



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, May 14, 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: April 9, 2025**
 - 5. Public Comment**
 - 6. Monthly Financial Reports**
 - A. Monthly Finance Reports**
 - 7. Department of Human Resource Management**
 - A. Monthly Blue Cross Blue Shield Invoice**
 - 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**
 - 9. Old Business**
-

10. New Business

A. Resolution: Authorizing Changes to the Compensation and Position Management Policy Within the Kane County Personnel Policy Handbook

B. Attrition Plan Discussion

11. Reports Placed On File**12. Executive Session (if needed)****13. Adjournment**

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)






















































REPORT NO. TMP-25-566

MONTHLY FINANCE REPORTS












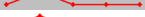











Committee Revenue Budget Report - by Account Detail
Through April 30, 2025 (41.7% YTD)
*2020, 2021, 2022, 2023 Actual Full Fiscal Year **2024 (DRAFT)

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount** | 2024 Adopted Budget | 2024 YTD% Actual/Budget | 2025 Actual Amount | 2025 Adopted Budget | 2025 YTD% Actual/Budget | 2020 - 2025 Trend |
|--|------------------------|------------------------|------------------------|------------------------|-------------------------|------------------------|----------------------------|-----------------------|------------------------|----------------------------|-------------------|
| 120 Human Resource Management | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,292 | \$ 1,509 | 151.9% | \$ 239 | \$ 1,509 | 15.8% | |
| 246 Employee Events Fund | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,292 | \$ 1,509 | 151.9% | \$ 239 | \$ 1,509 | 15.8% | |
| Revenue | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,292 | \$ 1,509 | 151.9% | \$ 239 | \$ 1,509 | 15.8% | |
| Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% | |
| 39900 - Fund Balance Utilization | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% | |
| Interest Revenue | \$ 313 | \$ (1) | \$ (256) | \$ 981 | \$ 1,289 | \$ 709 | 181.8% | \$ 239 | \$ 709 | 33.7% | |
| 38000 - Investment Income | \$ 313 | \$ (1) | \$ (256) | \$ 981 | \$ 1,289 | \$ 709 | 181.8% | \$ 239 | \$ 709 | 33.7% | |
| Reimbursements | \$ 621 | \$ 402 | \$ 575 | \$ 616 | \$ 1,004 | \$ 800 | 125.5% | \$ - | \$ 800 | 0.0% | |
| 37900 - Miscellaneous Reimbursement | \$ 621 | \$ 402 | \$ 575 | \$ 616 | \$ 1,004 | \$ 800 | 125.5% | \$ - | \$ 800 | 0.0% | |
| Grand Total | \$ 934 | \$ 401 | \$ 320 | \$ 1,596 | \$ 2,292 | \$ 1,509 | 151.9% | \$ 239 | \$ 1,509 | 15.8% | |

Committee Expense Budget Report - by Account Detail
Through April 30, 2025 (41.7% YTD, 42.31% Payroll Expense through Pay Period Ending 04/26/2025)
*2020, 2021, 2022, 2023 Actual Full Fiscal Year **2024 (DRAFT)

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount** | 2024 Adopted Budget | 2024 YTD% Actual/Budget | 2025 Actual Amount | 2025 Adopted Budget | 2025 YTD% Actual/Budget | 2020 - 2025 Trend |
|---|------------------------|------------------------|------------------------|------------------------|-------------------------|------------------------|----------------------------|-----------------------|------------------------|----------------------------|---|
| 120 Human Resource Management | \$ 3,512,266 | \$ 3,544,253 | \$ 3,710,258 | \$ 4,496,888 | \$ 5,684,740 | \$ 5,075,990 | 106.1% | \$ 1,985,484 | \$ 5,294,814 | 37.4% |  |
| 001 General Fund | \$ 248,652 | \$ 230,337 | \$ 205,373 | \$ 263,976 | \$ 245,588 | \$ 260,846 | 86.6% | \$ 88,191 | \$ 285,884 | 30.4% |  |
| Expenses | \$ 248,652 | \$ 230,337 | \$ 205,373 | \$ 263,976 | \$ 245,588 | \$ 260,846 | 86.6% | \$ 88,191 | \$ 285,884 | 30.4% |  |
| Personnel Services- Salaries & Wages | \$ 181,653 | \$ 166,938 | \$ 160,097 | \$ 199,425 | \$ 220,962 | \$ 202,946 | 98.0% | \$ 84,535 | \$ 227,634 | 36.5% |  |
| 40000 - Salaries and Wages | \$ 181,794 | \$ 166,938 | \$ 160,097 | \$ 199,425 | \$ 220,962 | \$ 202,945 | 108.0% | \$ 84,535 | \$ 227,634 | 36.5% |  |
| 40002 - Non-Union Wage Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 1 | 0.0% | \$ - | \$ - | 0.0% |  |
| 40003 - Cost of Living Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 40007 - Equity Study Adjustments | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 40009 - Salaries and Wages Subsidy | \$ (142) | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| Personnel Services- Employee Benefits | \$ 35,578 | \$ 31,088 | \$ 29,810 | \$ 49,754 | \$ 59,224 | \$ - | 0.0% | \$ - | \$ 99,554 | 0.0% |  |
| 45000 - Healthcare Contribution | \$ 34,218 | \$ 30,049 | \$ 28,816 | \$ 47,913 | \$ 57,116 | \$ - | 0.0% | \$ - | \$ 63,646 | 0.0% |  |
| 45009 - Healthcare Subsidy | \$ (60) | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 45010 - Dental Contribution | \$ 1,414 | \$ 1,039 | \$ 993 | \$ 1,841 | \$ 2,108 | \$ - | 0.0% | \$ - | \$ 2,117 | 0.0% |  |
| 45019 - Dental Subsidy | \$ 5 | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 45100 - FICA/SS Contribution | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 17,420 | 0.0% |  |
| 45200 - IMRF Contribution | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 12,431 | 0.0% |  |
| 53010 - Workers Compensation | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 3,940 | 0.0% |  |
| Contractual Services | \$ 26,163 | \$ 26,863 | \$ 10,471 | \$ 12,018 | \$ 16,905 | \$ 48,150 | 35.1% | \$ 2,868 | \$ 48,500 | 5.9% |  |
| 50000 - Project Administration Services | \$ - | \$ 77 | \$ - | \$ - | \$ - | \$ 10,000 | 0.0% | \$ - | \$ 10,000 | 0.0% |  |
| 52130 - Repairs and Maint- Computers | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 52140 - Repairs and Maint- Copiers | \$ 1,282 | \$ 1,171 | \$ 1,072 | \$ 1,210 | \$ 605 | \$ 1,500 | 40.4% | \$ 188 | \$ 1,500 | 12.5% |  |
| 53050 - Employment Advertising | \$ - | \$ - | \$ 85 | \$ 731 | \$ 4,752 | \$ 6,800 | 69.9% | \$ 41 | \$ 6,800 | 0.6% |  |
| 53100 - Conferences and Meetings | \$ - | \$ - | \$ 500 | \$ 3,043 | \$ 4,392 | \$ 5,500 | 79.8% | \$ - | \$ 5,500 | 0.0% |  |
| 53110 - Employee Training | \$ - | \$ 952 | \$ 256 | \$ 1,479 | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 53120 - Employee Mileage Expense | \$ - | \$ - | \$ 44 | \$ 92 | \$ 248 | \$ 150 | 165.6% | \$ - | \$ 150 | 0.0% |  |
| 53130 - General Association Dues | \$ - | \$ - | \$ - | \$ 732 | \$ 528 | \$ 1,200 | 44.0% | \$ - | \$ 1,200 | 0.0% |  |
| 55000 - Miscellaneous Contractual Exp | \$ 24,882 | \$ 24,663 | \$ 8,514 | \$ 4,730 | \$ 6,380 | \$ 23,000 | 27.7% | \$ 2,639 | \$ 23,350 | 11.3% |  |
| Commodities | \$ 5,259 | \$ 5,448 | \$ 4,995 | \$ 2,780 | \$ 5,575 | \$ 7,500 | 74.3% | \$ 789 | \$ 7,500 | 10.5% |  |
| 60000 - Office Supplies | \$ 5,029 | \$ 2,071 | \$ 4,267 | \$ 2,295 | \$ 2,740 | \$ 4,800 | 57.1% | \$ 750 | \$ 4,800 | 15.6% |  |
| 60010 - Operating Supplies | \$ - | \$ 1,763 | \$ - | \$ - | \$ 2,381 | \$ 2,200 | 108.2% | \$ 39 | \$ 2,200 | 1.8% |  |
| 60080 - Employee Recognition Supplies | \$ 230 | \$ 1,614 | \$ 727 | \$ 485 | \$ 455 | \$ 500 | 91.0% | \$ - | \$ 500 | 0.0% |  |
| Capital | \$ - | \$ - | \$ - | \$ - | \$ 2,145 | \$ 2,250 | 95.4% | \$ - | \$ 2,250 | 0.0% |  |
| 70080 - Office Furniture | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 2,250 | 0.0% |  |
| 70090 - Office Equipment | \$ - | \$ - | \$ - | \$ - | \$ 2,145 | \$ 2,250 | 95.4% | \$ - | \$ - | 0.0% |  |
| Services | \$ - | \$ - | \$ - | \$ - | \$ (59,224) | \$ - | 0.0% | \$ - | \$ (99,554) | 0.0% |  |
| 45005 - Healthcare Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ (57,116) | \$ - | 0.0% | \$ - | \$ (63,646) | 0.0% |  |
| 45015 - Dental Insurance Contra Account | \$ - | \$ - | \$ - | \$ - | \$ (2,108) | \$ - | 0.0% | \$ - | \$ (2,117) | 0.0% |  |
| 45105 - FICA/SS Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ (17,420) | 0.0% |  |
| 45205 - IMRF Contribution Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ (12,431) | 0.0% |  |
| 53015 - Worker's Comp Contra Account | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ (3,940) | 0.0% |  |
| 010 Insurance Liability | \$ 3,263,613 | \$ 3,313,916 | \$ 3,503,841 | \$ 4,232,913 | \$ 5,439,152 | \$ 4,813,635 | 107.2% | \$ 1,897,294 | \$ 5,007,421 | 37.8% |  |
| Expenses | \$ 3,263,613 | \$ 3,313,916 | \$ 3,503,841 | \$ 4,232,913 | \$ 5,439,152 | \$ 4,813,635 | 107.2% | \$ 1,897,294 | \$ 5,007,421 | 37.8% |  |
| Personnel Services- Salaries & Wages | \$ 136,111 | \$ 105,936 | \$ 133,016 | \$ 154,916 | \$ 171,310 | \$ 159,043 | 107.7% | \$ 80,757 | \$ 264,084 | 30.2% |  |
| 40000 - Salaries and Wages | \$ 136,111 | \$ 105,936 | \$ 133,016 | \$ 154,916 | \$ 171,310 | \$ 154,410 | 110.9% | \$ 80,757 | \$ 264,084 | 30.2% |  |
| 40002 - Non-Union Wage Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 40003 - Cost of Living Increase | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 4,633 | 0.0% | \$ - | \$ - | 0.0% |  |
| Personnel Services- Employee Benefits | \$ 1,188,560 | \$ 607,281 | \$ 543,154 | \$ 1,114,693 | \$ 1,964,756 | \$ 1,491,615 | 131.7% | \$ 213,605 | \$ 83,741 | 253.7% |  |
| 45000 - Healthcare Contribution | \$ 14,912 | \$ 6,061 | \$ 12,177 | \$ 19,025 | \$ 21,219 | \$ 20,856 | 101.7% | \$ 11,769 | \$ 42,796 | 27.5% |  |
| 45010 - Dental Contribution | \$ 749 | \$ 238 | \$ 486 | \$ 889 | \$ 1,027 | \$ 456 | 225.1% | \$ 329 | \$ 1,749 | 18.8% |  |
| 45100 - FICA/SS Contribution | \$ 10,151 | \$ 8,035 | \$ 9,988 | \$ 11,455 | \$ 12,515 | \$ 12,167 | 102.9% | \$ 5,937 | \$ 20,206 | 29.1% |  |
| 45200 - IMRF Contribution | \$ 10,631 | \$ 9,493 | \$ 8,836 | \$ 7,776 | \$ 7,516 | \$ 7,285 | 103.2% | \$ 4,209 | \$ 14,420 | 28.9% |  |
| 53010 - Workers Compensation | \$ 1,152,118 | \$ 583,453 | \$ 511,667 | \$ 1,075,548 | \$ 1,922,480 | \$ 1,450,851 | 132.5% | \$ 191,362 | \$ 4,570 | 4,140.2% |  |
| Contractual Services | \$ 1,938,929 | \$ 2,182,801 | \$ 2,801,437 | \$ 2,959,226 | \$ 3,299,104 | \$ 3,158,996 | 96.5% | \$ 1,597,997 | \$ 3,158,994 | 50.6% |  |

