



# Kane County

## KC Human Services Committee

### Meeting Minutes

Government Center  
719 S. Batavia Ave., Bldg. A  
Geneva, IL 60134

SURGES, Linder, Allan, Garcia, Gripe, Lewis, Tarver, ex-officios Roth (County Vice Chair) & Pierog (County Chair)

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**Wednesday, April 9, 2025**

**9:00 AM**

**County Board Room**

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**1. Call To Order**

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

**2. Roll Call**

<b>PRESENT</b>	Board Member Clifford Surges Board Member Michael Linder Board Member Deborah Allan Board Member Sonia Garcia Board Member Jon Gripe Board Member Anita Lewis Ex-Officio County Board Vice Chair Bill Roth Ex-Officio County Board Chair Corinne M. Pierog
<b>REMOTE</b>	Board Member Bill Tarver

Also present: Co. Bd. Members Arroyo, Bates\*, Berman\*, Gumz, Juby, Kiou, Molina\*, Penesis\*, Young; HRM Exec. Dir. Loblillo & staff Davis, Larsen; SAO Chief of Civil Frank; ITD/BLD Exec. Dir. Fahnestock & staff Lasky, Harris, Peters; Auditor Wegman; KDOT Dir. Zakosek; KCAC Admin. Youngsteadt; and members of the press and public.

**3. Remote Attendance Requests**

Chairman Surges announced the remote attendance requests for today's meeting. He asked the Committee if there were any objections to Committee Member Tarver attending today's meeting remotely. There were no objections.

**4. Approval of Minutes: None**

**5. Public Comment**

None.

**6. Monthly Financial Reports**

**A. Monthly Finance Reports**

Chairman Surges stated the monthly financial reports were on file. No additional report was made.

**7. Department of Human Resource Management****A. Monthly Blue Cross Blue Shield Invoice**

Chairman Surges inquired if January's Blue Cross Blue Shield (BCBS) invoice increase that was presented at last month's Human Services Committee meeting was the same as February. HRM Asst. Dir. Davis stated that February's BCBS invoice was on the higher side. She explained that past files were researched and it showed a historic trend of increased claims in January and February. Davis addressed questions and comments from the Committee. Discussion ensued.

HRM Exec. Dir. Loblillo referenced page 22 in the agenda packet. She stated while the claims are high, it is not much higher than what the County puts into the County's Health Fund. She explained that it was intentional to get closer to the exact amount. Due to the reserve amount being healthy, the County is trying not to add any more into it, at this time. A closer balance to income versus expense has been estimated. (Madam Chairman Pierog arrived in-person at 9:04 a.m.). Loblillo stated that the BCBS Invoice at \$1,863,405 is an acceptable high. Further discussion ensued. (Committee Member Allan arrived remotely at 9:06 a.m.)

All the following reports were within tolerance. No additional reports was made.

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

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

HRM Exec. Dir. Loblillo stated that monthly training report was on file. She explained that the majority of employees have become accustomed to completing the annual Sexual Harassment Training. The due date for all employees to complete this training is in August. Chairman Surges commended the online modules and how it has made it easier for staff to complete.

**9. Old Business**

Chairman Surges spoke on the possible establishment of sub-committees and/or ad hoc committees to research certain topics. He asked Committee Member Gripe to provide an update on this effort. Gripe explained that one committee would discuss ethics. The committee would be tasked with coming up with a program to help ensure ethical behavior in Kane County Government. The second committee would be to discuss performance goals. This committee would research how they can help department heads participate in performance goals. Gripe stated that Human Resource

staff is working on this. Input has been received from Will County, DuPage County, Kendall County, and others to help Kane County with the proper way to go about these two topics: ethics and performance goals. Gripe is optimistic that these committees will come to fruition. Surges stated that the County Board has built relationships with department heads based on cooperation, and not based on fear. He hopes the proposed performance goals sub-committee or ad hoc committee will be welcomed. Discussion ensued.

Madam Chairman Pierog read aloud Kane County Code Section 2-48: Formation of a Sub-Committee. The formation of a sub-committee requires majority vote of the standing committee or County Board and shall consist of three or more members. Pierog explained that moving forward with these sub-committees, the vote needs to be presented to the Human Services Committee and the County Board for authorization. Discussion ensued. SAO Chief of Civil Frank stated that a Special Human Services meeting could be called when three or more committee members want to meet to have the discussions on these possible sub-committees.

