



COUNTY OF KENDALL, ILLINOIS
COMMITTEE OF THE WHOLE
Kendall County Office Building
504 South Main Street, County Board Room, Yorkville IL, 60560
Thursday, April 16, 2026, at 4:00 p.m.

MEETING AGENDA

1. Call to Order and Pledge of Allegiance
2. Roll Call: Matt Kellogg (Chairman), Scott Gengler (Vice-Chair), Zach Bachmann, Brian DeBolt, Elizabeth Flowers, Dan Koukol, Jason Peterson, Ruben Rodriguez, Brooke Shanley, Seth Wormley
3. Approval of Agenda
4. Approval to Forward Claims to County Board Meeting
5. Committee Reports and Updates
6. New Committee Business
 - A. Presentation of County of Kendall, Illinois Annual Financial Report November 30, 2025, by Mack & Associates (p.2)
 - B. Discussion and Approval of County of Kendall, Illinois Annual Financial Report November 30, 2025
 - C. Purchase Agreement with CivicPlus for the DocAccess Solution at an annual cost of \$33,000, with the first year prorated based on the contract start date (p.3)
 - D. Revised Part-Time Administrative Assistant Job Description (Finance Department) (p.17)
 - E. County Engineer Job Description (p.21)
 - F. 2027 Health Insurance Renewal Update (p.26)
 - G. GLP-1 Medication for Weight Loss – Selection of IPBC Coverage Option (p.28)
7. Old Committee Business
8. Department Head and Elected Official Reports
9. Questions from the Media
10. Chairman's Report

Appointments

Jeff Wehrli – Ethics Commission – 2 yr Term – Expires April 2028

11. Public Comment
12. Action Items for County Board
13. Executive Session
14. Adjournment

If special accommodation or arrangements are needed to attend this County meeting, please contact the Administration Office at 630-553-4171, a minimum of 24 hours prior to the meeting time.



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: **2025 Audit**
Prepared by: **Jennifer Breault, Finance and Budget Analyst**
Department: **Finance**

Action Requested:

Presentation of County of Kendall, Illinois Annual Financial Report November 30, 2025, by Mack & Associates

Discussion and Approval of County of Kendall, Illinois Annual Financial Report November 30, 2025

Board/Committee Review:

N/A

Fiscal impact:

N/A

Background and Discussion:

This audit covers the period from December 1, 2024, to November 30, 2025. The audit was performed by Mack & Associates. They reviewed our financial statements and, in accordance with generally accepted accounting standards and governmental auditing standards, determined that the financial statements are fairly presented in all material aspects.

Staff Recommendation:

Approval of County of Kendall, Illinois Annual Financial Report November 30, 2025

Attachments:

None



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: Purchase of DocAccess
Prepared by: Matthew Kinsey
Department: ICT

Action Requested:

Approval of purchase agreement with CivicPlus for the DocAccess solution at an annual cost of \$33,000, with the first year prorated based on the contract start date.

Board/Committee Review:

N/A

Fiscal impact:

\$33,000 annually (\$8,137 prorated 2026)

Background and Discussion:

Recent guidance and enforcement actions from the Department of Justice require public entities to meet Web Content Accessibility Guidelines (WCAG) 2.1 AA standards for all publicly available digital content, including PDF documents. A review of the County’s website identified over 2,500 documents that require remediation to meet these standards, creating both compliance risk and barriers to access for residents.

DocAccess provides a cloud-based solution that converts existing and newly published PDFs into accessible formats without modifying original files. This approach avoids significant staff time and costs associated with traditional remediation, while allowing the County to move quickly toward compliance. This was not a planned expense but is being brought forward in response to federal requirements and risk mitigation.

Staff Recommendation:

Staff recommend approval of this contract.

Attachments:

Please see attached quote.



Accessible Document Service Proposal

Transform Your PDFs into Fully Accessible, Searchable, and Translatable Documents

PREPARED FOR

Matt Kellogg

County Chairman

Kendall County, IL

mkellogg@kendallcountyil.gov

PREPARED BY

Patrick McCann-Kingston

Business Development Representative

DocAccess by CivicPlus

patrick.mccannkingston@civicplus.com

(916) 900-6619

Executive Summary

Kendall County, IL faces a critical deadline for PDF accessibility compliance. After analyzing **3,105** links across its web properties, the DocAccess tool discovered at least **2,507** documents that can—and need to be—served in an accessible format. With this agreement, DocAccess will ensure **all publicly available documents** are served in an accessible format. Traditional remediation of just the documents identified would cost approximately **\$522,760** or could take **312 weeks** of dedicated staff time.

DocAccess offers an immediate, cost-effective solution at just \$33,000/year — that's **94%** less than traditional remediation in the first year alone, with instant deployment and ongoing compliance.

The Accessibility Challenge

Under the Americans with Disabilities Act (ADA) and recent Department of Justice guidelines, all public-facing digital content must be accessible to people with disabilities. This includes:

- ✓ Meeting WCAG 2.1 AA standards for all PDF documents

- ✓ Providing equal access to information for all users

- ✓ Avoiding costly lawsuits and compliance penalties

- ✓ Serving your community's **15-20%** of residents with disabilities

- ✓ According to the American Community Survey (2018–2022 5-year estimates) for Kendall County, IL, about **17–18%** of residents speak a language other than English at home. Spanish is the largest non-English language by a wide margin, with notable Tagalog and Polish communities also present, supporting the value of translation for public-facing documents.

The DocAccess Solution

DocAccess transforms your existing PDFs into fully accessible documents without changing your files or website structure. Our cloud-based solution provides:



Instant Accessibility

Automatic conversion to screen-reader compatible HTML with proper semantic structure and WCAG 2.1 AA compliance.



250 Language Translation

Real-time translation powered by Google Translate, prioritizing languages spoken in your service area.



AI-Powered Search & Q&A

Users can search within documents and ask questions in plain language, getting instant answers in their preferred language.



Live Visual Interpretation

24/7 access to professional interpreters via Aira for users who need additional assistance - included at no extra cost.



Mobile Optimization

Responsive design ensures perfect viewing on all devices, from smartphones to desktop computers.



Smart Image Description

AI-generated comprehensive alt-text for all images, charts, maps, and diagrams following WCAG best practices.

Standards & Laws We Help You Meet



ADA Title II & III

Compliance with Americans with Disabilities Act requirements for public entities and places of public accommodation.



Section 508

Federal accessibility standard required for all federal agencies and contractors.



WCAG 2.1 AA







International Web Content Accessibility Guidelines—the gold standard for digital accessibility.



PDF/UA (ISO 14289)

We test your documents against the International standard for universally accessible PDF documents.


Every Plan Includes

-  **Unlimited document views** – No per-view charges, ever
-  **Automatic new document processing** – New PDFs are processed as they're published
-  **250 language translation** – Real-time translation powered by Google Translate
-  **AI-powered Q&A** – Users can ask questions about document content in plain language
-  **Live visual interpretation** – 24/7 Aira access for users who need additional assistance
-  **Compliance dashboard** – Monitor your accessibility status in real-time

✓ No setup fees – Simple installation, no hidden costs

How DocAccess Compares to Other Municipal Services

Annual cost per resident comparison

Fire Protection (avg)	\$150-300/resident
Parks & Recreation (avg)	\$80-150/resident
Library Services (avg)	\$30-60/resident
Elections Administration	\$5-15/resident
 DocAccess (full ADA compliance)	~\$0.22/resident

Why Not Traditional Remediation?

