



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, November 12, 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: October 15, 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. Resolution:** Authorizing Magellan Healthcare, Inc. as Kane County's Employee Assistance Plan Provider for 2026
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- B. Resolution:** Authorizing Addition of an Employee Performance Evaluation Policy to the Personnel Policy Handbook

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

STATE OF ILLINOIS)

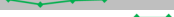
SS.

COUNTY OF KANE)

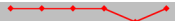
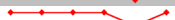
REPORT NO. TMP-25-1360

MONTHLY FINANCE REPORTS

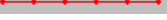
Committee Revenue Budget Report - by Account Detail
Through October 31, 2025 (91.7% YTD)
*2020, 2021, 2022, 2023, 2024 Actual Fiscal Year

Department / Fund / Account Classification	2020 Actual Amount*	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount	2025 Amended Budget	2025 Adopted Budget	2025 YTD% Actual/Amended Budget	2020 - 2025 Trend
120 Human Resource Management	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,889	\$ 1,509	\$ 1,509	125.2%	
246 Employee Events Fund	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,889	\$ 1,509	\$ 1,509	125.2%	
Revenue	\$ 934	\$ 401	\$ 320	\$ 1,596	\$ 2,284	\$ 1,889	\$ 1,509	\$ 1,509	125.2%	
Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
39900 - Fund Balance Utilization	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
Interest Revenue	\$ 313	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 890	\$ 709	\$ 709	125.5%	
38000 - Investment Income	\$ 313	\$ (1)	\$ (256)	\$ 981	\$ 1,280	\$ 890	\$ 709	\$ 709	125.5%	
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	\$ 1,889	\$ 1,509	\$ 1,509	125.2%	

Committee Expense Budget Report - by Account Detail
Through October 31, 2025 (91.7% YTD, 88.46% Payroll Expense through Pay Period Ending 10/11/2025)
*2020, 2021, 2022, 2023, 2024 Actual Fiscal Year

Department / Fund / Account Classification	2020 Actual Amount*	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount	2025 Amended Budget	2025 Adopted Budget	2025 YTD% Actual/Amended Budget	2020 - 2025 Trend
120 Human Resource Management	\$ 3,512,266	\$ 3,544,253	\$ 3,710,258	\$ 4,496,888	\$ 5,684,740	\$ 3,890,698	\$ 5,308,930	\$ 5,294,814	73.3%	
001 General Fund	\$ 248,652	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 211,493	\$ 289,731	\$ 285,884	73.0%	
Expenses	\$ 248,652	\$ 230,337	\$ 205,373	\$ 263,976	\$ 245,588	\$ 211,493	\$ 289,731	\$ 285,884	73.0%	
Personnel Services- Salaries & Wages	\$ 181,653	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 200,274	\$ 231,481	\$ 227,634	86.5%	
40000 - Salaries and Wages	\$ 181,794	\$ 166,938	\$ 160,097	\$ 199,425	\$ 220,962	\$ 200,274	\$ 231,481	\$ 227,634	86.5%	
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	\$ 8,669	\$ 48,500	\$ 48,500	17.9%	
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	\$ 1,723	\$ 1,500	\$ 1,500	114.9%	
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	\$ 5,688	\$ 23,350	\$ 23,350	24.4%	
Commodities	\$ 5,259	\$ 5,448	\$ 4,995	\$ 2,780	\$ 5,575	\$ 2,550	\$ 7,500	\$ 7,500	34.0%	
60000 - Office Supplies	\$ 5,029	\$ 2,071	\$ 4,267	\$ 2,295	\$ 2,740	\$ 2,027	\$ 4,800	\$ 4,800	42.2%	
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	\$ 3,679,205	\$ 5,017,690	\$ 5,007,421	73.3%	
Expenses	\$ 3,263,613	\$ 3,313,916	\$ 3,503,841	\$ 4,232,913	\$ 5,439,152	\$ 3,679,205	\$ 5,017,690	\$ 5,007,421	73.3%	
Personnel Services- Salaries & Wages	\$ 136,111	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 213,157	\$ 267,026	\$ 264,084	79.8%	
40000 - Salaries and Wages	\$ 136,111	\$ 105,936	\$ 133,016	\$ 154,916	\$ 171,310	\$ 213,157	\$ 267,026	\$ 264,084	79.8%	
40002 - Non-Union Wage Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
40003 - Cost of Living Increase	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	

Committee Expense Budget Report - by Account Detail
Through October 31, 2025 (91.7% YTD, 88.46% Payroll Expense through Pay Period Ending 10/11/2025)
***2020, 2021, 2022, 2023, 2024 Actual Fiscal Year**

Department / Fund / Account Classification	2020 Actual Amount*	2021 Actual Amount*	2022 Actual Amount*	2023 Actual Amount*	2024 Actual Amount*	2025 Actual Amount	2025 Amended Budget	2025 Adopted Budget	2025 YTD% Actual/Amended Budget	2020 - 2025 Trend
Personnel Services- Employee Benefits	\$ 1,188,560	\$ 607,281	\$ 543,154	\$ 1,114,693	\$ 1,964,756	\$ 1,187,946	\$ 84,181	\$ 83,741	1,411.2%	
45000 - Healthcare Contribution	\$ 14,912	\$ 6,061	\$ 12,177	\$ 19,025	\$ 21,219	\$ 37,302	\$ 42,796	\$ 42,796	87.2%	
45010 - Dental Contribution	\$ 749	\$ 238	\$ 486	\$ 889	\$ 1,027	\$ 1,085	\$ 1,749	\$ 1,749	62.0%	
45100 - FICA/SS Contribution	\$ 10,151	\$ 8,035	\$ 9,988	\$ 11,455	\$ 12,515	\$ 15,558	\$ 20,433	\$ 20,206	76.1%	
45200 - IMRF Contribution	\$ 10,631	\$ 9,493	\$ 8,836	\$ 7,776	\$ 7,516	\$ 11,076	\$ 14,581	\$ 14,420	76.0%	
53010 - Workers Compensation	\$ 1,152,118	\$ 583,453	\$ 511,667	\$ 1,075,548	\$ 1,922,480	\$ 1,122,925	\$ 4,622	\$ 4,570	24,295.2%	
Contractual Services	\$ 1,938,929	\$ 2,182,801	\$ 2,801,437	\$ 2,959,226	\$ 3,299,104	\$ 2,273,167	\$ 3,159,104	\$ 3,158,994	72.0%	
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	\$ 2,158,386	\$ 2,838,049	\$ 2,837,940	76.1%	
53020 - Unemployment Claims	\$ 28,648	\$ (1,700)	\$ (9,186)	\$ 56,799	\$ 77,756	\$ 60,746	\$ 27,080	\$ 27,079	224.3%	
53130 - General Association Dues	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 264	\$ -	\$ -	0.0%	
Commodities	\$ 13	\$ (13)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
60000 - Office Supplies	\$ 13	\$ (13)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
Capital	\$ -	\$ -	\$ 22,659	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
70070 - Automotive Equipment	\$ -	\$ -	\$ 22,659	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
Contingency and Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
89000 - Addition to Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
Transfers Out	\$ -	\$ 417,912	\$ 3,575	\$ 4,078	\$ 3,981	\$ 4,935	\$ 4,935	\$ 4,935	100.0%	
99000 - Transfer To Other Funds	\$ -	\$ 417,912	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.0%	
99001 - Transfer to General Fund 001	\$ -	\$ -	\$ 3,575	\$ 4,078	\$ 3,981	\$ 4,935	\$ 4,935	\$ 4,935	100.0%	
Services	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,502,444	\$ 1,495,667	0.0%	
53011 - Worker's Compensation Claims	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,502,444	\$ 1,495,667	0.0%	
246 Employee Events Fund	\$ -	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ 1,509	\$ 1,509	0.0%	
Expenses	\$ -	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ 1,509	\$ 1,509	0.0%	
Commodities	\$ -	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ 984	\$ 984	0.0%	
60080 - Employee Recognition Supplies	\$ -	\$ -	\$ 1,044	\$ -	\$ -	\$ -	\$ 984	\$ 984	0.0%	
Contingency and Other	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 525	\$ 525	0.0%	
89000 - Addition to Fund Balance	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 525	\$ 525	0.0%	
Grand Total	\$ 3,512,266	\$ 3,544,253	\$ 3,710,258	\$ 4,496,888	\$ 5,684,740	\$ 3,890,698	\$ 5,308,930	\$ 5,294,814	73.3%	

Health Insurance Fund

Revenue and Expenses

Through October 31, 2025 (91.7% YTD, 88.46% Payroll Expense through Pay Period Ending 10/11/2025)
with comparative for Full Fiscal Year 2022, 2023 and 2024

