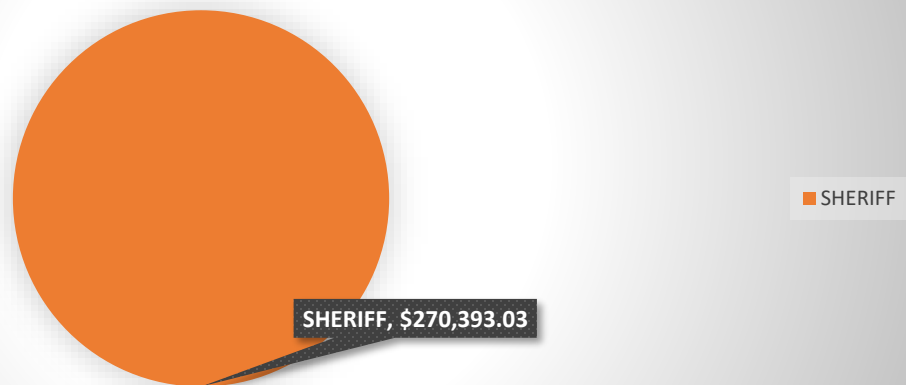


| Departments | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|---------------------------|---------------------|---------------------|---------------|---------------------|-------------|--------------------|
| 380:SHERIFF | \$79,176.98 | \$142,704.46 | \$0.00 | \$221,881.44 | 14 | \$15,848.67 |
| 490:CORONER | \$63,286.00 | \$63,030.91 | \$0.00 | \$126,316.91 | 1 | \$126,316.91 |
| 430:COURT SERVICES | \$36,084.51 | \$5,283.81 | \$0.00 | \$41,368.32 | 4 | \$10,342.08 |
| 520:DIV OF TRANSPORTATION | \$8,547.12 | \$12,217.31 | \$0.00 | \$20,764.43 | 2 | \$10,382.22 |
| 360:PUBLIC DEFENDER | \$229.16 | \$3,621.84 | \$0.00 | \$3,851.00 | 1 | \$3,851.00 |
| 060:INFO TECH | \$25.00 | \$2,725.00 | \$0.00 | \$2,750.00 | 1 | \$2,750.00 |
| 230:REG OFC OF ED | \$79.02 | \$1,620.98 | \$0.00 | \$1,700.00 | 1 | \$1,700.00 |
| Totals: | \$187,427.79 | \$231,204.31 | \$0.00 | \$418,632.10 | 24 | \$17,443.00 |

Kane County Settlements by Department for Policy Period
December 1, 2024- November 30, 2025 as of September 30, 2025

| 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 | \$0.00 | 0% | |
| COURT SERVICES | \$0.00 | 0% | |
| DIV OF TRANSPORTATION | \$0.00 | 0% | 0 |
| HEALTH | \$0.00 | 0% | |
| JUDICIARY COURTS | \$0.00 | 0% | 0 |
| KANE COMM | \$0.00 | 0% | |
| RECORDER | \$0.00 | 0% | |
| SHERIFF | \$270,393.03 | 100% | 9 |
| STATES ATTY | \$0.00 | 0% | |
| Total | \$270,393.03 | 100% | 9 |

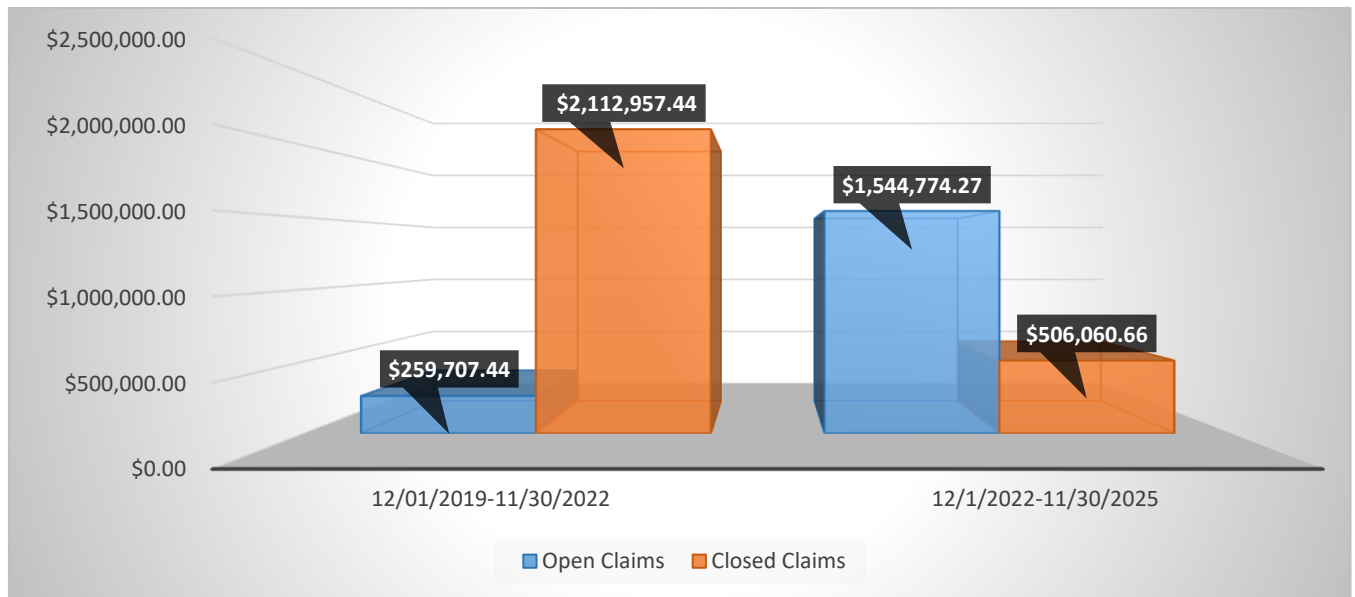
Settlements by Department as of September 30, 2025



**Kane County Claims (open and closed) and paid amounts from
12/01/2019-11/30/2022 and 12/01/2022-11/30/25 periods as of 09/30/2025**

| | Open Claims | Closed Claims | Claim Count |
|-----------------------|----------------|----------------|-------------|
| 12/01/2019-11/30/2022 | \$259,707.44 | \$2,112,957.44 | 169 |
| 12/1/2022-11/30/2025 | \$1,544,774.27 | \$506,060.66 | 186 |

There are 17 less claims reported from 12/01/202019-11/30/2022, compared to the 12/01/2022-11/30/2025 period. The amount paid from claims that occurred 12/01/2019-12/1/2022 is \$321,829.00 more compared to 12/01/2022-11/30/25 period.