Traditional PDF Remediation

- \$7-15+ per page, one-time
- 20+ minutes of staff time per page
- Requires reprocessing when documents update
- No translation or search functionality
- You own the compliance burden forever

DocAccess Solution

- Predictable annual pricing
- Instant processing—no staff time required
- Automatically handles document updates
- Includes translation, search, and Q&A
- We handle compliance—you focus on your mission

Technical Excellence & Compliance



DocAccess is built on industry-leading standards and partnerships:

- ✓ Testing PDFs for WCAG 2.1 AA and PDF/UA compliance verified by VeraPDF validation
- ✓ Section 508 and ADA Title II & III compliance
- ✓ ISO 14289 (PDF/UA) standard adherence
- ✓ Tested with all major screen readers (JAWS, NVDA, VoiceOver)
- ✓ Regular audits by accessibility experts
- ✓ Continuous improvement through user and community feedback

Simple Implementation Process

Quick Installation (15 minutes)

1

Add one line of code to your website - similar to Google Analytics. Works with any CMS or platform.

Automatic Processing (24 hours)

2

DocAccess scans and processes all your PDFs, creating accessible versions without touching your original files.

Go Live & Stay Compliant

3

Your PDFs are now served in an accessible, translatable, and mobile-friendly format. New documents are processed automatically. Full dashboard for monitoring.

Investment & Value

Recommended Plan: Metropolitan - 150,000 Population

\$33,000/year

For Publicly Available PDFs on kendallcountyil.gov

What's Included:

- ✓ Unlimited documents on kendallcountyil.gov
- ✓ Unlimited document views and downloads
- ✓ Automatic processing of new documents
- ✓ All accessibility features (translation, Q&A, live assistance)
- ✓ Compliance monitoring dashboard
- ✓ Regular accuracy reviews by experts
- ✓ No setup fees or hidden costs

Cost Comparison:

Traditional PDF remediation: **\$522,760** (one-time) plus ongoing costs and/or time spent for all new documents

DocAccess solution: **\$33,000/year**

You save \$489,760 in the first year alone!

Frequently Asked Questions

Do I need to remediate my existing PDFs?

No. DocAccess creates WCAG 2.1 AA compliant HTML formats that are the gold standard for ADA requirements. Your original PDFs remain unchanged as an alternative format for printing.

How quickly can we be compliant?

Most organizations are fully operational within 24-48 hours of installing the DocAccess code. Complex documents may take slightly longer for our quality review process.

What about documents on external sites we link to?

DocAccess uniquely handles external PDFs you link to, ensuring your users have an accessible experience even with third-party documents.

Is this solution legally compliant?

DocAccess meets all federal ADA requirements and state-specific regulations for accessible document creation. No customer using DocAccess has paid even a dollar for any ADA lawsuit, claim, or fine related to its documents. If you encounter an issue, contact us immediately so we can assist you with our unlimited accessibility and legal support program.

Service Agreement

This Software as a Service Agreement ("Agreement") is entered into on **April 13, 2026**, between CivicPlus, LLC ("Provider") and **Kendall County, IL** ("Customer").

Services Provided

DocAccess is a subscription-based accessibility solution that includes:

- Automated document accessibility compliance
- Real-time translation to 250 languages
- AI-powered search and Q&A functionality
- 24/7 live visual interpretation services
- Compliance monitoring and reporting

Subscription

- **Metropolitan - 150,000 Population Plan - Publicly Available PDFs on kendallcountyil.gov**

Terms

- **Fee: \$33,000 per year**
- **Contract Term: Apr 13, 2026 - Nov 30, 2028 - 5% annual uplift starting Year 2**
- **Payment Schedule: First invoice sent upon signing, subject to proration. Every year, beginning December 1, 2026**
- **Payment Terms: Net 30**
- **Renewal Procedure: Automatic one-year renewal term, unless 60 days notice provided prior to renewal date**

Example Payment Schedule

Invoice	Dates of Service	Rate	Amount
Complimentary Service	4/13/2026 - 9/2/2026	Free	\$0
First Invoice (prorated)	9/3/2026 - 11/30/2026	\$33,000/year for 90 days	\$8,137
Second Invoice	12/1/2026 - 11/30/2027	\$33,000/year	\$33,000
Future Invoice	12/1/2027 - 11/30/2028	\$33,000/year + 5% uplift	\$34,650

The CivicPlus accounting department will gladly work with you to adjust the payment schedule to meet your needs. Amounts will not include certain state or local imposed sales taxes. Proration amounts are approximate.

This Service Agreement is governed by the terms and conditions of the [Master Services Agreement](#) and the [DocAccess Terms and Conditions](#), both available at: <https://www.civicplus.help/docs/legal-terms-and-conditions-for-services> (collectively, the "Agreement"). By executing this Service Agreement, Customer acknowledges and agrees to be bound by all terms and conditions set forth in the Agreement referenced above. In the event a Master Services Agreement is already executed between the parties, the existing agreement shall take precedence over the linked Master Services Agreement.

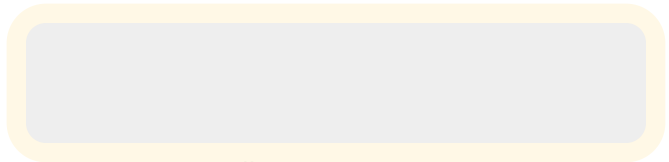
Customer may issue purchase orders for its internal, administrative use only, and not to impose any contractual terms. Any terms contained in any such purchase orders issued by the Customer are considered null and will not alter the Binding Terms, the Agreement, or this service agreement.

CivicPlus, LLC



Name: Mac Clemmens
Title: SVP, DocAccess Co-Founder
Date: [signature_date]

Kendall County, IL



Name: Matt Kellogg
Title: County Chairman
Date: [signature_date]

W-9 available at [getstreamline.com/w9](https://www.getstreamline.com/w9) | Fed Tax ID: 48-1202104



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: Approval of the Revised Part-Time Administrative Assistant job description
Prepared by: Leslie Johnson, Human Resources Director
Department: Human Resources Department

Action Requested:

To forward the revised Part-Time Administrative Assistant job description to the County Board for approval.

Board/Committee Review:

None

Fiscal impact:

None

Background and Discussion:

Following the elimination of the Deputy County Administrator position and the creation of the Finance Department, the Part-Time Administrative Assistant (previously assigned to the Administration Department) will now be assigned to the Finance Department and report to the Finance Director. The department name and supervisor's title have been updated in the attached revised Part-Time Administrative Assistant job description. No changes have been made to the job duties for this position.

Staff Recommendation:

To forward the revised Part-Time Administrative Assistant job description to the County Board for approval.

Attachments:

1. Revised Part-Time Administrative Assistant Job Description

Kendall County Job Description

TITLE: Part-Time Administrative Assistant
DEPARTMENT: Finance
SUPERVISED BY: Finance Director
FLSA STATUS: Non-Exempt
APPROVED/REVISED: June 21, 2022, Revised - TBD

I. **Position Summary:**

Under the supervision of the Finance Director, this position provides administrative and clerical support to the Kendall County Finance Department and the Kendall County Board.

