



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, December 10, 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: November 12, 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. Discussion on County Code Updates for Consistency**
 - 11. Reports Placed On File**
-

- 12. Executive Session (if needed)**
- 13. Adjournment**

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1471

MONTHLY FINANCE REPORTS

Committee Revenue Budget Report - by Account Detail
Through November 30, 2025 (100.0% YTD)
***2020, 2021, 2022, 2023, 2024 and 2025 DRAFT** 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 DRAFT**	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	\$ 1,986	\$ 1,509	\$ 1,509	131.6%	
246 Employee Events Fund	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,986	\$ 1,509	\$ 1,509	131.6%	
Revenue	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,986	\$ 1,509	\$ 1,509	131.6%	
Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
39900 - Fund Balance Utilization	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
Interest Revenue	\$ 313	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 987	\$ 709	\$ 709	139.2%	
38000 - Investment Income	\$ 313	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 987	\$ 709	\$ 709	139.2%	
Reimbursements	\$ 621	\$ 402	\$ 575	\$ 616	\$ 1,004	\$ 999	\$ 800	\$ 800	124.9%	
37900 - Miscellaneous Reimbursement	\$ 621	\$ 402	\$ 575	\$ 616	\$ 1,004	\$ 999	\$ 800	\$ 800	124.9%	
Grand Total	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,986	\$ 1,509	\$ 1,509	131.6%	

Committee Expense Budget Report - by Account Detail
Through November 30, 2025 (100.0% YTD, 96.15% Payroll Expense through Pay Period Ending 11/18/2025)
***2020, 2021, 2022, 2023, 2024 and 2025 DRAFT** 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 DRAFT**	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	\$ 4,044,896	\$ 5,308,930	\$ 5,294,814	76.2%	
001 General Fund	\$ 248,652	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 229,803	\$ 289,731	\$ 285,884	79.3%	
Expenses	\$ 248,652	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 229,803	\$ 289,731	\$ 285,884	79.3%	
Personnel Services- Salaries & Wages	\$ 181,653	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 218,080	\$ 231,481	\$ 227,634	94.2%	
40000 - Salaries and Wages	\$ 181,794	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 218,080	\$ 231,481	\$ 227,634	94.2%	
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	\$ 9,026	\$ 48,500	\$ 48,500	18.6%	
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	\$ 1,841	\$ 1,500	\$ 1,500	122.7%	
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	\$ 5,928	\$ 23,350	\$ 23,350	25.4%	
Commodities	\$ 5,259	\$ 5,448	\$ 4,995	\$ 2,780	\$ 5,575	\$ 2,697	\$ 7,500	\$ 7,500	36.0%	
60000 - Office Supplies	\$ 5,029	\$ 2,071	\$ 4,267	\$ 2,295	\$ 2,740	\$ 2,174	\$ 4,800	\$ 4,800	45.3%	
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	\$ 3,815,092	\$ 5,017,690	\$ 5,007,421	76.0%	
Expenses	\$ 3,263,613	\$ 3,313,916	\$ 3,503,841	\$ 4,232,913	\$ 5,439,152	\$ 3,815,092	\$ 5,017,690	\$ 5,007,421	76.0%	
Personnel Services- Salaries & Wages	\$ 136,111	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 233,645	\$ 267,026	\$ 264,084	87.5%	
40000 - Salaries and Wages	\$ 136,111	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 233,645	\$ 267,026	\$ 264,084	87.5%	
40002 - Non-Union Wage Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
40003 - Cost of Living Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	

Committee Expense Budget Report - by Account Detail
Through November 30, 2025 (100.0% YTD, 96.15% Payroll Expense through Pay Period Ending 11/18/2025)
***2020, 2021, 2022, 2023, 2024 and 2025 DRAFT** 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 DRAFT**	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	\$ 1,269,275	\$ 84,181	\$ 83,741	1,507.8%	
45000 - Healthcare Contribution	\$ 14,912	\$ 6,061	\$ 12,177	\$ 19,025	\$ 21,219	\$ 41,919	\$ 42,796	\$ 42,796	98.0%	
45010 - Dental Contribution	\$ 749	\$ 238	\$ 486	\$ 889	\$ 1,027	\$ 1,230	\$ 1,749	\$ 1,749	70.3%	
45100 - FICA/SS Contribution	\$ 10,151	\$ 8,035	\$ 9,988	\$ 11,455	\$ 12,515	\$ 17,034	\$ 20,433	\$ 20,206	83.4%	
45200 - IMRF Contribution	\$ 10,631	\$ 9,493	\$ 8,836	\$ 7,776	\$ 7,516	\$ 12,129	\$ 14,581	\$ 14,420	83.2%	
53010 - Workers Compensation	\$ 1,152,118	\$ 583,453	\$ 511,667	\$ 1,075,548	\$ 1,922,480	\$ 1,196,962	\$ 4,622	\$ 4,570	25,897.1%	
Contractual Services	\$ 1,938,929	\$ 2,182,801	\$ 2,801,437	\$ 2,959,226	\$ 3,299,104	\$ 2,307,237	\$ 3,159,104	\$ 3,158,994	73.0%	
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	\$ 2,172,386	\$ 2,838,049	\$ 2,837,940	76.5%	
53020 - Unemployment Claims	\$ 28,648	\$ (1,700)	\$ (9,186)	\$ 56,799	\$ 77,756	\$ 80,817	\$ 27,080	\$ 27,079	298.4%	
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	\$ 4,044,896	\$ 5,308,930	\$ 5,294,814	76.2%	

Health Insurance Fund

Revenue and Expenses

**Through November 30, 2025 (100.0% YTD, 96.15% Payroll Expense through Pay Period Ending 11/18/2025)
with comparative for Full Fiscal Year 2022, 2023 and 2024**

	2022 Actual	2023 Actual	2024 Actual	2025 Actual DRAFT
Revenue				
652.800.000.38000 - Investment Income	\$ (89,645)	\$ 354,484	\$ 576,782	\$ 453,517
652.800.000.38900 - Miscellaneous Other	\$ 17,880	\$ -	\$ -	\$ -
652.800.000.38910 - Healthcare Employer Portion	\$ 13,116,149	\$ 14,469,417	\$ 16,153,512	\$ 17,336,051
652.800.000.38915 - Dental Employer Portion	\$ 425,507	\$ 407,933	\$ 473,351	\$ 488,597
652.800.000.38920 - Healthcare Employee Portion	\$ 3,197,317	\$ 2,925,521	\$ 3,385,325	\$ 3,646,226
652.800.000.38921 - Dental Employee Portion	\$ 281,567	\$ 269,619	\$ 299,829	\$ 309,612
652.800.000.38927 - MERP Employer Portion	\$ 998,731	\$ 1,120,209	\$ 1,324,816	\$ 1,328,271
652.800.000.38930 - Retiree Payments - Healthcare	\$ 609,359	\$ 707,560	\$ 689,732	\$ 663,413
652.800.000.38935 - Retiree Payments - Dental	\$ 2,615	\$ 3,815	\$ 2,886	\$ 3,656
652.800.000.38940 - Cobra Payments - Healthcare	\$ 47,684	\$ 24,367	\$ 20,799	\$ 71,341
652.800.000.38945 - Cobra Payments - Dental	\$ 2,696	\$ 2,010	\$ 1,644	\$ 3,227
Total Revenue	\$ 18,609,860	\$ 20,284,936	\$ 22,928,675	\$ 24,303,910
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	\$ 113,250
652.800.814.50520 - Healthcare Admin Services	\$ 11,244	\$ 11,665	\$ 15,703	\$ 18,005
652.800.814.53005 - Healthcare - Stop Loss Insurance	\$ (624,786)	\$ (806,784)	\$ (2,027,628)	\$ (385,095)
652.800.814.53038 - Healthcare - Vision Insurance	\$ 74,975	\$ 81,318	\$ 83,696	\$ 85,316
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	\$ 826,220
652.800.814.53320 - Healthcare - Life Insurance	\$ 42,029	\$ 40,678	\$ 57,705	\$ 17,760
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	\$ 10,000
Total Health Insurance General Expenses	\$ 383,286	\$ 201,575	\$ (1,377,197)	\$ 647,826

