



# Kane County

## KC Human Services Committee

### Meeting Minutes

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

SURGES, Linder, Allan, Kenyon, Lewis, Silva, Tarver & ex-officios Pierog (County Chair) and Tepe (County Vice Chair)

**Wednesday, February 14, 2024**

**9:00 AM**

**County Board Room**

**1. Call To Order**

Chairman Surges called the meeting to order at 9:00 AM.

**2. Roll Call**

<b>PRESENT</b>	Board Member Clifford Surges Board Member Michael Kenyon Board Member Anita Lewis Ex-Officio County Board Chair Corinne M. Pierog Ex-Officio County Board Vice Chair Vern Tepe
<b>REMOTE</b>	Board Member Monica Silva Board Member Bill Tarver
<b>ABSENT</b>	Board Member Michael Linder Board Member Deborah Allan

Also present: Co. Bd. Members Bates\*, Juby, Kious, Molina\*, Roth, Sanchez\*, Starthmann\*; HRM Exec. Dir. Loblillo & staff Miller; Fin. Exec. Dir. Hopkinson; ITD CIO Lasky\* & staff Kash, Murphy, Escuro; Spec. ASA Shepro; KCAC Admin. Youngsteadt\*; and members of the press and public.

**3. Remote Attendance Requests**

Chairman Surges announced the remote attendance requests for today's meeting. He asked the Committee if there were any objections to Committee Members Silva and Tarver attending today's meeting remotely. There were no objections. (Committee Member Silva arrived remotely at 9:01 a.m.)

**4. Approval of Minutes: January 10, 2024**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Michael Kenyon

**5. Public Comment (Agenda Items)**

None.

**6. Monthly Financial Reports****A. Monthly Finance Reports**

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

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

HRM Exec. Dir. Lobrillo stated that all the following reports had nothing out of tolerance. She explained that this Committee has pushed off a discussion on risk management over the past few months. She noted that risk management reports have been included in the agenda packets. Committee Chairman Surges stated that the Committee had other pressing matters for today's meeting and the risk management discussion would be postponed. Lobrillo stated that nothing was pressing within the monthly reports, besides the discussion of including risk management staff into the next budget cycle.

Surges asked Fin. Exec. Dir. Hopkinson and Lobrillo to gather quantitative data that measures the cost savings to the County if risk management staff was added. Lobrillo explained that within the reports is a metric for measuring. It shows the dollar figure the County spent for preventable accidents and liabilities. Surges asked for the Committee Members to provide their input on hiring risk management staff. Discussion ensued.

The Committee provided consensus to further pursue building a proposal for obtaining risk management staff for the next budget cycle.

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

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

HRM Exec. Dir. Lobrillo stated the monthly Training Report was on file. She reported that staff has been accomplishing their annual Sexual Harassment Training.

## 9. Old Business

### A. Creating Illinois Residency Requirements for County Employees

HRM Exec. Dir. Loblillo explained the numerous issues with the County employing out-of-state employees. She reviewed the questions and concerns of employing such staff.

Loblillo provided a presentation on the Risks, Benefits, and Costs of Employing Out-of-State Residents. She reviewed the Kane County employee statistics. Currently, Kane County has 1,337 employees, excluding election workers, elected and appointed officials, and board members. The majority of employees reside in Kane County, with five employees living out-of-state. Loblillo explained what other counties/municipalities do when addressing out-of-state employees. She listed a number of items the County should consider when hiring an out-of-state employee, such as Worker's Compensation, unemployment insurance, management, and wage and hour compliance. She discussed if Kane County employees should be allowed to move out of Illinois and continue working for the County. She listed the benefits and risks of employing out-of-state employees. Committee Chairman Surges asked how the County would handle employees with pressing circumstances in order to have out-of-state employees. Loblillo stated that the risks and benefits would be the same for any scenario when having out-of-state employees. Discussion ensued.

Loblillo continued with the risks and benefits of hiring out-of state employees. She explained the cost estimates for employing out-of-state employees, such as acquiring additional Human Resources staff to manage compliance, possible expansion of the County's health insurance program, and the need for constant employment law changes. (Madam Chairman Pierog arrived in-person at 9:28 a.m.) She defined what an independent contractor is and does. Loblillo shared the findings of the 2016 IRS Audit of Kane County. The audit found that Kane County failed to properly classify wages for improperly classified workers, tuition reimbursement over the IRS limit, uniform allowances, and taxable fringe benefits. The total taxes paid by the County was \$276,955.44 with \$17,160 in civil penalties, which could be waived as long as errors were corrected. She spoke on the Independent Contractor's Test. She listed the six factors within the Independent Contractor's Test when determining whether a worker should be treated as an employee or an independent contractor. Loblillo shared the differences between an independent contractor and an employee. She stated that whether someone is an independent contractor or employee is based on the employee/employer relationship, not how they receive their pay. Surges asked about the difference between contracted employees versus agency workers. Loblillo stated agency workers would come to the County through a leasing agency. This could cause the County difficulties with the Illinois Municipal Retirement Fund (IMRF). IMRF is against Counties outsourcing employees. The pension system functions and remains funded properly because all employees participate and the County contributes for every employee. The County must be careful when designating any individuals as independent contractors, and should

document the contractor test prior to any such designation. Lobrillo addressed questions and comments from the Committee. Much discussion ensued. Lobrillo stated that there is not an exception process within this resolution. If the County Board wishes, such clause could be added. Further discussion ensued. The Committee disagreed with adding an exception process clause at this time.