II. **Essential Duties and Responsibilities:**

- A.** Provide administrative assistance to the Finance Department with the general affairs of the department and special assigned projects, as assigned by the County Administrator, Finance Director, and/or County Board members.
- B.** Answer incoming telephone calls/walk ins - provide general information to the public.
- C.** Complete State-mandated training and serve as a Freedom of Information Act Officer for Finance Department. Utilize electronic compliance software to manage requests and responses.
- D.** Type, send and file letters and informational lists for distribution.
- E.** Update certain County website pages.
- F.** Distribute mail and run postage machine.
- G.** Order office supplies and inventory.
- H.** Assist with processing, tracking and filing accounts payable invoices using ERP system.
- I.** Assist with collecting data, developing reports and completing special projects.
- J.** Handle confidential matters relating to Kendall County Finance Department and applicable committees.
- K.** Assist with general filing of Finance Department and related County Board documents.
- L.** Electronically record and run a Board Committee meeting using Board meeting software and audio/visual software.
- M.** Type and post agendas, compile meeting packets, communicate with the internal and external stakeholders regarding public notices, and prepare minutes for County Board committee meetings.
- N.** Assist in preparation of Excel spreadsheets including creating tables, forms, templates, and updating reports and charts.
- O.** Assist in the preparation of PowerPoint presentations.
- P.** Create content for and post to public relations and social media accounts.
- Q.** Complies with all applicable federal and state laws and regulations regarding or relating to assigned job duties.
- R.** Maintains regular attendance and punctuality.
- S.** Attends County Board committee meetings after regular business hours,

Kendall County Job Description

- as assigned.
- T. Other duties as assigned.

III. **Supervisory Responsibilities:**

This job has no supervisory responsibilities.

IV. **Qualifications:**

To perform this job successfully, an individual must be able to perform all essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required for the position.

A. **Skills, Knowledge and Abilities:**

- The person should have strong organization skills and be able to communicate effectively both orally and in writing with staff and the general public.
- The ability to listen, understand information and ideas, and work effectively with the public, employees, outside entities, vendors, and the County's elected officials in both a one-on-one and group settings.
- The ability to independently complete projects and follow guidance.
- Requires skill in operating a personal computer, facsimile machine, copier, and other office equipment.
- Proficient use and knowledge of MS Office Suite and remote meeting software.
- Prepare and use audio/visual equipment for presentations.

B. **Work Standards and Best Practice Guidelines:**

- Adheres to all work and safety policies.
- Attends training and other meetings.
- Organizes workload to respond to all requests efficiently.

C. **Education and Experience:**

- A minimum of a high school diploma or general education degree (GED); and
- A minimum of two (2) years' experience in an office environment.

V. **Physical Demands:**

While performing the duties of this job, the employee must be able to:

- Frequently sit for long periods of time at desk and/or in meetings;
- Occasionally walk to other offices in the County Office Building and in other County buildings;
- Frequently lift and/or move up to 10 pounds;

Kendall County Job Description

- Occasionally lift and/or move up to 40 pounds;
- Use hands to finger, handle, and feel;
- Reach, push and pull with hands and arms;
- Bend over at the waist and reach with hands and arms;
- Climb stairs and ladders and balance;
- Stoop, kneel, crouch, and/or crawl;
- Talk and hear in person and via use of telephone;
- Specific vision abilities include close and distance vision, depth perception; and
- Travel independently to other County office buildings and other locations in Kendall County to perform assigned job duties.

VI. Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee is subject to the following working conditions:

- Mostly inside environmental conditions except when outside traveling between various buildings/location in Kendall County to perform assigned job duties.
- The noise level in the work environment is usually quiet to moderately quiet.
- Employee may be exposed to stressful situations while working with staff, law enforcement, department heads, elected officials, vendors, and the public.
- Employee may be required to provide own transportation to travel to and from meetings, training, conferences, etc.
- Employee must be able to perform all assigned job duties during normal business hours and outside of normal business hours.

By signing my name below, I hereby affirm that I received a copy of this job description.

Employee Receipt Acknowledgement & Signature

Date

Signature of Supervisor

Date

cc: personnel file, employee



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: Approval of the County Engineer Job Description
Prepared by: Leslie Johnson, Human Resources Director
Department: Human Resources Department

Action Requested:

To forward the County Engineer job description to the County Board for approval.

Board/Committee Review:

None

Fiscal impact:

None

Background and Discussion:

Enclosed is a proposed County Engineer job description for consideration. The current County Engineer reviewed this draft and confirmed the list of essential job duties accurately reflects the essential duties associated with the role.

Highway Engineer Fran Klaas anticipates retiring during the first part of 2027. Mr. Klaas has served the County for nearly 35 years, with an immense amount of historical and institutional knowledge. Therefore, staff anticipate hiring Mr. Klaas' replacement with ample time to ensure a strong recruitment and selection process, and to provide for several months of transition and training time. The current Highway Engineer salary, effective May 20, 2026, is \$157,396 as established by IDOT. To allow an overlap of up to four months, the County would incur \$52,465 in additional salary, plus associated benefit costs, that would be spread out in FY26 and FY27.

Staff Recommendation:

To forward the County Engineer job description to the County Board for approval.

Attachments:

1. County Engineer Job Description

Kendall County Job Description

TITLE: County Engineer
DEPARTMENT: Highway
REPORTS TO: County Board and County Administrator
FLSA STATUS: Exempt
APPROVED: TBD

I. Position Summary:

The County Engineer, appointed by the Kendall County Board, leads the Kendall County Highway Department and reports to the County Administrator for day-to-day administrative coordination and oversight. This role ensures compliance with the Illinois Highway Code while overseeing personnel, resources, and projects to maintain and improve Kendall County's infrastructure.

II. Essential Duties and Responsibilities:

The essential duties for this position include, but are not limited to the following:

- A.** Performs all statutory duties required by the Illinois Highway Code.
- B.** Develops and implements long-term infrastructure plans that support County growth and address current and future transportation needs.
- C.** Identifies and prioritizes road maintenance, improvement, and capital projects to ensure efficient use of resources.
- D.** Collaborates with the U.S. Department of Transportation, the Illinois Department of Transportation, and federal, state, and local officials regarding Kendall County's infrastructure.
- E.** Coordinates and oversees snow and ice removal, maintenance, and repairs of County highways and bridges.
- F.** Oversees and maintains a sufficient inventory of capital equipment to perform all duties of the Highway Department.
- G.** Assists Kendall County with its emergency planning and operations by performing duties including, but not limited to:
 - 1. Coordinates emergency response and recovery efforts for transportation infrastructure during natural disasters, accidents, or other crises.
 - 2. Develops and maintains an emergency plan for road closures, detours, and public communication.
- H.** Provides budget and financial oversight of the Kendall County Highway Department by performing duties including, but not limited to:
 - 1. Prepares and manages the annual budget for the Highway Department, ensuring effective allocation of resources.
 - 2. Identifies and pursues funding opportunities through grants, federal and state programs, and partnerships.
 - 3. Monitors and reports on financial performance, ensuring cost-efficiency and compliance with budget constraints.
 - 4. Maintains financial records and addresses audit findings.
- I.** Receives and responds to questions, concerns, and complaints from the public regarding Kendall County Highway Department operations.
- J.** Customarily and regularly performs supervisory responsibilities for the Highway Department including, but not limited to, the following:

Kendall County Job Description

1. Supervises all employees in the Highway Department.
 2. Assigns the work of all Highway Department employees.
 3. Interviews, selects, and trains Highway Department employees.
 4. Sets and adjusts employees' hours of work and rates of pay (within pre-approved budget parameters).
 5. Conducts performance evaluations of Highway Department employees.
 6. Handles both internal and external complaints and grievances relating to Highway Department employees.
 7. Provides for the safety and security of the Highway Department employees and County property.
 8. Makes the final decisions regarding the hiring, firing, advancement, promotion, discipline, termination, and any other changes of status for all employees in the Highway Department.
 9. Fosters a culture of accountability, transparency, collaboration, safety, and continuous improvement in the Highway Department.
- K.** Travels to, attends, and presents at meetings, conferences, trainings/seminars both during and after regular business hours.
- L.** Complies with all applicable federal and state laws, County ordinances, and all County policies and procedures.
- M.** Handles confidential matters daily relating to County operations and maintains confidentiality of the information.
- N.** Maintains regular attendance and punctuality.
- O.** Performs other duties, as required or assigned.

