



# 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 11, 2025**

**10:00 AM**

**County Board Room**

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**1. CALL TO ORDER**

10:00 AM meeting was called to order by Chair John Demling at 10:04 AM.

**2. ROLL CALL**

Member Donner arrived at 10:09 A.M.

<b>PRESENT</b>	Benson, Cahalan, and Demling
<b>ABSENT</b>	Clemen
<b>LATE</b>	Donner

**3. PUBLIC COMMENT**

No public comments were offered.

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

Chair Demling stated that there had not been a lot that has happened other than the Ethics Training and there will be a report on that later in the meeting.

**5. MINUTES APPROVAL**

5.A. [25-1486](#)

DuPage County Ethics Commission Minutes - Regular Meeting - Wednesday, October 9, 2024

**Attachments:**     [Ethics Minutes\\_10-09-2024.pdf](#)

<b>RESULT:</b>	APPROVED
<b>MOVER:</b>	Edward Benson
<b>SECONDER:</b>	Suzanne Cahalan

**6. OLD BUSINESS**

No old business was discussed.

**7. NEW BUSINESS**

7.A. Ethics Training Update

Jeremy Custer, Senior Advisor, stated that the notice of the FY25 Ethics Training was sent out a little over a month ago to our employees, outside agencies, and Elected Officials. He stated that compliance has been good. The deadline to complete the training is June 27, 2025. He went on

to say that compliance right now is at about 50%. Mr. Custer stated that reminder emails were sent out today, and he will follow up with additional reminders leading up to June 27th. Chair Demling stated that this is one of the Ethics Commission's primary purposes with respect to their duties. They have other purposes, but this is the one that is a constant each year and one that they continue to update and monitor.

Member Benson stated that he was interested that there was a 50% compliance and he is sure that towards the end employees of the County will get a chance to go through the Ethics review. He shared with the Commission that he was on a call with a gentleman this morning where he reminded him that DuPage is probably the wealthiest and best run County in the State. He went on to say that the work the Ethics Commission does has been looked at by other Counties in our State and we do a great job. Member Benson stated that what bothers him is a story on the front page of the New York Times about the president's son-in-law cutting a deal in Coatia, a meme coin being sold by the president of the United States, or a TV add for a presidential watch. He also stated that to him all those things violate Ethics rules. He went on to say that he brought those things up because they influence all of us and that he is hoping that the rules of the Ethics Ordinance are understood.

Chairman Demling stated that occasionally he'll get a comment from someone asking about what the Commission does or why don't they do this or that. He also stated that it is important to understand that from our perspective our Ethics Commission is statutory and set up by an Ordinance. The Commission's authority and limitations come from the Ordinance. He went on to say that there are a lot of things that he might read in the newspaper and wish there was something the Ethics Commission could do about it, but unfortunately it is beyond the scope of our statutory establishment and when that happens you depend upon other organizations. Chairman Demling stated that the beauty of our organization is that we are all basically volunteers. We get paid a little bit, but not a lot, and we are split between parties in order to keep it somewhat fair and equal. He also stated that ordinarily you would depend on other legislative bodies to protect the public from what Member Benson just described. Far too often those legislative bodies do not necessarily follow up to the extent they probably should. He went on to say that again from our prospective what we can and should do is somewhat limited by the scope that is given to us by the Ordinance that establishes this Commission. Chairman Demling stated that the Commission members should be proud because what they do within their scope is done very well and there has not been a lot of incidents with respect to that. He went on to say that he could not remember the last time the Commission had to have a hearing on an issue and he thinks to a degree some of that is a response to the training and information the Commission provides.

## **8. ADJOURNMENT**

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



## Minutes

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**File #:** 25-1486

**Agenda Date:** 6/11/2025

**Agenda #:** 5.A.

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# DU PAGE COUNTY

## Ethics Commission

### Summary

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WHEATON, IL 60187  
www.dupagecounty.gov

Wednesday, October 9, 2024

10:00 AM

County Board Room

1. **CALL TO ORDER**

10:00 AM meeting was called to order by Chair Demling at 10:03 AM.

2. **ROLL CALL**

<b>PRESENT</b>	Benson, Cahalan, Demling, and Donner
<b>ABSENT</b>	Clemen

3. **PUBLIC COMMENT**

No public comments were offered.

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

Chair Demling stated that this is the type of Commission where no news is good news, and he had no news related to any updated information.