Surges motioned to move this resolution forward with the modification to the Grandfather Clause with a 36-month expiration addition, Lewis seconded. Discussion ensued. Motion carried unanimously by roll call vote.

Special ASA Shepro recommended that this ordinance be reviewed by the State's Attorney's Office's (SAO) Civil Division, as soon as possible.

KC Finance and Budget Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Finance and Budget Committee
<b>MOVER:</b>	Clifford Surges
<b>SECONDER:</b>	Anita Lewis
<b>AYE:</b>	Clifford Surges, Michael Kenyon, Anita Lewis, Monica Silva, Bill Tarver, and Vern Tepe
<b>ABSENT:</b>	Michael Linder, and Deborah Allan

10. New Business

- A. Authorizing Renewal of Contract for Health Insurance Broker and Consultant Services

KC Finance and Budget Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Finance and Budget Committee
<b>MOVER:</b>	Anita Lewis
<b>SECONDER:</b>	Michael Kenyon
<b>AYE:</b>	Clifford Surges, Michael Kenyon, Anita Lewis, Monica Silva, Bill Tarver, and Vern Tepe
<b>ABSENT:</b>	Michael Linder, and Deborah Allan

**B. Approving Compensation Rate for American Rescue Plan Program Coordinator Positions and Budget Adjustments**

County Board Member Sanchez stated this resolution comes from the American Rescue Plan (ARP) Committee. The Committee has a total of four supporting staff positions, one program manager and three administrative staff. At the beginning, ARP started off with one employee to support the program with a pay rate of \$31.00 per hour. After some time, the ARP Committee created two additional positions under the program manager. The original employee resigned and was replaced. The ARP Committee is requesting that this new employee be paid the same at \$31.00 per hour. Sanchez explained that during the interim period of hiring new staff, the County passed the Compensation Policy. (Committee Member Tarver left at 10:03 a.m.) This policy created a pay scale range for positions throughout the County. It also puts a restriction on the amount new employees are allowed to make. Sanchez stated that the ARP Committee would like to have the three administrative staff positions paid the exact same pay rate of \$31.00 per hour due to the same job description and duties. He explained the reasoning behind the requested pay, such as the economy being a tough job market for hiring, ARP being a temporary position until December 2026, and staying competitive within the workforce. No matter the amount of staff ARP has at any given moment, the work must be done. Sanchez stated that if these positions started at \$31.00 per hour, this would allow the County to complete the work and save money. Currently, the County pays outside consultant, Ernst & Young \$200.00 per hour to do the same work these administrative positions could do. Committee Chairman Surges spoke on his personal conundrum with this resolution. He stated that he would be against raising the hourly pay rate that would go against the Compensation Policy. HRM Exec. Dir. Lobrillo addressed questions and comments from the Committee. Much discussion ensued.

KC Executive Committee

<b>RESULT:</b>	<b>MOVED FORWARD BY ROLL CALL VOTE</b>
<b>TO:</b>	KC Executive Committee
<b>MOVER:</b>	Anita Lewis
<b>SECONDER:</b>	Monica Silva
<b>AYE:</b>	Michael Kenyon, Monica Silva, and Vern Tepe
<b>NAY:</b>	Clifford Surges, and Anita Lewis
<b>ABSENT:</b>	Michael Linder, Deborah Allan, and Bill Tarver

**11. Reports Placed On File**

<b>RESULT:</b>	<b>APPROVED BY UNANIMOUS CONSENT</b>
<b>MOVER:</b>	Michael Kenyon

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

None.

**13. Public Comment (Non-Agenda Items)**

None.

Committee Member Lewis requested HRM Exec. Dir. Loblillo gather information on the County's cost for employee travel expenses and credit card expenses to present in three months at a Human Services Committee meeting. Loblillo obliged.

**14. Adjournment**

<b>RESULT:</b>	<b>APPROVED BY VOICE VOTE</b>
<b>MOVER:</b>	Michael Kenyon
<b>SECONDER:</b>	Anita Lewis

This meeting was adjourned at 10:20 AM.

Savannah Valdez  
Sr. Recording Secretary