III. Qualifications:

To perform this job successfully, an individual must be able to perform all essential duties satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required for the position.

A. LANGUAGE SKILLS:

1. Ability to research, read, and interpret documents and simple instructions.
2. Ability to prepare and revise engineering plans, documents, reports, and correspondence.
3. Ability to speak effectively with individuals in both a one-on-one and group settings.
4. Requires working knowledge of the English language, spelling, and grammar.
5. Strong oral and written communication and presentation skills.

B. MATHEMATICAL SKILLS:

1. Ability to add, subtract, multiply and divide.
2. Ability to work with mathematical concepts such as geometry, trigonometry, which directly correlate with this position.
3. Apply concepts such as fractions, percentages, ratios and proportions to practical situations.

C. REASONING ABILITY:

1. Ability to prepare, read, interpret, and revise engineering and construction drawings and reports.
2. Ability to apply common sense understanding to carry out instructions furnished in written, oral, and/or diagram form.

Kendall County Job Description

3. Ability to define problems, collect data, establish facts, and draw valid conclusions; to interpret and follow instructions presented in a variety of forms; and to deal with abstract and concrete variables.

D. OTHER SKILLS, KNOWLEDGE AND ABILITIES:

1. Strong organization and multi-tasking skills.
2. Excellent prioritization skills and the ability to meet deadlines.
3. Ability to maintain confidentiality and carry out job duties with minimal supervision.
4. Displays a positive, cooperative, professional and team orientated attitude.
5. Listens to, understands information and ideas, and works effectively with County personnel, department heads, federal, state, and local officials, and the public.
6. Proficient knowledge of MS Word, Excel, Outlook, PowerPoint, Teams, and Tyler Munis or similar enterprise software.
7. Knowledge of office practices, principles of modern record keeping, and setting and maintaining filing systems.
8. Successfully operates computers, facsimile machines, copiers, telephones, and all other electronic equipment required to perform job duties.
9. Ability to safely drive a vehicle and operate equipment necessary to perform assigned job duties.
10. Maintains a current, valid Illinois Driver's License (Commercial Driver's License is preferred).

E. EDUCATION AND EXPERIENCE:

1. The County Engineer must hold a currently valid certificate of registration as a registered professional engineer issued under the provisions of the Professional Engineering Practice Act of 1989.
2. The County Engineer must satisfy all qualification requirements set forth in 605 ILCS 5/5-201.
3. The County Engineer must successfully complete an examination administered by the Illinois Department of Transportation and must be certified by the Illinois Department of Transportation as making a satisfactory grade in the examination, pursuant to 605 ILCS 5/5-201(2).
4. The County Engineer must be appointed to the role by the Kendall County Board pursuant to 605 ILCS 5/5-201(2).

IV. Physical Demands:

While performing the duties of this job, the employee must be able to:

- A.** Frequently sit for long periods of time at a desk and/or in meetings.
- B.** Frequently lift and/or move up to ten (10) pounds and occasionally lift and/or move up to forty (40) pounds.
- C.** Use hands to touch, handle, feel, grip, and type.
- D.** Bend over at the waist and reach with one and/or both hands and arms.
- E.** Climb and balance, stoop, kneel, crouch, and crawl.
- F.** Stand and walk on uneven ground and development sites.
- G.** Reach, push, and pull with one and/or both hands and arms.
- H.** Talk and hear in person and via use of telephone.
- I.** Specific vision abilities include close and distance vision, as well as depth

Kendall County Job Description

perception.

- J. Climb and work from ladders, scaffolding, and personal lifts.
- K. Safely and proficiently operate all tools and equipment necessary to perform assigned job duties.
- L. Safely operate County vehicles to perform assigned job duties.
- M. Travel independently to other County office buildings and to other locations throughout Kendall County and the Chicago region to perform job duties.

V. Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. While performing the duties of this job, the employee is subject to the following working conditions:

- A. Must be able to work in both inside and outside environmental conditions, which includes working during extreme weather events.
- B. Will be exposed to dust, fumes, odors, smoke, gases, and chemicals.
- C. Will be required to work with moving mechanical parts and in high, precarious places, as needed.
- D. The noise level in the work environment varies from quiet to noisy.
- E. The employee must be available to perform all assigned job duties during normal business hours and outside of normal business hours.
- F. Employee may be exposed to stressful situations while working with elected officials, law enforcement, first responders, and the general public.

By signing my name below, I hereby affirm that I received a copy of this job description.

Employee Receipt Acknowledgement & Signature

Date

Signature of Supervisor

Date

cc: personnel file, employee



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: 2027 Health Insurance Renewal Update
Prepared by: Leslie Johnson, Human Resources Director
Department: Human Resources Department

Action Requested:

To authorize the issuance of a Request for Proposal (RFP) for independent benefits consultant.

Board/Committee Review:

None

Fiscal impact:

N/A

Background and Discussion:

IPBC provided us with the following estimated health insurance rate increases for the 2027 plan year:

- PPO Plans: Approximately 25.4% increase
- HMO Plans: Approximately 15.8% increase
- Dental Plans: 0.1% decrease
- Vision Plan: No increase

According to IPBC, the key drivers of this increase are:

- Rising healthcare market cost trends (~11.5% increase), significantly higher than prior years (e.g., the market trend used last year was 9%)
- Higher-than-expected medical and pharmacy claims, especially outpatient services
 - Physician service fees - increased by 12.5% (prior years – average 3 to 4% increase).
 - High claim costs (i.e., \$150,000+ claims) increased by 16% this past year.
 - Increased utilization of high-cost specialty drugs (e.g., weight loss medications) – increased by 17.7%.
- Prior year underfunding requiring rate corrections
 - The IPBC PPO was underfunded by about 9.7% and the IPBC HMO was underfunded by about 4.9% (not including the target 5% margin).
 - Kendall County’s medical claims for PPO plan increased by 15.7% last year. HMO and dental claims stayed about the same as last year.

- Significant increases in provider and physician service fees (10%+ growth)

Staff is actively evaluating strategies to reduce the financial impact of the projected health insurance rate increases for the upcoming plan year while maintaining high-quality, competitive coverage for Kendall County employees and their families. Our goal is to balance fiscal responsibility with the County's commitment to supporting employee well-being. These are a few of the steps staff is pursuing to support these objectives:

- **Independent Benefits Consultant RFP:** Staff is seeking direction from the Committee to issue a RFP for an independent benefits consultant. This consultant would bring expertise in the current insurance marketplace, conduct a comprehensive review of the County's plan designs and claims experience, and provide strategic recommendations to help the County control costs while preserving quality coverage.
- **Review of GLP-1 Weight-Loss Medication Coverage:** Staff is presenting this Committee with options regarding coverage for GLP-1 medications used for weight loss, which represent one of the most significant drivers of this year's increase in high-cost specialty drug claims. Evaluating coverage parameters, utilization management tools, and alternative approaches will help the County better manage long-term pharmacy costs.
- **Development of a Wellness Committee and Program:** Staff is working to establish a Wellness Committee and expand the County's wellness programming. A more robust wellness initiative will support employees in achieving their health goals, which can reduce long-term claims costs and improve overall employee well-being.
- **Increase Employee Education on Cost-Effective Care Options:** This could include communication campaigns on:
 - Urgent care vs emergency room usage
 - Telehealth services
 - Generic vs brand name medications
 - In network providers vs out of network providers
 - BCBS programs.