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1196

STAFFING

Job Applicants for September 2025 by Position

| Title | Post Date - Deadline | Internal/External | Applicants |
|---|----------------------|-------------------|------------|
| Circuit Court Clerk | | | |
| Deputy Clerk | 9/22/2025 - N/A | External | 7 |
| Intern/Volunteer | Open - N/A | External | 1 |
| Total Circuit Court Clerk Applicants | | | 8 |
| County Clerk | | | |
| Intern/Volunteer | Open - N/A | External | 1 |
| Total County Clerk Applicants | | | 1 |
| Court Services | | | |
| DUI and Veterans' Court Coordinator | 8/4/2025 - N/A | External | 4 |
| Probation Officer | 8/22/2025 - 9/5/2025 | External | 6 |
| Total Court Services Applicants | | | 10 |
| Development and Community Services | | | |
| Assistant Director | 9/3/2025 - 9/4/2025 | External | 1 |
| Planning Division Manager | 9/3/2025 - 9/4/2025 | External | 2 |
| Total Development and Community Services Applicants | | | 3 |
| Division of Transportation | | | |
| [39] Division of Transportation | Open - N/A | External | 1 |
| Highway Maintainer I (2 openings) | 8/13/2025 - N/A | External | 1 |
| Highway Maintainer I (2 openings) | 8/14/2025 - N/A | External | 23 |
| Total Division of Transportation Applicants | | | 25 |
| Environmental and Water Resources | | | |
| Intern/Volunteer | Open - N/A | External | 1 |
| Total Environmental and Water Resources Applicants | | | 1 |
| Health Department | | | |
| Data & Quality Coordinator | 7/30/2025 - N/A | External | 7 |
| Environmental Health Practitioner | 3/18/2025 - N/A | External | 1 |
| Environmental Health Practitioner | 9/10/2025 - N/A | External | 2 |
| Environmental Health Practitioner | 9/11/2025 - N/A | External | 9 |
| Epidemiologist (Communicable Disease) | 9/17/2025 - N/A | External | 17 |
| Finance Operation Specialist | 9/23/2025 - N/A | External | 1 |

| | | | |
|---|-----------------|----------|----|
| Public Health Associate (Grant-funded for the Nurse Family Partnership program) | 8/20/2025 - N/A | External | 2 |
| Public Health Intern | 4/16/2025 - N/A | External | 1 |
| Public Health Intern | 9/11/2025 - N/A | External | 3 |
| Public Health Intern (Trap Collection for West Nile Program) | 5/21/2025 - N/A | External | 1 |
| Receptionist (Part-Time Position) | 8/28/2025 - N/A | External | 6 |
| Total Health Department Applicants | | | 50 |

Information Technology Department

| | | | |
|--|-----------------|----------|---|
| Accounts Payable Analyst I | 9/24/2025 - N/A | External | 1 |
| Total Information Technology Department Applicants | | | 1 |

Judiciary

| | | | |
|--------------------------------------|----------------------|----------|---|
| Intern/Volunteer | Open - N/A | External | 1 |
| Jury Commission Clerk | 8/11/2025 - 9/1/2025 | External | 3 |
| Order of Protection Clerk | 8/11/2025 - 9/1/2025 | External | 2 |
| Staff Interpreter - Spanish Language | 7/22/2025 - N/A | External | 2 |
| Total Judiciary Applicants | | | 8 |

KANECOMM

| | | | |
|---------------------------|----------------|----------|----|
| [0] KANECOMM | 5/8/2025 - N/A | External | 1 |
| [38] KANECOMM | Open - N/A | External | 1 |
| 9-1-1 Telecommunicator | 5/8/2025 - N/A | External | 17 |
| Total KANECOMM Applicants | | | 19 |

Office of Emergency Management (OEM)

| | | | |
|---|------------------|----------|----|
| [12] Office of Emergency Management (OEM) | 11/25/2024 - N/A | External | 1 |
| [13] Office of Emergency Management (OEM) | 11/25/2024 - N/A | External | 1 |
| [14] Office of Emergency Management (OEM) | 11/25/2024 - N/A | External | 2 |
| [23] Office of Emergency Management (OEM) | 9/19/2025 - N/A | External | 1 |
| [24] Office of Emergency Management (OEM) | 9/19/2025 - N/A | External | 15 |
| [25] Office of Emergency Management (OEM) | 9/18/2025 - N/A | External | 1 |
| [25] Office of Emergency Management (OEM) | 9/19/2025 - N/A | External | 1 |
| Total Office of Emergency Management (OEM) Applicants | | | 22 |

Sheriff

| | | | |
|--------------------------------------|-----------------|----------|----|
| [12] Sheriff | 6/17/2025 - N/A | External | 1 |
| Court Security Officer | 6/18/2025 - N/A | External | 19 |
| Lateral Transfer Corrections Officer | 5/9/2025 - N/A | External | 3 |

| | |
|--------------------------|----|
| Total Sheriff Applicants | 23 |
|--------------------------|----|

State's Attorney

| | | | |
|--|-----------------|----------|----|
| [13] State's Attorney | 8/4/2025 - N/A | External | 1 |
| Assistant State's Attorney – Misdemeanor Division | 3/31/2025 - N/A | External | 3 |
| Assistant State's Attorney/Felony Division | 3/31/2025 - N/A | External | 3 |
| Child Advocacy Center Bi-lingual Advocate | 6/24/2025 - N/A | External | 2 |
| Child Advocacy Center Operations Manager | 6/24/2025 - N/A | External | 3 |
| Deferred Prosecution Case Manager | 8/5/2025 - N/A | External | 2 |
| Intern/Volunteer | Open - N/A | External | 1 |
| Victim Services Advocate – Bilingual (English/Spanish) | 7/8/2025 - N/A | External | 2 |
| Total State's Attorney Applicants | | | 17 |