Health Insurance Fund

Revenue and Expenses

Through November 30, 2025 (100.0% YTD, 96.15% Payroll Expense through Pay Period Ending 11/18/2025)
with comparative for Full Fiscal Year 2022, 2023 and 2024

	2022 Actual	2023 Actual	2024 Actual	2025 Actual DRAFT
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	\$ 260,552
652.800.814.53350 - MERP - Shared Savings with Administrator	\$ 14,316	\$ -	\$ -	\$ -
Total MERP Expenses	\$ 405,349	\$ 518,727	\$ 625,362	\$ 268,745
Expenses - Health Insurance PPO				
652.800.817.53005 - Healthcare - Stop Loss Insurance	\$ 505,541	\$ 723,948	\$ 893,817	\$ 1,017,661
652.800.817.53031 - Self Insured Healthcare Claims	\$ 6,180,965	\$ 7,738,450	\$ 10,233,290	\$ 8,676,118
652.800.817.53032 - Self Insured Healthcare Claims Administration	\$ 218,379	\$ 245,663	\$ 289,635	\$ 284,351
652.800.817.53033 - Healthcare Facility Access Fee	\$ 76,025	\$ 13,041	\$ 231,063	\$ 47,135
652.800.817.53037 - Healthcare Credits	\$ (260,803)	\$ (350,324)	\$ (586,275)	\$ (647,412)
Total Health Insurance PPO Expenses	\$ 6,720,108	\$ 8,370,778	\$ 11,061,530	\$ 9,377,852
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	\$ 8,208,548
652.800.818.53032 - Self Insured Healthcare Claims Administration	\$ 394,430	\$ 372,131	\$ 368,937	\$ 370,505
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	\$ 2,178,139
652.800.818.53037 - Healthcare Credits	\$ (497,551)	\$ (564,106)	\$ (833,433)	\$ (819,928)
Total Health Insurance HMO Expenses	\$ 9,825,340	\$ 10,026,655	\$ 10,136,802	\$ 10,315,875
Expenses - Retiree				
652.800.820.53300 - Healthcare - Health Insurance	\$ 106,764	\$ 125,395	\$ 160,639	\$ 313,257
Total Expenses	\$ 17,440,846	\$ 19,243,130	\$ 20,607,136	\$ 20,923,554
Revenue Net Expenses	\$ 1,169,014	\$ 1,041,806	\$ 2,321,539	\$ 3,380,356
Fund Balance	\$ 6,416,869	\$ 7,458,675	\$ 9,780,214	\$ 13,160,569
<i>Target Fund Balance at 25%</i>	\$ 4,360,212	\$ 4,810,783	\$ 5,151,784	\$ 5,230,889
<i>Target Fund Balance at 50%</i>	\$ 8,720,423	\$ 9,621,565	\$ 10,303,568	\$ 10,461,777

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1465

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	825313263106
Invoice Date	10/31/2025
Invoice Period	10/01/2025 - 10/31/2025
Billing Cycle	MONTHLY

Make Electronic (Wire ¹ or ACH ²) 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	\$2,080,759.10
Date Due	12/02/2025
See footnotes for important Wire & ACH payment instructions	

Claim Charges/Credits - Paid 10/1/25 – 10/31/25	
Value Based Care-Value Incentive	277.72
Medical-Facility	764,704.02
Value Based Care-Care Coordination	532.00
Medical-Professional	447,616.13
Pharmacy	764,428.06
Total Claim Charges/Credits	\$1,977,557.93

Stop Loss - 10/1/25 – 10/31/25	
Specific Stop Loss Credit/Charge	(114,717.29)
Total Stop Loss	\$(114,717.29)

Claims Adjustments	Incurred Date	
Claim Recovery/Charge	10/16/2025	(43.65)
Total Claims Adjustments		\$(43.65)

Administration Fees	Calculation Method	
RX Rebate Credit	Per Contract Per Month	(134,873.44)
IL Access Fee	Monthly IL Access Fee	5,269.48
<i>(continued on next page)</i>		

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	
Physician Service Fee - Allocated	Monthly Claims	18,456.12
Administration Fee	Per Contract Per Month	54,468.12
Specific Stop Loss	Per Contract Per Month	95,675.46
Physician Service Fee - Direct	Monthly Claims	172,462.25
APR Savings Program-Data Mining & Post Pay Recovery	Claim Based	51.10
APR Savings Program-OON Rate Negotiation	Claim Based	68.73
APR Savings Program-Advanced Claim Edits and Coding Validation	Claim Based	711.54
APR Savings Program-Prepay Service Line Review	Claim Based	4,682.43
APR Savings Program-OON Price Service	Claim Based	60.25
APR Savings Program-Coordination of Benefits	Claim Based	930.07
Total Administration Fees		\$217,962.11

Total Claim Charges/Credits	\$1,862,796.99
Total Administration Fees & Adjustments	\$217,962.11
Total Charges	\$2,080,759.10

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	If sending via Overnight Courier	If sending via 1st Class Mail
Blue Cross and Blue Shield of Illinois	Blue Cross and Blue Shield of Illinois	Blue Cross and Blue Shield of Illinois
Include	Attn: 14169	Dept. CH 14169
Account ID Number 8253175154	5503 N. Cumberland Ave.	Palatine, IL 60055-4169
Amount Due \$2,080,759.10	Chicago, IL 60656-1471	
Date Due 12/02/2025		

