



# DU PAGE COUNTY

## Ethics Commission

### Summary

421 N. COUNTY FARM ROAD  
WHEATON, IL 60187  
[www.dupagecounty.gov](http://www.dupagecounty.gov)

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**Wednesday, June 12, 2024**

**10:00 AM**

**County Board Room**

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**1. CALL TO ORDER**

10:00 AM meeting was called to order by Chair Demling 10:27 AM.

**1.A. MOTION TO ALLOW REMOTE PARTICIPATION**

**2. ROLL CALL**

<b>PRESENT</b>	Benson, Clemen, Cahalan, Demling, and Donner
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**3. PUBLIC COMMENT**

No public comments were offered.

**4. CHAIRMAN'S REMARKS - CHAIR DEMLING**

Chair Demling stated that this is the first meeting of the year. He went on to say that one of the reasons for the delay was updates being made to the Ethics training.

**5. MINUTES APPROVAL**

**5.A. [24-1750](#)**

DuPage County Ethics Commission Minutes - Regular Meeting - Wednesday October 11, 2023

**Attachments:**     [DuPage County Ethics Commission Minutes\\_10-11-2023.pdf](#)

<b>RESULT:</b>	APPROVED
<b>MOVER:</b>	Ted Donner
<b>SECONDER:</b>	Suzanne Cahalan

**6. OLD BUSINESS**

**6.A. FY24 Ethics Training Update**

Jason Blumenthal, Policy and Program Manager, stated that the first meeting of the year was delayed due to the new format of how we do the Ethics Training. He also stated that the IT Department realized that there was an opportunity to get a new software that made the training easier to conduct for our employees as well as our outside agencies. He went on to say that the training officially launched on April 1, 2024. There were a few hiccups with our outside agencies due to them not having the same authentication as the County, but we have worked through that. Mr. Blumenthal stated that the launch of the new software appears to be going positively. Employees have until the end of this week to complete the training. He also stated

that this deadline has been put into multiple forms of communication including direct emails to employees. It was included in the employee newsletter, as well as Senior Management is aware and have communicated to their staff that they need to complete it.

Regarding completion of the Ethics Training, Mr. Blumenthal stated that currently there are about 553 employees who have completed the training out of approximately 1,000. That is 51.16% compliance. There will be follow-up emails to ensure 100% compliance. With regard to the outside agencies, he stated that it is hard to give a percentage of completion because he does not have a master list of employees. He also stated that 247 individuals of the outside agencies have taken the training. He went on to say that each authority will be contacted and informed of who all has taken the training, and will be asked to please make sure that any employee who has not taken the training does so.

Mr. Blumenthal stated that the new software allows us to do a little bit more than the previous with the training. At the next meeting, historically, there is always a review of the training as a whole. He also stated that there are opportunities to truly change the training in the way that has been talked about at previous meetings including using more examples. He went on to say that we will work closely with our Investigator General and the Ethics Adviser to include more interactive questions.

## **7. NEW BUSINESS**

Mr. Blumenthal informed the Commission that effective July 1, 2024, he will be the new Assistant Director of Operations. As such, he will be stepping away from the Ethics Commission. He also stated that our hire, Jeremy Custer, Senior Advisor, will be the new staffer for the Ethics Commission. He went on to ensure the Commission that the transition will go smoothly and he will still be there to assist and help in any way. Mr. Blumenthal stated that if the Commission has questions, Mr. Custer will be the main contact moving forward.

Member Donner informed the Commission that he has a client who has a matter with the Building & Zoning Department that he is going to be representing. He stated that he had submitted a request to Mr. Blumenthal about it, and received an opinion from Daniel Hanlon, the Ethics Adviser. He also stated that his only concern was to make sure that he did not do anything that would raise a conflict. He went on to say that the point it comes down to is that if there were anything that came up that involves Building & Zoning, while he is representing his client, he would not be able to vote on it. Chair Demling responded that since he received an opinion from the Ethics Adviser, everyone is comfortable with it, and there should not be any issues.