	2022 Actual	2023 Actual	2024 Actual	2025 Actual
Revenue				
652.800.000.38000 - Investment Income	\$ (89,645)	\$ 354,484	\$ 576,782	\$ 405,469
652.800.000.38900 - Miscellaneous Other	\$ 17,880	\$ -	\$ -	\$ -
652.800.000.38910 - Healthcare Employer Portion	\$ 13,116,149	\$ 14,469,417	\$ 16,153,512	\$ 15,863,332
652.800.000.38915 - Dental Employer Portion	\$ 425,507	\$ 407,933	\$ 473,351	\$ 447,905
652.800.000.38920 - Healthcare Employee Portion	\$ 3,197,317	\$ 2,925,521	\$ 3,385,325	\$ 3,336,892
652.800.000.38921 - Dental Employee Portion	\$ 281,567	\$ 269,619	\$ 299,829	\$ 283,831
652.800.000.38927 - MERP Employer Portion	\$ 998,731	\$ 1,120,209	\$ 1,324,816	\$ 1,220,170
652.800.000.38930 - Retiree Payments - Healthcare	\$ 609,359	\$ 707,560	\$ 689,732	\$ 614,776
652.800.000.38935 - Retiree Payments - Dental	\$ 2,615	\$ 3,815	\$ 2,886	\$ 3,447
652.800.000.38940 - Cobra Payments - Healthcare	\$ 47,684	\$ 24,367	\$ 20,799	\$ 67,655
652.800.000.38945 - Cobra Payments - Dental	\$ 2,696	\$ 2,010	\$ 1,644	\$ 3,076
Total Revenue	\$ 18,609,860	\$ 20,284,936	\$ 22,928,675	\$ 22,246,553
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	\$ 103,750
652.800.814.50520 - Healthcare Admin Services	\$ 11,244	\$ 11,665	\$ 15,703	\$ 16,383
652.800.814.53005 - Healthcare - Stop Loss Insurance	\$ (624,786)	\$ (806,784)	\$ (2,027,628)	\$ (270,378)
652.800.814.53038 - Healthcare - Vision Insurance	\$ 74,975	\$ 81,318	\$ 83,696	\$ 78,138
652.800.814.53039 - Affordable Care Act Fee	\$ 3,210	\$ 5,217	\$ 5,699	\$ 6,359
652.800.814.53300 - Healthcare - Health Insurance	\$ 23,031	\$ -	\$ -	\$ 6,011
652.800.814.53310 - Healthcare - Dental Insurance	\$ 732,083	\$ 804,932	\$ 742,246	\$ 757,323
652.800.814.53320 - Healthcare - Life Insurance	\$ 42,029	\$ 40,678	\$ 57,705	\$ 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)	\$ 675,346

Health Insurance Fund

Revenue and Expenses

Through October 31, 2025 (91.7% YTD, 88.46% Payroll Expense through Pay Period Ending 10/11/2025)
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	\$ 249,877
652.800.814.53350 - MERP - Shared Savings with Administrator	\$ 14,316	\$ -	\$ -	\$ -
Total MERP Expenses	\$ 405,349	\$ 518,727	\$ 625,362	\$ 258,071
Expenses - Health Insurance PPO				
652.800.817.53005 - Healthcare - Stop Loss Insurance	\$ 505,541	\$ 723,948	\$ 893,817	\$ 921,986
652.800.817.53031 - Self Insured Healthcare Claims	\$ 6,180,965	\$ 7,738,450	\$ 10,233,290	\$ 7,701,505
652.800.817.53032 - Self Insured Healthcare Claims Administration	\$ 218,379	\$ 245,663	\$ 289,635	\$ 258,951
652.800.817.53033 - Healthcare Facility Access Fee	\$ 76,025	\$ 13,041	\$ 231,063	\$ 41,865
652.800.817.53037 - Healthcare Credits	\$ (260,803)	\$ (350,324)	\$ (586,275)	\$ (586,637)
Total Health Insurance PPO Expenses	\$ 6,720,108	\$ 8,370,778	\$ 11,061,530	\$ 8,337,671
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	\$ 7,205,603
652.800.818.53032 - Self Insured Healthcare Claims Administration	\$ 394,430	\$ 372,131	\$ 368,937	\$ 334,976
652.800.818.53034 - Healthcare HMO Managed Care Fee	\$ 92,087	\$ 104,647	\$ 104,847	\$ 50,839
652.800.818.53035 - Healthcare Physician Services Fee	\$ 2,658,797	\$ 2,594,715	\$ 2,612,488	\$ 1,987,221
652.800.818.53037 - Healthcare Credits	\$ (497,551)	\$ (564,106)	\$ (833,433)	\$ (745,830)
Total Health Insurance HMO Expenses	\$ 9,825,340	\$ 10,026,655	\$ 10,136,802	\$ 9,160,580
Expenses - Retiree				
652.800.820.53300 - Healthcare - Health Insurance	\$ 106,764	\$ 125,395	\$ 160,639	\$ 299,833
Total Expenses	\$ 17,440,846	\$ 19,243,130	\$ 20,607,136	\$ 18,731,501
Revenue Net Expenses	\$ 1,169,014	\$ 1,041,806	\$ 2,321,539	\$ 3,515,052
Fund Balance	\$ 6,416,869	\$ 7,458,675	\$ 9,780,214	\$ 13,295,266
<i>Target Fund Balance at 25%</i>	\$ 4,360,212	\$ 4,810,783	\$ 5,151,784	\$ 4,682,875
<i>Target Fund Balance at 50%</i>	\$ 8,720,423	\$ 9,621,565	\$ 10,303,568	\$ 9,365,751

STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1361

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	825311152562
Invoice Date	09/30/2025
Invoice Period	09/01/2025 - 09/30/2025
Billing Cycle	MONTHLY

Make Electronic (Wire¹ or ACH²) Payments to

Mellon Bank
Blue Cross and Blue Shield of Illinois

ABA Number 043000261

Bank Account Number 120-5032

Account ID Number 8253175154

Amount Due \$1,612,087.17
Date Due 11/03/2025

See footnotes for important Wire & ACH payment instructions

Claim Charges/Credits - Paid 9/1/25 – 9/30/25

Value Based Care-Value Incentive	274.77
Medical-Facility	546,294.64
Pharmacy	581,743.08
Medical-Professional	440,195.68
Value Based Care-Care Coordination	531.00
Total Claim Charges/Credits	\$1,569,039.17

Stop Loss - 9/1/25 – 9/30/25

Specific Stop Loss Credit/Charge	(184,994.13)
Total Stop Loss	\$(184,994.13)

Administration Fees
Calculation Method

RX Rebate Credit	Per Contract Per Month	(134,112.16)
IL Access Fee	Monthly IL Access Fee	3,088.22
Physician Service Fee - Allocated	Monthly Claims	18,789.76
Administration Fee	Per Contract Per Month	54,160.68
Specific Stop Loss	Per Contract Per Month	95,475.72
Physician Service Fee - Direct	Monthly Claims	190,662.89

(continued on next page)
¹For Electronic payment via Wire

You MUST include the following in the "Reference for Beneficiary" (1@16) and "Originator to Beneficiary" (1@35) in the following order: **1** Account name, **2** IL, MT, NM, OK or TX (depending on sales location), **3** Account ID number and due date (mmddyy). Please reference the "Make Electronic Payments to" portion at the top right of your invoice for the correct information.

²For Electronic payment via ACH

The PPD and CCD formats have different fields named "Individual ID" or "Identification Number." Please add your account description as directed in the wire instructions in the "Company Description Data" field.

Administration Fees <i>(continued from previous page)</i>	Calculation Method	
APR Savings Program-Data Mining & Post Pay Recovery	Claim Based	32.92
APR Savings Program-Advanced Claim Edits and Coding Validation	Claim Based	(55.90)
Total Administration Fees		\$228,042.13

Total Claim Charges/Credits	\$1,384,045.04
Total Administration Fees & Adjustments	\$228,042.13
Total Charges	\$1,612,087.17

Administration Fees Notes

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

Billing Contact

ARCHANA KELAVKAR
Email: ASO_Billing_Team@bcbsil.com

Account Executive Contact

Dee Roberts
Email: Dee_Roberts@BCBSIL.COM

Electronic payment is preferred. Check payment is acceptable.

Make checks payable to

Blue Cross and Blue Shield of Illinois

Include

Account ID Number 8253175154
Amount Due \$1,612,087.17
Date Due 11/03/2025

If sending via Overnight Courier

Blue Cross and Blue Shield of Illinois
Attn: 14169
5503 N. Cumberland Ave.
Chicago, IL 60656-1471