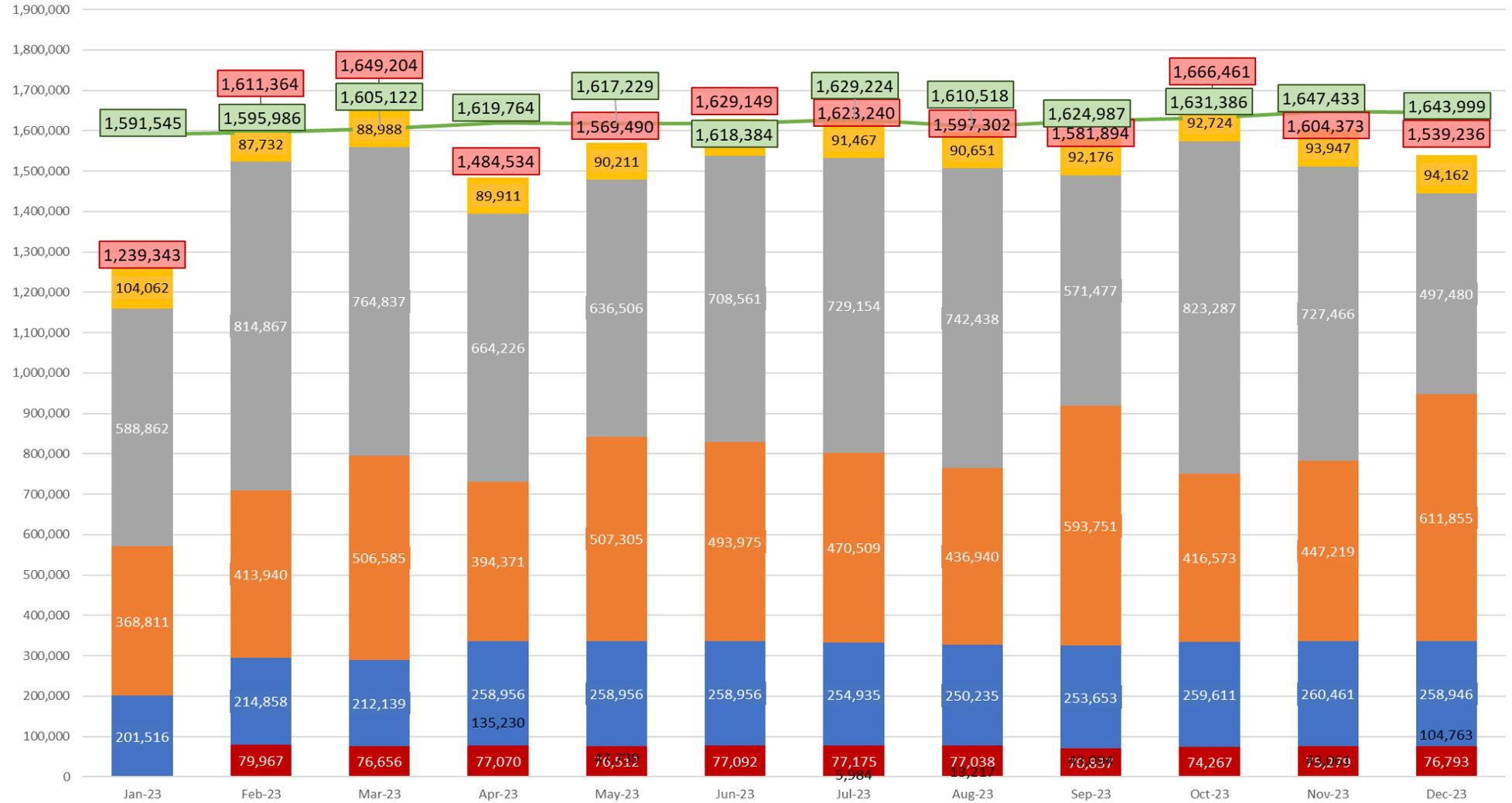


Kane County

HSC Meeting 12/10/2025

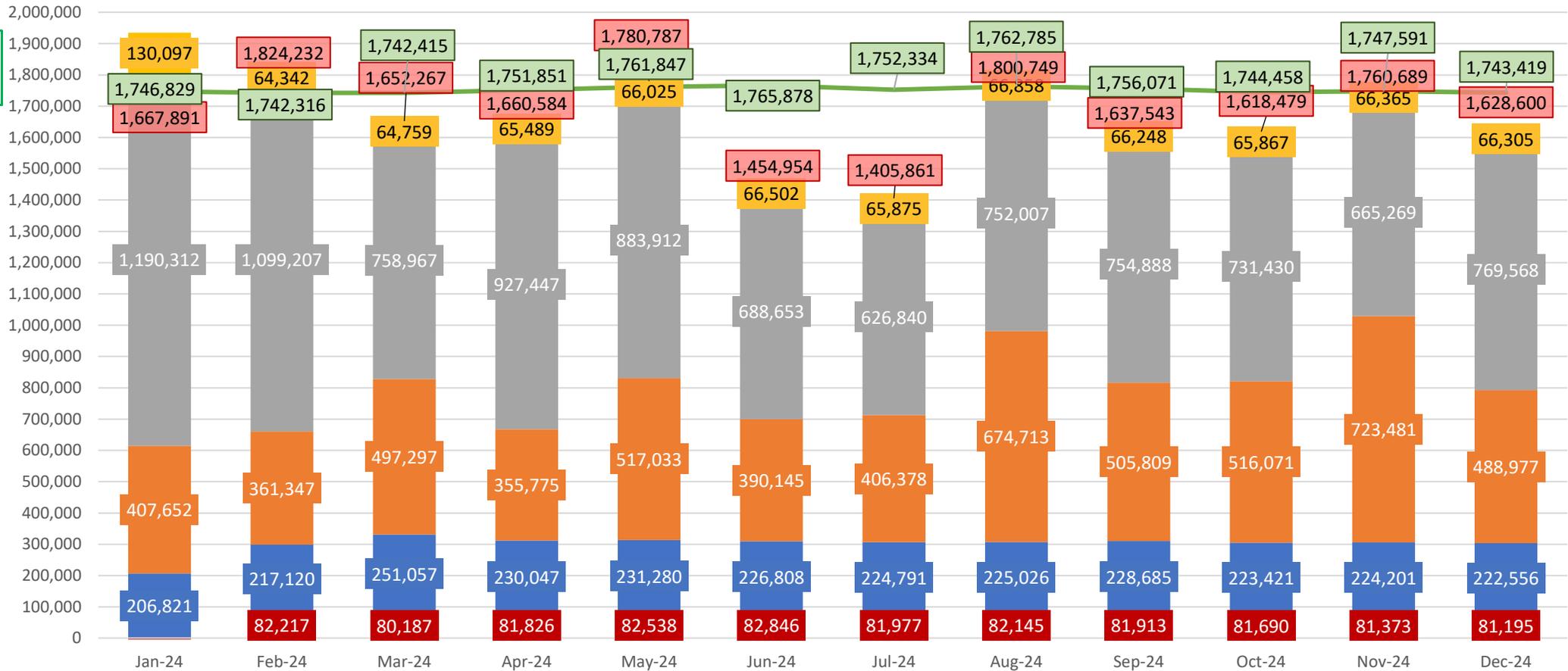
2023 Global Financial Tracker

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