5. **MINUTES APPROVAL**

5.A. [24-2694](#)

DuPage County Ethics Commission Minutes - Regular Meeting - Wednesday June 12, 2024

**Attachments:** [DuPage County Ethics Commission Minutes\\_06-12-2024.pdf](#)

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

6. **OTHER ACTION ITEM**

6.A. [24-2695](#)

2025 Ethics Commission Meeting Schedule

**Attachments:** [2025 Ethics Meeting Schedule.pdf](#)

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

## 7. OLD BUSINESS

### 7.A. FY24 Ethics Training Update

Jeremy Custer, Senior Advisor, stated that compliance from the departments were good. He also stated that the County Board had their Ethics Training a couple meetings ago and it went well. He went on to say that the new software is being well received.

## 8. NEW BUSINESS

### 8.A. FY25 Ethics Training

Regarding the new FY25 Ethics Training, Mr. Custer stated that he was interested in hearing anything that the Commission would like to see in the new training that would augment the current training.

Chair Demling stated that from time to time the Investigator General does receive complaints that are outside of our jurisdiction, issues that are not covered under our Ethics Ordinance. He also stated that a lot of people believe if they have a complaint about something, and they do not know where to go, they send a letter that the Investigator General responds to informing them that the issue is outside of our jurisdiction. He went on to say that the Investigator General is very informative to people as to where they possibly can go with respect to their issues. Gregory Vaci, Investigator General, stated that basically everything that he can investigate is listed under the prohibited conduct in the Ordinance. He also stated that typically the people that send him complaints, which on average is about four or five per year, is someone who does not know where to go, so they send him a complaint. He went on to say that he tries to determine where the person should send their complaint, and he informs them of where to send it, where they can get the best result.

Member Cahalan asked Mr. Vaci if he ever gets inquiries from people who work in a County building, but are not under our jurisdiction, or from members of the public. Mr. Vaci responded that it can be either, and probably has been both over the last several years. He stated that sometimes he receives a formal complaint, or an email. He went on to say that it is very possible that the Ethics Adviser, Daniel Hanlon, gets more inquiries. He is set up to handle inquiries, and he will provide advise, if requested, in the form of a written opinion. Member Cahalan stated that in thinking of someone who works in this building, but is not under our jurisdiction, the Commission does not have any authority to provide any training to people who fall outside of our jurisdiction to help them understand we are not the appropriate place. She went on to say that she senses that it is better to handle it on a case by case basis. Mr. Vaci agreed that there is no way to train people who are not within our jurisdiction. He also stated that if you are an employee of DuPage, you are under the jurisdiction, but the complaint has to be against someone who is under the jurisdiction of the Ordinance, and it has to be a subject matter that is under the jurisdiction of the Ordinance.

Member Donner stated that we have a specific jurisdiction, and the educational programs that we are doing are geared to help people understand what the rules are they should follow, and the principals they should follow. He then asked if the Commission should be talking to everyone else, providing some kind of roadmap for someone who has a problem with the County to know

where they should be going. Chair Demling stated that sometimes it is not the problem of the County. He then gave an example of if he had a problem with an attorney that he was working with, and that attorney happens to be on the County Board, he might write a letter saying this attorney is not acting the way I think attorneys should act. The Ethics Commission does not have jurisdiction over that. The Attorney Registration and Disciplinary Commission (ARDC) might have jurisdiction over that, so the appropriate venue would be the ARDC, not the DuPage County Ethics Commission. He went on to say that sometimes we might see an employee that has an issue that is not covered under the Ethics Ordinance as well. Chair Demling stated that what he has seen is usually members of the public that have a complaint about something, and they do not necessarily know where to go. He also stated that our training is set up for the employees of the County, and also the City of Aurora, but not necessarily to the citizenry as a whole. Member Donner asked Mr. Vaci if the number of people coming to him indicates that the Commission needs to do something more. Mr. Vaci responded that some of the people that come to him are within the training, but most of them are not. He stated that the Ordinance is out there where anyone can look at it. He went on to say that he thinks there is a good explanation on the website about jurisdiction, and what is covered. Mr. Vaci stated that he thinks people may not understand what they are looking at, so they just send a complaint in. He also stated that he tries to be as informative as he can in responding, and letting them know where he thinks they can get an actual result.

Mr. Custer stated that as the 2025 training gets going, he will let the Commission know what the compliance rates are for those under our Ordinance.

## **9. ADJOURNMENT**

With no further business, Member Benson moved, seconded by Member Donner, with no objection the meeting was adjourned at 10:19 A.M.