



DU PAGE COUNTY

Ethics Commission

Summary

421 N. COUNTY FARM ROAD
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

| | |
|----------------|--------------------------------------|
| 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](#)

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|------------------|-----------------|
| 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.



Minutes

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File #: 24-2694

Agenda Date: 10/8/2024

Agenda #: 5.A.



DU PAGE COUNTY

Ethics Commission

Summary

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

Wednesday, June 12, 2024

10:00 AM

County Board Room

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

| | |
|----------------|--|
| PRESENT | Benson, Clemen, Cahalan, Demling, and Donner |
|----------------|--|

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](#)

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|------------------|-----------------|
| RESULT: | APPROVED |
| MOVER: | Ted Donner |
| SECONDER: | 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.



Action Item

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WHEATON, IL 60187
www.dupagecounty.gov

File #: 24-2695

Agenda Date: 10/9/2024

Agenda #: 6.A.



DU PAGE COUNTY ETHICS COMMISSION

John Demling, Chairman & Commissioner

E F Todd Benson, Commissioner

Suzanne Cahalan, Commissioner

Michele Clemen, Commissioner

Ted Donner, Commissioner

2025 MEETING SCHEDULE

All meetings will convene at 10:00 a.m.

February 12, 2025

June 11, 2025

October 8, 2025