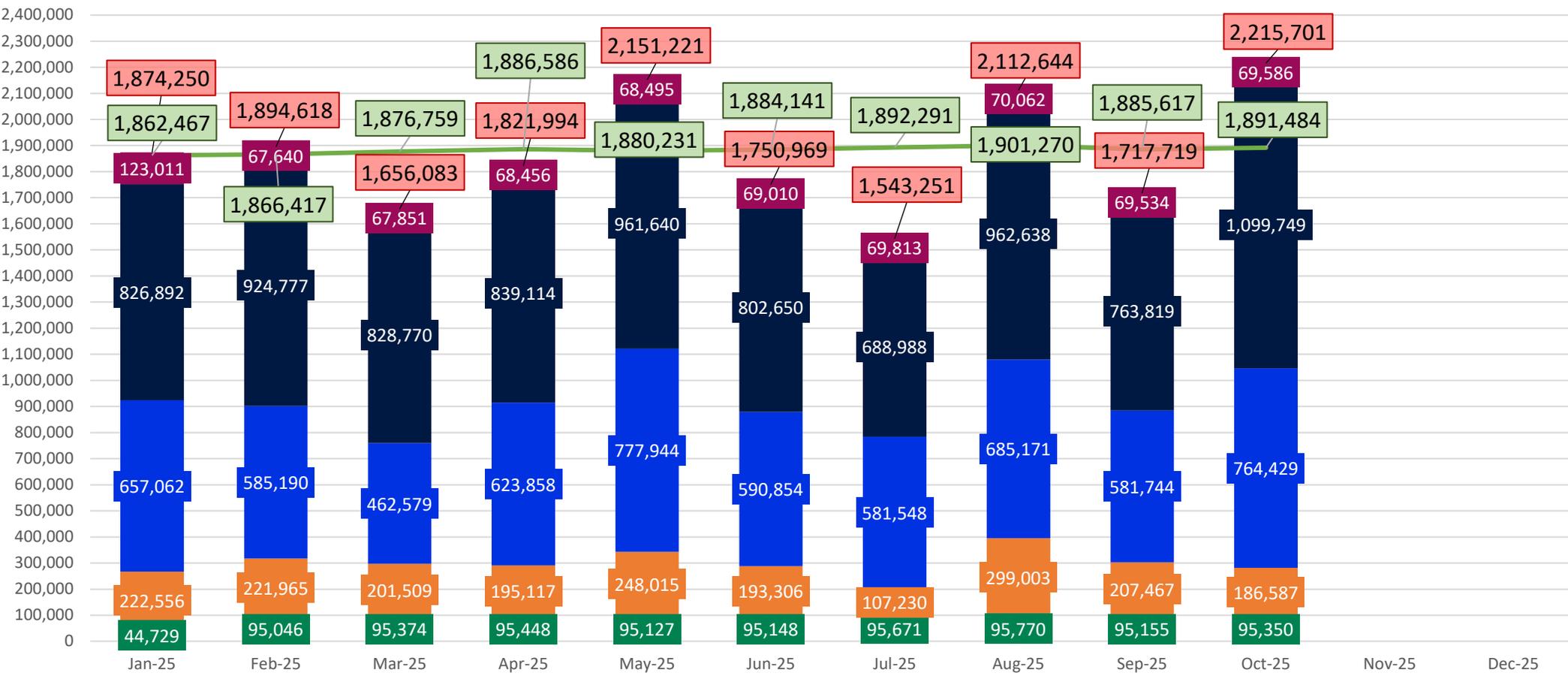


Amount Toward Reserve:
\$1,125,157

■ Medical/Rx Fixed Cost
■ Medical Claims after SL Reimbursements
■ Rx Claims
■ Capitation
■ All Other *
▬ Total Cost
▬ Total Funding
Surplus/Deficit