If sending via 1st Class Mail

Blue Cross and Blue Shield of Illinois
Dept. CH 14169
Palatine, IL 60055-4169

Kane County

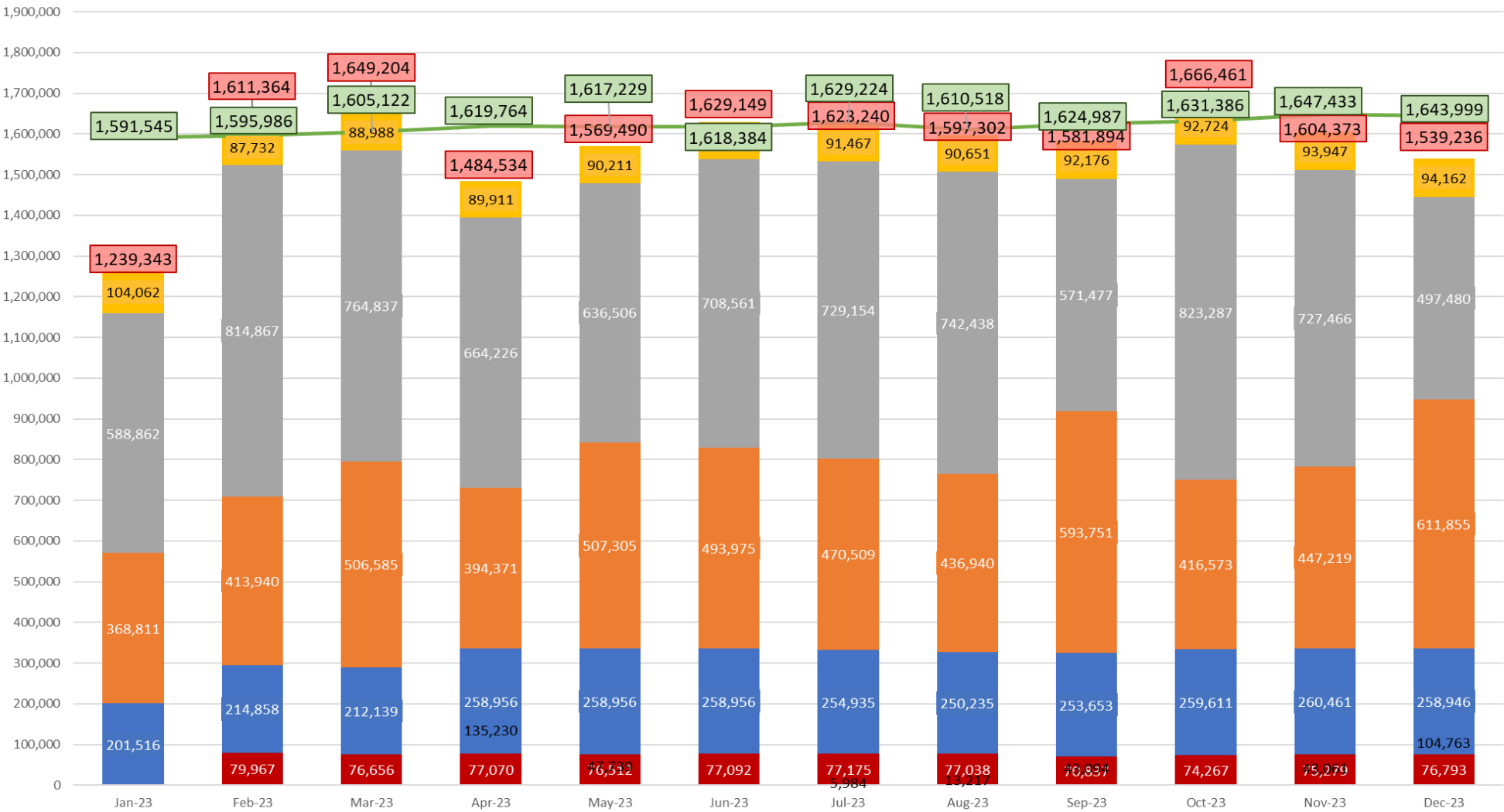
HSC Meeting 11/12/2025



AssuredPartners

2023 Global Financial Tracker

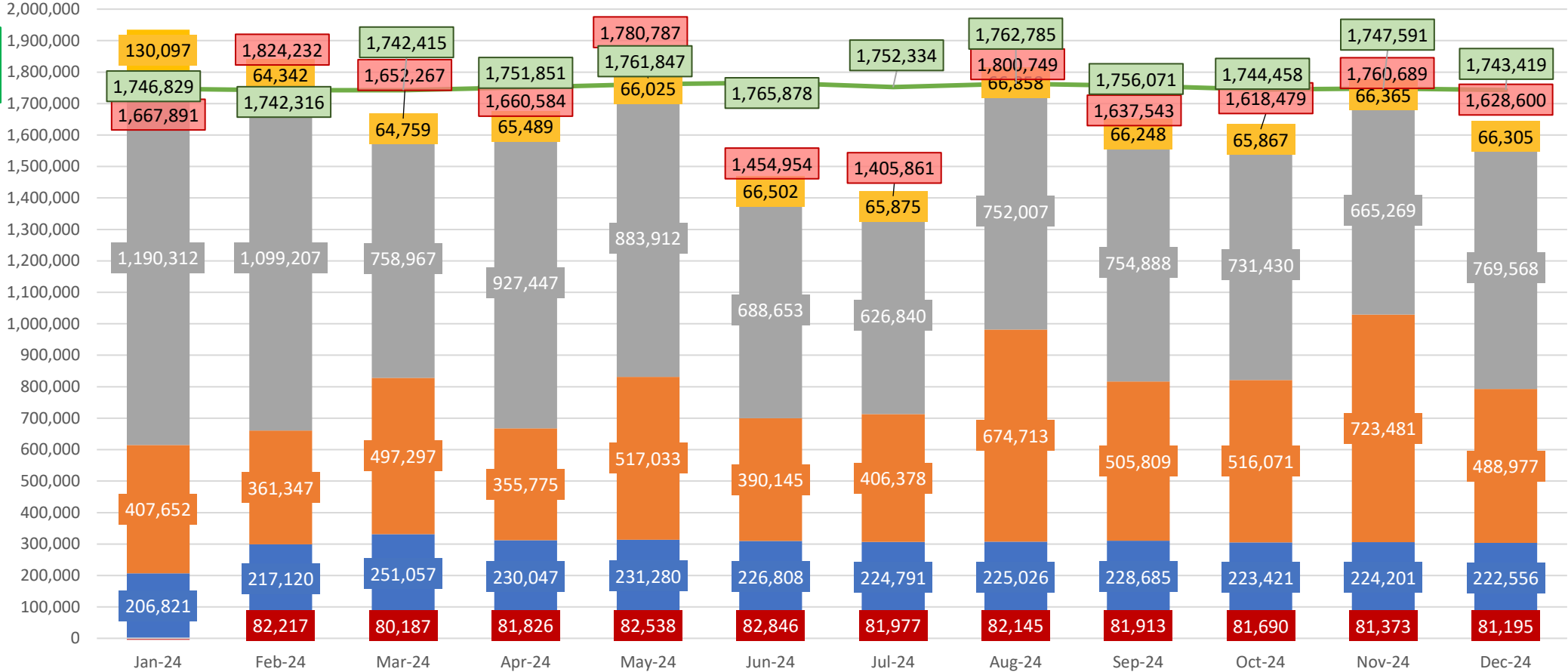
Amount Toward Reserve:
\$639,988



	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

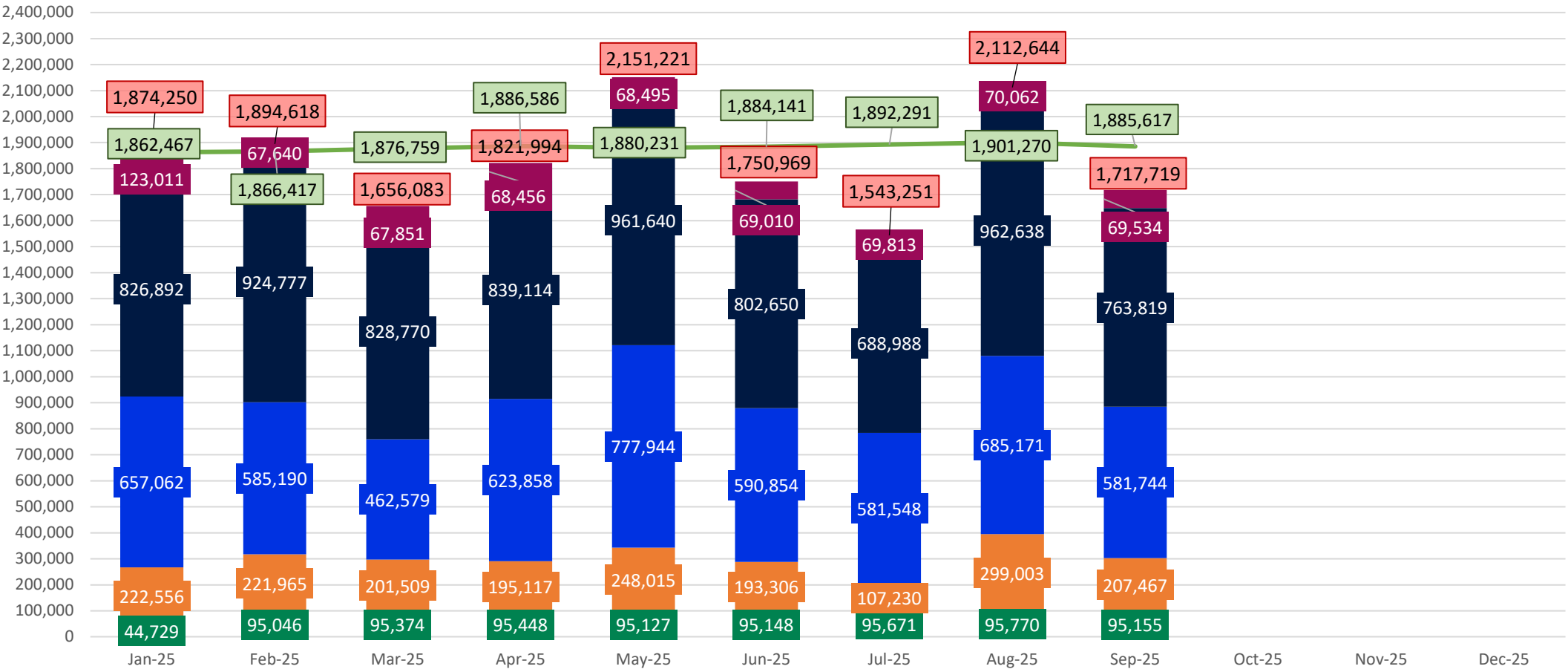
Amount Toward Reserve:
\$1,125,157



	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

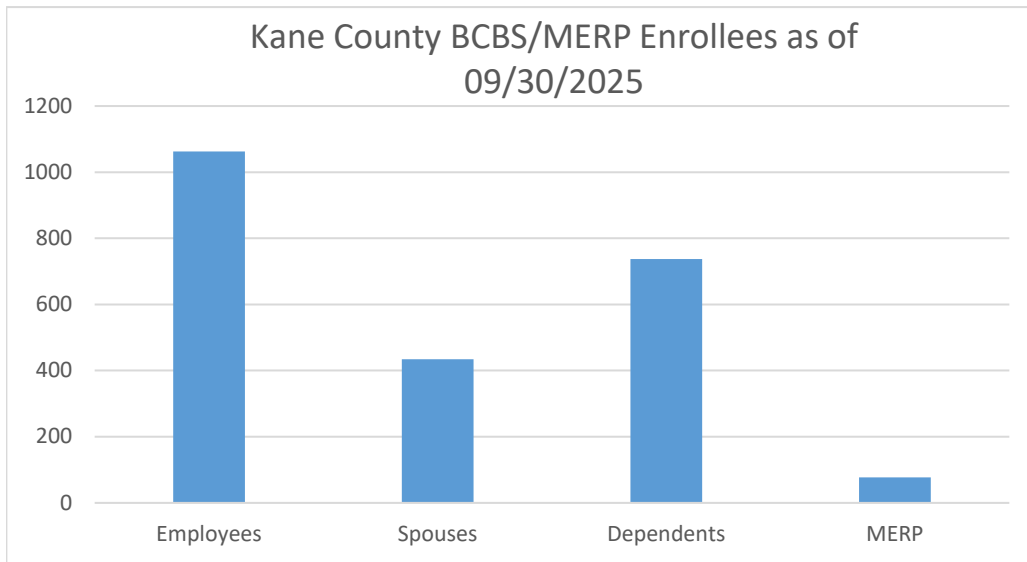
Amount Toward Reserve:
\$413,032



	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			
Medical Claims after SL Reimbursements	826,892	924,777	828,770	839,114	961,640	802,650	688,988	962,638	763,819			
Rx Claims	657,062	585,190	462,579	623,858	777,944	590,854	581,548	685,171	581,744			
Capitation	222,556	221,965	201,509	195,117	248,015	193,306	107,230	299,003	207,467			
All Other *	44,729	95,046	95,374	95,448	95,127	95,148	95,671	95,770	95,155			
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			
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			
Surplus/Deficit	-11,783	-28,202	220,676	64,592	-270,989	133,172	349,041	-211,374	167,898			
