



DU PAGE COUNTY

Ethics Commission

Final Regular Meeting Agenda

421 N. COUNTY FARM ROAD
WHEATON, IL 60187
www.dupagecounty.gov

Wednesday, June 11, 2025

10:00 AM

County Board Room

1. CALL TO ORDER

2. ROLL CALL

3. PUBLIC COMMENT

4. CHAIRMAN'S REMARKS - CHAIR DEMLING

5. MINUTES APPROVAL

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

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

6. OLD BUSINESS

7. NEW BUSINESS

7.A. Ethics Training Update

8. ADJOURNMENT



Minutes

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File #: 25-1486

Agenda Date: 6/11/2025

Agenda #: 5.A.



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Ethics Commission

Summary

421 N. COUNTY FARM ROAD
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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**

PRESENT	Benson, Cahalan, Demling, and Donner
ABSENT	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](#)

RESULT:	APPROVED
MOVER:	Ted Donner
SECONDER:	Suzanne Cahalan

6. **OTHER ACTION ITEM**

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

2025 Ethics Commission Meeting Schedule

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

RESULT:	APPROVED
MOVER:	Suzanne Cahalan
SECONDER:	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.