## 10. New Business

### A. Authorizing Updates to the County's Health Plan

HRM Exec. Dir. Loblillo stated that there was a recent statutory change that requires that first dollar coverage for mental health care be provided to all first responders. She explained that according to Blue Cross Blue Shield (BCBS), 99% of their Illinois municipalities are adding this coverage to all health insurance plans for all employees. This is occurring because it would not be administratively feasible to separate the coverage to select employees. This would entail an entire new health plan to be developed. Loblillo stated an estimated cost was inquired about. However, BCBS cannot provide this estimate due to them being inundated with hundreds of municipalities that are making this change. Loblillo stated that if this resolution moves forward to the Finance Committee, the estimated cost should be available. She noted that there is a healthy reserve in the Health Insurance Fund. The charge will be absorbed within the Health Insurance Fund and will not have a financial impact to the County, this year. Loblillo addressed questions and comments from the Committee. Much discussion ensued. (Committee Member Allan arrived in-person at 9:26 a.m.)

KC Finance and Budget Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Finance and Budget Committee
<b>MOVER:</b>	Michael Linder
<b>SECONDER:</b>	Sonia Garcia
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver

**B. Classifications Discussion**

HRM Exec. Dir. Loblillo introduced the discussion on classifications. Referencing the reorganization discussion that was had at the March 31, 2025 Special Human Services Committee meeting, she explained that several department heads voiced their difficulties of reorganizing their departments without a long process. Regarding reclassifications, she explained that only if there is an aggregate increase in total grades would that require County Board approval, due to this being an increase to the department salary total. Beyond this, department heads can send the reclassification request to the Human Resources Department for the new positions to be re-graded. This would require the department heads to write a new set of job descriptions. Loblillo stated that as long as the aggregate does not increase, Board approval is not needed. However, if the County Board would like to review each reorganization, that would be within their purview. Loblillo asked for the Committee's direction on how to move forward. Chairman Surges reviewed the discussions had with department heads at the last Special Human Services Committee meeting.

ITD/BLD Exec. Dir. Fahnestock stated that there was never a defined process for how change within a department is managed subsequent to the policy being passed. He has suggested in the past that a list be brought forth to the County Board each month with the reorganizational changes within departments. Currently, he would like to offer a person a position that will absorb additional responsibilities, but the compensation is too low. If he raises the compensation amount, the salary would be more than the 75th percentile that is listed. This will cause the department to go through the re-grading process, which will take more time. The applicant will not be able to wait on the County's approval before a job offer can be presented. Fahnestock stated the process needs to be better defined and easier to follow to be able to execute these changes in a timely manner. Without the defined process, the departments are waiting months before they can hire for a position. Fahnestock voiced his misunderstanding on the steps within the reclassification process. Loblillo stated that she first heard of the difficulties at the Special Human Services Committee meeting. She questioned if the Committee would like her to clarify the process and/or clarify the process within the Compensation Policy. Much discussion ensued. The Committee provided consensus to direct Loblillo to draft an amendment to the Kane County Code regarding the reclassification process.

**C. Amending Kane County Financial Policies Related to Travel**

Chairman Surges referenced the proposed County Policy 2-72: Travel Expense Generally, Section C: Arbitration, Item 1: Any dispute between the traveler and the auditor will be submitted to and resolved by the County Board Chairman. It is his understanding that this Committee would like to strike the word Chairman and change it to County Board.

HRM Exec. Dir. Loblillo provided clarification. She stated that no amendment to this part of the policy needs to be changed. The changes that the Committee is to look into involve the approval process. She explained that it was requested that an approval

process for Board Members be implemented in policy. She noted that this is a policy and cannot change the ordinance. She summarized that this resolution is a policy to implement a travel expense approval process for County Board Members. The mentioned amendment would need to be done to the actual ordinance, and not today's resolution. Loblillo explained that making the amendment would need an ordinance. She recommended that this Committee pass the policy changes in the presented resolution and add an ordinance change as a separate function. The County does not want to codify the level of details that is in the policy. This is a Kane County policy that effects all employees under the jurisdiction of the County Board, including the County Board Members. Surges stated that the Travel Policy Resolution is unchanged. The problem lies within the County's travel ordinance that is not related to today's resolution. Loblillo stated that she could draft an ordinance change and present that at a later meeting, if directed. However, today's resolution should continue forward, as such. Discussion ensued. The Committee provided consensus to have Loblillo draft an amendment to the County's Travel Ordinance to be presented at next month's Committee meeting.