Veteran's Commission

| | | | |
|---------------------------------------|-----------------------|----------|----|
| Veteran Service Officer | 8/29/2025 - 9/11/2025 | External | 13 |
| Total Veteran's Commission Applicants | | | 13 |

Workforce Development Department

| | | | |
|---|-----------------|----------|----|
| [21] Workforce Development Department | 6/30/2025 - N/A | External | 1 |
| [8] Workforce Development Department | 7/22/2025 - N/A | External | 1 |
| Bilingual Career Navigator | 7/22/2025 - N/A | External | 5 |
| Business Services Manager | 8/28/2025 - N/A | External | 14 |
| Career Navigator | 7/23/2025 - N/A | External | 10 |
| Director of Workforce Development | 8/15/2025 - N/A | External | 8 |
| Program Assistant - Batavia Office | 7/1/2025 - N/A | External | 12 |
| Program Assistant - DeKalb Office | 5/21/2025 - N/A | External | 2 |
| Total Workforce Development Department Applicants | | | 53 |

Total Applicants for September **254**

New Hire Report

from 09/01/2025 - 09/30/2025

| Department | Employee Name | Job Title | Employee Status | Hire Date |
|---|-----------------------|----------------------------------|-----------------|------------|
| Building Management | | | | |
| | GARCIA, LORENA | Janitor | ACTIVE | 09/02/2025 |
| | HARTNESS, JESSE J | Maintenance Tech III | ACTIVE | 09/08/2025 |
| | | Maintenance Worker | ACTIVE | 09/08/2025 |
| | JOSEPH, BRYAN D | Stockroom/Buyer | ACTIVE | 09/02/2025 |
| Circuit Clerk | | | | |
| | LOWERY, CHEYANNE H | Deputy Clerk | ACTIVE | 09/29/2025 |
| Coroner | | | | |
| | MCCABE, MARGARET M | Para Deputy Coroner | ACTIVE | 09/28/2025 |
| Court Services/Diagnostic Center | | | | |
| | LAKEY, ADRIENNE V | Psychology Intern | ACTIVE | 09/02/2025 |
| | MACKEY, PAYTON B | Psychology Intern | ACTIVE | 09/02/2025 |
| | VERA, BRANDIE C | Post Doctoral Fellow | ACTIVE | 09/15/2025 |
| Health | | | | |
| | ARREGUIN, JYLEEN J | Receptionist | ACTIVE | 09/15/2025 |
| | MAGESHWARAN, ANTARA | CHS II Environ Hlth Practitioner | ACTIVE | 09/15/2025 |
| | PATEL, SHIVANI V | CHS II Environ Hlth Practitioner | ACTIVE | 09/03/2025 |
| Kane Comm | | | | |
| | AGUIAR, JORGE D | Telecommunicator | ACTIVE | 09/22/2025 |
| | SULAVAR, ADDYSON R | Telecommunicator | ACTIVE | 09/22/2025 |
| Regional Office of Education | | | | |
| | CHRISTOFFEL, MARISA P | JJC Principal | ACTIVE | 09/08/2025 |

New Hire Report

from 09/01/2025 - 09/30/2025

Sheriff/Adult Corrections

| | | | |
|--------------------|----------------------|--------|------------|
| JOSEPH, NELSON | Correctional Officer | ACTIVE | 09/15/2025 |
| O'NEIL, AUTUMN L | Correctional Officer | ACTIVE | 09/15/2025 |
| WILLIAMS, JERMAL J | Correctional Officer | ACTIVE | 09/15/2025 |

Sheriff/Court Security

| | | | |
|-------------------|----------------------------------|--------|------------|
| BRUMMEL, DILYN G | Court Security Officer | ACTIVE | 09/15/2025 |
| | ZZZVacant Court Security Officer | ACTIVE | 09/15/2025 |
| HAIN, MASON T | Court Security Officer | ACTIVE | 09/08/2025 |
| | Information Specialist | ACTIVE | 09/08/2025 |
| IBRAIMI, ABDIR | Court Security Officer | ACTIVE | 09/15/2025 |
| | ZZZVacant Court Security Officer | ACTIVE | 09/15/2025 |
| LAURIA, ANTHONY R | Court Security Officer | ACTIVE | 09/15/2025 |
| VAZQUEZ, KEVIN | Court Security Officer | ACTIVE | 09/15/2025 |

State's Attorney

| | | | |
|------------------------|--------------------------|--------|------------|
| CASTELLANOS, DESTINY J | Victim Services Advocate | ACTIVE | 09/15/2025 |
| POPE, NICHOLAS T | Intern Non Attorney | ACTIVE | 09/15/2025 |