2025 Global Financial Tracker

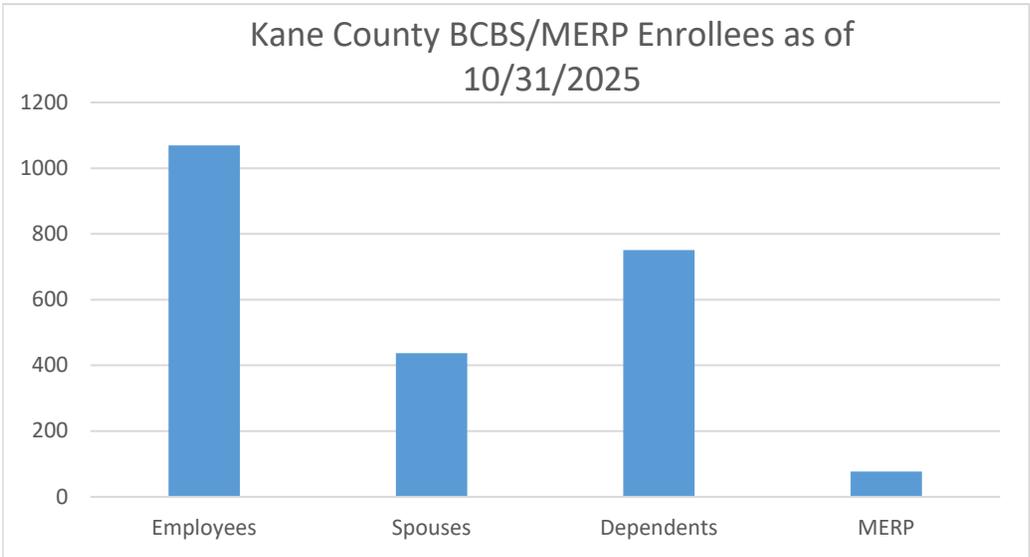
Amount Toward Reserve:
\$88,816



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

**Kane County BCBS/MERP Enrollees as of
10/31/2025**

Employees	Spouses	Dependents	MERP
1069	437	751	77



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

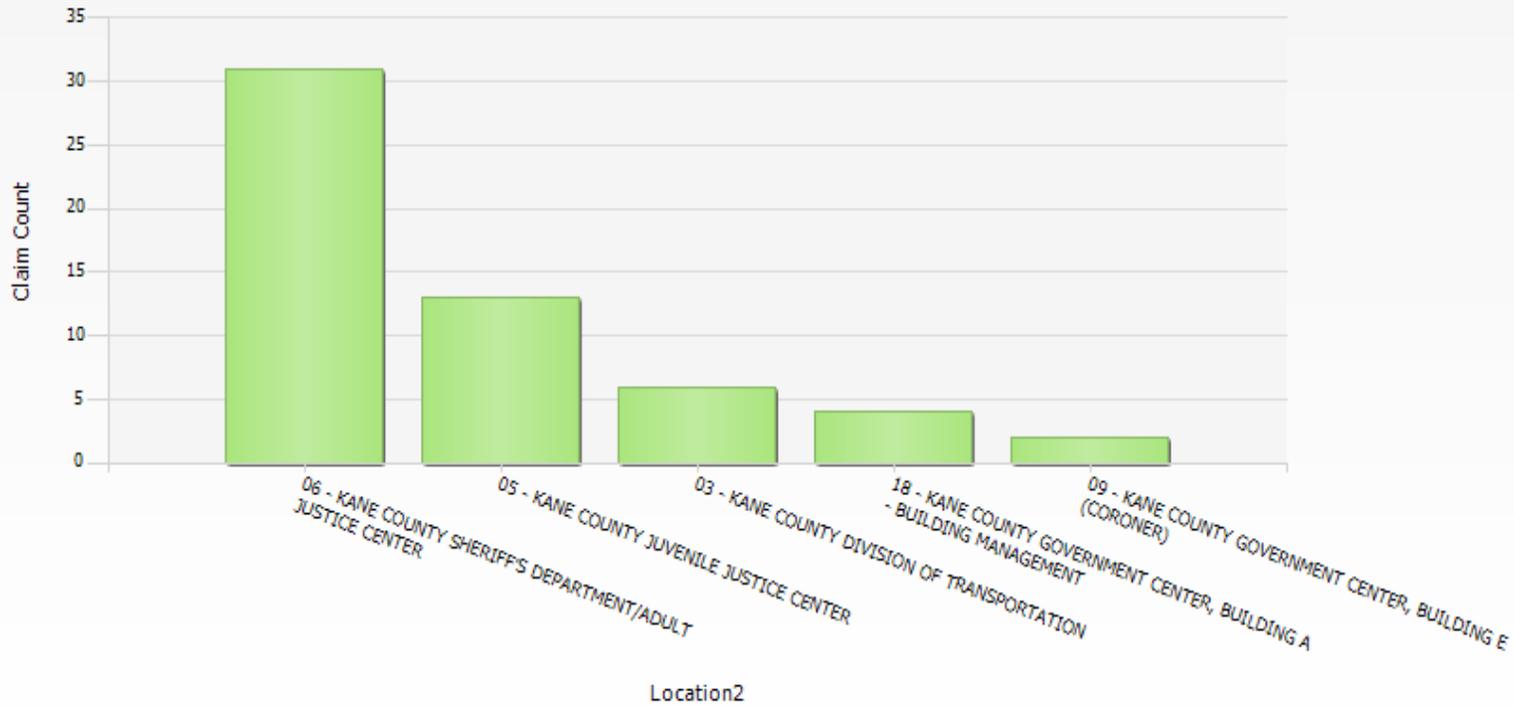
REPORT NO. TMP-25-1467

RISK MANAGEMENT

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

Location2	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursemen	Net Incurred	Cost Per Claim	% of Freq	% Of Incur
06 - KANE COUNTY SHERIFF'S DEPARTMENT/ADULT JUSTICE CENTER	31	\$110,794.83	\$210,047.29	\$0.00	\$320,842.12	\$0.00	\$320,842.12	\$10,349.75	48%	57%
05 - KANE COUNTY JUVENILE JUSTICE CENTER	13	\$14,569.26	\$4,797.04	\$0.00	\$19,366.30	\$0.00	\$19,366.30	\$1,489.72	20%	3%
03 - KANE COUNTY DIVISION OF TRANSPORTATION	6	\$9,793.17	\$17,729.56	\$0.00	\$27,522.73	\$0.00	\$27,522.73	\$4,587.12	9%	5%
18 - KANE COUNTY GOVERNMENT CENTER, BUILDING A - BUILDING MANAGEMENT	4	\$2,280.92	\$2,423.01	\$0.00	\$4,703.93	\$0.00	\$4,703.93	\$1,175.98	6%	1%
09 - KANE COUNTY GOVERNMENT CENTER, BUILDING E (CORONER)	2	\$69,329.96	\$57,472.14	\$0.00	\$126,802.10	\$0.00	\$126,802.10	\$63,401.05	3%	23%

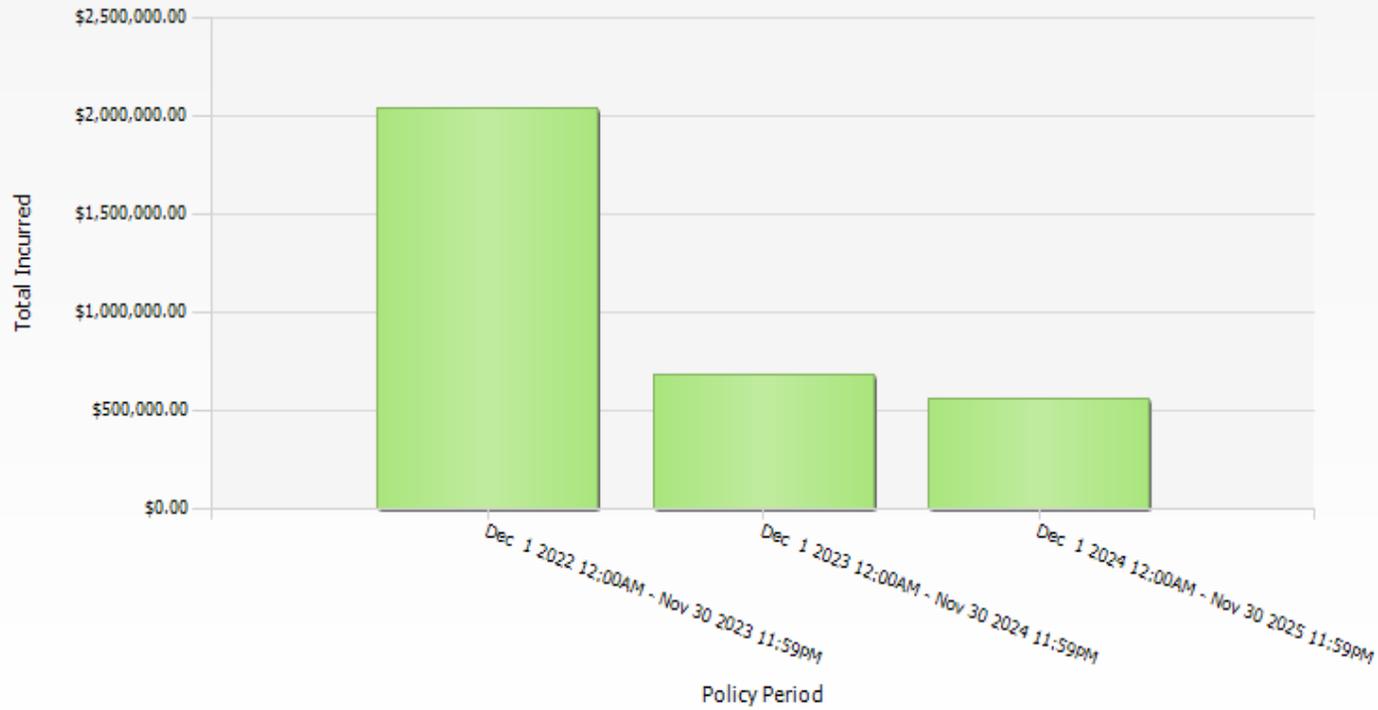
Summary by Location2 Ordered by Claim Count in Descending Order