Number of Claims	4,041	3,794	4,011	3,838	3,836	3,651	2,574	2,700	2,663			

**Kane County BCBS/MERP Enrollees as of
09/30/2025**

Employees	Spouses	Dependents	MERP
1063	434	737	77



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

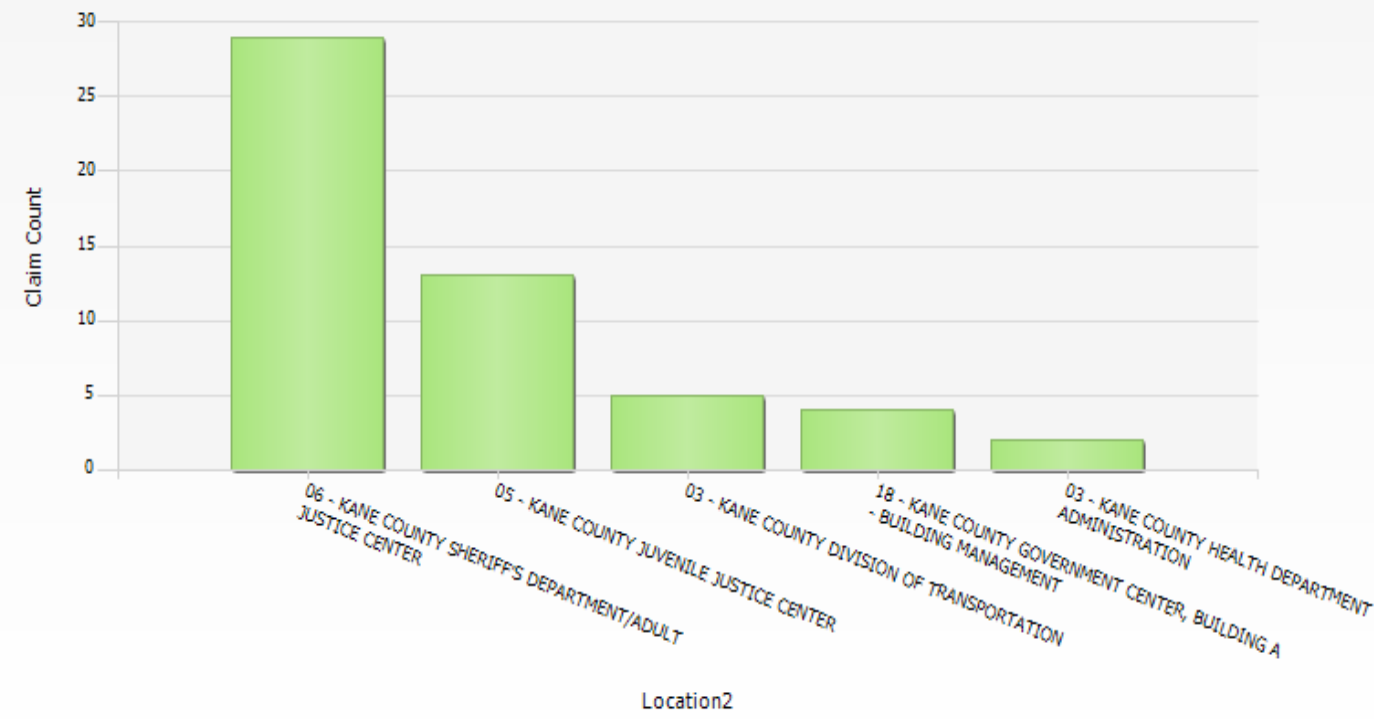
REPORT NO. TMP-25-1363

RISK MANAGEMENT

Kane County Top 5 Locations where the most incidents have occurred 12/01/24-11/30/25 as of 10/31/2025

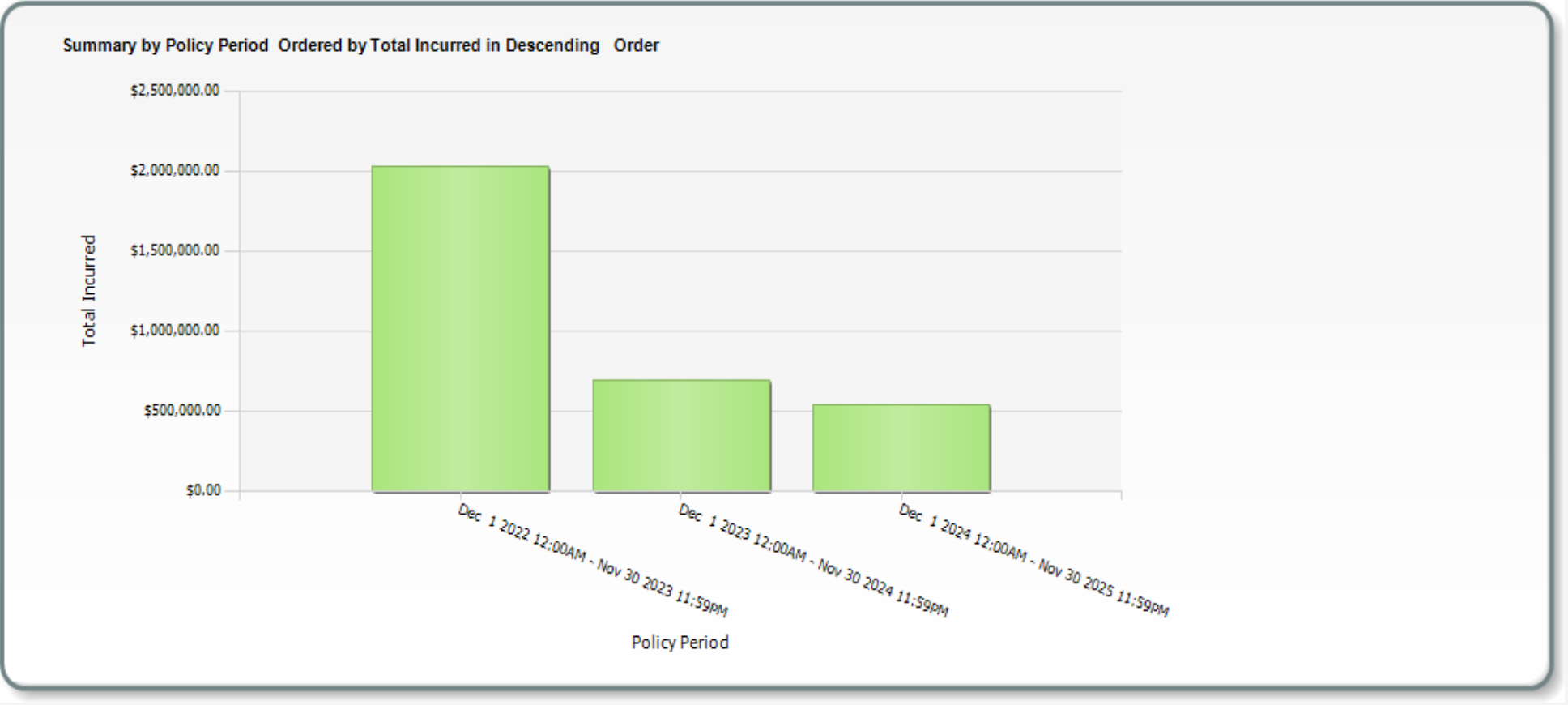
Location2	Claim Count	Total Paid	Outstanding Reserves	Recovery	Total Incurred	Total Reimbursement	Net Incurred	Cost Per Claim	% of Freq	% Of Incur
06 - KANE COUNTY SHERIFF'S DEPARTMENT/ADULT JUSTICE CENTER	29	\$99,990.68	\$221,847.34	\$0.00	\$321,838.02	\$0.00	\$321,838.02	\$11,097.86	48%	59%
05 - KANE COUNTY JUVENILE JUSTICE CENTER	13	\$9,665.30	\$10,113.28	\$0.00	\$19,778.58	\$0.00	\$19,778.58	\$1,521.43	22%	4%
03 - KANE COUNTY DIVISION OF TRANSPORTATION	5	\$9,524.08	\$13,307.31	\$0.00	\$22,831.39	\$0.00	\$22,831.39	\$4,566.28	8%	4%
18 - KANE COUNTY GOVERNMENT CENTER, BUILDING A - BUILDING MANAGEMENT	4	\$2,003.93	\$1,350.00	\$0.00	\$3,353.93	\$0.00	\$3,353.93	\$838.48	7%	1%
03 - KANE COUNTY HEALTH DEPARTMENT ADMINISTRATION	2	\$2,731.98	\$1,576.00	\$0.00	\$4,307.98	\$0.00	\$4,307.98	\$2,153.99	3%	1%