Workforce Development

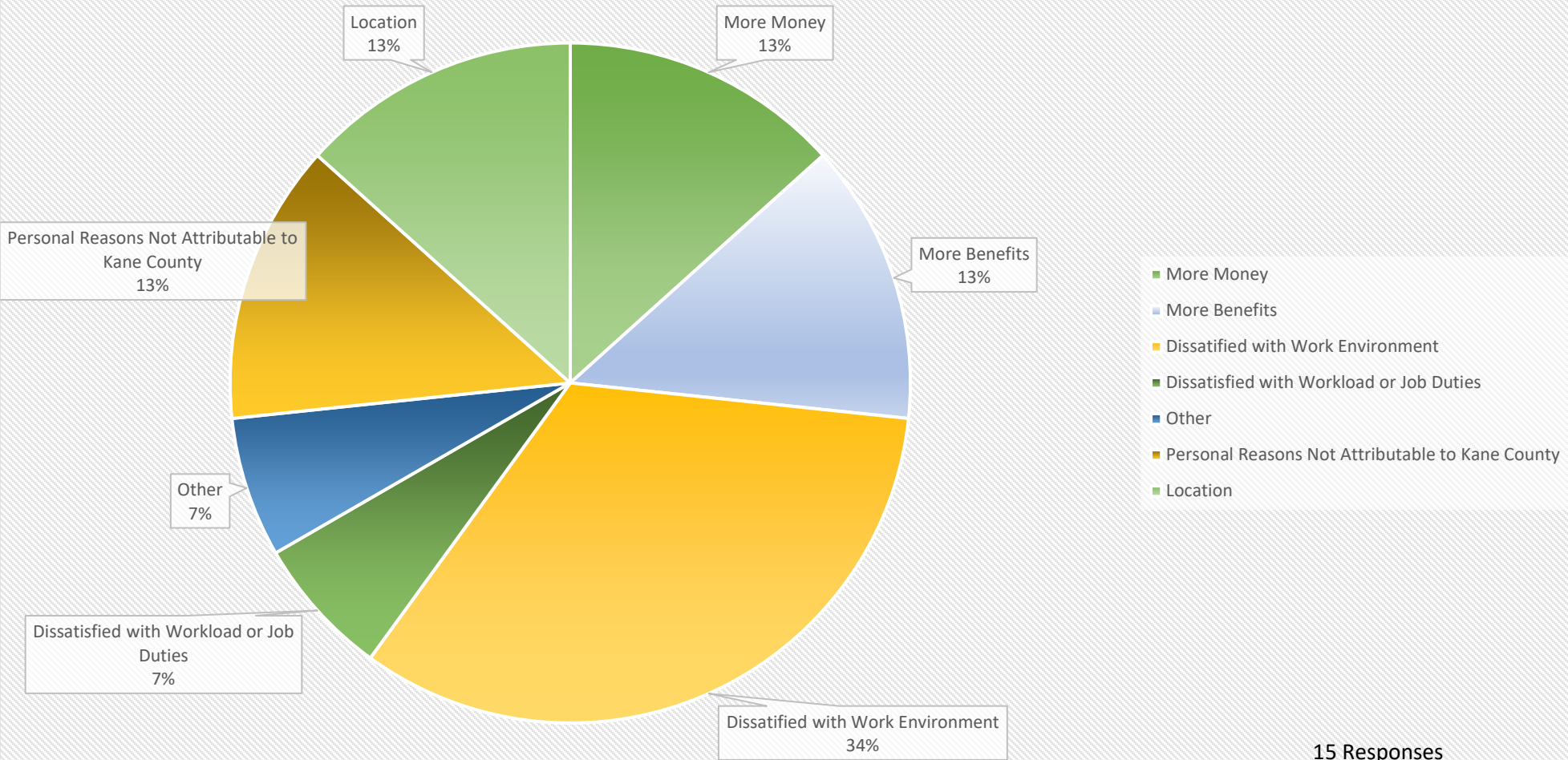
| | | | |
|---------------------|-------------------------|--------|------------|
| LAMB, NATALIE F | Program Assistant | ACTIVE | 09/02/2025 |
| MYLES CASH, TASHA L | One-Stop System Manager | ACTIVE | 09/15/2025 |
| WOODS, RICKELL M | Program Assistant | ACTIVE | 09/02/2025 |

Total New Hires 27

Termination Report
from 09/01/2025 - 09/30/2025

| Department | | |
|--------------------------------------|--|------------------|
| Employee Name | | Termination Date |
| County Clerk | | |
| BECKER, SHAUNA L | | 09/02/25 |
| ROBLEDO, KIERA | | 09/05/25 |
| Emergency Management Services | | |
| DRENDEL, ELIZABETH R | | 09/04/25 |
| Judiciary and Courts | | |
| MOLDOVAN, TRACEE R | | 09/12/25 |
| Sheriff/Adult Corrections | | |
| PIEDRA, ALONDRA | | 09/12/25 |
| State's Attorney | | |
| STEPONAITIS, KATELYN M | | 09/12/25 |
| Total Terminations 6 | | |

Reasons Employees Left Kane County
9/1/2024-8/31/2025



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1197

MONTHLY TRAINING REPORT

| Sexual Harassment Training Compliance 10/6/2025 | | | | | |
|--|--|---------------------------------|---------------------|------------------------------|------------|
| 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 | 1294 | 08.31.2025 |
| Webinar | Prevention of Sexual Harassment at work - Manager/Elected Official | Illinois Chamber of Commerce | All | 241 | 08.31.2025 |
| Active Employees: 1341 | | | | | |

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

PRESENTATION/DISCUSSION NO. TMP-25-1226

LIABILITY INSURANCE RENEWAL WITH ALLIANT



Kane County

Renewal Update

Human Services
Committee

October 15, 2025

Prepared by:

Dane Mall, MPA, ARM, AIC, CEAS
Account Executive

Dan Mackey
Senior Vice President

Maggie Steibel
Account Manager

Wendy Teller
Account Manager



State of the Insurance Marketplace

The cautious optimism of early 2024 has given way to what appears to be a more favorable market in 2025 and beyond for certain lines of insurance coverage. However, current market conditions across challenged lines, such as casualty continue to push premium increases for most public entity insurance buyers. As such, the excess liability market continues to experience upward pressure due to a number of factors, particularly “social inflation”, which refers to the rising costs of insurance claims fueled by social trends such as increased jury awards, litigation financing and plaintiff attorney strategies. The following continue to be a focal point for the underwriting community.



Police Vehicle Pursuits- Historical success in defending police pursuit claims has diminished leading to higher claim settlements and verdicts. Proactive support through technology resources, robust training and access to mental health services are proving to be critical.



Reverse/Wrongful Convictions- Illinois leads the nation in wrongful convictions. So much so, a Conviction Integrity Unit has been created in Illinois to investigate wrongful convictions. The City of Chicago has paid \$153 million in settlements from 2019-2023. In Illinois, coverage is triggered from the date of commencement of the prosecution. Entities are forced to seek and recover coverage from policies that may be decades old.



Jail Incidents- Average jail incidents have higher indemnity than police encounters. Jail incident claims are 1.9x the average indemnity of police encounters. Denial of medical treatment and deliberate indifference to medical needs are most significant drivers. Losses are high severity, approximately 88% involved a fatality or catastrophic injury.



Jail Incidents- Average jail incidents cost more when there is a presence of alcohol/drugs on claimant. Jail incident claim average total paid is more than 1.7x higher when alcohol/drugs are present. More than 30% of jail incidents involved claimants having alcohol/drugs present.



Claimant Mental Health Conditions- Driving increased indemnity exposure. Average indemnity payout was approximately 1.6 times higher than in claims where mental health was not a factor. It is estimated that in excess of 20% of police calls are in response to someone in a mental health or substance abuse crisis.