Committee Expense Budget Report - by Account Detail
Through April 30, 2025 (41.7% YTD, 42.31% Payroll Expense through Pay Period Ending 04/26/2025)
***2020, 2021, 2022, 2023 Actual Full Fiscal Year **2024 (DRAFT)**

| Department / Fund / Account Classification | 2020 Actual Amount* | 2021 Actual Amount* | 2022 Actual Amount* | 2023 Actual Amount* | 2024 Actual Amount** | 2024 Adopted Budget | 2024 YTD% Actual/Budget | 2025 Actual Amount | 2025 Adopted Budget | 2025 YTD% Actual/Budget | 2020 - 2025 Trend |
|---|------------------------|------------------------|------------------------|------------------------|-------------------------|------------------------|----------------------------|-----------------------|------------------------|----------------------------|---|
| 50000 - Project Administration Services | \$ 106,928 | \$ 117,829 | \$ 103,715 | \$ 87,090 | \$ 79,432 | \$ 108,975 | 72.9% | \$ 53,770 | \$ 108,975 | 49.3% |  |
| 50150 - Contractual/Consulting Services | \$ 182,847 | \$ 82,494 | \$ 112,114 | \$ 831 | \$ 1,094 | \$ 185,000 | 0.6% | \$ - | \$ 185,000 | 0.0% |  |
| 53000 - Liability Insurance | \$ 1,620,506 | \$ 1,984,178 | \$ 2,594,794 | \$ 2,814,506 | \$ 3,140,823 | \$ 2,837,941 | 101.4% | \$ 1,527,901 | \$ 2,837,940 | 53.8% |  |
| 53020 - Unemployment Claims | \$ 28,648 | \$ (1,700) | \$ (9,186) | \$ 56,799 | \$ 77,756 | \$ 27,080 | 287.1% | \$ 16,062 | \$ 27,079 | 59.3% |  |
| 53130 - General Association Dues | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ 264 | \$ - | 0.0% |  |
| Commodities | \$ 13 | \$ (13) | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 60000 - Office Supplies | \$ 13 | \$ (13) | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| Capital | \$ - | \$ - | \$ 22,659 | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 70070 - Automotive Equipment | \$ - | \$ - | \$ 22,659 | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| Contingency and Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 89000 - Addition to Fund Balance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| Transfers Out | \$ - | \$ 417,912 | \$ 3,575 | \$ 4,078 | \$ 3,981 | \$ 3,981 | 100.0% | \$ 4,935 | \$ 4,935 | 100.0% |  |
| 99000 - Transfer To Other Funds | \$ - | \$ 417,912 | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ - | 0.0% |  |
| 99001 - Transfer to General Fund 001 | \$ - | \$ - | \$ 3,575 | \$ 4,078 | \$ 3,981 | \$ 3,981 | 100.0% | \$ 4,935 | \$ 4,935 | 100.0% |  |
| Services | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 1,495,667 | 0.0% |  |
| 53011 - Worker's Comp from the General Fund Departments | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | 0.0% | \$ - | \$ 1,495,667 | 0.0% |  |
| 246 Employee Events Fund | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ 1,509 | 0.0% | \$ - | \$ 1,509 | 0.0% |  |
| Expenses | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ 1,509 | 0.0% | \$ - | \$ 1,509 | 0.0% |  |
| Commodities | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ 984 | 0.0% | \$ - | \$ 984 | 0.0% |  |
| 60080 - Employee Recognition Supplies | \$ - | \$ - | \$ 1,044 | \$ - | \$ - | \$ 984 | 0.0% | \$ - | \$ 984 | 0.0% |  |
| Contingency and Other | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 525 | 0.0% | \$ - | \$ 525 | 0.0% |  |
| 89000 - Addition to Fund Balance | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 525 | 0.0% | \$ - | \$ 525 | 0.0% |  |
| Grand Total | \$ 3,512,266 | \$ 3,544,253 | \$ 3,710,258 | \$ 4,496,888 | \$ 5,684,740 | \$ 5,075,990 | 106.1% | \$ 1,985,484 | \$ 5,294,814 | 37.4% |  |



Human Services Accounts Payable by GL Distribution

Payment Date Range 04/01/25 - 04/30/25

| Vendor | Invoice No. | Invoice Description | Status | Held Reason | Invoice Date | Due Date | G/L Date | Received Date | Payment Date | Invoice Amount |
|--|-----------------|---|------------------------|-------------|--------------|------------|------------|---------------|------------------------|----------------|
| Fund 001 - General Fund | | | | | | | | | | |
| Department 120 - Human Resource Management | | | | | | | | | | |
| Sub-Department 120 - Human Resource Management | | | | | | | | | | |
| Account 53050 - Employment Advertising | | | | | | | | | | |
| 3245 - Paddock Publications (Daily Herald) | 331591 | Bid Notice - Legal Ad | Paid by Check # 386740 | | 04/07/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 41.40 |
| Account 53050 - Employment Advertising Totals | | | | | | | | | Invoice Transactions 1 | \$41.40 |
| Account 55000 - Miscellaneous Contractual Exp | | | | | | | | | | |
| 2748 - Groot Recycling dba Accurate Document Destruction | 14273739T095 | March Document Destruction | Paid by EFT # 95966 | | 04/01/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 118.50 |
| 1299 - Kane County Regional Office of Education | 8002500177 | Background Checks - 2025 March Fingerprinting | Paid by EFT # 96017 | | 04/01/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 1,160.00 |
| Account 55000 - Miscellaneous Contractual Exp Totals | | | | | | | | | Invoice Transactions 2 | \$1,278.50 |
| Account 60000 - Office Supplies | | | | | | | | | | |
| 3509 - DS Services of America, Inc. dba Primo Water NA | 23838934 031525 | Water delivery 02/27 & 03/13/25 & Rental Fee | Paid by EFT # 95582 | | 03/15/2025 | 03/24/2025 | 03/24/2025 | | 04/07/2025 | 18.47 |
| 3854 - Identisys, Inc. | 709256 | ID Badge Supplies | Paid by EFT # 95643 | | 03/19/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 85.00 |
| 3578 - Warehouse Direct, Inc dba Midwest Office Interiors | 5907137-0 | Office Supplies April 2025 | Paid by EFT # 96208 | | 04/04/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 181.42 |
| Account 60000 - Office Supplies Totals | | | | | | | | | Invoice Transactions 3 | \$284.89 |
| Sub-Department 120 - Human Resource Management Totals | | | | | | | | | Invoice Transactions 6 | \$1,604.79 |
| Department 120 - Human Resource Management Totals | | | | | | | | | Invoice Transactions 6 | \$1,604.79 |
| Fund 001 - General Fund Totals | | | | | | | | | Invoice Transactions 6 | \$1,604.79 |
| Fund 010 - Insurance Liability | | | | | | | | | | |
| Department 120 - Human Resource Management | | | | | | | | | | |
| Sub-Department 130 - Insurance Liability- HRM | | | | | | | | | | |
| Account 53000 - Liability Insurance | | | | | | | | | | |
| 1654 - Northern Contracting, Inc. | 147 | Liability Repair Payment - 25D45M612365 | Paid by EFT # 95707 | | 03/24/2025 | 04/23/2025 | 03/27/2025 | | 04/07/2025 | 5,819.02 |
| 8728 - State Street Collision, Inc. | 22287169 | Liability Repair Payment 24D45M517609 | Paid by EFT # 95764 | | 03/20/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 1,921.25 |
| 13382 - C&D Autobody Repair, Inc. | 5704 | Liability Repair Payment 25D45M531535 | Paid by EFT # 95532 | | 01/21/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 14,763.44 |
| 12798 - West Bend Mutual Insurance Company | 2641999 | Notary Bond - Frye 2641999 | Paid by Check # 386660 | | 03/16/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 20.00 |
| 12798 - West Bend Mutual Insurance Company | 2641697 | Notary Bond - Guzman 2641697 | Paid by Check # 386660 | | 03/12/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 20.00 |
| 12798 - West Bend Mutual Insurance Company | 2641998 | Notary Bond - Koszola 2641998 | Paid by Check # 386660 | | 03/16/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 20.00 |



Human Services Accounts Payable by GL Distribution

Payment Date Range 04/01/25 - 04/30/25

| Vendor | Invoice No. | Invoice Description | Status | Held Reason | Invoice Date | Due Date | G/L Date | Received Date | Payment Date | Invoice Amount |
|--|-------------|---|------------------------|-------------|--------------|------------|------------|---------------|--------------|----------------|
| Fund 010 - Insurance Liability | | | | | | | | | | |
| Department 120 - Human Resource Management | | | | | | | | | | |
| Sub-Department 130 - Insurance Liability- HRM | | | | | | | | | | |
| Account 53000 - Liability Insurance | | | | | | | | | | |
| 12798 - West Bend Mutual Insurance Company | 2641690 | Notary Bond - Monaghan 2641690 | Paid by Check # 386660 | | 03/12/2025 | 03/27/2025 | 03/27/2025 | | 04/07/2025 | 20.00 |
| 12798 - West Bend Mutual Insurance Company | 2643673 | Notary Bond - Halbesma 2643673 | Paid by Check # 386759 | | 04/02/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 20.00 |
| 12798 - West Bend Mutual Insurance Company | 2642742 | Notary Bond - Patton 2642742 | Paid by Check # 386759 | | 03/24/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 20.00 |
| 12798 - West Bend Mutual Insurance Company | 2643502 | Notary Bond - Riebe 2643502 | Paid by Check # 386759 | | 04/02/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 20.00 |
| 9385 - H&H Electric Co. | 45147 | Liability Repair Payment - RPO-KC-25-0006 | Paid by EFT # 95974 | | 12/20/2024 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 2,151.60 |
| 9385 - H&H Electric Co. | 45296 | Liability Repair Payment - 25D45M620856 | Paid by EFT # 95974 | | 01/23/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 3,493.75 |
| 9385 - H&H Electric Co. | 45297 | Liability Repair Payment - 25D45M621194 | Paid by EFT # 95974 | | 01/22/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 964.76 |
| 9385 - H&H Electric Co. | 45299 | Liability Repair Payment - 24D45M621055 | Paid by EFT # 95974 | | 01/17/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 6,011.00 |
| 9385 - H&H Electric Co. | 45338 | Liability Repair Payment - 25D45M621225 | Paid by EFT # 95974 | | 02/06/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 4,238.87 |
| 9385 - H&H Electric Co. | 45301 | Liability Repair Payment - RPO-KC-25-0008 | Paid by EFT # 95974 | | 01/30/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 3,115.63 |
| 9385 - H&H Electric Co. | 45295 | Liability Repair Payment - 25D45M628863 | Paid by EFT # 95974 | | 01/13/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 11,770.82 |
| 8728 - State Street Collision, Inc. | 22266325 | Liability Repair Payment - RPO-KC-25-0003 | Paid by EFT # 96155 | | 03/25/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 4,693.74 |
| 8728 - State Street Collision, Inc. | 22466508 | Liability Repair Payment - RPO-KC-25-0005 | Paid by EFT # 96155 | | 04/02/2025 | 05/02/2025 | 04/10/2025 | | 04/21/2025 | 5,921.46 |
| 1654 - Northern Contracting, Inc. | 156 | Liability Repair Payment 25D45M617903 | Paid by EFT # 96072 | | 03/26/2025 | 04/25/2025 | 04/10/2025 | | 04/21/2025 | 3,818.06 |
| 1654 - Northern Contracting, Inc. | 140 | Liability Repair Payment - RPO-KC-25-0007 | Paid by EFT # 96072 | | 03/21/2025 | 04/20/2025 | 04/10/2025 | | 04/21/2025 | 2,550.52 |