Summary by Location2 Ordered by Claim Count in Descending Order



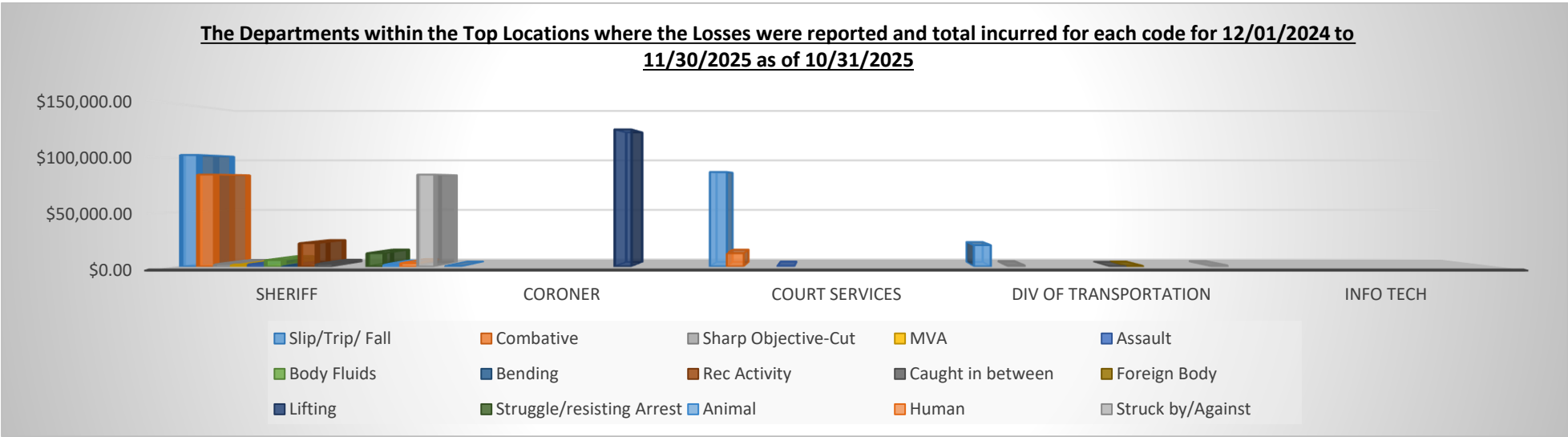
Kane County Worker's Compensation Trend from the 3 policy periods (12/01/2025-11/30/2025),in descending order by total incurred as of 10/31/2025

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	\$1,398,361.51	\$638,897.18	\$0.00	\$2,037,258.69	\$69,427.91	\$1,967,830.78	\$29,103.70	34%	62%
Dec 1 2023 12:00AM - Nov 30 2024 11:59PM	73	\$488,476.65	\$205,033.80	\$0.00	\$693,510.45	\$0.00	\$693,510.45	\$9,500.14	36%	21%
Dec 1 2024 12:00AM - Nov 30 2025 11:59PM	60	\$230,562.63	\$316,552.75	\$0.00	\$547,115.38	\$0.00	\$547,115.38	\$9,118.59	30%	17%



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 10/31/2025

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
Sheriff	\$102,859.00	\$84,729.38	\$2,163.37	\$1,650.00	\$2,075.00	\$5,950.00	\$319.92	\$21,526.00	\$2,376.00			\$12,320.25	\$1,775.00	\$3,058.45	\$84,729.38
Coroner	\$485.19										\$126,316.91				
Court Services	\$87,160.32	\$12,224.91			\$613.76										
Div of Transportation	\$19,663.43		\$1,100.00						\$360.73	\$606.23					\$1,101.00
Info Tech	\$4,950.00														



Departments	Count	Total Incurred
Sheriff	27	\$279,055.93
Coroner	2	\$126,802.10
Court Services	16	\$99,998.99
Div of Transp	5	\$22,831.39
Info Tech	1	\$4,950.00
Total	51	\$533,638.41

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 10/31/2025



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	\$746,412.38	\$286,866.54	\$8,647.62	\$1,024,631.30	52	\$19,704.45
12/01/2022 - 11/30/2023	\$1,398,361.51	\$638,897.18	\$0.00	\$2,037,258.69	70	\$29,103.70
12/01/2023 - 11/30/2024	\$488,476.65	\$205,033.80	\$0.00	\$693,510.45	73	\$9,500.14
12/01/2024 - 11/30/2025	\$230,562.63	\$316,552.75	\$0.00	\$547,115.38	60	\$9,118.59
Totals:	\$3,940,847.13	\$1,468,606.68	\$32,384.33	\$5,377,069.48	326	\$16,494.08

-Total incurred for the current policy period is \$547,115.38 with 60 claims reported. The average cost per claim is now \$9,118.59. 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 10/31/2025



Policy Period	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
12/01/2020 - 11/30/2021	\$568,839.04	\$70,000.00	\$163,936.41	\$474,902.63	46	\$10,323.97
12/01/2021 - 11/30/2022	\$471,241.67	\$5,000.00	\$175,380.39	\$300,861.28	71	\$4,237.48
12/01/2022 - 11/30/2023	\$637,975.57	\$51,202.59	\$303,730.04	\$385,448.12	81	\$4,758.62
12/01/2023 - 11/30/2024	\$398,920.56	\$20,487.01	\$180,646.86	\$238,760.71	72	\$3,316.12
12/01/2024 - 11/30/2025	\$170,456.42	\$47,069.07	\$75,507.42	\$142,018.07	50	\$2,840.36
Totals:	#####	\$193,758.67	\$899,201.12	\$1,541,990.81	320	\$4,818.72

- The total incurred for the current policy period is \$142,018.07 with 50 claims reported for the current period and that will change upon receipt of additional information. Average cost per claim is \$2,840.36 for the current policy period.

All open Worker's Compensation Claims for Kane County as of 10/31/2025 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	\$2,268,493.74	\$1,464,179.06	\$0.00	\$3,732,672.80	33	\$113,111.30
520:DIV OF TRANSPORTATION	\$1,597,927.45	\$1,060,139.58	\$0.00	\$2,658,067.03	8	\$332,258.38
490:CORONER	\$66,439.75	\$59,877.16	\$0.00	\$126,316.91	1	\$126,316.91
430:COURT SERVICES	\$58,020.13	\$65,286.19	\$0.00	\$123,306.32	10	\$12,330.63
250:CIRCUIT CLERK	\$26,331.79	\$42,370.92	\$0.00	\$68,702.71	2	\$34,351.36
080:BUILDING MGMT	\$13,637.06	\$43,441.94	\$0.00	\$57,079.00	3	\$19,026.33
580:HEALTH	\$341.87	\$23,424.00	\$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
060:INFO TECH	\$3,107.90	\$1,842.10	\$0.00	\$4,950.00	1	\$4,950.00
360:PUBLIC DEFENDER	\$229.16	\$3,621.84	\$0.00	\$3,851.00	1	\$3,851.00
230:REG OFC OF ED	\$79.02	\$1,620.98	\$0.00	\$1,700.00	1	\$1,700.00
Totals:	\$4,049,748.17	\$2,766,049.84	\$0.00	\$6,815,798.01	63	\$108,187.27

Open Worker's Compensation Claims that occurred from 12/01/2024 to 11/30/2025 as of 10/31/25