Workers' Compensation in Law Enforcement- The leading factors giving rise to more workers' compensation claims being filed by law enforcement personnel include post-traumatic stress disorder as well as injuries sustained due to law enforcement on-the-job violence and injuries sustained during training activities.



Proliferation of Severe Convective Storms (SCS)- All signs in the property market indicate that the catastrophic losses in 2024 (Hurricanes- Helene/Milton, L.A. Wildfires and Severe Convective Storms) have not slowed the downward pricing trend due to the ample supply of capacity and competition for property insurance. Severe Convective Storms (SCS) represented 40% (\$57B) of national catastrophic losses (\$140B). CAT losses for the first half of 2025 are expected to continue the trend of billion-dollar claims.



In 2024, Illinois continued its trend of being in the Top Five States with highest number of tornados. Tornados and hail damage have now emerged as the primary factors influencing rates.



Focus on Insurance-to-Value (ITV)- Public entity property underwriters remain vigilant and are continuing to evaluate insurance-to-value (ITV). Insureds must continue to substantiate their valuation process with third-party appraisals, value trending or benchmark comparisons to avoid restrictive terms such as margin clauses or occurrence limit of liability endorsements.

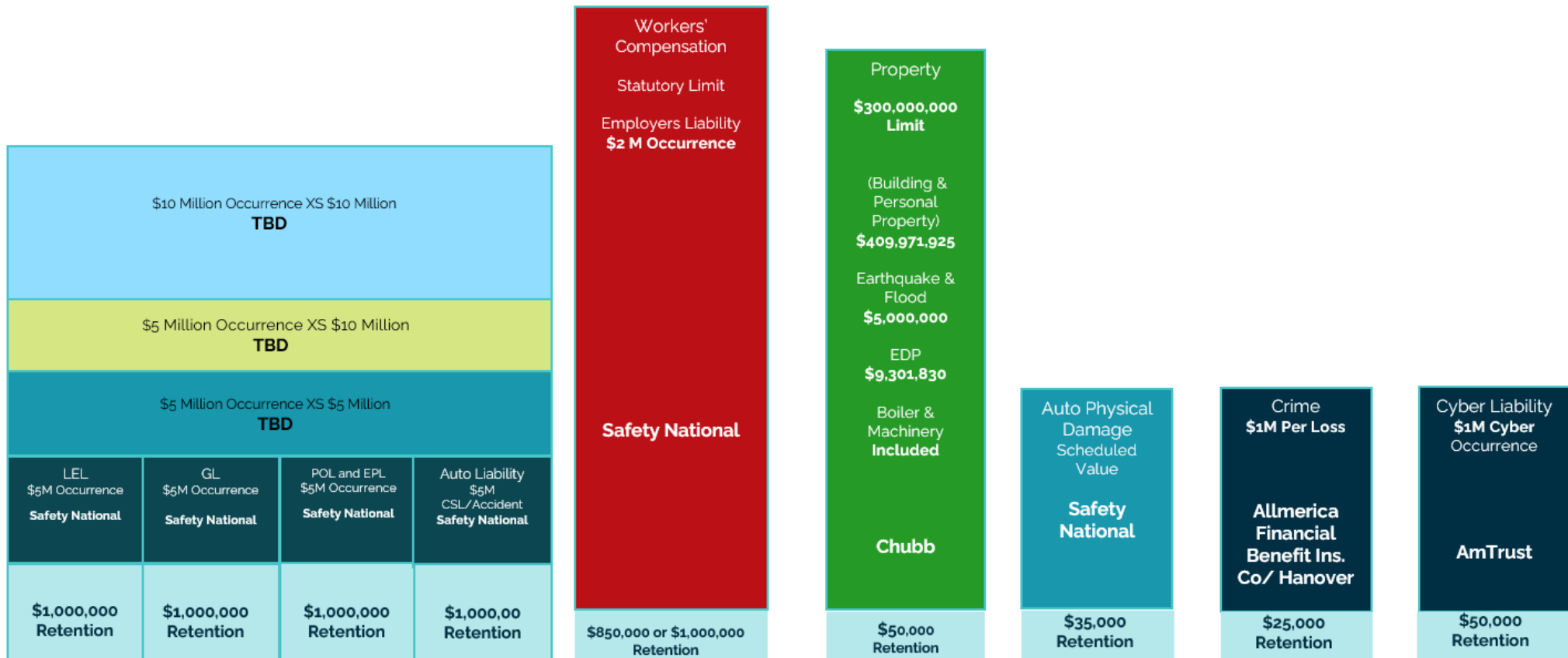


Geo-Political- While the full downstream impact of tariffs is still developing, markets are closely watching as higher tariffs on building materials will negatively affect construction and replacement costs.



Pending- Proposed Insurance Program Structure

12/1/2025 to 12/1/2026



All coverage and exclusions are not included on this page. Please refer to policy for all applicable terms and conditions. Additional limits and/or changes may be available after review and acceptance by insurer.



Discussion Items

Renewal Updates

Property Coverage

- First year incumbent carrier, Chubb, providing a flat rate renewal and a guarantee that the rate will not increase more than 5% in the 2026-2027 policy term.
- Exposure change: Building value, 4% trended increase, Contents value, 2% trended increase.
- Anticipated decrease in premium

Cyber Liability Coverage

- Market solicitation conducted (16 markets)
- Recommending change in carrier to AmTrust (from incumbent Crum and Forster)
- 35% decrease in premium (\$14,829), with lower retention (\$100k to \$50K)

Liability and Excess Liability Coverage

- Market competition conducted for primary and excess liability
- Renewal premium pending

Excess Workers Compensation Coverage

- Market competition conducted
- Loss experience- (2) open claims above the self-insured retention (\$850,000)
- Self-Insured Retention (SIR) options available for consideration to reduce premium
 - \$850,000 (current), \$1,000,000 or \$1,500,000
- Renewal premium pending

Crime Coverage

- Anticipate close to flat premium (expiring \$9,899)

Final pricing, terms and conditions will be presented to Kane County Staff in the coming weeks.

SS.