Staff Recommendation:

Staff is recommending the County proceed with issuing an RFP for an independent benefits consultant.

Attachments:

None



Kendall County Agenda Briefing

Meeting Type: Committee of the Whole
Meeting Date: 4/16/2026
Subject: GLP-1 Medication for Weight Loss – Selection of IPBC Coverage Option
Prepared by: Leslie Johnson, Human Resources Director
Department: Human Resources Department

Action Requested:

To select one of the following options for GLP-1 weight-loss medication coverage and to determine if the option selected should become effective 7/1/2026 (mid-plan year) or 1/1/2027 (start of next plan year):

- A. **Option 1** – Maintain Current Coverage (Status Quo): Continue covering GLP-1 weight-loss medications under the County’s pharmacy benefit.
 - *Fiscal Impact:* No premium savings.
- B. **Option 2** – Eliminate Coverage: Remove all insurance coverage for GLP-1 weight-loss medications (return to pre-2025 plan design).
 - *Fiscal Impact:*
 - HDHP: –2.0%
 - HMO: –5.6%
- C. **Option 3** – Carve-Out with RxSaveCard Program: Remove GLP-1 weight-loss medications from the pharmacy benefit. Provide access through the RxSaveCard employer-funded reimbursement program.
 - *Fiscal Impact:*
 - HDHP: –0.7%
 - HMO: –2.7%

Board/Committee Review:

None

Background and Discussion:

IPBC has identified prescription drug costs—particularly GLP-1 weight-loss medications and specialty drugs—as a major driver of increased premiums for the 2027 plan year. Due to these rising costs, IPBC is allowing each member organization the option to modify how GLP-1 weight-loss medications are covered. IPBC provided us with the above three alternative coverage options for GLP-1 weight-loss medications. Kendall County must select one of these three options and decide whether to implement the option mid-plan year (7/1/2026) or at the start of the next plan year (1/1/2027).

Key data for Kendall County:

- Kendall County had a **291.67% increase** in the number of plan participants using GLP-1 medications for weight loss from March 1, 2025, through February 28, 2026.
- For the 2025 plan year, Kendall County’s plans incurred a total of **\$403,256.08** in GLP-1 weight loss prescription drug claims.
- No coverage existed for GLP-1 medications for weight loss prior to the start of the 2025 plan year.

RxSaveCard Program (Option 3 Overview)

The RxSaveCard Option allows IPBC members to carve out coverage for GLP-1 weight loss medications from the pharmacy benefit. In its place, the RxSaveCard would be an employer-funded alternative that allows participants to access GLP-1 medications at reduced direct-to-consumer prices.

- The County sets a **monthly contribution amount** per approved participant.
- The County deposits funds onto each approved participant’s **secure digital payment card**.
- Participants purchase medications directly through approved pharmacies.
- **Unused funds are returned to the County monthly.**
- Existing **prior authorization and clinical criteria remain in place** for participants to be eligible to participate in the RxSaveCard Program.
- Participants’ protected health information is protected through their own individual accounts.

IPBC estimates this model is projected to generate approximately \$4.8 million in annual savings for all IPBC members.

Staff Recommendation:

Staff recommends either Option 2 (eliminate coverage) or Option 3 (carve-out with RxSaveCard Program). If Option 3 is selected, staff recommends a 1/1/2027 implementation date so staff can include education about the RxSaveCard Program during open enrollment.

Attachments:

1. RxSaveCard Presentation & FAQ’s



RxSaveCard

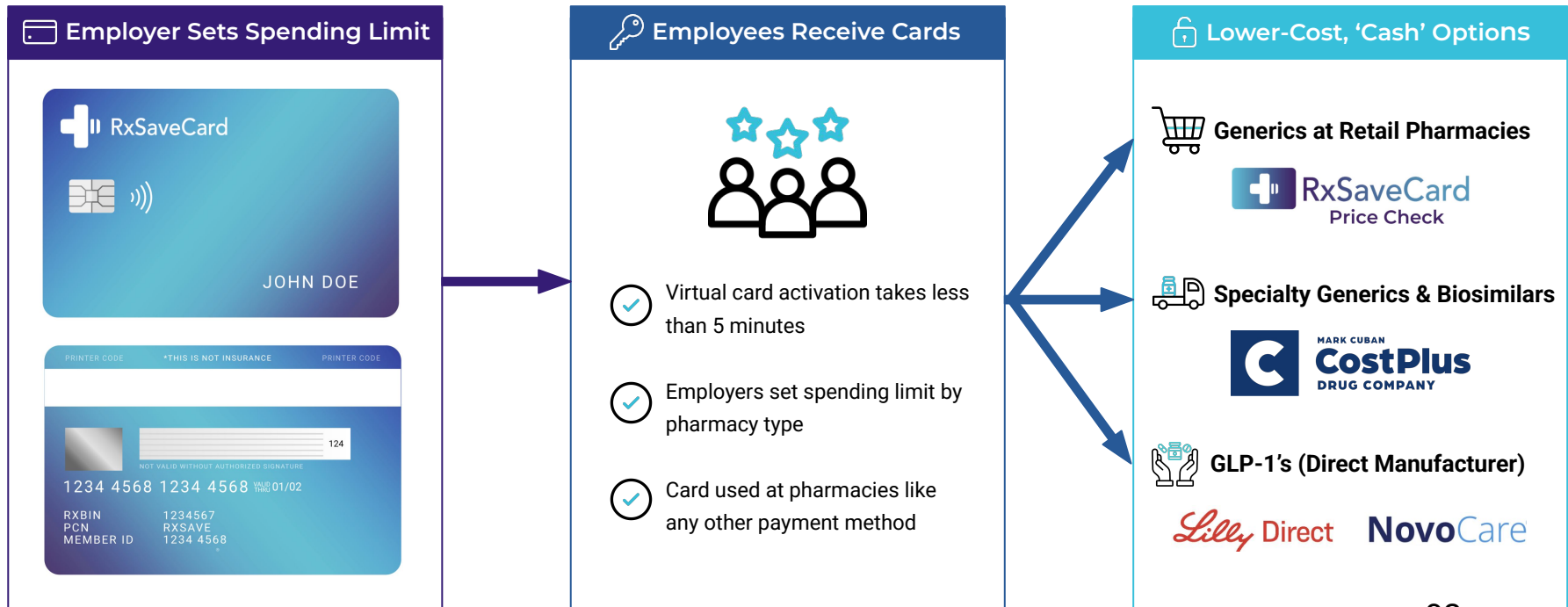
Prescription Costs are Broken.
We're Fixing Them.

We don't believe **anyone** should be forced to overpay for a medication.