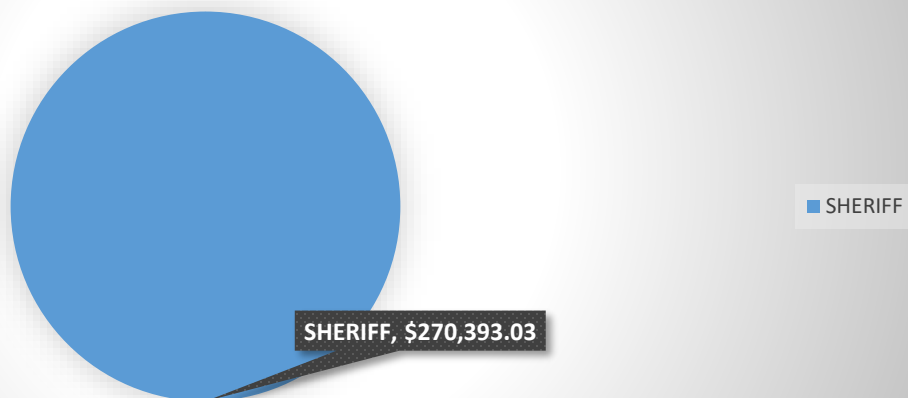


Departments	Paid	Out Reserve	Recovered	Total Incurred	Claim Count	Cost per Claim
380:SHERIFF	\$87,145.10	\$179,345.34	\$0.00	\$266,490.44	19	\$14,025.81
490:CORONER	\$66,439.75	\$59,877.16	\$0.00	\$126,316.91	1	\$126,316.91
430:COURT SERVICES	\$41,548.30	\$54,012.02	\$0.00	\$95,560.32	9	\$10,617.81
520:DIV OF TRANSPORTATION	\$8,557.12	\$13,307.31	\$0.00	\$21,864.43	3	\$7,288.14
060:INFO TECH	\$3,107.90	\$1,842.10	\$0.00	\$4,950.00	1	\$4,950.00
360:PUBLIC DEFENDER	\$229.16	\$3,621.84	\$0.00	\$3,851.00	1	\$3,851.00
230:REG OFC OF ED	\$79.02	\$1,620.98	\$0.00	\$1,700.00	1	\$1,700.00
580:HEALTH	\$45.00	\$1,576.00	\$0.00	\$1,621.00	1	\$1,621.00
080:BUILDING MGMT	\$0.00	\$1,350.00	\$0.00	\$1,350.00	2	\$675.00
Totals:	\$207,151.35	\$316,552.75	\$0.00	\$523,704.10	38	\$13,781.69

Kane County Settlements by Department for Policy Period
December 1, 2024- November 30, 2025 as of October 31, 2025

Department	Settlement Amount	Percentage %	Claims Settled
ANIMAL CONTROL	\$0.00	0%	
BUILDING MAINT	\$0.00	0%	
CIRCUIT CLERK	\$0.00	0%	
CORONER	\$0.00	0%	
COUNTY CLERK	\$0.00	0%	
COURT SERVICES	\$0.00	0%	
DIV OF TRANSPORTATION	\$0.00	0%	0
HEALTH	\$0.00	0%	
JUDICIARY COURTS	\$0.00	0%	0
KANE COMM	\$0.00	0%	
RECORDER	\$0.00	0%	
SHERIFF	\$270,393.03	100%	9
STATES ATTY	\$0.00	0%	
Total	\$270,393.03	100%	9

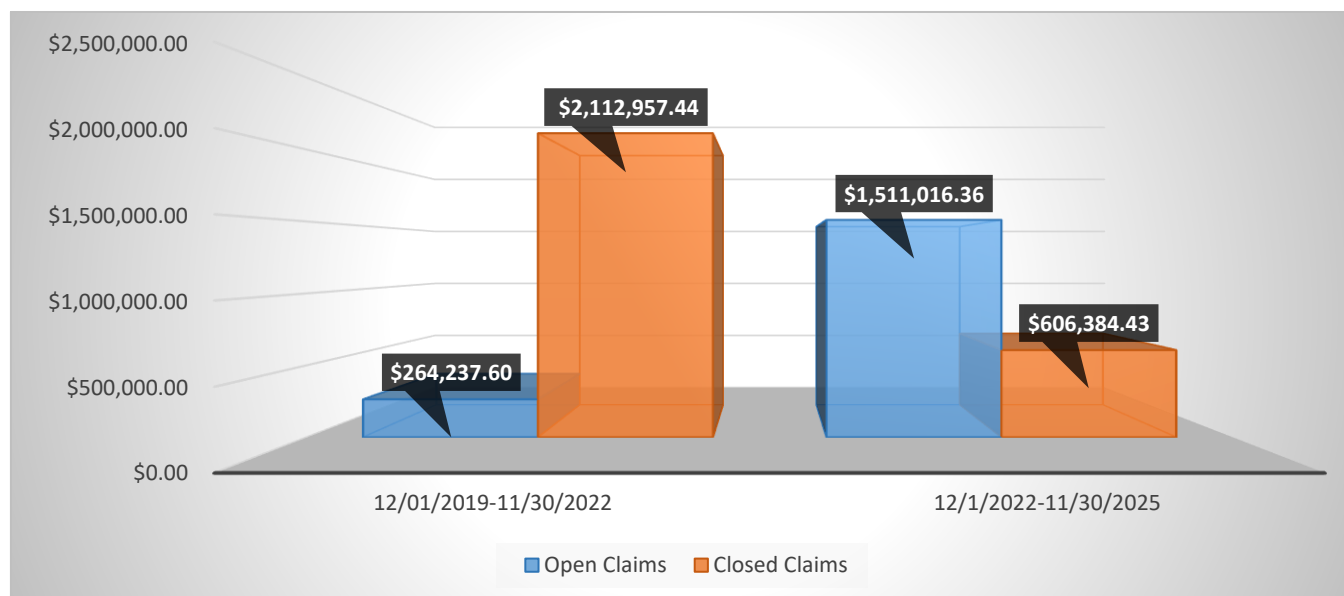
Settlements by Department as of October 31, 2025



**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 10/31/2025**

	Open Claims	Closed Claims	Claim Count
12/01/2019-11/30/2022	\$264,237.60	\$2,112,957.44	169
12/1/2022-11/30/2025	\$1,511,016.36	\$606,384.43	203

There are 17 less claims reported from 12/01/202019-11/30/2022, compared to the 12/01/2022-11/30/2025 period. The amount paid from claims that occurred 12/01/2019-12/1/2022 is \$259,794.25 more compared to 12/01/2022-11/30/25 period.



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1364

STAFFING

Job Applicants for October 2025 by Position

Title	Post Date - Deadline	Internal/External	Applicants
Circuit Court Clerk			
Deputy Clerk	9/22/2025 - N/A	External	21
Total Circuit Court Clerk Applicants			21
Division of Transportation			
Highway Maintainer I (2 openings)	8/14/2025 - N/A	External	2
Highway Maintainer I - Teamsters	10/27/2025 - N/A	External	7
Maintenance Supervisor – Facility Maintenance	11/3/2025 - N/A	External	1
Total Division of Transportation Applicants			10
Environmental and Water Resources			
Intern/Volunteer	Open - N/A	External	1
Total Environmental and Water Resources Applicants			1
Health Department			
Environmental Health Practitioner	9/11/2025 - N/A	External	4
Epidemiologist (Communicable Disease)	9/16/2025 - N/A	External	1
Epidemiologist (Communicable Disease)	9/17/2025 - N/A	External	7
Finance Operation Specialist	9/23/2025 - N/A	External	4
Intern/Volunteer	Open - N/A	External	1
Public Health Associate (Grant-funded for the Nurse Family Partnership program)	8/20/2025 - N/A	External	3
Public Health Intern	9/11/2025 - N/A	External	4
Public Health Nurse (Grant Funded Position for the Nurse Family Partnership Program)	10/15/2025 - N/A	External	1
Total Health Department Applicants			25
Information Technology Department			
Accounts Payable Analyst I	9/24/2025 - N/A	External	2
Total Information Technology Department Applicants			2
Judiciary			
Courtroom Bailiff	9/30/2025 - 10/21/2025	External	7
Staff Interpreter - Spanish Language	7/22/2025 - N/A	External	4
Total Judiciary Applicants			11
KANECOMM			
9-1-1 Telecommunicator	5/7/2025 - N/A	External	1

9-1-1 Telecommunicator	5/8/2025 - N/A	External	15
Intern/Volunteer	Open - N/A	External	1
Total KANECOMM Applicants			17

Office of Emergency Management (OEM)

[11] Office of Emergency Management (OEM)	11/25/2024 - N/A	External	1
[15] Office of Emergency Management (OEM)	11/25/2024 - N/A	External	1
[23] Office of Emergency Management (OEM)	9/19/2025 - N/A	External	4
[25] Office of Emergency Management (OEM)	9/19/2025 - N/A	External	1
[40] Office of Emergency Management (OEM)	Open - N/A	External	1
Total Office of Emergency Management (OEM) Applicants			8

Public Defender

Bilingual Receptionist	10/20/2025 - 11/26/2025	External	8
Intern/Volunteer	Open - N/A	External	1
Total Public Defender Applicants			9

Sheriff

Court Security Officer	6/18/2025 - N/A	External	19
Lateral Transfer Corrections Officer	5/9/2025 - N/A	External	3
Total Sheriff Applicants			22

State's Attorney

Assistant State's Attorney – Civil Division	9/29/2025 - N/A	External	7
Assistant State's Attorney – Misdemeanor Division	3/31/2025 - N/A	External	2
Assistant State's Attorney/Felony Division	3/31/2025 - N/A	External	1
Child Advocacy Center Bi-lingual Advocate	6/24/2025 - N/A	External	4
Deferred Prosecution Case Manager	8/5/2025 - N/A	External	7
Intern/Volunteer	Open - N/A	External	2
Victim Services Advocate – Bilingual (English/Spanish)	7/8/2025 - N/A	External	3
Total State's Attorney Applicants			26

Workforce Development Department

Bilingual Career Navigator	7/22/2025 - N/A	External	2
Business Services Manager	8/28/2025 - N/A	External	7
Career Navigator	7/23/2025 - N/A	External	2
Program Assistant - Batavia Office	7/1/2025 - N/A	External	13
Program Assistant - DeKalb Office	5/21/2025 - N/A	External	6

