



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, November 15, 2023

9:00 AM

County Board Room

1. Call To Order

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

2. Roll Call

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

Also present: Co. Bd. members Bates*, Berman, Gumz*, Juby, Kiou, Roth; HRM Exec. Dir. Loblillo; ASA Frank, Ford, Vargas*; Spec. ASA Shepro; Auditor Wegman; ITD/BLD Exec. Dir. Fahnestock & staff Peters; and members of the press and public.

3. Remote Attendance Requests

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

4. Approval of Minutes: October 11, 2023

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	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. HRM Exec. Dir. Loblillo stated that included in the monthly financial reports is the annual Health Insurance Fund Balance.

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

HRM Exec. Dir. Loblillo stated all of the following monthly reports were within tolerance. No additional reports were made.

Committee Chairman Surges stated that the County Board approved the insurance costs. He wanted the Committee to understand that the amount agreed upon was at the macro-level. At the micro-level, the County continues to make adjustments within the budget line item, such as increasing or decreasing deductibles, to better serve the County's needs at the advice of the County's outside counsel. None of these changes will go over the budgeted amount that was approved, but it is being managed within those parameters. Loblillo stated that sometimes the County is able to get more coverage for the same price. These changes will be for the betterment of the County's insurance and employees.

B. Monthly BCBS and MERP Totals**C. Monthly Assured Partners Report****D. Monthly Applicants and Staff Changes****E. Monthly Workers Comp and Liability Reports****8. Compliance****A. Monthly Training Report**

HRM Exec. Dir. Loblillo stated the Human Resources Department is continuing to contact employees that have not completed the annual Sexual Harassment Training. The department is seeking 100% compliance.

9. Old Business

Committee Chairman Surges stated he recently sent out an email to Committee Members referencing misinformation on the budgetary journey. The County has financial challenges and the Board is doing the best they can to address these issues. Surges explained that as a collective Board, they do not take the time at the micro-level to manage funds. The County Board has ordinances, codification, and inconsistent information. Surges stated that if Board Members spoke to different administrations, they would find discrepancies with how one administration handles tasks versus the other. He explained that the verbalized task of the Human Services Committee was to clean up ordinances or restructure policies to make departments/offices procedures more cohesive across the County. He spoke on the Equity Study. This study was a much larger part of the plan to look at the financial cohesion of how the County sets budgets. Surges noted that approximately 70% of the annual budget is salaries. He stated that when changes occur it becomes important that the County Board passes agenda items that go along with what was passed a few years ago. It has been proven that often times it doesn't. These efforts of change are being put in a negative light. Surges took the blame on not communicating adequately on where the Human Services Committee is at in these processes. He suggested that a AD HOC or Subcommittee be developed to help work through these issues in a more in-depth matter.

ASA Frank advised the Committee that (Pierog arrived in-person at 9:11 a.m.) the only restraint within the Human Services Committee is the scheduling factor. He noted that the Human Services Committee could invite additional Board Members to their meetings in order to discuss these matters, but the scheduling of the meeting would have to change in order to have adequate discussions. Frank stated that the County Board could develop an AD HOC or Subcommittee, as well. Another option would be to bring these matters to a Committee of the Whole meeting. Committee of the Whole meetings are to have all Board Members come together for informational purposes. Surges inquired if it would be appropriate to send notice of a Human Services Committee meeting for conversational purposes only. Frank explained that the Open Meetings Act (OMA) requires that a meeting be noticed to the public 48-hour before the meeting takes place. His advice is to set a meeting in the County Board Room with an agenda listing select talking points and is post it 48-hours beforehand.

Surges stated that he has allowed these tasks/chages to paint HRM Exec. Dir. Loblillo as the bad guy. He explained that he does not want others to blame her or believe this. He values Loblillo's expertise, opinion, and guidance. The Committee appreciates all that she has done. He apologized to Loblillo if any extra pressure has come upon her. Discussion ensued.

Surges explained that he would like the Human Services Committee to take a look at where the County was 18-months ago, the goals that still need to be met, and clearly identify objectives. This way the Committee could provide full transparency. Surges would like to schedule a meeting to invite other County Board members in order to go over the goals and how to move forward. (Allan arrived in-person at 9:20 a.m.) Further discussion ensued on the proper way to move forward with revising County

procedures. (Lewis left at 9:57 a.m.)

10. New Business

- A.** Approving and Authorizing Execution of Agreement with Cannon Cochran Management Services for Workers Compensation and Liability Claims Third Party Administrator.

KC Finance and Budget Committee

RESULT:	MOVED FORWARD BY ROLL CALL VOTE
TO:	KC Finance and Budget Committee
MOVER:	Michael Kenyon
SECONDER:	Monica Silva
AYE:	Clifford Surges, Michael Linder, Michael Kenyon, Monica Silva, and Bill Tarver
ABSENT:	Anita Lewis

- B.** Approving the Kane County Per Diem Meal Rates for Calendar Year 2024
Auditor Wegman provided the Per Diem Meal Rates for 2024.

KC Finance and Budget Committee

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

C. Authorizing Salary Increase for the Executive Director of the Human Resources Management Department

KC Finance and Budget Committee

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

D. Approving Paid Sick and Personal Leave Benefits Required for County Employees

HRM Exec. Dir. Lobrillo provided additional information on this resolution. At the advice of counsel, she explained that an ordinance would need to be put in place addressing the Paid Leave for County Employees to be compliant with the Illinois law "Paid Leave for All" Act. She explained the current procedure versus the new procedure. Lobrillo answered questions and comments from the Committee. Discussion ensued.

KC Executive Committee

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

E. Creating Illinois Residency Requirements for County Employees

Committee Chairman Surges stated that he has received numerous phone calls sharing their oppositions and support for this ordinance. He addressed the possible issues this ordinance could bring forth. HRM Exec. Dir. Loblillo stated the County would need to be in compliance with all laws within the State the employee lives/works in. She explained that a significant amount of Human Resources and Finance staff would be needed to manage the handbook, laws, payroll, and the compliance for the state in which they have employees working. Loblillo addressed questions and comments from the Committee. This ordinance was postponed until the January Human Services Committee meeting.

KC Human Services Committee

RESULT:	HELD OVER
TO:	KC Human Services Committee
MOVER:	Michael Linder
SECONDER:	Bill Tarver
AYE:	Clifford Surges, Michael Linder, Deborah Allan, Michael Kenyon, Monica Silva, and Bill Tarver
ABSENT:	Anita Lewis

11. Reports Placed On File

RESULT:	APPROVED BY UNANIMOUS CONSENT
MOVER:	Deborah Allan

12. Executive Session (if needed)

None.

13. Public Comment (Non-Agenda Items)

None.

14. Adjournment

RESULT:	APPROVED BY VOICE VOTE
MOVER:	Michael Kenyon
SECONDER:	Michael Linder

This meeting was adjourned at 10:14 AM.

Savannah Valdez
Recording Secretary