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 11/30/2025

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	\$1,542,879.93	\$497,535.81	\$0.00	\$2,040,415.74	\$69,427.91	\$1,970,987.83	\$29,148.80	34%	62%
Dec 1 2023 12:00AM - Nov 30 2024 11:59PM	73	\$591,718.22	\$93,658.00	\$0.00	\$685,376.22	\$0.00	\$685,376.22	\$9,388.72	35%	21%
Dec 1 2024 12:00AM - Nov 30 2025 11:59PM	64	\$249,527.91	\$310,020.63	\$0.00	\$559,548.54	\$0.00	\$559,548.54	\$8,742.95	31%	17%

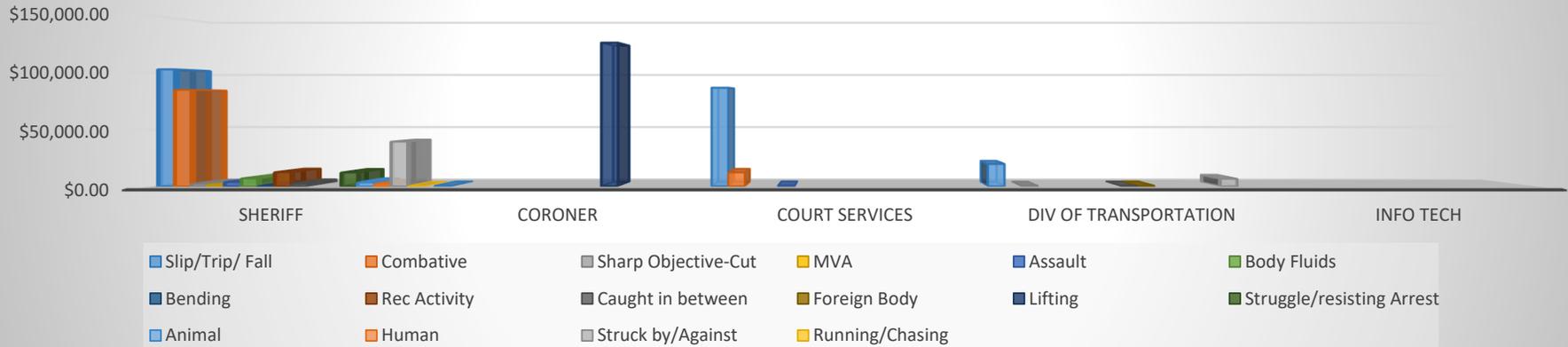
Summary by Policy Period Ordered by Total Incurred in Descending Order



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 11/30//2025

Departments	Slip/Trip/ Fall	Combative	Sharp Objective-Cut	MVA	Assault	Body Fluids	Bending	Rec Activity	Caught in between	Foreign Body	Lifting	Struggle/resisting Arrest	Animal	Human	Struck by/Against	Running/C hasing
Sheriff	\$102,859.00	\$84,729.38	\$2,163.37	\$1,650.00	\$3,775.00	\$6,950.00	\$319.92	\$12,436.94	\$2,376.00			\$12,142.41	\$3,475.00	\$2,029.01	\$39,283.00	\$3,871.00
Coroner	\$485.19										\$126,316.91					
Court Services	\$86,747.04	\$12,225.91			\$613.76											
Div of Transportation	\$19,663.43		\$244.09						\$360.73	\$606.23					\$6,648.25	
Info Tech	\$4,950.00															

The Departments within the Top Locations where the Losses were reported and total incurred for each code for 12/01/2024 to 11/30/2025 as of 11/30/2025



Departments	Count	Total Incurred
Sheriff	29	\$278,060.03
Coroner	2	\$126,802.10
Court Services	16	\$99,586.71
Div of Transp	6	\$27,522.73
Info Tech	1	\$4,950.00
Total	54	\$536,921.57

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 11/30/2025



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	\$753,572.63	\$279,706.29	\$8,647.62	\$1,024,631.30	52	\$19,704.45
12/01/2022 - 11/30/2023	\$1,542,879.93	\$497,535.81	\$0.00	\$2,040,415.74	70	\$29,148.80
12/01/2023 - 11/30/2024	\$591,718.22	\$93,658.00	\$0.00	\$685,376.22	73	\$9,388.72
12/01/2024 - 11/30/2025	\$249,527.91	\$310,020.63	\$0.00	\$559,548.54	64	\$8,742.95
Totals:	\$4,214,732.65	\$1,202,177.14	\$32,384.33	\$5,384,525.46	330	\$16,316.74

-Total incurred for the current policy period is \$559,548.54 with 64 claims reported. The average cost per claim is now \$8,742.95. 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 11/30/2025



Policy Period	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
12/01/2020 - 11/30/2021	\$633,139.11	\$0.00	\$159,186.47	\$473,952.64	45	\$10,532.28
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	\$562,887.88	\$45,052.59	\$236,973.95	\$370,966.52	77	\$4,817.75
12/01/2023 - 11/30/2024	\$276,738.85	\$16,615.81	\$85,528.43	\$207,826.23	65	\$3,197.33
12/01/2024 - 11/30/2025	\$117,310.32	\$51,059.07	\$30,296.67	\$138,072.72	36	\$3,835.35
Totals:	\$2,056,588.09	\$117,727.47	\$686,165.91	\$1,488,149.65	293	\$5,079.01

- The total incurred for the current policy period is \$138,072.72 with 36 claims reported for the current period and that will change upon receipt of additional information. Average cost per claim is \$3,835.35 for the current policy period.

All open Worker's Compensation Claims for Kane County as of 11/30/2025 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	\$2,451,389.19	\$1,207,450.12	\$0.00	\$3,658,839.31	33	\$110,873.92
520:DIV OF TRANSPORTATION	\$1,601,846.00	\$1,060,668.28	\$0.00	\$2,662,514.28	8	\$332,814.29
490:CORONER	\$68,844.77	\$57,472.14	\$0.00	\$126,316.91	1	\$126,316.91
430:COURT SERVICES	\$44,620.98	\$45,090.34	\$0.00	\$89,711.32	8	\$11,213.92
250:CIRCUIT CLERK	\$26,331.79	\$42,370.92	\$0.00	\$68,702.71	2	\$34,351.36
080:BUILDING MGMT	\$13,914.05	\$44,514.95	\$0.00	\$58,429.00	3	\$19,476.33
580:HEALTH	\$587.94	\$23,177.93	\$0.00	\$23,765.87	2	\$11,882.94
300:STATE'S ATTY	\$15,140.30	\$246.07	\$0.00	\$15,386.37	1	\$15,386.37
360:PUBLIC DEFENDER	\$229.16	\$8,621.84	\$0.00	\$8,851.00	1	\$8,851.00
060:INFO TECH	\$3,167.90	\$1,782.10	\$0.00	\$4,950.00	1	\$4,950.00
500:ANIMAL CONTROL	\$0.00	\$2,800.00	\$0.00	\$2,800.00	1	\$2,800.00
230:REG OFC OF ED	\$79.02	\$1,620.98	\$0.00	\$1,700.00	1	\$1,700.00
Totals:	\$4,226,151.10	\$2,495,815.67	\$0.00	\$6,721,966.77	62	\$108,418.82