RESOLUTION NO. TMP-25-1218

43



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

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

Committee Flow:

Human Services Committee, Finance and Budget Committee, Executive Committee, County Board

Contact:

Jamie Loblillo, 630.208.3836

Budget Information:

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

Summary:

Resolution authorizes Kane County to enter into a 12-month contract for the calendar year of 2026 with EyeMed Vision Care to provide Kane County's Vision Insurance Plan.

Kane County

Vision benefits as you've never seen before



Get the most out of your vision insurance plan with these EyeMed highlights:

- Ability to use the frame and contact lens allowances in the same benefit year—worth up to an extra \$130.00¹
- Separate contact lens fit & follow-up coverage leaving the entire allowance for materials

Plus, with us, you always get—

NETWORK

The largest network with the right mix of providers

- America's largest vision network².
- In-network options for buying glasses and contacts online at [glasses.com](https://www.glasses.com), [lenscrafters.com](https://www.lenscrafters.com), [contactsdirect.com](https://www.contactsdirect.com), [targetoptical.com](https://www.targetoptical.com), [oakley.com](https://www.oakley.com), [nuanceaudio.com](https://www.nuanceaudio.com) and [rayban.com](https://www.rayban.com) – with benefits applied directly in the shopping cart.
- The right mix of independent eye doctors and national and regional retail providers – so members can go where they want, when they want.



BENEFITS

Simple and transparent member experience with an eye on savings

- The freedom to choose any ophthalmic frame, lens or contact lens without restrictions at any of our retail providers, independent provider locations or online.
- Complimentary HealthyEyes wellness program keeps the focus on eye health with exam reminders and leading technology
- Members can use their benefit on Nuance Audio glasses – a breakthrough dual hearing and vision solution.
- Members enjoy exclusive savings on LASIK, including up to \$1000 off at preferred providers or 5% off the in-store promotional price.³



EXPERIENCE

Freedom of choice and maximum value

- Cost transparency with our Know Before You Go cost estimator.
- Digital Tools like online scheduling⁴, a mobile app and personalized text alerts.
- Welcome kits, ID cards and open enrollment support to ensure employees understand their benefits.



We can't wait to work with you—

Contact Noah Shumaker at nshumaker@eyemed.com with questions

¹ This document provides highlights of one or more EyeMed plans. Frame allowances may vary by plan. Please consult your EyeMed representative for more information

² Based on the EyeMed Insight network, Spring 2022.

³ Preferred lasik providers include LasikPlus, TLC Laser Eye Centers and The LASIK Vision Institute

⁴ At select locations

Kane County

BENEFITS

- As is
- Exam & Materials
- Insight network
- Fully Insured
- Employer Paid

MONTHLY RATES

- Subscriber \$3.86
- Subscriber + Family \$10.67

SUMMARY OF BENEFITS

Vision Care Services

In-Network Member Cost

Out-of-Network
Member Reimbursement

EXAM SERVICES once every 12 months

| Vision Care Services | In-Network Member Cost | Out-of-Network Member Reimbursement |
|---|---|-------------------------------------|
| EXAM SERVICES once every 12 months | | |
| Exam | \$20 copay | Up to \$45 |
| FRAME once every 24 months | | |
| Frame | \$0 copay; 20% off balance over \$130 allowance | Up to \$70 |
| STANDARD PLASTIC LENSES in lieu of contacts once every 12 months | | |
| Single Vision | \$20 copay | Up to \$30 |
| Bifocal | \$20 copay | Up to \$50 |
| Trifocal/Lenticular | \$20 copay | Up to \$65 |
| Progressive – Standard | \$75 copay | Up to \$50 |
| Progressive – Premium Tier I, II, or III | \$95, \$105, \$120 copay | Up to \$50 |
| Progressive – Premium Tier IV | \$75 copay, 20% off retail price less \$120 allowance | Up to \$50 |
| LENS OPTIONS | | |
| Polycarbonate – Standard < 19 years of age | \$0 copay | Up to \$32 |
| CONTACT LENSES in lieu of lenses once every 12 months | | |
| Contacts – Conventional | \$0 copay; 15% off balance over \$130 allowance | Up to \$105 |
| Contacts – Disposable | \$0 copay; 100% of balance over \$130 allowance | Up to \$105 |
| Contacts – Medically Necessary | \$0 copay; paid-in-full | Up to \$210 |

FRAME once every 24 months

STANDARD PLASTIC LENSES in lieu of contacts once every 12 months

LENS OPTIONS

CONTACT LENSES in lieu of lenses once every 12 months

All plans are based on a 48 month contract and 48 month rate guarantee. Monthly Rate is subject to adjustment even during a rate guarantee period in the event of any of the following events: changes in benefits, employee contributions, the number of eligible employees, or the imposition of any new taxes, fees or assessments by Federal or State regulatory agencies. The Plan reserves the right to make changes to the products available on each tier.

Kane County

| | |
|--|---|
| BENEFITS <ul style="list-style-type: none"> • As is • Exam & Materials • Insight network | MONTHLY RATES <ul style="list-style-type: none"> • Subscriber \$3.86 • Subscriber + Family \$10.67 |
|--|---|

Plan Details

Quote for group situated in the State of IL and will be valid until the 01/01/2026 implementation date. Date Quoted 09/19/2025. Rates are valid only when the quoted plan is the sole stand-alone vision plan offered by the group. Percentage discounts are not part of the insurance benefit. Underwritten by Fidelity Security Life Insurance Company® of Kansas City, Missouri, except in New York. Fidelity Security Life Policy number VC-146, form number M-9184. This is a snapshot of your benefits. The Certificate of Insurance is on file with your employer.

Plan Exclusions/Limitations

No benefits will be paid for services or materials connected with or charges arising from: medical or surgical treatment, services or supplies for the treatment of the eye, eyes or supporting structures; Refraction, when not provided as part of a Comprehensive Eye Examination; services provided as a result of any Workers Compensation law, or similar legislation, or required by any governmental agency or program whether federal, state or subdivisions thereof; orthoptic or vision training, subnormal vision aids and associated supplemental testing; Aniseikonic lenses; any Vision Examination or any corrective Vision Materials required by a Policyholder as a condition of employment; safety eyewear; solutions, cleaning products or frame cases; non-prescription sunglasses; plano (non-prescription) lenses; plano (non-prescription) contact lenses; two pair of glasses in lieu of bifocals; electronic vision devices; services rendered after the date an Insured Person ceases to be covered under the Policy, except when Vision Materials ordered before coverage ended are delivered, and the services rendered to the Insured Person are within 31 days from the date of such order; or lost or broken lenses, frames, glasses, or contact lenses that are replaced before the next Benefit Frequency when Vision Materials would next become available. Fees charged by a Provider for services other than a covered benefit and any local, state or Federal taxes must be paid in full by the Insured Person to the Provider. Such fees, taxes or materials are not covered under the Policy. Allowances provide no remaining balance for future use within the same Benefit Frequency. Some provisions, benefits, exclusions or limitations listed herein may vary by state.