RxSaveCard: Your Connection to Lower-Cost 'Cash' Prices

RxSaveCard makes prescription drugs more affordable by connecting employers to lower-cost 'cash' prices - **without changing your PBM.**



Traditional Insurance & the GLP-1 Demand Explosion

190M

Americans Potentially Eligible
for Weight Loss Meds

21%

Total Rx Costs Now
GLP-1s (vs 1% in 2020)

\$25.5B

Est. Zepbound Sales by
2030 (5x Sales Today)

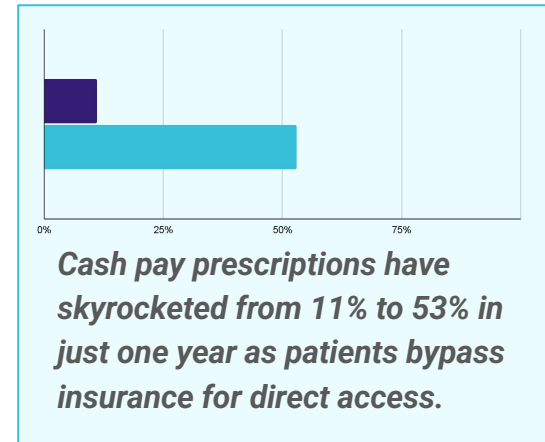
\$8-12k

Avg Cost Per Patient Per Year
with Traditional Insurance

- **Drastic Increases in Demand:** Based on FDA labeling (BMI ≥ 30), 40% of US adults may qualify for GLP-1 weight loss medications. With only 2% currently utilizing, we're only seeing the tip of the iceberg.
- **Traditional insurance cost concerns:** At \$1,100 - \$1,400 per prescription through PBMs (potentially reduced with rebates), the annual cost reaches a projected \$9,000 - \$16,800 per person per year.
- **Rebates come with rules:** Employers must make a difficult decision - keep PBM rebates but surrender all control over utilization, or lose rebates to gain cost control.
- **Coverage cuts are already happening:** CVS Caremark recently dropped Zepbound coverage in July 2025, forcing 4.9 million people to lose access or switch medications.

The Industry Response: Direct-to-Consumer Revolution

- **The solution is working:** LillyDirect now accounts for over 45% of Zepbound fills, with even lower prices announced on 12/1/25 (\$449 for most doses). NovoCare offers all Wegovy doses for \$350/month, effective 11/17/25.
- **Massive pipeline accelerating:** Multiple sources report 50+ GLP-1 drugs in obesity development, as clinical trials for obesity surged 68% in 2023 alone.
- **Oral Options:** Oral Wegovy is now available for \$149 - \$299 at NovoCare and Eli Lilly's Orforglipron is expected to be available in early 2026.
- **Industry-wide trend emerging:** TrumpRx is a push to have more manufacturers offering direct prices. Many manufacturers are planning to launch their own direct to consumer websites with net of rebate cash prices. As Roche's CEO noted: "Bringing the drugs directly to the consumer could be a solution to positively impact pricing for patients without destroying innovation."



GLP-1 DTC Prices Continue to Decrease

Access lower DTC prices immediately through RxSaveCard when TrumpRx pricing goes live

Medication	Current Market Price	Current DTC Price
Wegovy	\$1,350	\$199 - \$350
Zepbound	\$1,086	\$299 - \$449
Oral Wegovy (NovoCare Pill) Now Available	\$1,300	\$149 - \$299
Orforglipron (LillyDirect Pill) Pending FDA Approval	-	-

What is TrumpRx?

TrumpRx.gov is a **federal search portal** launching in 2026 that will direct patients to manufacturer DTC websites (like LillyDirect, NovoCare, Pfizerforall).

The **discounted prices shown above will be available directly on these manufacturer websites** - TrumpRx just helps patients find them.

Accessing These Prices with RxSaveCard

- ✓ Employees already have access to any LillyDirect and NovoCare prices when using their RxSaveCard
- ✓ When prices update on those sites or new meds are added, employees can automatically tap into them
- ✓ Employer contribution amounts are unaffected, but will cover a larger fraction of medication costs as prices decrease

How RxSaveCard Employer Funding Works

A simple, streamlined process for funding cash-pay prescription purchases.

.01

Program Setup & Allowances

Employer determines which pharmacy types members can use RxSaveCard at, and sets maximum monthly allowances per pharmacy type for eligible Rx purchases.

.02

Reserve Funding

Employer establishes 45-day reserve account with RxSaveCard based on anticipated purchases. RxSaveCard monitors the reserve and alerts employers if funds run low.

.03

Member Usage & Transaction Processing

Digital RxSaveCard debit cards issued to eligible members. At point of sale, RxSaveCard pulls up to maximum allowance from employer reserve. If medication costs more, members add personal funds to their RxSaveCard cover the difference.

.04

End-of-the-Month Reporting & Replenishment


Employer receives monthly reports of all transactions and processes replenishment to reserve as needed. Member allowances reset on the 1st and don't rollover (use it or lose it).

Bridging the gap between Insurance Coverage and Cash Pay

RxSaveCard is a flexible payment solution that sits next to any PBM, opening up affordable “cash” prescription options that wouldn't otherwise be accessible. This ensures employees are able to get what they need, when they need it.

Features	RxSaveCard	HSA	FSA
Limited to Rx Purchases Only	✓	-	-
Employer only contributes to approved Rx purchases	✓	-	-
Flexibility to change employer contribution at any time	✓	-	-
Use it or lose it employer contributions	✓	-	✓
No limits on employer contribution	✓	-	-
Can load employer & employee funds on one card	✓	✓	✓
Funds accessed at time of use, not pre-loaded for all	✓	-	-
Employer transaction reporting on all Rx purchases	✓	-	-
Non-taxable contributions to employee*	✓	✓	✓

*Employers should confer with counsel on RxSaveCard program design and set up.



Appendix: Program Design Considerations

GLP-1 Program Design Considerations



Insurance Requirements: Exclude Zepbound & Wegovy

To access direct-to-consumer pricing on manufacturer websites, employees **cannot have insurance for Zepbound or Wegovy**.



HDHP Compliance: No Deductible Impact

Since medications are not covered under the pharmacy benefit plan, HDHP members can use RxSaveCard **without violating first-dollar coverage rules**. **ⓘ Dollars paid by employees do not accumulate towards deductibles or out-of-pocket maximums.**



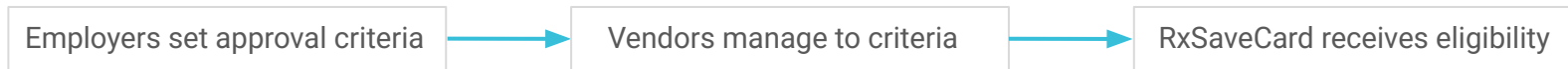
Program Structure Options

1. **Excepted Benefit Frameworks** - Disease Management and Wellness Programs.
2. **Health Reimbursement Account Framework** - Often used in conjunction with Excepted Benefits (EBHRA).
3. **Employer Subsidy Programs** - Fringe benefits or wellness incentive program. **ⓘ Generally taxable to employee**
4. **Lifestyle Spending Accounts** - Mechanism for providing employer subsidy. **ⓘ Taxable to employee**



Vendor Integration: Weight Management Programs

RxSaveCard integrates seamlessly with weight management and telehealth vendors.



**The information provided above is for information purposes only and is not legal advice. Employers should consult with their legal counsel before implementing RxSaveCard for GLP-1s.*

GLP-1 Funding Approval Options

Compare features to find the right fit for your organization.

Features	Option 1: FDA Label Only	Option 2: BMI Validation	Option 3: Health Coaching	Option 4: Telehealth & Coaching
Overview	No restrictions beyond FDA prescribing guidelines.	BMI verified before funding approval.	Coaching engagement required to access employer funding.	Complete care management with prescribing oversight and coaching .
Custom BMI Thresholds	-	✓	✓	✓
Behavior Change Support	-	-	✓	✓
Clinical Oversight	-	-	-	✓
Avg. Cost to Implement	No Additional Fees	\$20 Per Validation (Occurrence)	Varies by Vendor	Varies by Vendor
Funding Control Level	Basic	Good	Better	Maximum

Option 2: BMI Validation - How it Works



1. Employees **submit documentation** to qualify for GLP-1 funding.

- ✓ Employees interested in the program can submit documents through their RxSaveCard Dashboard.
- ✓ Employers create rules for acceptable documents, which may include: forms signed by a medical doctor or registered nurse, provider electronic health record (EHR) visit documents, LabCorp records, and employee weight attestations.