#### KC Finance and Budget Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Finance and Budget Committee
<b>MOVER:</b>	Anita Lewis
<b>SECONDER:</b>	Jon Gripe
<b>AYE:</b>	Clifford Surges, Michael Linder, Deborah Allan, Sonia Garcia, Jon Gripe, Anita Lewis, and Bill Tarver

#### D. Establishing an Attrition Program for Kane County Personnel

HRM Exec. Dir. Loblillo read aloud this resolution's executive summary regarding the purpose and details of this resolution. She explained that the part of the hiring freeze that includes an evaluation panel remains unchanged. It has stated that the intent was not for this group to make the final decision on whether to rehire. However, the County department heads voiced that they want the County Board to make these decisions, but the committee process is too long. This evaluation panel would be for immediate circumstances, such as 9-1-1 telecommunicators. Loblillo addressed questions and comments from the Committee.

Chairman Surges explained that when this resolution was introduced last month, there was immediate push back that he thought was misplaced. He stated that this is no hypocrisy. He explained that it was suggested that an evaluation panel be established that could help clear a log jam and expedite the hiring process. He suggested that the panel include the Human Resource Management (HRM) Executive Director and the Finance Department Executive Director due to their expertise in the hiring process. This panel would have the authority to expedite the hiring of an employee, when needed. Surges spoke on the implications of

granting HRM and Finance Executive Directors to the panel. He asked the Committee to give this evaluation panel a chance to help with expediting hiring. Loblillo addressed questions and comments from the Committee. Discussion ensued. (Committee Member Tarver left at 10:15 a.m.)

Madam Chairman Pierog addressed the conversation of developing a sub-committee. She asked that if this were to occur that it be established as a formal sub-committee of the Human Services Committee. Additionally, Pierog addressed the County Board's Vice Chairman's responsibilities. She stated that the Vice Chair's responsibilities are designated by the County Board or County Board Chairman. However, these responsibilities have not been established. Pierog passed out a copy of the Kane County Code regarding committees. She stated that it is the responsibility of the department head, the committee chair, and committee members, in which that department reports to, to determine how departments move forward. She believes that this panel may be unnecessary, as long as the standing committees are performing the functions and jobs they are supposed to do. Further discussion ensued. (Committee Member Linder left at 10:28 a.m.)

Committee Member Gripe motioned to hold this resolution over until next month's meeting, Lewis seconded. Motion carried unanimously by roll call vote.

Loblillo spoke on her discomfort of adjusting this resolution. She has been asked to make changes and present the proposed program, when she feels it is not her place to do so. She requested that the Committee meet and discuss who should be assigned to an evaluation panel and whether or not the County should establish one. She would like Committee feedback on what this resolution should have within it. She explained that it is not a staff position to come up with this Attrition Program and what it entails. Loblillo stated that if the Committee does have suggestions, staff will be able to write them up for presentation. Surges explained that since the referendum did not pass, it was determined to get some process in line to help the County Board govern themselves. He thanked Loblillo for her participation with this resolution. Discussion ensued.

#### KC Human Services Committee

<b>RESULT:</b>	<b>HELD OVER</b>
<b>TO:</b>	KC Human Services Committee
<b>MOVER:</b>	Anita Lewis
<b>SECONDER:</b>	Sonia Garcia
<b>AYE:</b>	Clifford Surges, Deborah Allan, Sonia Garcia, Jon Gripe, and Anita Lewis
<b>ABSENT:</b>	Michael Linder, and Bill Tarver

**11. Reports Placed On File**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Deborah Allan

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

None.

**13. Adjournment**

<b>RESULT:</b>	<b>APPROVED BY VOICE VOTE</b>
<b>MOVER:</b>	Sonia Garcia
<b>SECONDER:</b>	Jon Gripe

This meeting was adjourned at 10:42 AM.

Savannah Zgobica  
Sr. Recording Secretary