By signing below, the Group agrees to receive all documents and correspondence electronically and that the Group can access the internet or the email address provided. The Group understands that the Group may revoke this authorization or request specific paper documents without revoking this authorization by contacting EyeMed by mail, email, or telephone. If Kane County has chosen this benefit design, attach this document to the group application and sign here

| | |
|-----------|------|
| SIGNATURE | DATE |
|-----------|------|

Kane County



*We're committed to keeping
money in our members' pockets*

That's why we offer our members additional
discounts above the proposed plan benefits

VISION CARE SERVICES IN-NETWORK MEMBER COST

EXAM SERVICES

| | |
|-----------------|------------|
| Retinal Imaging | Up to \$39 |
|-----------------|------------|

CONTACT LENS FIT AND FOLLOW-UP

| | |
|------------------------------|----------------------|
| Fit and Follow-Up - Standard | Up to \$40 |
| Fit and Follow-Up - Premium | 10% off retail price |

LENS OPTIONS

| | |
|---------------------------------------|----------------------|
| Anti Reflective Coating - Standard | \$45 |
| Anti Reflective Coating - Prem Tier 1 | \$57 |
| Anti Reflective Coating - Prem Tier 2 | \$68 |
| Anti Reflective Coating - Prem Tier 3 | 20% off retail price |
| Photochromic - Non-Glass | \$75 |
| Polycarbonate - Standard | \$40 |
| Scratch Coating - Standard Plastic | \$15 |
| Tint - Solid or Gradient | \$15 |
| UV Treatment | \$15 |
| All Other Lens Options | 20% off retail price |

40%OFF



additional pairs of glasses

20%OFF



any item not covered by the plan,
including non-prescription sunglasses

15%OFF



retail price or 5% off promotional price
for Lasik or PRK from US Laser Network

UP TO 66%OFF



hearing aids, with an extended
warranty and free batteries through
Amplifon Hearing Health Care Network



Members can get exclusive additional
discounts and deals that are often
stackable with their vision benefits
at eyemed.com/member⁴

DISCOUNT DETAILS

Discounts are not insured benefits. Member receives a 20% discount on items not covered by the insurance plan at EyeMed In-Network locations. Plan discounts cannot be combined with any other discounts or promotional offers. In certain states members may be required to pay the full retail rate and not the negotiated discount rate with certain participating providers. Please see EyeMed's online provider locator to determine which participating providers have agreed to the discounted rate. Discounts on vision materials may not be applicable to certain manufacturers' products. The Plan reserves the right to make changes to the products on each tier and the member out-of-pocket costs. Fixed pricing is reflective of brands at the listed product level. All providers are not required to carry all brands at all levels. Service and amounts listed above are subject to change at any time.

⁴ Special offers not valid in the State of Texas.

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

PRESENTATION/DISCUSSION NO. TMP-25-1238

INTERNSHIPS AT KANE COUNTY

| | | | |
|--|---|--------------------------|------------------------------|
| Extended Illness Leave | | | |
| Effective Date: December 1, 2025 | Applicable Law/Statute: Employee Sick Leave Act 820 ILCS 191/1 <i>et seq</i> | Source Doc/Dept.: | Authorizing I.C. Sec: |
| Last Amended Date: February 27, 2024 | | | |

Policy

It is the policy of Kane County to provide protection for eligible employees against loss of income because of family or medical leave. To ensure that protection, the County has made provisions for Extended Illness Leave. Extended Illness Leave pay is based on the employee's regular workweek and straight-time rate in effect when the leave is taken.

Eligibility

All regular employees paid on an hourly or salary basis under the jurisdiction of the County Board are subject to this policy. Employees subject to a policy of an elected official with internal control over operations of their office, collective bargaining agreement, contract, statute, or ordinance shall receive paid leave according to the applicable policy of their office, collective bargaining agreement, contract, statute, or ordinance.

Definition of Family Member

For the purpose of this policy, a family member is defined as spouse, domestic partner, children, parents, step-parents, siblings, step-siblings, step-children, mother-in-law, father-in-law, grandparents, or grandchildren.

Guidelines

1. **Extended Illness Leave Accumulation:** Eligible employees will be credited with one (1) day of Extended Illness leave per month after the completion of six (6) months of continuous County employment. Unused extended sick leave will carry over from year to year and may accumulate to a maximum of 240 days. Part-time regular employees accrue a prorated amount based on their average hours per week.

Sick and Personal Leave as defined by the Sick and Personal Leave Policy that remains unused at the end of the Sick and Personal Leave year which would otherwise be forfeited under the applicable policy will be converted to Extended Illness Leave and be added to the Extended Illness bank for eligible employees, subject to the maximum of 240 days total accumulated leave.
2. **Extended Illness Leave Utilization:** Extended Illness Leave is intended to provide employees with paid leave during certain periods when the employee or their immediate family member has a documented medical need or for parental leave following the birth or placement of a child as outlined below:
 - **Employee's own medical condition:** Employees may utilize up to the maximum accumulated in their bank when the employee is under a doctor's care at home or is hospitalized during periods of incapacity due to their own medical condition. Extended Illness is not intended for use during routine medical care such as office visits, dental cleanings, or other scheduled visits unless such visit results in a period of incapacity. A physician's note or medical certification is required to support the use of Extended Illness Leave.