Human Services Accounts Payable by GL Distribution

Payment Date Range 04/01/25 - 04/30/25

| Vendor | Invoice No. | Invoice Description | Status | Held Reason | Invoice Date | Due Date | G/L Date | Received Date | Payment Date | Invoice Amount |
|---|-------------|--|------------------------|-------------|--------------|------------|------------|----------------------|--------------|----------------|
| Fund 010 - Insurance Liability | | | | | | | | | | |
| Department 120 - Human Resource Management | | | | | | | | | | |
| Sub-Department 130 - Insurance Liability- HRM | | | | | | | | | | |
| Account 53000 - Liability Insurance | | | | | | | | | | |
| 1654 - Northern Contracting, Inc. | 088 | Liability Repair Payment - RPO-KC-24- 9999 | Paid by EFT # 96072 | | 12/18/2024 | 01/17/2025 | 04/10/2025 | | 04/21/2025 | 2,596.28 |
| 1654 - Northern Contracting, Inc. | 089 | Liability Repair Payment - RPO-KC-24- 9998 | Paid by EFT # 96072 | | 12/18/2024 | 01/17/2025 | 04/10/2025 | | 04/21/2025 | 4,020.52 |
| 1654 - Northern Contracting, Inc. | 10121 | Liability Repair Payment - 24D45M423822 | Paid by EFT # 96072 | | 10/24/2024 | 11/23/2024 | 04/10/2025 | | 04/21/2025 | 4,941.87 |
| Account 53000 - Liability Insurance Totals | | | | | | | | Invoice Transactions | 24 | \$82,932.59 |
| Account 53010 - Workers Compensation | | | | | | | | | | |
| 13202 - Matthew J. Goncher | 20250401 | Goncher March 2025 PSEBA Payment | Paid by EFT # 95961 | | 04/01/2025 | 04/10/2025 | 04/10/2025 | | 04/21/2025 | 978.10 |
| Account 53010 - Workers Compensation Totals | | | | | | | | Invoice Transactions | 1 | \$978.10 |
| Sub-Department 130 - Insurance Liability- HRM Totals | | | | | | | | Invoice Transactions | 25 | \$83,910.69 |
| Department 120 - Human Resource Management Totals | | | | | | | | Invoice Transactions | 25 | \$83,910.69 |
| Fund 010 - Insurance Liability Totals | | | | | | | | Invoice Transactions | 25 | \$83,910.69 |
| Grand Totals | | | | | | | | Invoice Transactions | 31 | \$85,515.48 |

Kane County Purchasing Card Information
Human Services Committee
April 2025 Statement

| HUMAN RESOURCE MANAGEMENT | | | |
|---------------------------|---------------------|------------------------|---------------------|
| Transaction Date | Merchant Name | Additional Information | Transaction Amount |
| 4/4/2025 | AMER ASSOC NOTARIES | 713-644-2299 | \$29.00 |
| 4/22/2025 | 4 ALL PROMOS | 888-501-3450 | \$169.99 |
| 4/22/2025 | AMAZON MKTPL | AMZN.COM/BILL | \$218.90 |
| 4/23/2025 | AMAZON PRIME | AMZN.COM/BILL | \$14.99 |
| | | | Total: \$432.88 |
| | | | Total all: \$432.88 |



Tuition Reimbursement FYTD

Payment Date Range 12/01/24 - 04/30/25

| Vendor | Invoice No. | Invoice Description | Status | Held Reason | Invoice Date | Due Date | G/L Date | Received Date | Payment Date | Invoice Amount |
|--|-------------|---|---------------------|-------------|--------------|------------|----------------------|---------------|--------------|----------------|
| Fund 120 - Grand Victoria Casino Elgin | | | | | | | | | | |
| Department 010 - County Board | | | | | | | | | | |
| Sub-Department 020 - Riverboat | | | | | | | | | | |
| Account 45420 - Tuition Reimbursement | | | | | | | | | | |
| 14449 - Emilia Gunty | 2408-02 | Tuition Reimbursement | Paid by EFT # 93326 | | 12/09/2024 | 12/18/2024 | 11/30/2024 | | 12/30/2024 | 931.20 |
| 14669 - Brenna E. Russell | 2402-01 | Tuition Reimbursement | Paid by EFT # 93457 | | 12/02/2024 | 12/17/2024 | 11/30/2024 | | 12/30/2024 | 1,105.00 |
| 10326 - Stephanie T Galley | 2502-01 | Tuition Reimb - MPA6460 Public Sector Law & Civil Liability | Paid by EFT # 95235 | | 03/04/2025 | 03/03/2025 | 03/13/2025 | | 03/24/2025 | 1,392.00 |
| 14449 - Emilia Gunty | 2503-01 | DMA 695 Thesis I - MPOP 575 Digital Medica Ethics | Paid by EFT # 95971 | | 04/03/2025 | 04/09/2025 | 04/10/2025 | | 04/21/2025 | 2,400.00 |
| Account 45420 - Tuition Reimbursement Totals | | | | | | | Invoice Transactions | 4 | | \$5,828.20 |
| Sub-Department 020 - Riverboat Totals | | | | | | | Invoice Transactions | 4 | | \$5,828.20 |
| Department 010 - County Board Totals | | | | | | | Invoice Transactions | 4 | | \$5,828.20 |
| Fund 120 - Grand Victoria Casino Elgin Totals | | | | | | | Invoice Transactions | 4 | | \$5,828.20 |
| Grand Totals | | | | | | | Invoice Transactions | 4 | | \$5,828.20 |

Health Insurance Fund
Revenue and Expenses
Through April 30, 2025 (41.7% YTD, 42.31% Payroll Expense through Pay Period Ending 04/26/2025)
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 | \$ 580,747 | \$ 85,314 |
| 652.800.000.38900 - Miscellaneous Other | \$ 17,880 | \$ - | \$ - | \$ - |
| 652.800.000.38910 - Healthcare Employer Portion | \$ 13,116,149 | \$ 14,469,417 | \$ 16,153,512 | \$ 7,121,966 |
| 652.800.000.38915 - Dental Employer Portion | \$ 425,507 | \$ 407,933 | \$ 473,351 | \$ 203,137 |
| 652.800.000.38920 - Healthcare Employee Portion | \$ 3,197,317 | \$ 2,925,521 | \$ 3,385,325 | \$ 1,499,701 |
| 652.800.000.38921 - Dental Employee Portion | \$ 281,567 | \$ 269,619 | \$ 299,829 | \$ 128,887 |
| 652.800.000.38927 - MERP Employer Portion | \$ 998,731 | \$ 1,120,209 | \$ 1,324,816 | \$ 581,152 |
| 652.800.000.38930 - Retiree Payments - Healthcare | \$ 609,359 | \$ 707,560 | \$ 689,732 | \$ 272,473 |
| 652.800.000.38935 - Retiree Payments - Dental | \$ 2,615 | \$ 3,815 | \$ 2,886 | \$ 1,348 |
| 652.800.000.38940 - Cobra Payments - Healthcare | \$ 47,684 | \$ 24,367 | \$ 20,799 | \$ 29,872 |
| 652.800.000.38945 - Cobra Payments - Dental | \$ 2,696 | \$ 2,010 | \$ 1,644 | \$ 1,619 |
| Total Revenue | \$ 18,609,860 | \$ 20,284,936 | \$ 22,932,640 | \$ 9,925,469 |
| Expenses - Health Insurance General | | | | |
| 652.800.814.45000 - Healthcare Contribution | - | - | \$ - | \$ 204 |
| 652.800.814.45010 - Dental Contribution | \$ - | \$ - | \$ 132 | \$ 24 |
| 652.800.814.50150 - Contractual/Consulting Services | \$ 114,000 | \$ 108,000 | \$ 110,250 | \$ 46,750 |
| 652.800.814.50520 - Healthcare Admin Services | \$ 11,244 | \$ 11,665 | \$ 15,703 | \$ 6,621 |
| 652.800.814.53005 - Healthcare - Stop Loss Insurance | \$ (624,786) | \$ (806,784) | \$ (2,027,628) | \$ (45,404) |
| 652.800.814.53038 - Healthcare - Vision Insurance | \$ 74,975 | \$ 81,318 | \$ 83,696 | \$ 35,374 |
| 652.800.814.53039 - Affordable Care Act Fee | \$ 3,210 | \$ 5,217 | \$ 5,699 | \$ - |
| 652.800.814.53300 - Healthcare - Health Insurance | \$ 23,031 | \$ - | \$ - | \$ - |
| 652.800.814.53310 - Healthcare - Dental Insurance | \$ 732,083 | \$ 804,932 | \$ 742,246 | \$ 412,451 |
| 652.800.814.53320 - Healthcare - Life Insurance | \$ 42,029 | \$ 40,678 | \$ 57,705 | \$ 4,440 |
| 652.800.814.53380 - Healthcare - Wellness | \$ - | \$ (100,000) | \$ (375,000) | \$ (15,000) |
| 652.800.814.53381 - Healthcare - Wellness Surcharge Refunds | \$ - | \$ 46,550 | \$ - | \$ - |
| 652.800.814.53385 - Financial Wellness | \$ 7,500 | \$ 10,000 | \$ 10,000 | \$ 5,000 |
| Total Health Insurance General Expenses | \$ 383,286 | \$ 201,575 | \$ (1,377,197) | \$ 450,460 |

Health Insurance Fund

Revenue and Expenses

**Through April 30, 2025 (41.7% YTD, 42.31% Payroll Expense through Pay Period Ending 04/26/2025)
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 | \$ 149,317 |
| 652.800.814.53350 - MERP - Shared Savings with Administrator | \$ 14,316 | \$ - | \$ - | \$ - |
| Total MERP Expenses | \$ 405,349 | \$ 518,727 | \$ 625,362 | \$ 157,511 |
| Expenses - Health Insurance PPO | | | | |
| 652.800.817.53005 - Healthcare - Stop Loss Insurance | \$ 505,541 | \$ 723,948 | \$ 893,817 | \$ 354,788 |
| 652.800.817.53031 - Self Insured Healthcare Claims | \$ 6,180,965 | \$ 7,738,450 | \$ 10,233,290 | \$ 3,079,233 |
| 652.800.817.53032 - Self Insured Healthcare Claims Administration | \$ 218,379 | \$ 245,663 | \$ 289,635 | \$ 99,729 |
| 652.800.817.53033 - Healthcare Facility Access Fee | \$ 76,025 | \$ 13,041 | \$ 231,063 | \$ 18,559 |
| 652.800.817.53037 - Healthcare Credits | \$ (260,803) | \$ (350,324) | \$ (586,275) | \$ (226,425) |
| Total Health Insurance PPO Expenses | \$ 6,720,108 | \$ 8,370,778 | \$ 11,061,530 | \$ 3,325,884 |
| Expenses - Health Insurance HMO | | | | |
| 652.800.818.53005 - Healthcare - Stop Loss Insurance | \$ 462,946 | \$ 555,815 | \$ 604,545 | \$ 217,187 |
| 652.800.818.53031 - Self Insured Healthcare Claims | \$ 6,714,631 | \$ 6,963,453 | \$ 7,279,419 | \$ 2,551,852 |
| 652.800.818.53032 - Self Insured Healthcare Claims Administration | \$ 394,430 | \$ 372,131 | \$ 368,937 | \$ 135,896 |
| 652.800.818.53034 - Healthcare HMO Managed Care Fee | \$ 92,087 | \$ 104,647 | \$ 104,847 | \$ 33,891 |
| 652.800.818.53035 - Healthcare Physician Services Fee | \$ 2,658,797 | \$ 2,594,715 | \$ 2,612,488 | \$ 782,257 |
| 652.800.818.53037 - Healthcare Credits | \$ (497,551) | \$ (564,106) | \$ (833,433) | \$ (296,040) |
| Total Health Insurance HMO Expenses | \$ 9,825,340 | \$ 10,026,655 | \$ 10,136,802 | \$ 3,425,043 |
| Expenses - Retiree | | | | |
| 652.800.820.53300 - Healthcare - Health Insurance | \$ 106,764 | \$ 125,395 | \$ 160,639 | \$ 129,572 |
| Total Expenses | \$ 17,440,846 | \$ 19,243,130 | \$ 20,607,136 | \$ 7,488,469 |
| Revenue Net Expenses | \$ 1,169,014 | \$ 1,041,806 | \$ 2,325,504 | \$ 2,437,000 |
| Fund Balance | \$ 6,416,869 | \$ 7,458,675 | \$ 9,784,179 | \$ 2,437,000 |
| <i>Target Fund Balance at 25%</i> | \$ 4,360,212 | \$ 4,810,783 | \$ 5,151,784 | \$ 1,872,117 |
| <i>Target Fund Balance at 50%</i> | \$ 8,720,423 | \$ 9,621,565 | \$ 10,303,568 | \$ 3,744,235 |

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

REPORT NO. TMP-25-532

MONTHLY BLUE CROSS BLUE SHIELD INVOICE

| | |
|----------------------|---|
| 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 | 825319074612 |
| Invoice Date | 03/31/2025 |
| Invoice Period | 03/01/2025 - 03/31/2025 |
| Billing Cycle | MONTHLY |

Make Electronic (Wire¹ or ACH²) Payments to

Mellon Bank
Health Care Service Corporation

HCSC ABA Number 043000261

HCSC Bank Account Number 120-5032

Account ID Number 8253175154

Amount Due \$1,564,719.92

Date Due 05/02/2025

See footnotes for important Wire & ACH payment instructions

Claim Charges/Credits - Paid 3/1/25 – 3/31/25

| | |
|------------------------------------|-----------------------|
| Value Based Care-Value Incentive | 304.58 |
| Medical-Facility | 505,830.66 |
| Value Based Care-Care Coordination | 498.09 |
| Medical-Professional | 322,821.88 |
| Pharmacy | 462,579.22 |
| Total Claim Charges/Credits | \$1,292,034.43 |