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



Departments	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
380:SHERIFF	\$80,245.79	\$171,239.65	\$0.00	\$251,485.44	19	\$13,236.08
490:CORONER	\$68,844.77	\$57,472.14	\$0.00	\$126,316.91	1	\$126,316.91
430:COURT SERVICES	\$44,620.98	\$45,090.34	\$0.00	\$89,711.32	8	\$11,213.92
520:DIV OF TRANSPORTATION	\$8,582.12	\$17,729.56	\$0.00	\$26,311.68	3	\$8,770.56
360:PUBLIC DEFENDER	\$229.16	\$8,621.84	\$0.00	\$8,851.00	1	\$8,851.00
060:INFO TECH	\$3,167.90	\$1,782.10	\$0.00	\$4,950.00	1	\$4,950.00
500:ANIMAL CONTROL	\$0.00	\$2,800.00	\$0.00	\$2,800.00	1	\$2,800.00
080:BUILDING MGMT	\$276.99	\$2,423.01	\$0.00	\$2,700.00	2	\$1,350.00
230:REG OFC OF ED	\$79.02	\$1,620.98	\$0.00	\$1,700.00	1	\$1,700.00
580:HEALTH	\$291.07	\$1,329.93	\$0.00	\$1,621.00	1	\$1,621.00
Totals:	\$206,337.80	\$310,109.55	\$0.00	\$516,447.35	38	\$13,590.72

**Kane County Settlements by Department for Policy Period
December 1, 2024- November 30, 2025 as of November 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	\$370,317.86	100%	10
STATES ATTY	\$0.00	0%	
Total	\$370,317.86	100%	10

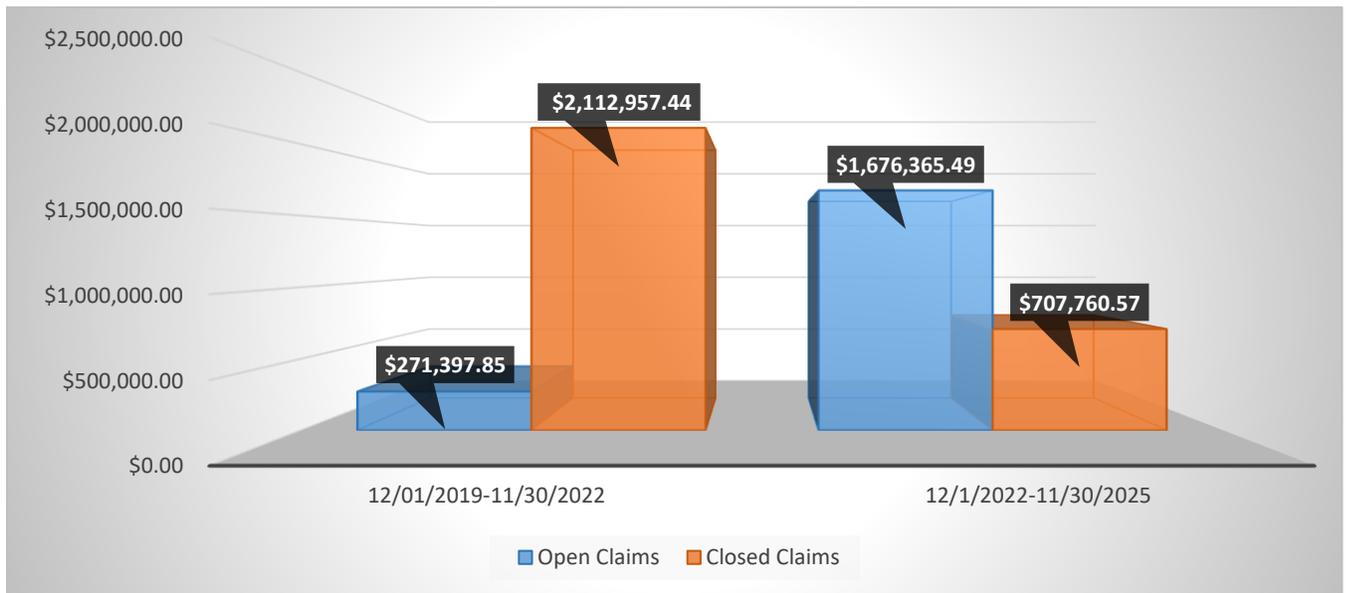
Settlements by Department as of November 30, 2025



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 11/30/2025

	Open Claims	Closed Claims	Claim Count
12/01/2019-11/30/2022	\$271,397.85	\$2,112,957.44	169
12/1/2022-11/30/2025	\$1,676,365.49	\$707,760.57	207

There are 39 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 \$229.00 less compared to 12/01/2022-11/30/25 period.



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1468

STAFFING

Job Applicants for November 2025 by Position

Title	Post Date - Deadline	Internal/External	Applicants
Animal Control			
Lead Kennel Assistant	11/26/2025 - N/A	External	1
Total Animal Control Applicants			1
Auditor			
Auditor Intern - Part Time Temporary	7/8/2025 - N/A	External	1
Intern/Volunteer	Open - N/A	External	1
Total Auditor Applicants			2
Building Management			
Janitor	11/19/2025 - N/A	External	2
Mailroom Clerk	11/3/2025 - N/A	External	9
Total Building Management Applicants			11
Circuit Court Clerk			
Deputy Clerk	9/22/2025 - N/A	External	14
Intern/Volunteer	Open - N/A	External	1
Total Circuit Court Clerk Applicants			15
Coroner			
Intern/Volunteer	Open - N/A	External	1
Total Coroner Applicants			1
Development and Community Services			
Community Development Program Manager	11/11/2025 - N/A	External	11
Intern/Volunteer	Open - N/A	External	1
Total Development and Community Services Applicants			12
Division of Transportation			
Highway Maintainer I - Teamsters	10/27/2025 - N/A	External	5
Maintenance Supervisor – Safety & Training	12/1/2025 - N/A	External	1
Total Division of Transportation Applicants			6
Health Department			
Environmental Health Practitioner	9/11/2025 - N/A	External	5
Environmental Health Practitioner	11/18/2025 - N/A	External	2
Epidemiologist (Communicable Disease)	9/17/2025 - N/A	External	2

Epidemiologist (Communicable Disease)	11/18/2025 - N/A	External	7
Public Health Associate (Grant-funded for the Nurse Family Partnership program)	11/18/2025 - N/A	External	1
Public Health Intern	9/11/2025 - N/A	External	2
Total Health Department Applicants			19

Information Technology Department

Integration and Process Manager	11/11/2025 - N/A	External	3
Intern/Volunteer	Open - N/A	External	1
Web Developer II	11/30/2025 - N/A	External	2
Total Information Technology Department Applicants			6

KANECOMM

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

Office of Emergency Management (OEM)

[38] Office of Emergency Management (OEM)	Open - N/A	External	1
[41] Office of Emergency Management (OEM)	Open - N/A	External	1
Total Office of Emergency Management (OEM) Applicants			2

Public Defender

Assistant Public Defender – Misdemeanor Division	11/12/2025 - N/A	External	2
Bilingual Receptionist	10/20/2025 - 11/26/2025	External	2
Total Public Defender Applicants			4