Zoning and Zoning Board of Appeals

Intern/Volunteer	Open - N/A	External	1
Total Zoning and Zoning Board of Appeals Applicants			1

Total Applicants for October	183
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New Hire Report

from 10/01/2025 - 10/31/2025

Department	Employee Name	Job Title	Employee Status	Hire Date
Circuit Clerk				
	ANDRES, BAYLEE I	Deputy Clerk	ACTIVE	10/20/2025
Coroner				
	PEREZ, SABRINA D	Para Deputy Coroner	ACTIVE	10/26/2025
County Board				
	CAMPAGNA, CHELSEA L	Admin Coordinator ARPA Program	ACTIVE	10/14/2025
County Clerk				
	BRUDERLE, KENNETH C	Supervisor	ACTIVE	10/16/2025
Health				
	LICITIS, LAIMA	Quality & Data Coordinator	ACTIVE	10/20/2025
Information Technologies				
	SIMON, TABITHA K	Accounts Payable Analyst I	ACTIVE	10/08/2025
		Office Assistant II	ACTIVE	10/08/2025
Regional Office of Education				
	WEINMANN, BENJAMIN M	Operations & Technology Specialist	ACTIVE	10/15/2025
Sheriff/Adult Corrections				
	MEDINA, LISA M	Correctional Officer	ACTIVE	10/20/2025
Sheriff/Sheriff				
	OSMANI, ALDRIN	Officer In Training Intern	ACTIVE	10/20/2025
	VARGAS, BRYAN	Officer In Training Intern	ACTIVE	10/20/2025
State's Attorney				
	HUBBS, DAWSON W	Deputy Clerk	ACTIVE	10/20/2025

New Hire Report
from 10/01/2025 - 10/31/2025

HUBBS, DAWSON W	Law Clerk	ACTIVE	10/20/2025
ORTIZ, BETSY I	CAC Operations Manager	ACTIVE	10/06/2025

Veteran's Commission

RICO, HABACUC	Veterans Service Officer	ACTIVE	10/17/2025
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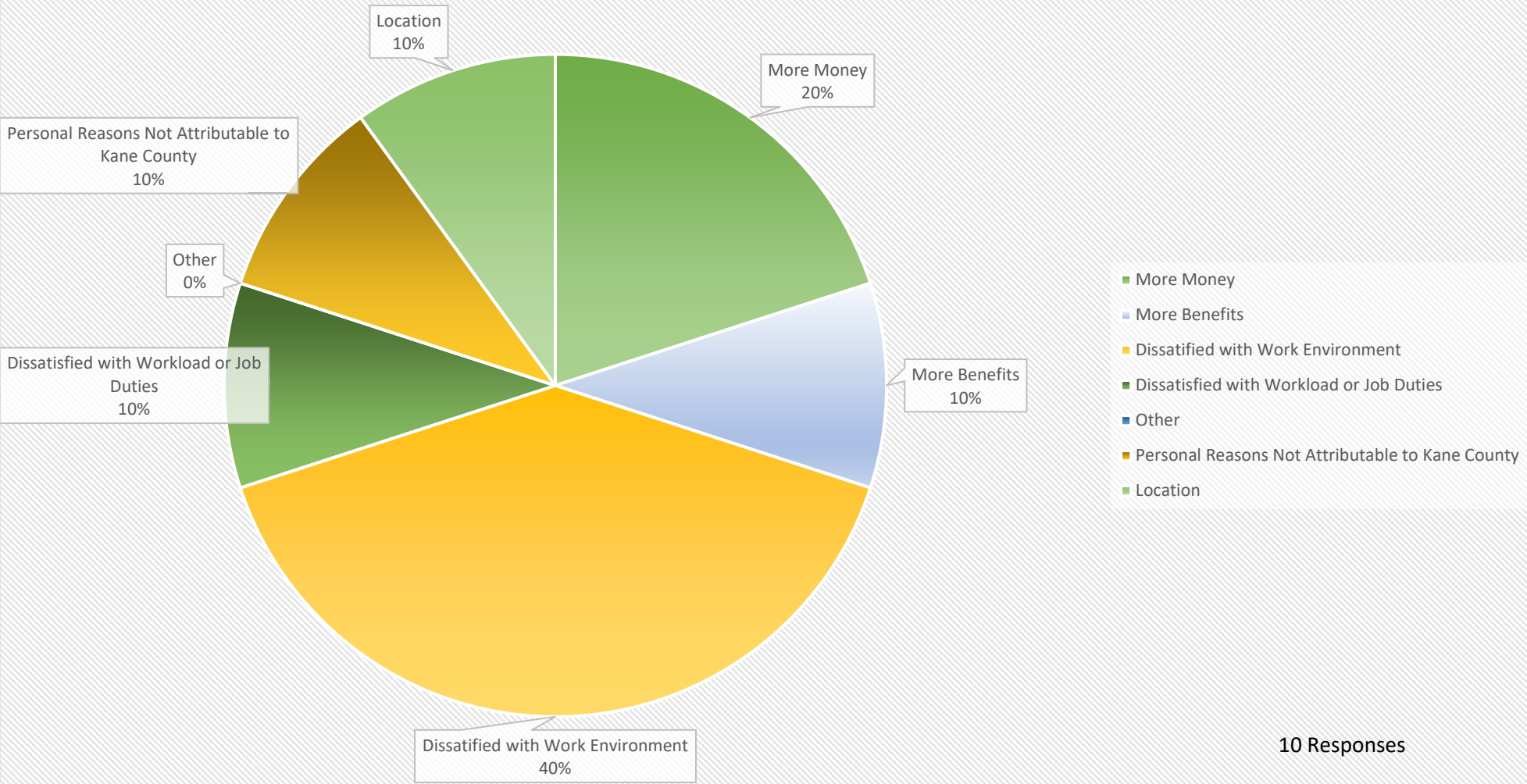
Total New Hires 13

Termination Report

from 10/01/2025 - 10/31/2025

Department	Employee Name	Termination Date
County Board		
	BERMAN, DALE	10/02/25
County Clerk		
	WALLS, ANITA L	10/02/25
Court Services/Court Services Administration		
	WHITE, BIANCA L	10/01/25
Court Services/Juvenile Justice Center		
	MADURA, KENDALL L	10/02/25
	TURNQUIST, LEAH J	10/01/25
Kane Comm		
	KEATING, MARY	10/03/25
Sheriff/Court Security		
	BAILEY, RENA M	10/08/25
	HERNANDEZ GONZALEZ, JACQUELIN V	10/09/25
Transportation		
	HARRIS, JANET	10/09/25
Workforce Development		
	BENITEZ, KATE	10/03/25
Total Terminations 10		

Reasons Employees Left Kane County
10/1/2024-9/30/2025



STATE OF ILLINOIS)

SS.

COUNTY OF KANE)

REPORT NO. TMP-25-1365

MONTHLY TRAINING REPORT

Sexual Harassment Training Compliance 11/4/2025					
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	1297	08.31.2025
Webinar	Prevention of Sexual Harassment at work - Manager/Elected Official	Illinois Chamber of Commerce	All	242	08.31.2025
Active Employees: 1336					



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Magellan Healthcare, Inc. as Kane County's Employee Assistance Plan Provider for 2026

Committee Flow:

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

Contact:

Jamie Lobrillo

Budget Information:

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

Summary:

Resolution authorizes Kane County to enter into a 12-month contract for the calendar year of 2026 with Magellan Healthcare, Inc. to provide Kane County's Employee Assistance Plan (EAP). This contract reflects a cost savings due to reduction in the number of paid therapy sessions included in the plan in response to the addition of first dollar coverage of mental health in the county's health plan.

October 7, 2025

Christine Davis
Human Resources
Kane County
719 South Batavia Avenue, Building B
Geneva, IL 60134

Dear Ms. Davis:

This letter is to serve as an amendment of the current Services Agreement for the Employee Assistance Program (“Agreement”) by and between **MAGELLAN HEALTHCARE, INC.** (“Magellan”) and **KANE COUNTY** (“Sponsor”), which is effective for the period of January 1, 2025 through December 31, 2027.

Effective January 1, 2026:

1. Section 10.4 Notices is deleted in its entirety and replaced as follows:

10.4 Notices. Unless otherwise provided in this Agreement, all notices required or permitted under this Agreement shall be in writing and shall be deemed sufficiently given if given by e-mail to contractnotices@magellanhealth.com or registered, certified or express mail, or reputable overnight courier service with receipt confirmed as follows:

To Magellan:	Magellan Healthcare, Inc. 13500 Riverport Drive, Suite 110 Maryland Heights, MO 63043 Attention: President
With a copy to:	Magellan Healthcare, Inc. 13500 Riverport Drive, Suite 110 Maryland Heights, MO 63043 Attention: General Counsel
To Sponsor:	Kane County 719 South Batavia Avenue, Building B Geneva, IL 60134 Attention: Human Resources

From time to time, either party may designate a different name or address for purposes of notice.