Claims Adjustments
Incurred Date

| | | |
|----------------------------------|------------|----------------------|
| Specific Stop Loss Credit/Charge | 12/31/2024 | (10,212.15) |
| Total Claims Adjustments | | \$(10,212.15) |

Administration Fees
Calculation Method

| | | |
|-----------------------------------|------------------------|--------------|
| RX Rebate Credit | Per Contract Per Month | (134,873.44) |
| IL Access Fee | Monthly IL Access Fee | 3,621.71 |
| HMO Managed Care Fee | Per Contract Per Month | 8,523.77 |
| Physician Service Fee - Allocated | Monthly Claims | 19,823.38 |
| Administration Fee | Per Contract Per Month | 54,468.12 |
| Specific Stop Loss | Per Contract Per Month | 148,296.51 |

(continued on next page)

¹For Electronic payment via Wire

You MUST include the following in the "Reference for Beneficiary" (RFB) (1@16) and "Originator to Beneficiary" (OBI) (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 - Direct | Monthly Claims | 173,161.95 |
| APR Savings Program-Data Mining & Post Pay Recovery | Claim Based | 25.26 |
| APR Savings Program-Advanced Claim Edits and Coding Validation | Claim Based | 90.21 |
| APR Savings Program-Prepay Service Line Review | Claim Based | 9,142.70 |
| APR Savings Program-OON Price Service | Claim Based | 303.45 |
| APR Savings Program-Coordination of Benefits | Claim Based | 290.38 |
| Total Administration Fees | | \$282,874.00 |

| Administration Adjustments | Incurred Date | |
|---|---------------|----------------|
| Vendor Fee | 03/24/2025 | 23.64 |
| Total Administration Adjustments | | \$23.64 |

| | |
|--|-----------------------|
| Total Claim Charges/Credits | \$1,281,822.28 |
| Total Administration Fees & Adjustments | \$282,897.64 |
| Total Charges | \$1,564,719.92 |

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.

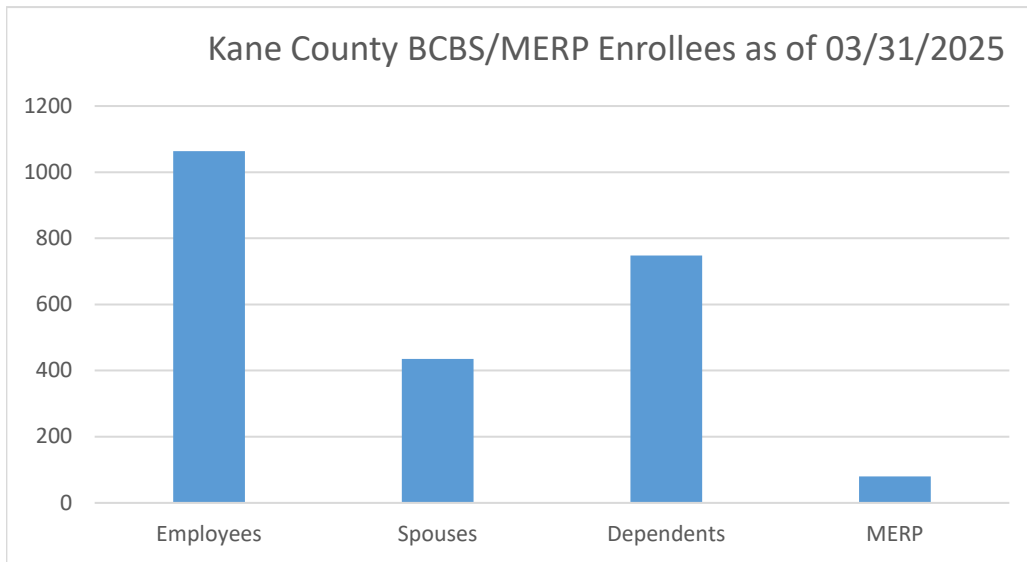
| | | |
|---|---|--|
| Make checks payable to Health Care Service Corporation Include Account ID Number 8253175154 Amount Due \$1,564,719.92 Date Due 05/02/2025 | If sending via Overnight Courier Health Care Service Corporation Attn: 14169 5505 N. Cumberland Ave. Suite 307 Chicago, IL 60656-1471 | If sending via 1st Class Mail Health Care Service Corporation Dept. CH 14169 Palatine, IL 60055-4169 |
|---|---|--|

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

REPORT NO. TMP-25-533
MONTHLY BCBS AND MERP TOTALS

**Kane County BCBS/MERP Enrollees as of
03/31/2025**

| Employees | Spouses | Dependents | MERP |
|-----------|---------|------------|------|
| 1064 | 435 | 748 | 80 |



STATE OF ILLINOIS)
COUNTY OF KANE) SS.

REPORT NO. TMP-25-534
MONTHLY ASSURED PARTNERS REPORT

Kane County

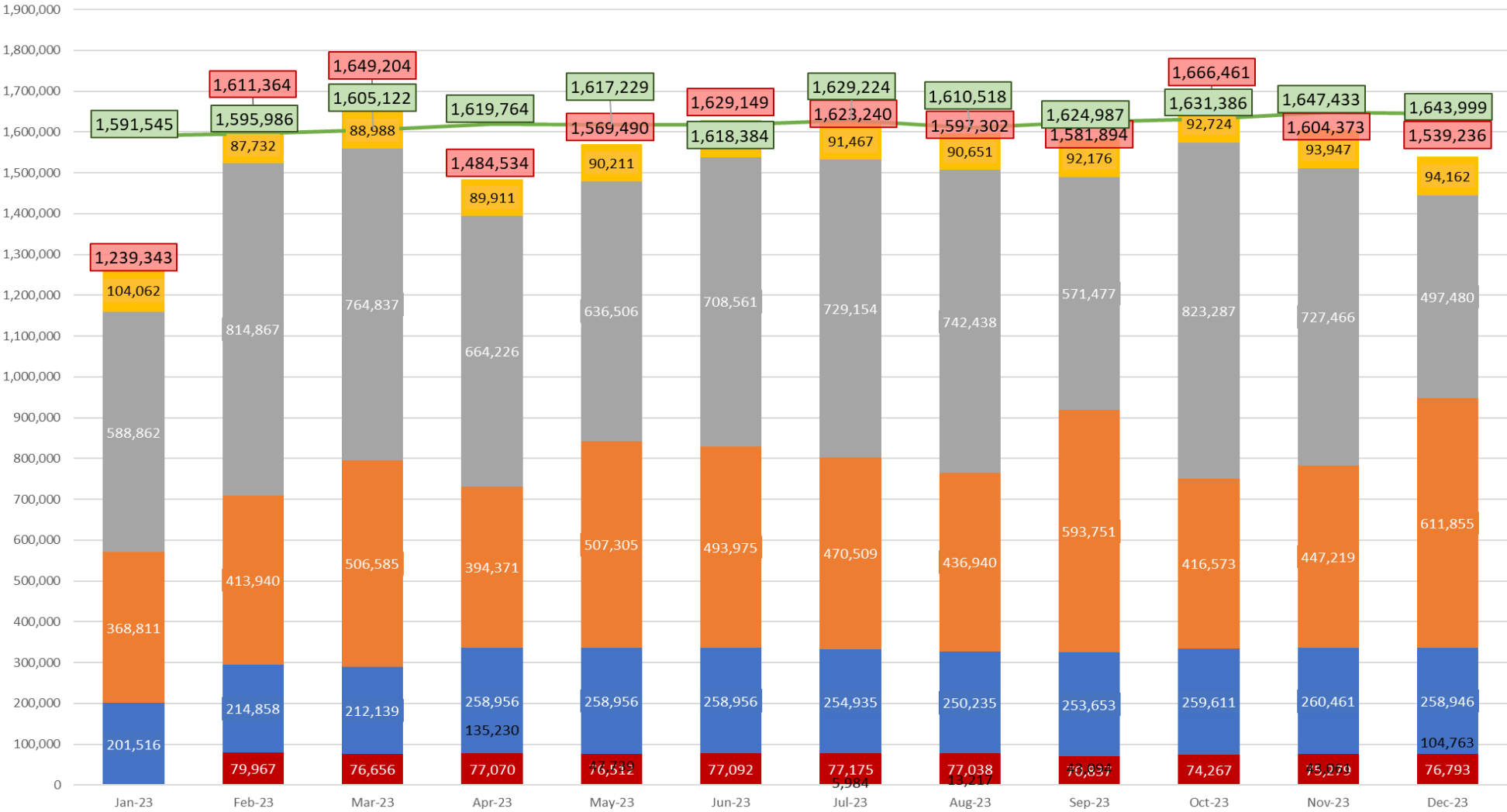
HSC Meeting 5/14/2025



AssuredPartners

2023 Global Financial Tracker

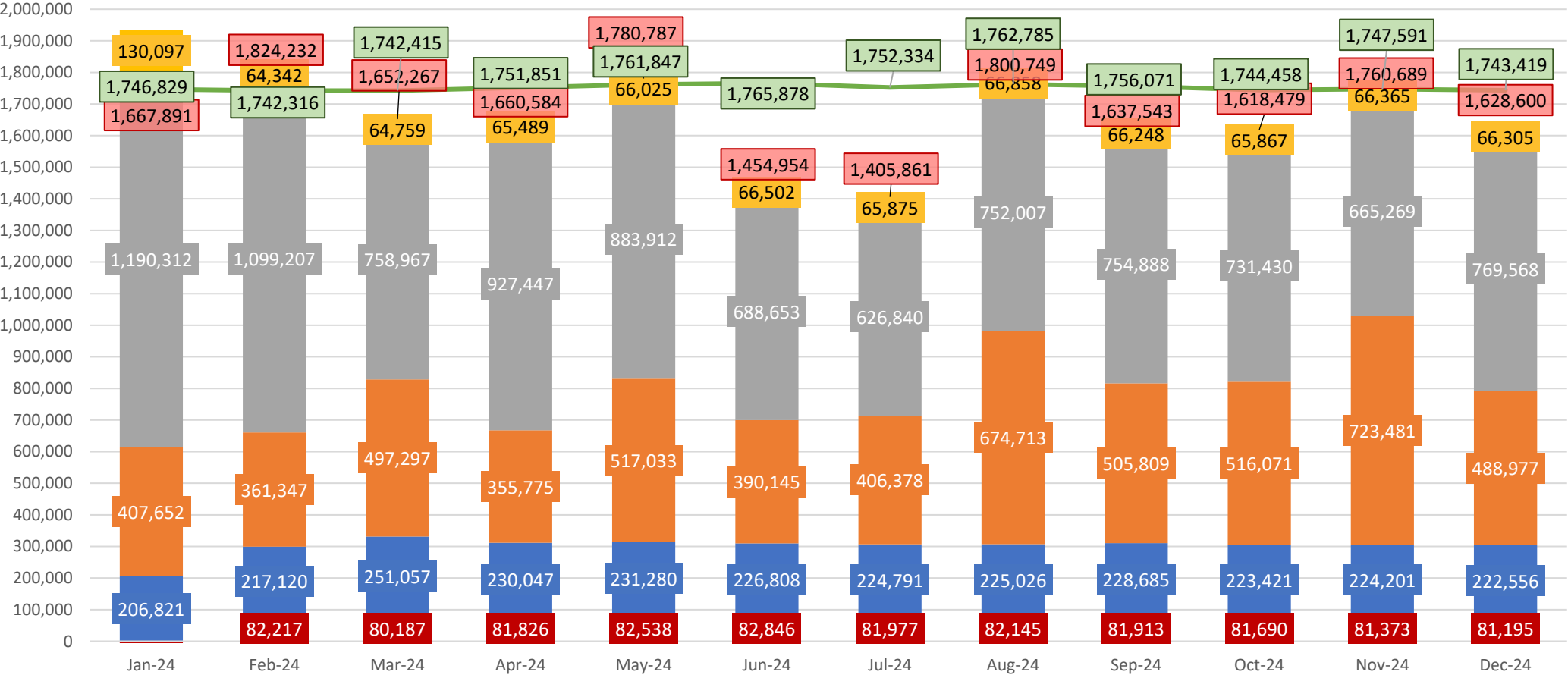
Amount Toward Reserve:
\$639,988



| | 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:
\$122,790



| | 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 | 123,827 | | | | | | | | | |
| Medical Claims after SL Reimbursements | 826,892 | 924,777 | 828,770 | | | | | | | | | |
| Rx Claims | 657,062 | 585,190 | 462,579 | | | | | | | | | |
| Capitation | 222,556 | 221,965 | 201,509 | | | | | | | | | |
| All Other * | 44,729 | 95,046 | 95,374 | | | | | | | | | |
| Total Cost | 1,874,250 | 1,894,618 | 1,712,059 | | | | | | | | | |
| Total Funding | 1,861,624 | 1,865,574 | 1,876,519 | | | | | | | | | |
| Surplus/Deficit | -12,625 | -29,044 | 164,460 | | | | | | | | | |

*All Other includes Employer HSA contributions, BCBS wellness credit, consulting fee, dental, vision, and EAP services.