Sheriff

Court Security Officer	6/18/2025 - N/A	External	19
Intern/Volunteer	Open - N/A	External	1
Lateral Transfer Corrections Officer	5/9/2025 - N/A	External	2
Total Sheriff Applicants			22

State's Attorney

Assistant State's Attorney – Misdemeanor Division	3/31/2025 - N/A	External	1
Deferred Prosecution Case Manager	8/5/2025 - N/A	External	7
Total State's Attorney Applicants			8

Workforce Development Department

Business Services Manager	8/28/2025 - N/A	External	3
Program Assistant - Batavia Office	7/1/2025 - N/A	External	12
Total Workforce Development Department Applicants			15

Total Applicants for November

136

New Hire Report

from 11/01/2025 - 11/30/2025

Department	Employee Name	Job Title	Employee Status	Hire Date
Circuit Clerk				
	HELSEY, NOAH M	Deputy Clerk	ACTIVE	11/25/2025
Court Services/Court Services Administration				
	CASAMASSIMO, LEONARD Jr	Probation Officer	ACTIVE	11/04/2025
	LOEZA, RAMON	Probation Officer	ACTIVE	11/03/2025
	MUSTAFA, ASHLEY M	Probation Officer	ACTIVE	11/03/2025
		Senior Probation Officer	ACTIVE	11/03/2025
	WINKELMAN, SHELBY C	Probation Officer	ACTIVE	11/03/2025
		Youth Counselor JJC	ACTIVE	11/03/2025
Court Services/Juvenile Justice Center				
	VALLEJO-PONCE, JESSICA	Youth Counselor JJC	ACTIVE	11/03/2025
Emergency Management Services				
	NELSON, DANIEL C	Emergency Mgmt Spec Preparedness	ACTIVE	11/03/2025
		Resilience Specialist	ACTIVE	11/03/2025
Health				
	OUMA, DIANA C P	Public Health Intern	ACTIVE	11/13/2025
	RAMEY, DAWN R	Finance Operation Specialist	ACTIVE	11/17/2025
State's Attorney				
	ALBOR, GRISELL M	CAC Bilingual Advocate	ACTIVE	11/17/2025
Transportation				
	JONES, STEVEN E	Highway Maintainer I	ACTIVE	11/10/2025

New Hire Report
from 11/01/2025 - 11/30/2025

Workforce Development

SCHAUER, ADAM D	Director	ACTIVE	11/17/2025
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Total New Hires 12

**Termination Report
from 11/01/2025 - 11/30/2025**

Department	
Employee Name	Termination Date

Court Services/Court Services Administration

KEELING, KELLYN N	11/07/25
KRAMER, NICOLE A	11/06/25
STEVENS, RACHAEL M	11/06/25

Sheriff/Sheriff

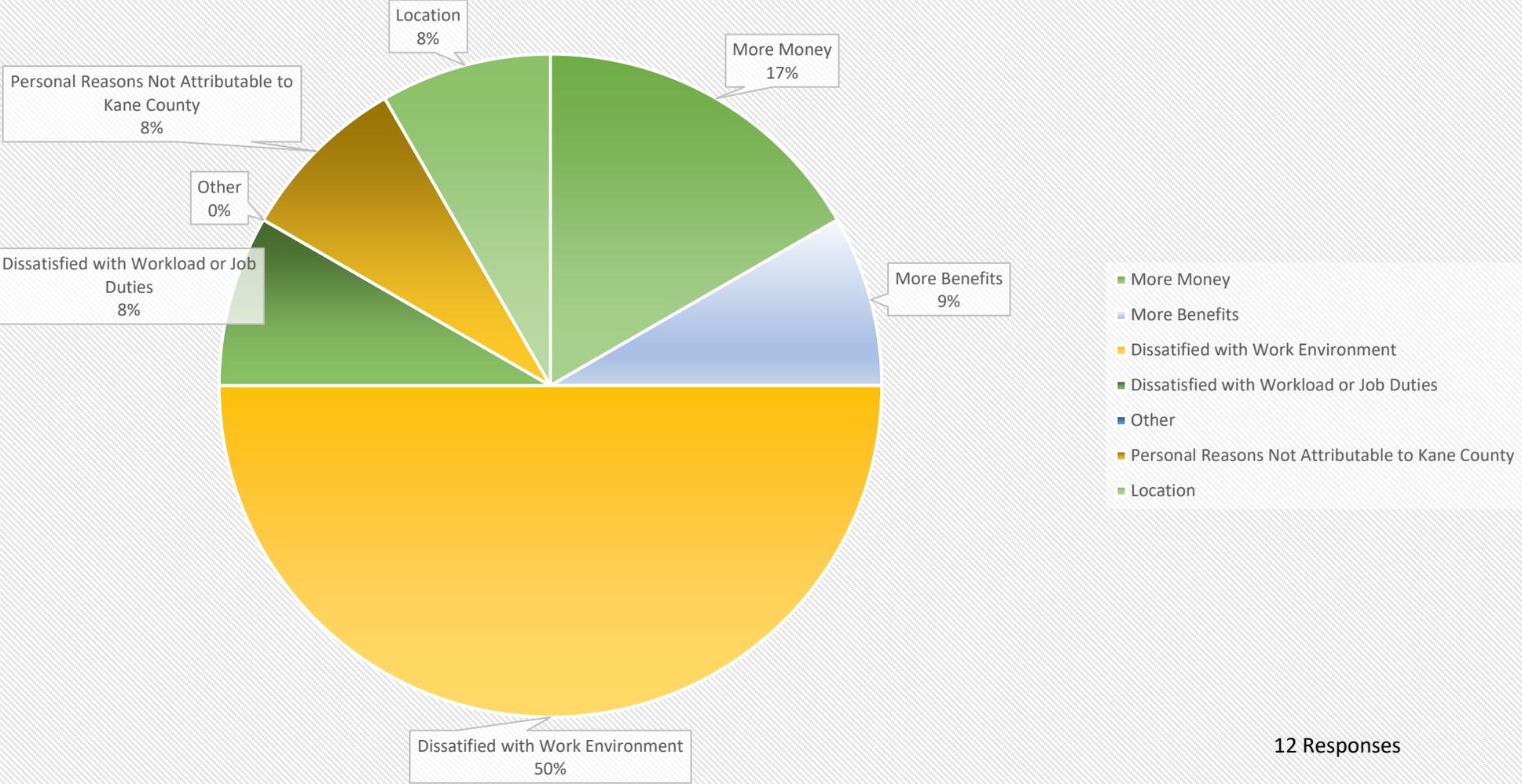
HUDSON, JADA B	11/06/25
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State's Attorney

SCHLAU, MELISSA A	11/07/25
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Total Terminations 5

Reasons Employees Left Kane County 11/1/2024-10/31/2025



12 Responses

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1469

MONTHLY TRAINING REPORT

Sexual Harassment Training Compliance
12/3/2025

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	1301	08.31.2025
Webinar	Prevention of Sexual Harassment at work - Manager/Elected Official	Illinois Chamber of Commerce	All	242	08.31.2025

Active Employees: 1335