- Family member's medical condition: An employee may use up to six (6) days of Extended Illness Leave per fiscal year to care for a family member on the same terms upon which the employee is able to use Extended Illness Leave for the employee's own illness or injury. Physician's note or medical certificate that establishes the need for time to care for the family member must include the employee's name as the needed caregiver.
 - Parental Leave: Employees may utilize up to 12 weeks of their accrued balance of Extended Illness Leave for parental leave following the birth or placement of a child for parental bonding. Both mothers and fathers are eligible to use Parental Leave. Parental Leave must be used within one year of the birth or placement of the child and must be documented and approved under the provisions of the Family and Medical Leave Act to qualify for use of Extended Illness Leave.
3. Extended Illness Leave at Termination of Employment: No payment for unused extended sick leave is made at termination. Employees retiring with an Illinois Municipal Retirement Fund (IMRF) pension effective within 60 days of their termination date may be eligible for up to one (1) year of additional pension service for unused extended sick leave at the rate of one month for every twenty days or fraction thereof (1:20) subject to the rules and limitations established by IMRF. Converted extended sick leave cannot be used to meet the minimum service requirements for pension eligibility.

Rev. 01.2006; Rev.03.2014(Res.14-63); Rev. 02.2024(Res.24-063)



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Changes to the Extended Illness Policy within the Kane County Personnel Policy Handbook

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Lobrillo, 630.208.3836

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 is authorizing a modification to the Extended Illness Policy to increase the number of days annually that employees can use to care for a family member, and to permit the use of the accrued extended illness bank for the non-medical purpose of parental bonding.

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

PRESENTATION/DISCUSSION NO. TMP-25-1236

DEPARTMENT HEAD EVALUATIONS

Department Head Evaluations Items for Discussion by the Human Services Committee

The following items are necessary components of an evaluation process.

- Who will conduct the evaluation?
 - Two ordinances are presented for the Board to determine if the standing committee or the County Board Chair will be responsible.
- Implementation plan:
 - Discuss and get a direction in October HSC.
 - Review and pass in November HSC.
 - Pass the Executive Committee and Board in December.
 - Begin implementation in 1Q 2026.

Discussion Points:

- Evaluation timing:
 - Evaluations can be done once per year at the same time for everyone or upon the anniversary of the department head.
 - Once per year at the same time:
 - Easier for the Board to ensure compliance so they can see that all get done, and know to attend the Committee meeting if desired.
 - Allows them to be planned in a month that is not as busy for the Board.
 - Encourages uniform application of methods by ensuring the same people are on the Board for the whole group that year.
 - If tied to raises later, ensures are all done in the same budget environment.
 - At the anniversary date
 - Allows for a year of performance before evaluation.
 - Spreads the work throughout the year, more important if the County Board Chair is assigned this task.
- Evaluation form – attached for review and comment
 - Any board member would be able to submit a comment to the space below the rating.
 - Evaluator could solicit for comments/feedback from any stakeholder they see fit. (Example: WIOA Board for Workforce Development).
 - Training would be done at a COW meeting to keep the process consistent.
 - A 3 is a good score – employee has done everything that has been asked of them satisfactorily. Any scores above or below 3 require specific examples as to the deficiency or exceptional behavior.
 - Goals would need to be set that are within the purview, job description, and capacity of the department head.

NOW, THEREFORE, BE IT ORDAINED by the Kane County Board that Kane County Code, Chapter 2 (Administration), Article II (County Board), Division 2 (Rules of Order), Section 2 48 (Standing Committees) is hereby amended to read as reflected in Exhibit A.

NOW, THEREFORE, BE IT FURTHER ORDAINED by the Kane County Board that the Kane County Human Resources Management Department, in consultation with the Kane County State's Attorney's Office, shall develop a policy to implement this ordinance for County Board approval.

Passed by the Kane County Board on December 9, 2025.

John A. Cunningham, MBA, JD, JD
Clerk, County Board
Kane County, Illinois

Corinne M. Pierog MA, MBA
Chairman, County Board
Kane County, Illinois

Vote:

EXHIBIT A

Chapter 2 (Administration), Article II (County Board), Division 2 (Rules of Order), Section 2-48 (Standing Committees) is hereby amended as follows (underline indicated insertion of text; strike through indicates deletion):

- G. Miscellaneous: Standing committees shall be further governed by the following provisions:
 - 1. Each standing committee shall examine the reports and accounts of the offices, departments or functions coming under its jurisdiction and shall approve all purchases of said offices or departments, and shall generally supervise the conduct of such offices, departments or functions. Each standing committee shall supervise, evaluate, and direct the performance of County department heads coming under its jurisdiction, subject to policies adopted by the county board.



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

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

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Lobrillo, 630.208.3836

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:

Ordinance authorizes each standing committee to supervise, evaluate, and direct the performance of County department heads coming under its jurisdiction, subject to policies adopted by the county board.

(Administration) of the Kane County Code without the consent of the majority of the total membership of the county board, nor on the day of introduction of the same.

NOW, THEREFORE, BE IT ORDAINED by the Kane County Board that Kane County Code, Chapter 2 (Administration), Article II (County Board), Division 2 (Rules of Order), Section 2 51 (Duties of Chairman) is hereby amended to read as reflected in Exhibit A.

NOW, THEREFORE, BE IT FURTHER ORDAINED by the Kane County Board that the Kane County Human Resources Management Department, in consultation with the Kane County State's Attorney's Office, shall develop a policy to implement this ordinance for County Board approval.

Passed by the Kane County Board on December 9, 2025.

John A. Cunningham, MBA, JD, JD
Clerk, County Board
Kane County, Illinois

Corinne M. Pierog MA, MBA
Chairman, County Board
Kane County, Illinois

Vote:

EXHIBIT A

Chapter 2 (Administration), Article II (County Board), Division 2 (Rules of Order), Section 2-51 (Duties of Chairman) is hereby amended as follows (underline indicated insertion of text; strike through indicates deletion):

- A. Reserved.
- B. The chairman shall preside over all meetings of the county board.
- C. The chairman shall have other such duties, powers and functions as may, from time to time, be assigned to him by the county board.
- D. The chairman shall supervise, evaluate, and direct the performance of County department heads, subject to policies adopted by the county board.



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

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

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Lobrillo, 630.208.3836

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:

Ordinance authorizes the County Board Chairman to supervise, evaluate, and direct the performance of County department heads, subject to policies adopted by the county board.

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

ORDINANCE NO. TMP-25-1274

**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 (NOT
ATTACHED)**