STATE OF ILLINOIS)
COUNTY OF KANE) SS.

REPORT NO. TMP-25-535

MONTHLY APPLICANTS AND STAFF CHANGES

Job Applicants for April 2025 by Position

| Title | Post Date - Deadline | Internal/External | Applicants |
|--|-----------------------|-------------------|------------|
| Animal Control | | | |
| Part Time County Veterinarian/Deputy Administrator | 4/3/2025 - N/A | External | 2 |
| Part Time Kennel Assistant | 3/31/2025 - N/A | External | 4 |
| Total Animal Control Applicants | | | 6 |
| Auditor | | | |
| Accounts Payable Specialist -Level 1 | 4/23/2025 - N/A | External | 2 |
| Auditor Intern | 3/31/2025 - N/A | External | 13 |
| Intern/Volunteer | Open - N/A | External | 1 |
| Internal Staff Auditor | 3/13/2025 - N/A | External | 3 |
| Total Auditor Applicants | | | 19 |
| Building Management | | | |
| Janitorial Manager | 4/7/2025 - N/A | External | 3 |
| Project Manager I (BLD) | 3/25/2025 - N/A | External | 1 |
| Project Manager I (BLD) (Revised) | 3/25/2025 - N/A | External | 2 |
| Total Building Management Applicants | | | 6 |
| Circuit Court Clerk | | | |
| [33] Circuit Court Clerk | Open - N/A | External | 1 |
| Deputy Clerk | 3/11/2025 - N/A | External | 30 |
| Total Circuit Court Clerk Applicants | | | 31 |
| County Clerk | | | |
| [37] County Clerk | Open - N/A | External | 2 |
| Total County Clerk Applicants | | | 2 |
| Court Services | | | |
| [38] Court Services | Open - N/A | External | 1 |
| Intern/Volunteer | Open - N/A | External | 1 |
| Juvenile Detention Specialist | 1/26/2025 - 5/21/2025 | External | 1 |
| Juvenile Detention Specialist | 1/27/2025 - 5/21/2025 | External | 12 |
| Total Court Services Applicants | | | 15 |

Development and Community Services

| | | | |
|---|------------|----------|---|
| Intern/Volunteer | Open - N/A | External | 1 |
| Total Development and Community Services Applicants | | | 1 |

Division of Transportation

| | | | |
|--|-----------------|----------|----|
| Construction Manager – Civil Engineer II, III or IV | 1/6/2025 - N/A | External | 1 |
| Highway Maintainer I | 4/9/2025 - N/A | External | 12 |
| Permit & Administrative Technician | 3/31/2025 - N/A | External | 7 |
| Permit & Traffic Engineer – Civil Engineer II, III or IV | 1/6/2025 - N/A | External | 1 |
| Project Manager – Civil Engineer II, III, IV or V | 1/6/2025 - N/A | External | 1 |
| Total Division of Transportation Applicants | | | 22 |

Finance Department

| | | | |
|-------------------------------------|-----------------|----------|---|
| Buyer - Purchasing | 1/22/2025 - N/A | External | 5 |
| Total Finance Department Applicants | | | 5 |

GIS

| | | | |
|----------------------|------------|----------|---|
| Intern/Volunteer | Open - N/A | External | 1 |
| Total GIS Applicants | | | 1 |

Health Department

| | | | |
|--|-----------------|----------|-----|
| Behavioral Health Program Intern | 4/17/2025 - N/A | External | 2 |
| CD Surveillance Practitioner | 3/17/2025 - N/A | External | 1 |
| CD Surveillance Practitioner | 3/18/2025 - N/A | External | 12 |
| Community Health Planner | 3/28/2025 - N/A | External | 30 |
| Environmental Health Practitioner | 3/17/2025 - N/A | External | 2 |
| Environmental Health Practitioner | 3/18/2025 - N/A | External | 5 |
| Health Promotions Public Health Intern | 4/17/2025 - N/A | External | 8 |
| Intern/Volunteer | Open - N/A | External | 5 |
| Lead (Pb) Inspector – Lead Poisoning Prevention | 4/23/2025 - N/A | External | 2 |
| Lead Disease Surveillance Practitioner | 3/5/2025 - N/A | External | 8 |
| Public Health Intern | 4/16/2025 - N/A | External | 9 |
| Public Health Intern (Trap Collection for West Nile Program) | 3/24/2025 - N/A | External | 7 |
| Violence Prevention Specialist | 3/19/2025 - N/A | External | 22 |
| Total Health Department Applicants | | | 113 |

Information Technology Department

| | | | |
|--|-----------------|----------|---|
| CAD Specialist II | 3/14/2025 - N/A | External | 3 |
| Total Information Technology Department Applicants | | | 3 |

KANECOMM

| | | | |
|---------------------------|-----------------|----------|----|
| [0] KANECOMM | 12/6/2024 - N/A | External | 1 |
| 9-1-1 Telecommunicator | 12/5/2024 - N/A | External | 1 |
| 9-1-1 Telecommunicator | 12/6/2024 - N/A | External | 29 |
| Total KANECOMM Applicants | | | 31 |

Office of Community Reinvestment

| | | | |
|---|-----------------------|----------|----|
| [35] Office of Community Reinvestment | Open - N/A | External | 1 |
| Assistant Director for Finance and Administration | 2/12/2025 - N/A | External | 2 |
| One-Stop System Manager | 4/21/2025 - 4/22/2025 | External | 2 |
| Program Assistant - DeKalb Office | 3/31/2025 - N/A | External | 21 |
| Workforce Board Manager | 4/24/2025 - N/A | External | 2 |
| Total Office of Community Reinvestment Applicants | | | 28 |

Office of Emergency Management (OEM)

| | | | |
|---|------------------|----------|---|
| [14] Office of Emergency Management (OEM) | 11/25/2024 - N/A | External | 1 |
| [17] Office of Emergency Management (OEM) | 11/25/2024 - N/A | External | 6 |
| [50] Office of Emergency Management (OEM) | Open - N/A | External | 1 |
| Total Office of Emergency Management (OEM) Applicants | | | 8 |

Public Defender

| | | | |
|----------------------------------|------------|----------|---|
| [47] Public Defender | Open - N/A | External | 1 |
| Total Public Defender Applicants | | | 1 |

Recorder

| | | | |
|---------------------------|------------|----------|---|
| Intern/Volunteer | Open - N/A | External | 1 |
| Total Recorder Applicants | | | 1 |

Sheriff

| | | | |
|---|-----------------|----------|----|
| [52] Sheriff | Open - N/A | External | 1 |
| [54] Sheriff | Open - N/A | External | 1 |
| Aramark - Kane County Jail and Commissary | 4/26/2024 - N/A | External | 6 |
| Case Manager Collaborative Diversion | 3/26/2025 - N/A | External | 2 |
| Case Manager Collaborative Diversion | 3/27/2025 - N/A | External | 27 |
| Correction Officers *Lateral Transfer * | 5/17/2024 - N/A | External | 5 |

| | |
|--------------------------|----|
| Total Sheriff Applicants | 42 |
|--------------------------|----|

State's Attorney

| | | | |
|--|-----------------|----------|----|
| [53] State's Attorney | Open - N/A | External | 1 |
| [6] State's Attorney | 3/5/2025 - N/A | External | 1 |
| Assistant State's Attorney – Misdemeanor Division | 3/31/2025 - N/A | External | 7 |
| Assistant State's Attorney/Felony Division | 3/31/2025 - N/A | External | 4 |
| Bilingual Intake/Multidisciplinary Team Coordinator & Outreach | 2/7/2025 - N/A | External | 3 |
| Intern/Volunteer | Open - N/A | External | 1 |
| Total State's Attorney Applicants | | | 17 |

| | |
|-----------------------------------|------------|
| Total Applicants for April | 352 |
|-----------------------------------|------------|

New Hire Report

from 04/01/2025 - 04/30/2025

| Department | Employee Name | Job Title | Employee Status | Hire Date |
|--|--------------------------|--------------------------|-----------------|------------|
| Animal Control | | | | |
| | LOOMIS, FAITH L | Kennel Assistant | ACTIVE | 04/23/2025 |
| Circuit Clerk | | | | |
| | SUMMERHILL, PAIGE V | Deputy Clerk | ACTIVE | 04/21/2025 |
| County Auditor | | | | |
| | HEAD, CRYSTAL E | Office Manager | ACTIVE | 04/07/2025 |
| County Clerk Elections-PR Only/County Clerk Elections - PR Only | | | | |
| | BRADFORD, TRENTON D | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | BRENNAN, JOHN P | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | JIMENEZ GARCIA, JARENY M | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | MARTINEZ, ALAN E | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | MCELHINNEY, ADELINE N | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | PARKER, TANEALLE S | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | REDER, WANDA K | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | SHIVE, BRAEDON E | Election Worker or Judge | ACTIVE | 04/01/2025 |
| | VANNAVONG, CHRISTY | Election Worker or Judge | ACTIVE | 04/01/2025 |
| Court Services/Adult Drug Court | | | | |
| | PENA, YARETSI | Adult Drug Court PO | ACTIVE | 04/28/2025 |
| | | Probation Officer | ACTIVE | 04/28/2025 |
| | | Senior Probation Officer | ACTIVE | 04/28/2025 |
| Court Services/Court Services Administration | | | | |
| | WHITE, BIANCA L | Probation Officer | ACTIVE | 04/28/2025 |

New Hire Report

from 04/01/2025 - 04/30/2025

Court Services/Juvenile Justice Center

| | | | |
|------------------|---------------------|--------|------------|
| TROUPE, TEARAH J | Youth Counselor JJC | ACTIVE | 04/28/2025 |
|------------------|---------------------|--------|------------|

Finance

| | | | |
|-------------------|--------|--------|------------|
| CLINNIN, SYDNEY K | Intern | ACTIVE | 04/28/2025 |
|-------------------|--------|--------|------------|

Kane Comm

| | | | |
|---------------------|---------------|--------|------------|
| BARNETT, JENNIFER J | Shift Manager | ACTIVE | 04/14/2025 |
|---------------------|---------------|--------|------------|

Public Defender

| | | | |
|----------------|---------------------------|--------|------------|
| FORD, JAKE H-T | Assistant Public Defender | ACTIVE | 04/14/2025 |
|----------------|---------------------------|--------|------------|

State's Attorney

| | | | |
|----------------|----------------------------|--------|------------|
| DECANIO, ELISA | Administrative Assistant | ACTIVE | 04/28/2025 |
| | CAC MDT Intake Coordinator | ACTIVE | 04/28/2025 |
| | Case Manager | ACTIVE | 04/28/2025 |
| STEED, JAMES P | Assistant States Attorney | ACTIVE | 04/14/2025 |