2. Participant **BMI is validated** against your custom threshold.

- ✓ Confirm that each participant's BMI submission meets the program's requirements prior to RxSaveCard being issued.
- ✓ Employers select the validation schedule (monthly, quarterly, semi-annually, annually).



3. Progress is tracked, and **regular reporting** can be provided.

- ✓ Optional reporting on approvals, additions to the program and removal from the program.
- ✓ Historical BMI improvement data is also tracked and able to be provided.

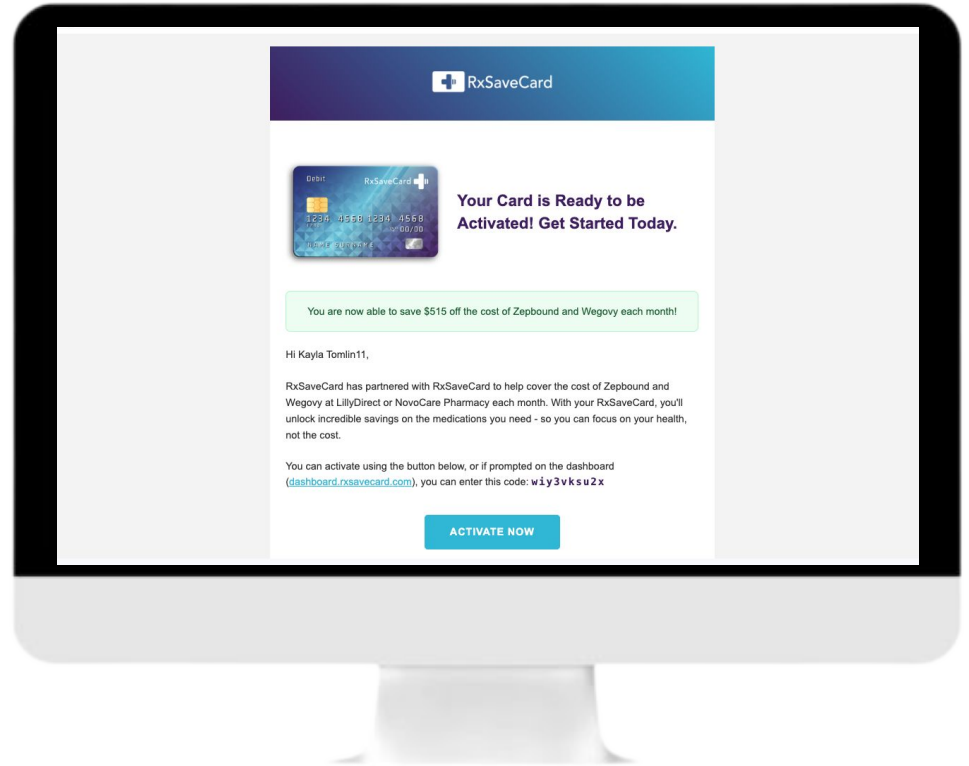
Member Onboarding

Member Activation Email

Employees will receive a personalized welcome email from RxSaveCard with instructions for enrollment. These emails can be co-branded and have dynamic fields highlighting the details and benefits of the employer's RxSaveCard program.

Email Features

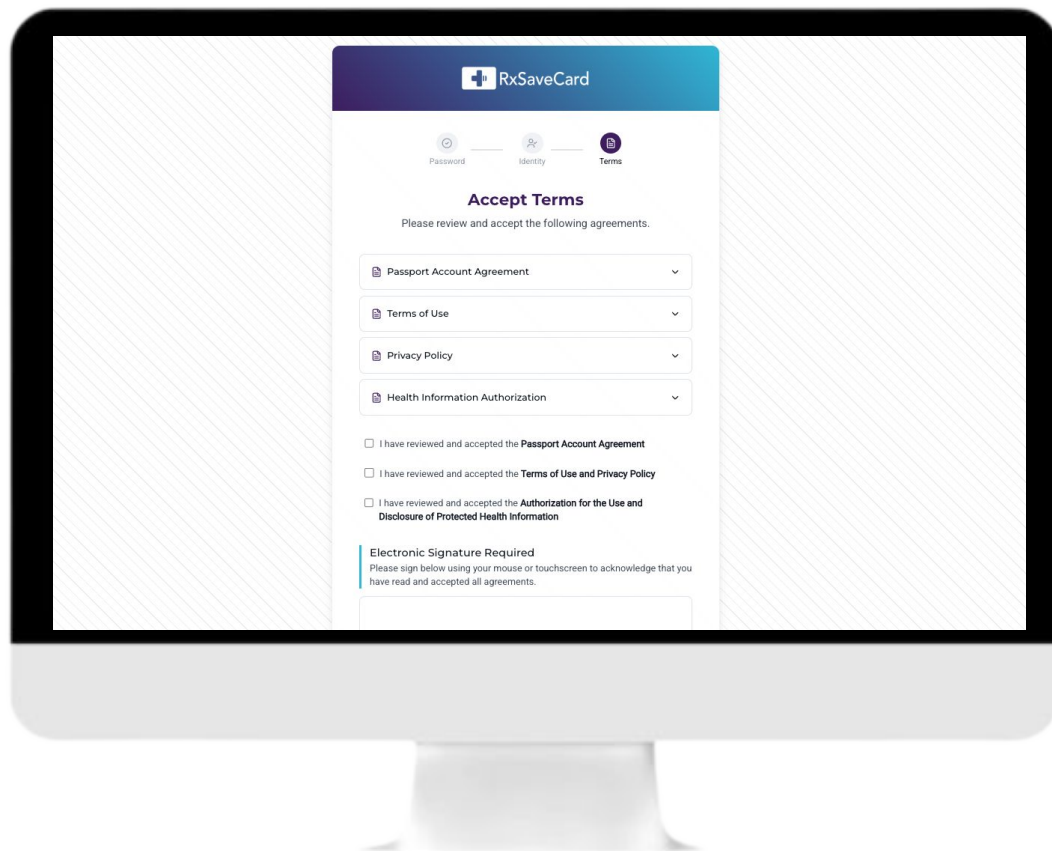
- Pharmacy offering(s)
- Employer Contribution
- Activation Code
- Introduction language
- Support Contact



Member Onboarding

Members will be guided through a secure onboarding where they will be prompted to create a password, provide any missing information and accept our terms and conditions.

Members can contact support at anytime throughout the process with questions.