Regarding the Ethics Training compliance, Member Benson asked if 51% compliance is larger than expected at this point since the roll out, or is that normal. Mr. Blumenthal responded that about this time last year when we were about two months out, he believes it was at about 62% or 63%, so it is a little bit lower. He stated that he equates that to it being a brand new system and people still figuring it out with a learning curb. Member Benson mentioned the new training system with the ability to have new examples and increased communication about the training. He then expressed concern about not making the training more complicated, but instead better. Mr. Blumenthal suggested that when the training is reviewed this year, it should be done slide by slide, and it can be displayed on the monitors so that everyone can give their input and ensure that it is user friendly. Chair Demling asked if it was possible to receive a copy of the training so

that the Commission could review it ahead of time and have questions for staff. Mr. Blumenthal responded that about two weeks out from the meeting, staff will send the training out to the Commission.

Member Benson and Chair Demling thanked Mr. Blumenthal for his service to the Ethics Commission.

**8. ADJOURNMENT**

With no further business, Member Cahalan moved, seconded by Member Donner, with no further objection the Commission adjourned at 10:45 A.M.



## Minutes

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**File #: 24-1750**

**Agenda Date: 6/12/2024**

**Agenda #: 5.A.**

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## Ethics Commission

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**Wednesday, October 11, 2023**

**10:00 AM**

**County Board Room**

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**1. CALL TO ORDER**

10:00 AM meeting was called to order by Chair Demling at 10:00 AM.

**2. ROLL CALL**

<b>PRESENT</b>	Benson, Clemen, Cahalan, Demling, and Donner
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**3. CHAIRMAN'S REMARKS - CHAIR DEMLING**

No remarks were offered.

**4. PUBLIC COMMENT**

No public comments were offered.

**5. MINUTES APPROVAL**

**5.A. [23-3228](#)**

DuPage County Ethics Commission Minutes - Regular Meeting - Wednesday February 8, 2023

**Attachments:**     [DuPage County Ethics Commission Minutes\\_02-08-2023](#)

<b>RESULT:</b>	APPROVED
<b>MOVER:</b>	Edward Benson
<b>SECONDER:</b>	Michele Clemen

**6. OTHER ACTION ITEM**

**6.A. [23-3229](#)**

2024 Ethics Commission Meeting Schedule

**Attachments:**     [2024 Ethics Meeting Schedule.pdf](#)

<b>RESULT:</b>	APPROVED
<b>MOVER:</b>	Edward Benson
<b>SECONDER:</b>	Ted Donner

**7. OLD BUSINESS**

No old business was discussed.

**8. NEW BUSINESS****8.A. FY24 Ethics Training**

Jason Blumenthal, Policy and Program Manager, briefly discussed the updates that have been made to the Ethics Training for FY24. Member Benson asked what the overall response rate was for the FY23 Ethics Training. Mr. Blumenthal stated that it was very close to 100% completion. He went on to explain that it will never be officially 100% due to employee departure or new employee lag time.

Chairman Demling stated that there have been five complaints so far this year. They were all dismissed for lack of jurisdiction, they were not employees or they were issues that are not covered under the Ethics Ordinance. He went on to say that so far there has not been any real complaints that legitimately fall within the Ethics Ordinance.

Member Donner stated that there are other required trainings such as sexual harassment, and asked if the marketing of the Ethics Training follows a similar fashion to other training modules, or if there is any coordination. Mr. Blumenthal acknowledged that there are several annual trainings and explained that they are all done through a centralized portal. He went on to say that when employees log in, they will see which training they are required to do.

There was a consensus of the Commission to approve the FY24 Ethics Training.

**9. ADJOURNMENT**

With no further business, Member Cahalan moved, seconded by Member Clemen, with no further objection the Commission adjourned at 10:15 A.M.