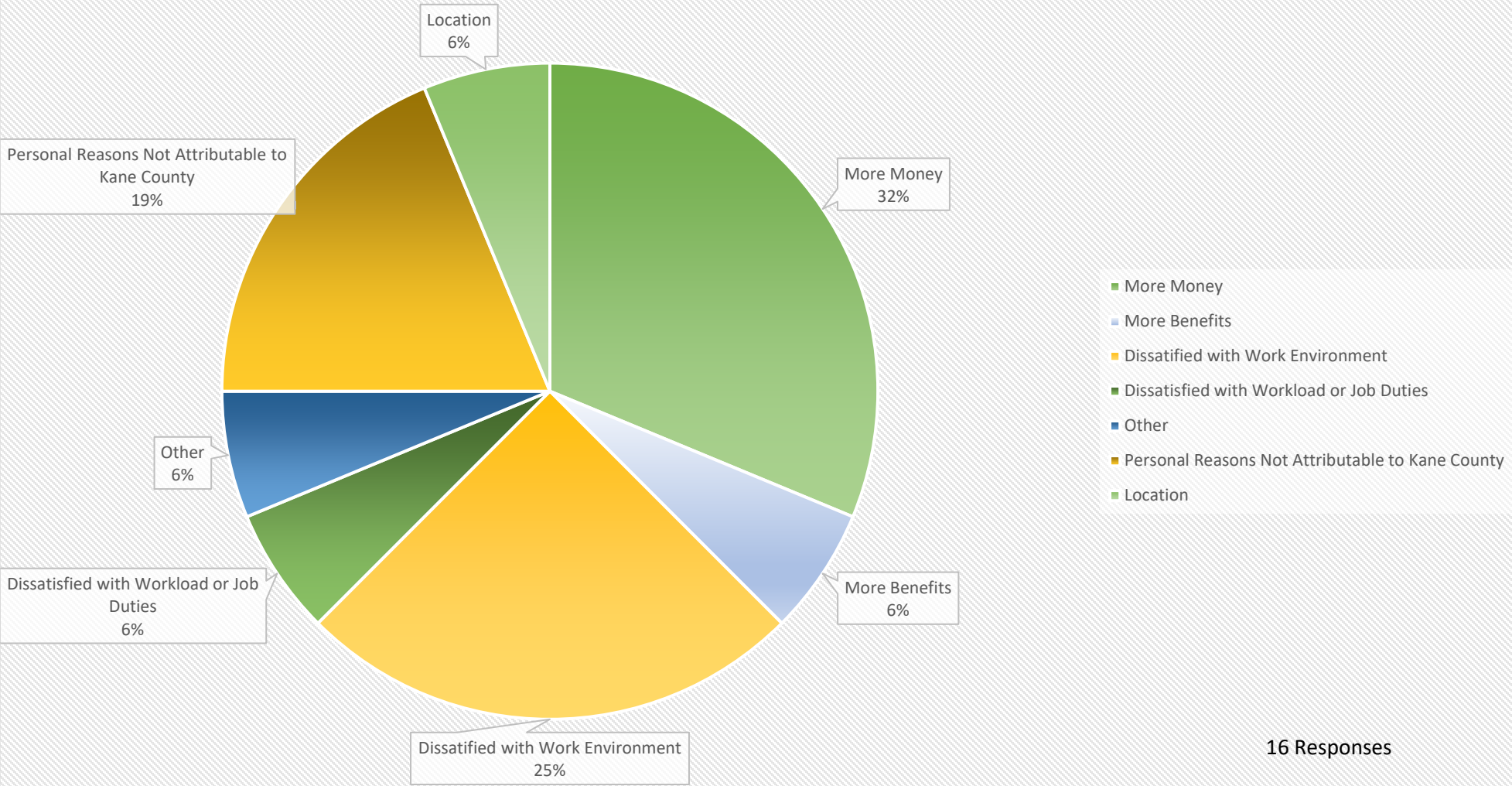
Total New Hires 20

Termination Report

from 04/01/2025 - 04/30/2025

| Department | Employee Name | Termination Date |
|----------------------------------|-----------------------------|------------------|
| Circuit Clerk | | |
| | FERRON, TONI L | 04/02/25 |
| Community Reinvestment | | |
| | ANDREWS, CHRISTINE L | 04/04/25 |
| Finance | | |
| | BOWLES, CHRISTOPHER R | 04/11/25 |
| Health | | |
| | HAMILTON, SOPHIA B | 04/04/25 |
| Sheriff/Adult Corrections | | |
| | MILLER, BLYTHE A | 04/01/25 |
| Sheriff/Court Security | | |
| | BELTRAN, JACQUELINE L | 04/10/25 |
| Sheriff/Sheriff | | |
| | KAUS, KRYSTA M | 04/11/25 |
| State's Attorney | | |
| | LONDON BISCHOF, KATHERINE A | 04/04/25 |
| Total Terminations 8 | | |

Reasons Employees Left Kane County
4/1/2024-3/31/2025



STATE OF ILLINOIS)
COUNTY OF KANE) SS.

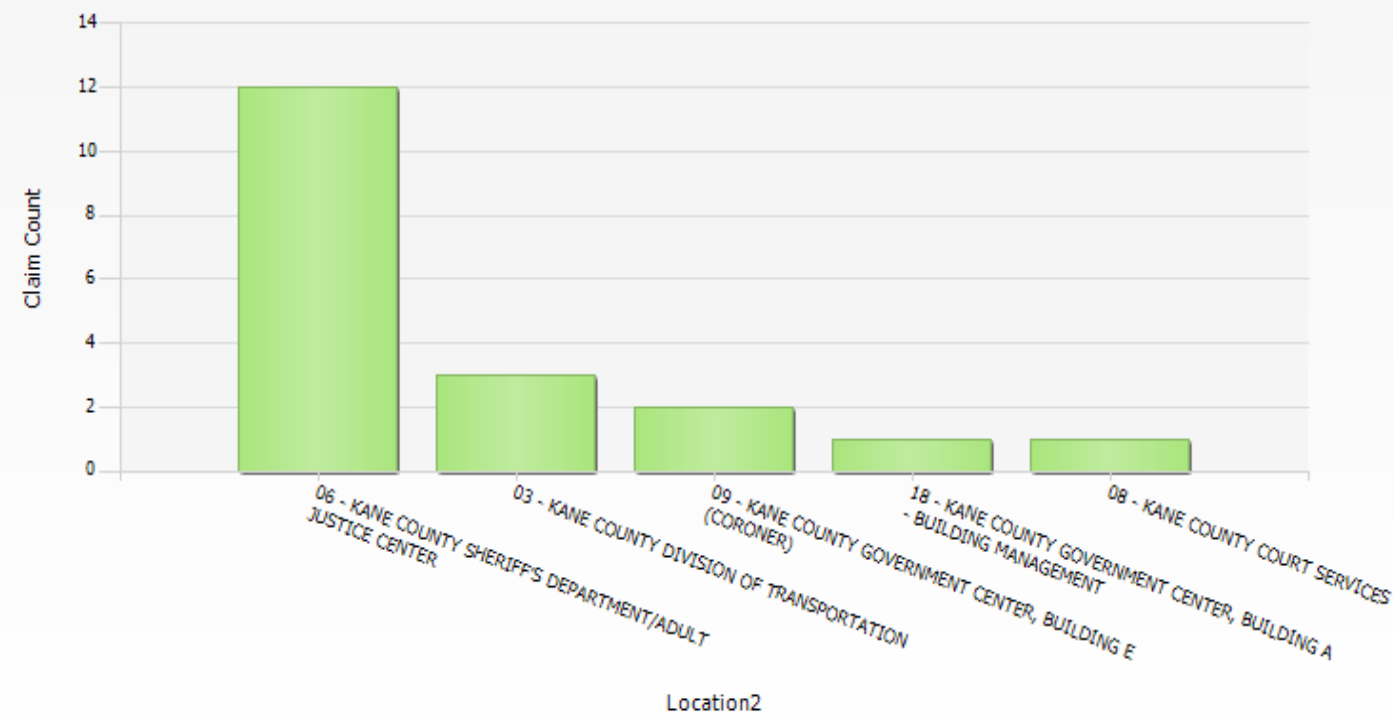
REPORT NO. TMP-25-536

MONTHLY WORKERS COMP AND LIABILITY REPORTS

Kane County Top 5 locations where the most incidents have occurred 12/01/2025-11/30/2025 as of 04/30/2025

| 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 | 12 | \$24,922.70 | \$39,992.30 | \$0.00 | \$64,915.00 | \$0.00 | \$64,915.00 | \$5,409.58 | 55% | 54% |
| 03 - KANE COUNTY DIVISION OF TRANSPORTATION | 3 | \$7,556.06 | \$16,821.17 | \$0.00 | \$24,377.23 | \$0.00 | \$24,377.23 | \$8,125.74 | 14% | 20% |
| 09 - KANE COUNTY GOVERNMENT CENTER, BUILDING E (CORONER) | 2 | \$1,529.34 | \$605.85 | \$0.00 | \$2,135.19 | \$0.00 | \$2,135.19 | \$1,067.60 | 9% | 2% |
| 18 - KANE COUNTY GOVERNMENT CENTER, BUILDING A - BUILDING MANAGEMENT | 1 | \$1,141.76 | \$0.00 | \$0.00 | \$1,141.76 | \$0.00 | \$1,141.76 | \$1,141.76 | 5% | 1% |
| 08 - KANE COUNTY COURT SERVICES | 1 | \$1,651.66 | \$20,286.66 | \$0.00 | \$21,938.32 | \$0.00 | \$21,938.32 | \$21,938.32 | 5% | 18% |

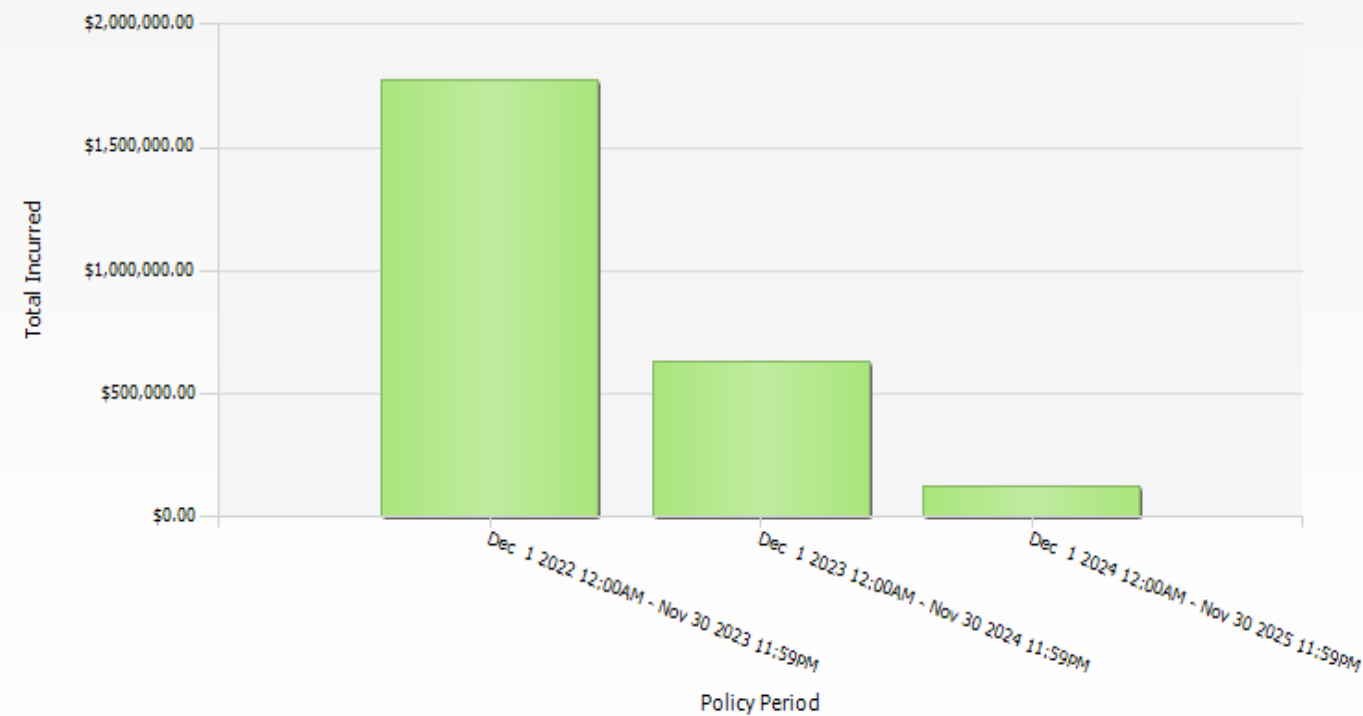
Summary by Location2 Ordered by Claim Count in Descending Order