2. Addendum A Section 2.2 Personal Consultation Services is deleted in its entirety and replaced as follows:

2.2 Personal Consultation Services. Magellan will maintain a toll-free telephone access line 24 hours per day, 7 days per week, for Participants to access EAP services. EAP Consultants will be available through the telephone access line to assess the caller’s problem and arrange for appropriate assistance (e.g., provide coaching and/or refer to a benefit program, community resource or other service provider). In addition, EAP Consultants will provide Crisis Consultation. Magellan will link each Participant who requests In-Person Sessions to an EAP Counselor or will alternatively link each Participant who requests and/or prefers Virtual Therapy to his or her available and appropriate options for Virtual Therapy. Magellan will explain all available modalities for EAP services to

Participants in linking them with its various options. Sessions will be available by appointment on weekdays, evenings, and Saturdays at the offices of EAP Counselors nationwide for In-person Sessions or via the appropriate platform for Virtual Therapy. The EAP Counselor or Virtual Therapy Provider will assess the Participant's problems and, in accordance with the EAP Counselor or Virtual Therapy Provider's best judgment, provide Brief Counseling and/or refer the Participant to an appropriate treatment provider and/or community resource. Each Participant is eligible for up to three (3) Sessions per problem per year, as clinically appropriate. Participants may alternate between different Virtual Therapy modalities between Sessions in working toward the Session limit but may not accrue Sessions concurrently with different modalities. As applicable, Participants will have access to EAP services through self-referral, supervisor referral, human resources referral, and mandatory referral.

3. Addendum A Section 2.5 Training Hours is deleted in its entirety and replaced as follows:

2.5 Training Hours. At the request of Sponsor and a minimum of twenty-five (25) business days' notice, Magellan and/or its vendor partners will provide standard employee wellness seminars and supervisor or employee trainings ("Training Hours") for a Supplemental Fee at the rate set forth on Addendum B. Training Hours do not include non-local travel expenses (*i.e.*, those reasonable expenses in connection with travel in excess of fifty (50) miles or one (1) hour from the office of the Magellan representative to the worksite, charged at Magellan's actual cost) and special instructional materials, if any. In the event that any service is scheduled and subsequently canceled with less than five (5) business days' notice, Sponsor will be billed or debited as if the scheduled services had been delivered. Unless otherwise agreed by Magellan and Sponsor, all Training Hours shall be delivered in-person at a Sponsor worksite. In the event the audience for a Training Hour, either in-person or virtually as the parties may agree, has over one hundred (100) attendees, the parties agree Magellan may require additional resources to facilitate such an audience and the parties will mutually agree on any additional costs or resources necessary from Sponsor to do so.

Magellan's external vendors may also offer additional options for topics that Training Hours may be used for; in such an event, these trainings will be listed in Magellan's training guide and subject to availability. Magellan will inform Sponsor of the additional costs of any such Training Hours in the event additional cost is necessary to utilize such a training in advance of scheduling these options.

While availability of recordings or agreement to allow recording of a seminar or training is not guaranteed and is subject on a case-by-case basis to Magellan's sole discretion (to be provided promptly upon Sponsor request to record or provide a recording of a Training Hour), in the event Magellan agrees to allow Sponsor to record or receive a recording of a training and thereby grants a license to such training and related material, the following terms and conditions shall apply without need for individual licensure:

- Any such license will be effective from the date of recording for the sooner of six (6) months from the date of recording or the date of termination of this Agreement. Such period may be extended as mutually agreed and Magellan reserves the right to terminate such licensure for a particular recording or recordings if the content therein no longer represents Magellan or clinical best practices or becomes outdated in Magellan's sole determination.
- Sponsor recognizes that Magellan's training program is unique, robust, and proprietary and agrees to protect the proprietary nature of these trainings in accordance with the terms of this Agreement.
- Sponsor agrees to treat any such recording or its related materials as Proprietary Information subject to this Agreement.

- Sponsor agrees to use the recordings and materials solely for the purpose of conducting training of or making the presentations available to Sponsor Employees and/or management personnel during the license period.
- Sponsor agrees to refrain copying the materials and disclosing, distributing, or broadcasting externally the presentation, recordings, and materials except as required in order for Sponsor personnel to organize training for or make the presentation or recording available to employees and staff or to make such recordings and materials available for later review by its Employees and/or management. At any rate, any posting or publication of the presentation or materials shall be on internal-only platforms and locations over which Sponsor has control that are not publicly accessible.
- Sponsor agrees to refrain from editing the recordings or making any changes whatsoever to the materials without first consulting Magellan.
- Sponsor agrees to, within five business days following request by Magellan or at the end of the license period, cease using the licensed material and use commercially reasonable efforts to, if applicable, return or destroy all print materials, recordings, and other tangible or electronic materials.

4. Addendum B Fee Schedule is deleted in its entirety and replaced with Addendum B, as attached hereto.

All remaining terms of the Agreement remain unchanged and in effect.

If this letter reflects your understanding of the new terms of our agreement, please have this letter signed by the appropriate person and returned to me.

We appreciate your continued confidence in Magellan and are proud to be able to list **Kane County** as one of Magellan’s clients.

Sincerely,

Kim McGhee
Account Manager II

MAGELLAN HEALTHCARE, INC.

Date: _____

By: _____

Title: _____

KANE COUNTY

Date: _____

By: _____

Title: _____

ADDENDUM B FEE SCHEDULE

PEPM Rates

1-3 Session EAP	\$1.12
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Supplemental Fees

Training Hours	\$275.00 per hour plus non-local travel expenses and special instructional materials, if any
CIR Services	\$275.00 per hour plus non-local travel expenses, if any
CIR Cancellation Fee	\$275.00 per hour
DOT/SAP Services	\$750.00 per case

SS.

RESOLUTION NO. TMP-25-1396

WHEREAS, the Human Resources Department from time to time recommends that additions and updates be made to the Kane County Personnel Policy Handbook to maintain a comprehensive benefit package, provide guidelines for employee management, and to ensure compliance with all applicable regulations; and

WHEREAS, employee performance evaluations are important tools to develop employees, establish merit, and communicate performance expectations and goals; and

WHEREAS, the Kane County Board believes it is in the best interests of Kane County and its employees to adopt a policy that establishes guidelines for employee performance evaluations; and

WHEREAS, by the Kane County Board that the Employee Performance Evaluations Policy attached hereto as Exhibit A be added to the Kane County Personnel Policy Handbook effective January 1, 2026.

NOW, THEREFORE, BE IT RESOLVED by the Kane County Board that the Employee Performance Evaluations Policy attached hereto as Exhibit A be added to the Kane County Personnel Policy Handbook effective January 1, 2026.

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

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

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

Vote:

Exhibit A

Employee Performance Evaluations

Effective Date:

January 1, 2026

Last Amended Date:

N/A

Applicable Law/Statute:**Source Doc/Dept.:****Authorizing I.C. Sec:**

Employee Performance Evaluations

Policy

It is the policy of Kane County to provide and maintain a Performance Evaluation system which promotes individual development and job satisfaction and evaluates each employee based on job performance and productivity.

Eligibility

This policy applies to all regular, full-time and part-time employees under the jurisdiction of the County Board. For employees covered under a Collective Bargaining Agreement, such provisions of the Collective Bargaining Agreement shall prevail in the event of a conflict.

Guidelines

- A. The performance evaluation process is used to provide employees with documentation of their job performance and to provide opportunity to discuss avenues and resources for improvement, such as additional training and potential for career growth. The process also creates space for the employee to indicate to their supervisor their interest in job progress and personal development, improving job satisfaction and morale and assisting the supervisor in future planning.
- B. Performance evaluations shall be considered in determining salary increases, order of layoff, transfer, and recall, and as a means for identifying which employees should be promoted, demoted, or terminated.
- C. Frequency and timing of performance evaluations is determined by the Department Head, but shall occur no less than annually. Department Head may designate the evaluator, but the evaluator must be within the chain of command of the employee being evaluated.
- D. If the employee is a Department Head, an evaluation shall occur annually and within sixty (60) days of the Department Head's anniversary of appointment to the position of Department Head. If desired, additional performance evaluations may be conducted as determined by any standing committee to which the Department Head reports.

The evaluator shall be the primary standing committee to which the Department Head reports. Such performance evaluation shall be created during an executive session of a meeting of the evaluating committee. All County Board Members and the County Board Chairman shall be notified at least 48 hours in advance of the meeting in which a Department Evaluations evaluation shall occur, and may be present or provide comments or feedback for the evaluating committee's consideration. The evaluating committee, in its discretion, may solicit feedback from any individual or entity as it sees fit to evaluate the Department Head's performance.

Evaluations shall be delivered by a designee agreed upon by the evaluating committee chosen from the membership of the evaluating committee in a private meeting with the Department Head.

- E. If an employee is out on any leave of absence when their performance appraisal is due, they should receive the performance appraisal within sixty (60) days upon their return.
- F. During the evaluation meeting, the supervisor and employee should discuss each portion of the form, focus on the employee's performance, and review written goals for the future, as well as progress on past goals if applicable.
- G. Employees are encouraged to add comments to their evaluation and sign it to acknowledge receipt within one week of their evaluation meeting. Employees may submit additional comments to be attached to their evaluation at any time.
- H. The completed original performance evaluation including any employee comments must be forwarded to Human Resources to be filed in the employee's personnel file. The employee shall receive a complete copy of the evaluation.



RESOLUTION / ORDINANCE EXECUTIVE SUMMARY ADDENDUM

Title

Authorizing Addition of an Employee Performance Evaluation Policy to the Personnel Policy Handbook

Committee Flow:

Human Services Committee, Executive Committee, County Board

Contact:

Jamie Lobrillo

Budget Information:

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

Summary:

This resolution adds a policy that provides guidelines and protocol for employee performance evaluations for all employees under the jurisdiction of the county board.