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 04/30/25

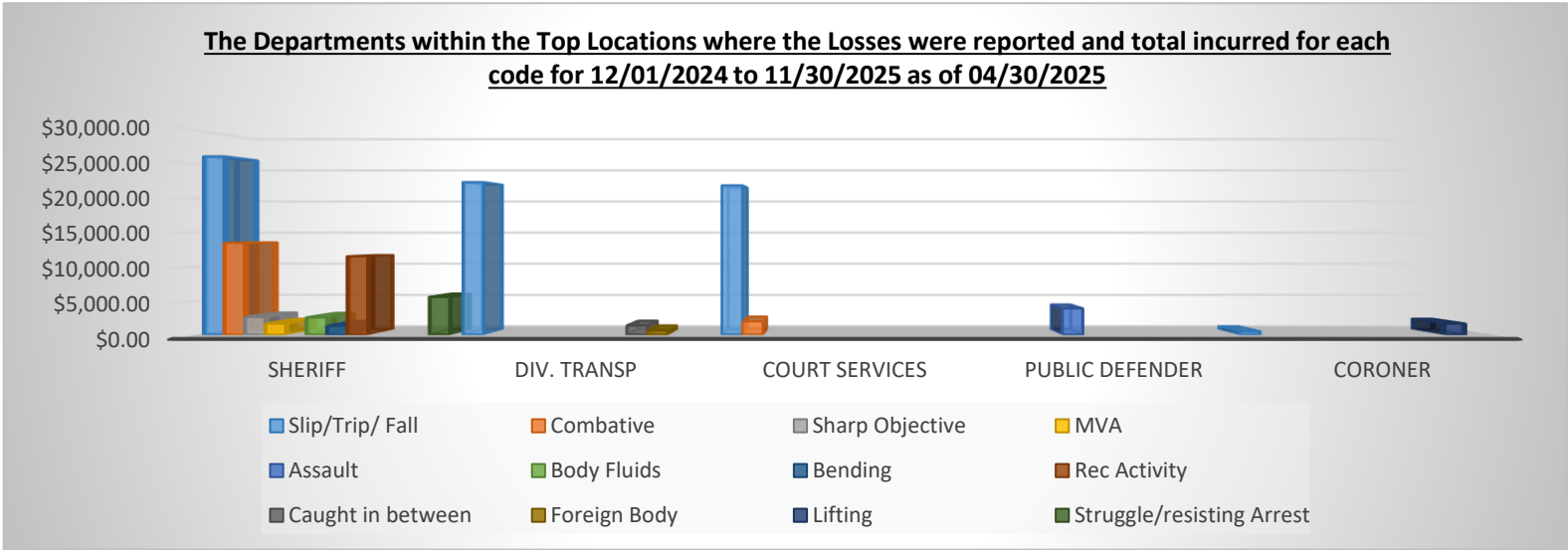
| Policy Period | Claim Count | Total Paid | Outstanding Reserves | Recovery | Total Incurred | Total Reimbursement | Net Incurred | Cost Per Claim | % of Freq | % Of Incur |
|--|-------------|----------------|----------------------|----------|----------------|---------------------|----------------|----------------|-----------|------------|
| Dec 1 2022 12:00AM - Nov 30 2023 11:59PM | 70 | \$1,241,138.05 | \$531,170.63 | \$0.00 | \$1,772,308.68 | \$0.00 | \$1,772,308.68 | \$25,318.70 | 42% | 70% |
| Dec 1 2023 12:00AM - Nov 30 2024 11:59PM | 73 | \$381,620.01 | \$251,748.66 | \$0.00 | \$633,368.67 | \$0.00 | \$633,368.67 | \$8,676.28 | 44% | 25% |
| Dec 1 2024 12:00AM - Nov 30 2025 11:59PM | 22 | \$39,208.94 | \$81,386.82 | \$0.00 | \$120,595.76 | \$0.00 | \$120,595.76 | \$5,481.63 | 13% | 5% |

Summary by Policy Period Ordered by Total Incurred in Descending Order



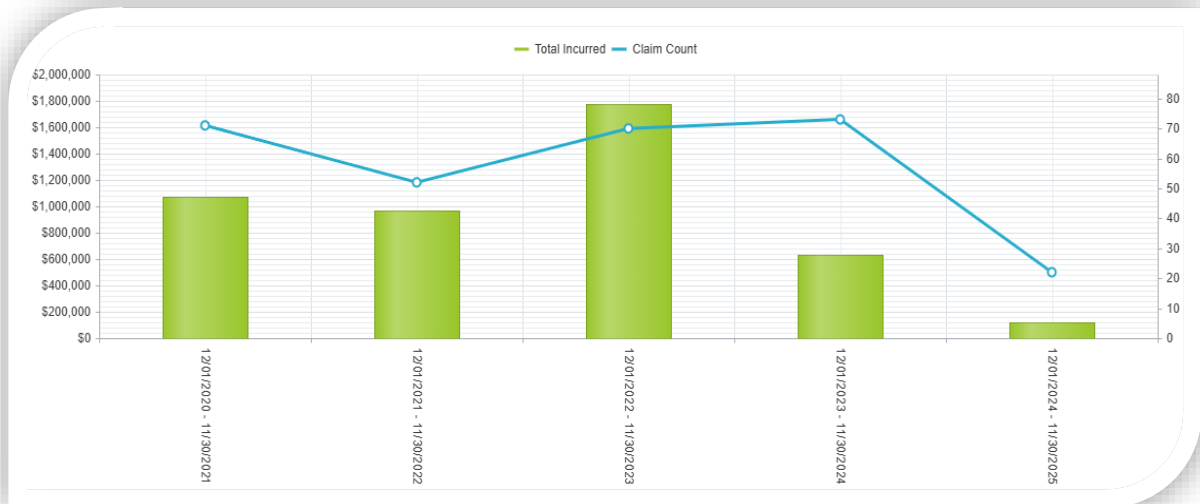
The Departments within the 5 Top Locations where the losses were reported and the Total incurred for each cause code from 12/01/2024 -11/30/2025 as of 04/30/2025

| Departments | Slip/Trip/ Fall | Combative | Sharp Objective | MVA | Assault | Body Fluids | Bending | Rec Activity | Caught in between | Foreign Body | Lifting | Struggle/r esisting Arrest |
|-----------------|-----------------|-------------|-----------------|------------|------------|-------------|------------|--------------|-------------------|--------------|------------|----------------------------------|
| Sheriff | \$26,202.00 | \$13,501.00 | \$2,611.00 | \$1,650.00 | | \$2,550.00 | \$1,325.00 | \$11,526.00 | | | | \$5,550.00 |
| Div. Transp | \$22,421.00 | | | | | | | | \$1,350.00 | \$606.23 | | |
| Court Services | \$21,938.32 | \$1,974.20 | | | | | | | | | | |
| Public Defender | | | | | \$3,850.00 | | | | | | | |
| Coroner | \$485.19 | | | | | | | | | | \$1,650.00 | |



| Departments | Count | Total Incurred |
|-----------------|-------|----------------|
| Sheriff | 12 | \$63,915.00 |
| Div. of Transp. | 3 | \$24,377.23 |
| Court Services | 2 | \$23,912.52 |
| Public Defender | 1 | \$3,850.00 |
| Coroner | 2 | \$2,135.19 |
| Total | 20 | \$118,189.94 |

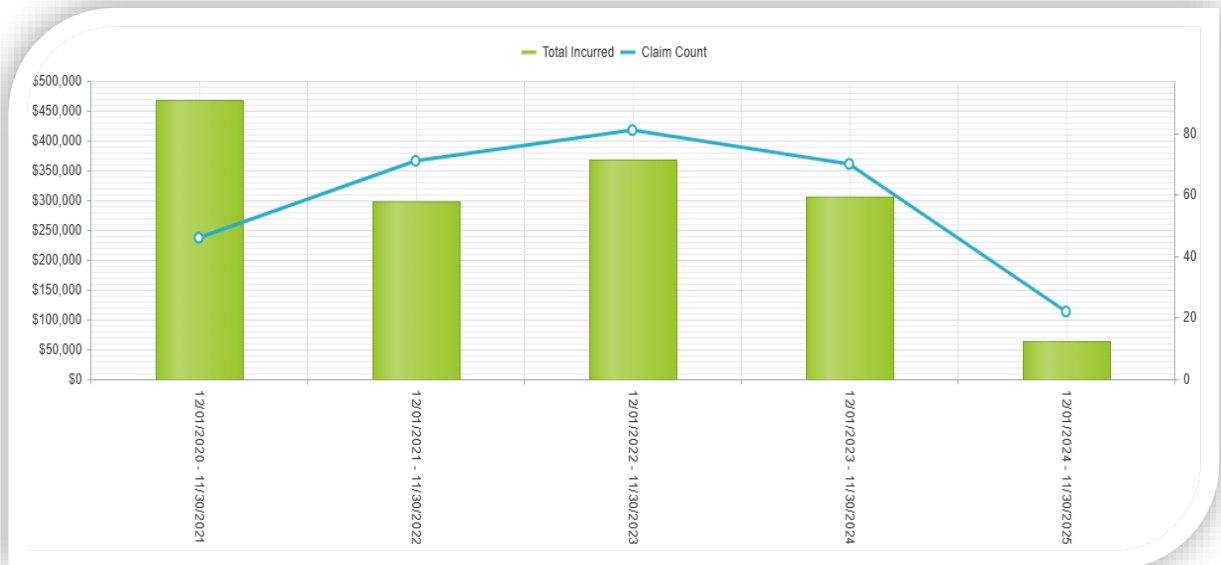
Executive Reports for Kane County Worker's Compensation Program for the last 4 years and the current year – By policy period and chronological order as of 04/30/2025



| Policy Period | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|-------------------------|-----------------------|-----------------------|--------------------|-----------------------|-------------|--------------------|
| 12/01/2020 - 11/30/2021 | \$1,077,023.96 | \$21,256.41 | \$23,736.71 | \$1,074,543.66 | 71 | \$15,134.42 |
| 12/01/2021 - 11/30/2022 | \$706,322.03 | \$268,018.64 | \$8,647.62 | \$965,693.05 | 52 | \$18,571.02 |
| 12/01/2022 - 11/30/2023 | \$1,241,138.05 | \$531,170.63 | \$0.00 | \$1,772,308.68 | 70 | \$25,318.70 |
| 12/01/2023 - 11/30/2024 | \$381,620.01 | \$251,748.66 | \$0.00 | \$633,368.67 | 73 | \$8,676.28 |
| 12/01/2024 - 11/30/2025 | \$39,208.94 | \$81,386.82 | \$0.00 | \$120,595.76 | 22 | \$5,481.63 |
| Totals: | \$3,445,312.99 | \$1,153,581.16 | \$32,384.33 | \$4,566,509.82 | 288 | \$15,855.94 |

-Total incurred for the current policy period is \$120,595.76 with 22 claims reported. The average cost per claim is \$5,481.63. These claims will continue to develop along with new claims reported.

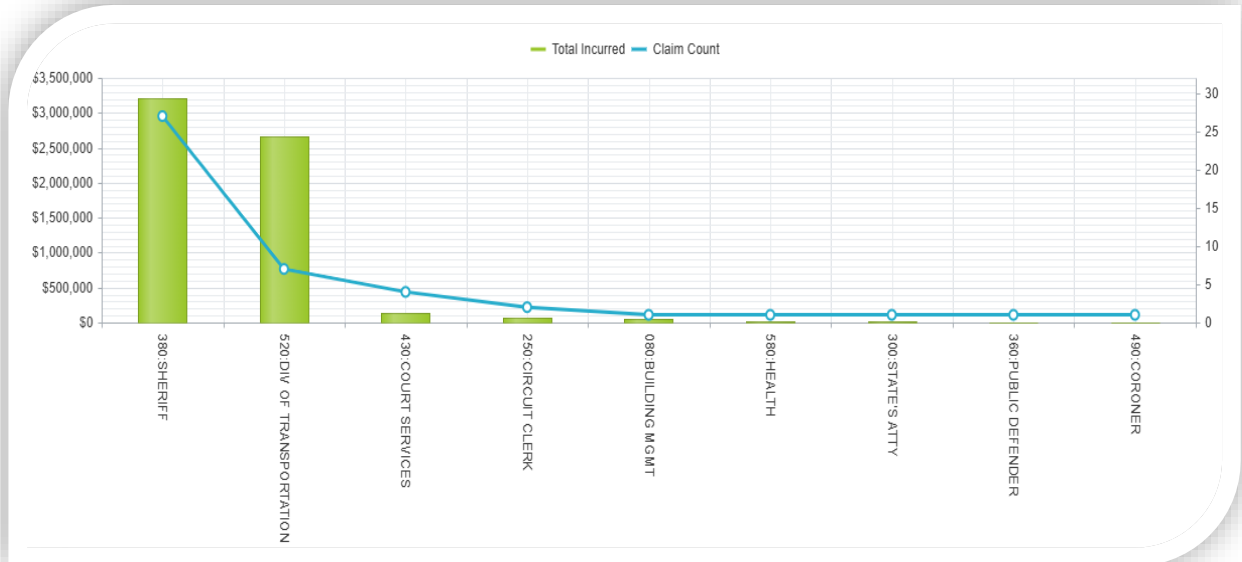
Executive Report for Kane County Liability Program for the last 4 years and the current year-By policy period and chronological order as of 04/30/2025



| Policy Period | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|-------------------------|-----------------------|---------------------|---------------------|-----------------------|-------------|-------------------|
| 12/01/2020 - 11/30/2021 | \$568,839.04 | \$64,000.00 | \$163,936.41 | \$468,902.63 | 46 | \$10,193.54 |
| 12/01/2021 - 11/30/2022 | \$468,756.80 | \$5,240.00 | \$175,380.39 | \$298,616.41 | 71 | \$4,205.86 |
| 12/01/2022 - 11/30/2023 | \$605,382.83 | \$33,772.59 | \$271,509.34 | \$367,646.08 | 81 | \$4,538.84 |
| 12/01/2023 - 11/30/2024 | \$329,385.10 | \$78,849.86 | \$102,080.96 | \$306,154.00 | 70 | \$4,373.63 |
| 12/01/2024 - 11/30/2025 | \$48,193.47 | \$41,914.71 | \$26,025.63 | \$64,082.55 | 22 | \$2,912.84 |
| Totals: | \$2,020,557.24 | \$223,777.16 | \$738,932.73 | \$1,505,401.67 | 290 | \$5,191.04 |

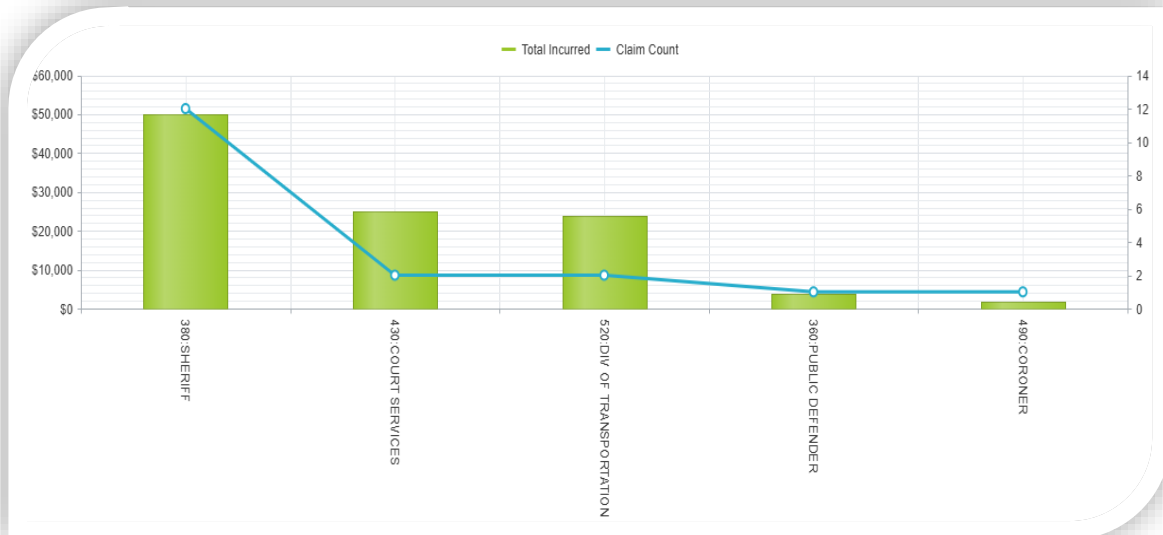
- Total incurred for the current policy period is \$64,082.55 with 22 claims reported for the current period and that will change upon receipt of additional information. Average cost per claim is \$2,912.84 for the current policy period.

All open Worker's Compensation Claims for Kane County as of 04/30/2025 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 | \$1,972,290.64 | \$1,237,575.03 | \$0.00 | \$3,209,865.67 | 27 | \$118,883.91 |
| 520:DIV OF TRANSPORTATION | \$1,569,392.67 | \$1,091,060.56 | \$0.00 | \$2,660,453.23 | 7 | \$380,064.75 |
| 430:COURT SERVICES | \$98,369.72 | \$35,042.14 | \$0.00 | \$133,411.86 | 4 | \$33,352.97 |
| 250:CIRCUIT CLERK | \$26,311.79 | \$42,390.92 | \$0.00 | \$68,702.71 | 2 | \$34,351.36 |
| 080:BUILDING MGMT | \$13,617.06 | \$42,111.94 | \$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 | \$169.16 | \$3,680.84 | \$0.00 | \$3,850.00 | 1 | \$3,850.00 |
| 490:CORONER | \$1,044.15 | \$605.85 | \$0.00 | \$1,650.00 | 1 | \$1,650.00 |
| Totals: | \$3,696,632.36 | \$2,474,561.35 | \$0.00 | \$6,171,193.71 | 45 | \$137,137.64 |

Open Worker's Compensation Claims that occurred from 12/01/2024 to 11/30/2025 as of 04/30/25

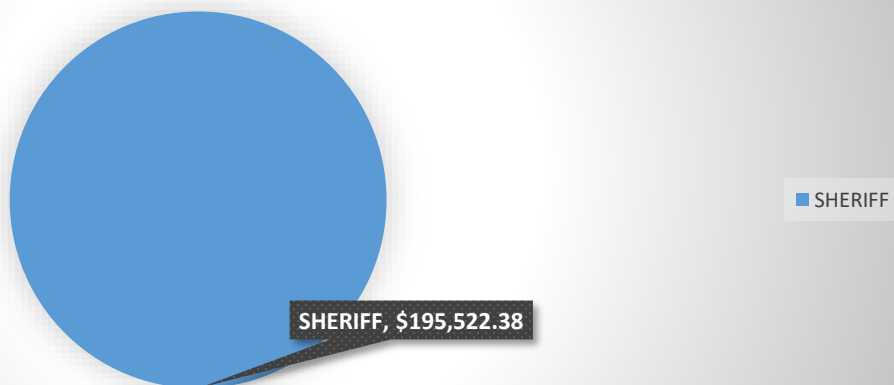


| Departments | Paid | Out Reserve | Recovered | Total Incurred | Claim Count | Cost per Claim |
|---------------------------|--------------------|--------------------|---------------|---------------------|-------------|-------------------|
| 380:SHERIFF | \$24,922.70 | \$39,992.30 | \$0.00 | \$64,915.00 | 12 | \$5,409.58 |
| 520:DIV OF TRANSPORTATION | \$6,949.83 | \$16,821.17 | \$0.00 | \$23,771.00 | 2 | \$11,885.50 |
| 430:COURT SERVICES | \$1,651.66 | \$20,286.66 | \$0.00 | \$21,938.32 | 1 | \$21,938.32 |
| 360:PUBLIC DEFENDER | \$169.16 | \$3,680.84 | \$0.00 | \$3,850.00 | 1 | \$3,850.00 |
| 490:CORONER | \$1,044.15 | \$605.85 | \$0.00 | \$1,650.00 | 1 | \$1,650.00 |
| Totals: | \$34,737.50 | \$81,386.82 | \$0.00 | \$116,124.32 | 17 | \$6,830.84 |

Kane County Settlements by Department for Policy Period
December 1, 2024- November 30, 2025 as of April 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 | \$195,522.38 | 100% | 6 |
| STATES ATTY | \$0.00 | 0% | |
| Total | \$195,522.38 | 100% | 6 |

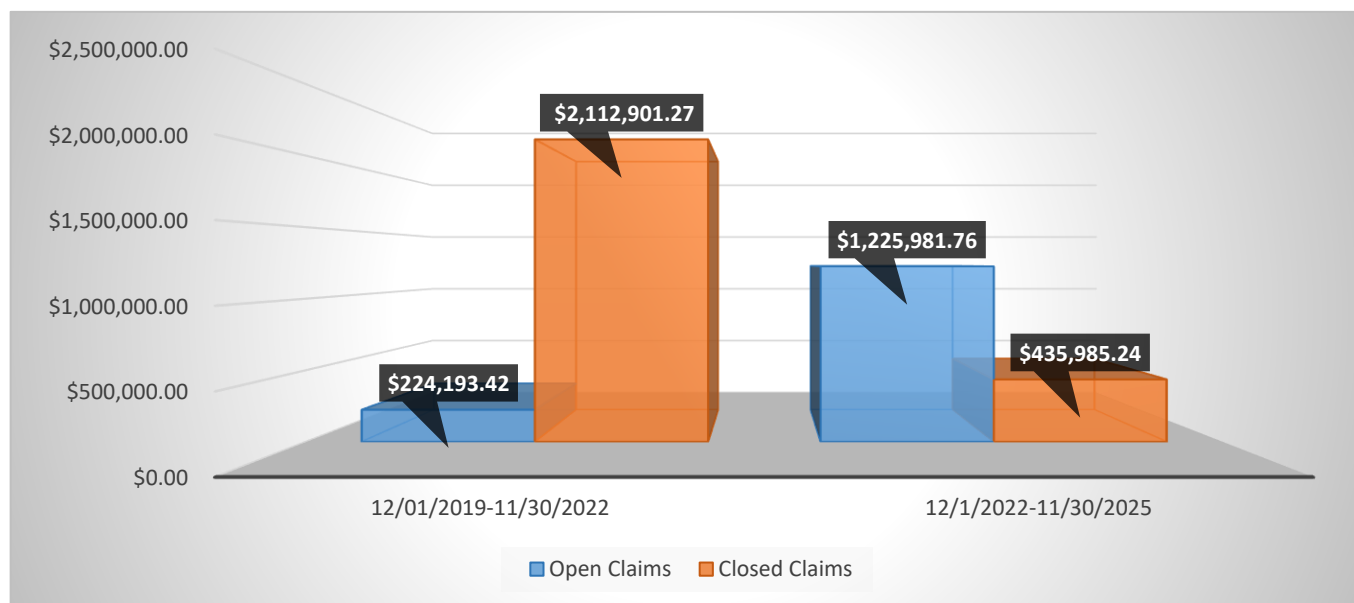
Settlements by Department as of April 30, 2025



**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 04/30/2025**

| | Open Claims | Closed Claims | Claim Count |
|-----------------------|----------------|----------------|-------------|
| 12/01/2019-11/30/2022 | \$224,193.42 | \$2,112,901.27 | 169 |
| 12/1/2022-11/30/2025 | \$1,225,981.76 | \$435,985.24 | 165 |

There are 4 more 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 \$675,127.69 more compared to 12/01/2022-11/30/25 period.



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-537

MONTHLY TRAINING REPORT

| Sexual Harassment Training Compliance 5/7/2025 | | | | | |
|---|--|------------------------------|---------------------|---------------------------|------------|
| 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 | 1126 | 08.31.2025 |
| Webinar | Prevention of Sexual Harassment at work - Manager/Elected Official | Illinois Chamber of Commerce | All | 203 | 08.31.2025 |
| Active Employees: 1325 | | | | | |

SS.

COUNTY OF KANE)

RESOLUTION NO. TMP-25-577

AUTHORIZING CHANGES TO THE COMPENSATION AND POSITION MANAGEMENT POLICY WITHIN THE KANE COUNTY PERSONNEL POLICY HANDBOOK

WHEREAS, on December 12, 2023, the Kane County Board approved resolution 23-541 creating the Compensation and Position Management Policy for all regular, full-time and part-time employees under the jurisdiction of the County Board not covered by a collective bargaining agreement, statute, ordinance, or employment contract; and

WHEREAS, the Compensation and Position Management Policy, Section J requires Committee and Board approval for reclassifications and reorganizations of positions covered by the policy; and

WHEREAS, in order to promote and expedite reorganizations that reduce the overall cost of doing business, it is in the best interests of the County that the policy be modified to permit reorganizations that reduce the overall personnel costs without a reduction of services upon the agreement of the Department Head and the Executive Director of Human Resources.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Compensation and Position Management Policy, Section J within the Kane County Personnel Policy Handbook be revised as follows (underline indicates insertion of text and strikethrough indicates deletion of text):

- J. Reclassification and Reorganization: Reclassification occurs when an existing, occupied position is re-evaluated based on a change of internal or external circumstances. Reorganization occurs when multiple positions, occupied or vacant, are reevaluated in response to a shifting of duties or change in the organizational structure. A reclassification may occur as a part of a reorganization or independently.
1. A position that is reevaluated (following the job evaluation protocol as established in Section A) and moves into a higher salary grade will be considered a promotion and normally results in a salary increase not to exceed 6% of the employee's current salary. If the minimum of the new salary range is higher than the proposed promotional increase, the employee shall be moved to the new minimum of the salary range.
 2. A position that is reevaluated (following the job evaluation protocol as established in Section A) and moved into a lower salary grade will not be considered a demotion, but the incumbent employee's salary will be limited by the salary range of that grade.
 3. In accordance with established practice, all requests for position reclassifications and reorganizations (following the job evaluation protocol as established in Section A) should be planned for and submitted to the Executive Director of Human Resources Management and the Executive Director of the Finance Department during the budget process. Mid-year requests for reclassifications ~~must follow the following the job-~~

- ~~evaluation protocol as established in Section A and reorganization will be evaluated on a case-by-case basis, and any resulting reclassifications must be approved by the Human Services Committee, The Finance and Budget Committee, Executive Committee, and the County Board. Priority will be given to requests that respond to a change in mandated services and/or reduce the overall cost of doing business.~~
4. Reclassification or reorganization that ensures continued service at the same level but results in an overall reduction in personnel expenses can be made with the agreement of the department head that manages the positions and the Executive Director of Human Resources.
 5. Reclassification or reorganization that reduces services and/or increases the overall personnel expenses must be approved by the standing committee to which the department reports, the Human Services Committee, the Finance and Budget Committee, Executive Committee, and the County Board.

Passed by the Kane County Board on June 10, 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:



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Changes To The Compensation And Position Management Policy Within The Kane County Personnel Policy Handbook

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Loblillo, 630.208.3836

Budget Information:

| | |
|---|---------------------------|
| Was this item budgeted? No | 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 Compensation and Position Management Policy to permit reorganizations that reduce the overall personnel costs without a reduction of services upon the agreement of the Department Head and the Executive Director of Human Resources without Committee and Board approval.