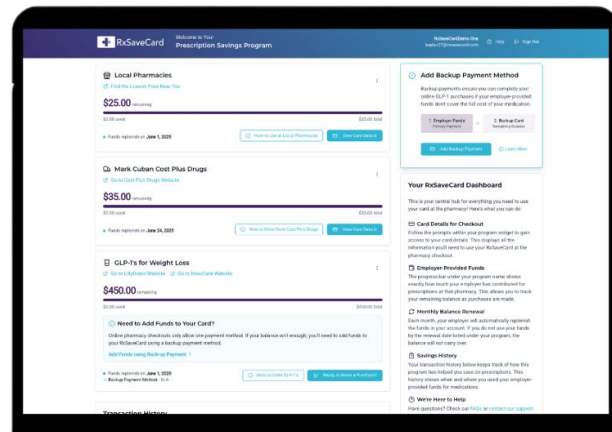
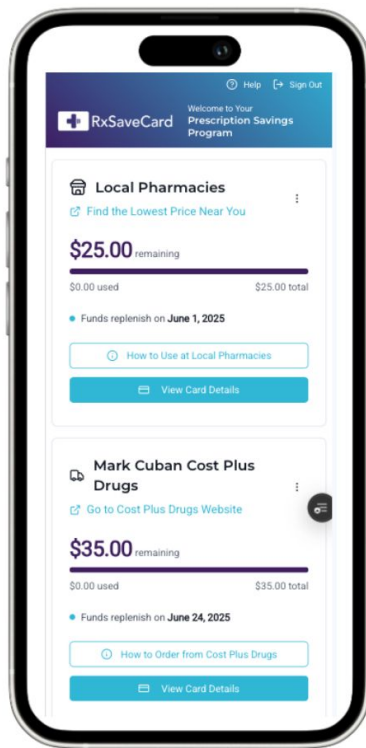


Member Dashboard

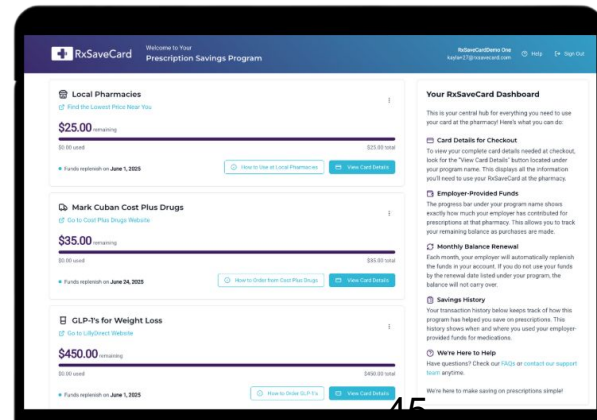
The member dashboard is the member's central hub for everything they need to use their card at the pharmacy. The dashboard is mobile friendly with additional optimizations for desktop use. The platform is built to support screen-readers and individuals with color blindness.

Dashboard Features

- Card details for checkout
- Employer Contribution
- How-to guides and FAQs
- Links to Pharmacies Websites
- Split Payment feature if applicable
- Transaction History
- Support
- Co-branding



Split Pay View



Non-Split Pay View

Member Dashboard - Split Pay

GLP-1's for Weight Loss [Go to LillyDirect Website](#) [Go to NovoCare Website](#)

Your employer is now contributing funds towards GLP-1 medication purchases! This includes Zepbound Vials at LillyDirect Pharmacy and Wegovy at NovoCare Pharmacy. If you're interested in either option, here's how to get started:

- 1 Have your doctor send your prescription to the appropriate pharmacy: LillyDirect Self Pay Pharmacy for Zepbound Vials, or NovoCare Pharmacy for Wegovy.
- 2 When your prescription is ready, click 'Activate Card for GLP-1's' to unlock your employer-funded RxSaveCard.

[How to Order GLP-1's](#)
[Activate Card for GLP-1's](#)

GLP-1's for Weight Loss

[Go to LillyDirect Website](#) [Go to NovoCare Website](#)


Employer Funds	\$350.00
Personal Funds	\$104.00

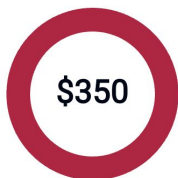
[Adjust Amount](#)

Available to Spend **\$454.00**

- Funds replenish on **February 1, 2026**
- ✓ Automatic Backup Card: Ending in 1965 [Edit](#)

[How to Order GLP-1's](#)
[View Card Details](#)

GLP-1's for Weight Loss

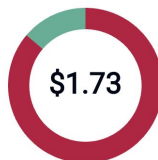
[Go to LillyDirect Website](#) [Go to NovoCare Website](#)


Employer Funds	\$350.00
Personal Funds	\$0.00

Pending Transaction Pending **-\$199.00**

Available to Spend **\$151.00**

GLP-1's for Weight Loss

[Go to LillyDirect Website](#) [Go to NovoCare Website](#)


Employer Funds	\$350.00
Personal Funds	\$56.00

Pending Transaction Pending **-\$404.27**

Available to Spend **\$0.00**

Q: What is RxSaveCard?

A: RxSaveCard is not insurance and not a pharmacy benefit manager (PBM). It is a program that helps employers and members access lower-cost prescription medications when those medications cost less outside of traditional insurance.

The program connects members directly to manufacturer direct-to-consumer pricing and allows employers to subsidize part of the cost through the RxSaveCard funding mechanism.

Q: What is the main focus of this program?

A: The program currently focuses on GLP-1 medications used for weight loss, purchased directly from manufacturers such as Lilly Direct and NovoCare, rather than through traditional insurance coverage.

Q: Why is IPBC considering this option?

A: Traditional insurance coverage for GLP-1 weight-loss drugs can cost \$1,000–\$1,400 or more per prescription.

Direct-to-consumer manufacturer pricing can be significantly lower, allowing employers to reduce plan costs while still helping employees afford the medication.

Q: What are the current direct-to-consumer prices mentioned?

A: Examples shared during the presentation included:

- Wegovy injectable: approximately \$350, with new patients sometimes paying around \$199
- Zepbound: approximately \$299–\$449
- Oral Wegovy: approximately \$149–\$229

A new oral GLP-1 medication from Lilly is also expected to launch in the coming months at a similar price range.

Q: Does RxSaveCard set the medication prices?

A: No. Medication prices are set by the manufacturers, not by RxSaveCard.

RxSaveCard provides the payment card, and employer funding mechanism that members use to pay at the manufacturer's online pharmacy .

Q: How does the funding work?

A: IPBC will place funds in a reserve account in advance.

When a member uses their RxSaveCard, the cost of the prescription is paid from that reserve account.

Each month the IPBC receives transaction reporting, and the account is replenished as needed. Members will be charged back for their participant usage as a claims cost.

Q: What is the advantage of this funding model?

A: Employers only pay when a member actually uses the card. If no one uses the program, no prescription costs are incurred.

Q: Is this program limited to prescription drugs?

A: Yes. RxSaveCard is only used for eligible prescription medications. For this purpose, we are only discussing GLP-1 Medications for a weight loss indication.

Q: Is the employee contribution “use it or lose it”?

A: Yes. If an employee does not use the program in a given month, no funds are used for that month. Employers are not paying for unused prescriptions.

Q: Is this benefit taxable to employees?

A: The program is generally structured so that it is not taxable to employees, although final details would be confirmed during implementation.

Q: Can eligibility controls be added?

A: IPBC will require validation that members meet the FDA-labeled BMI requirements for weight-loss GLP-1 medications. Any additional eligibility controls would require direct contracting and would be outside the scope of this current proposal.

Q: What documentation is required for BMI verification?

A: Documentation typically must be signed by a:

- Physician
- Nurse Practitioner
- Physician Assistant

Other approved records may also be accepted if they include height and weight needed to calculate BMI.

Q: What are the FDA BMI requirements for GLP-1 weight-loss medications?

A: member must have:

- BMI of 30 or greater, OR

- BMI of 27 or greater with a qualifying comorbidity

Q: How quickly is BMI verification completed?

A: BMI verification is typically completed within 24 hours after documentation is submitted.

Q: Do members need ongoing coaching or weigh-ins to maintain eligibility?

A: No. The only qualification discussed for funding is the BMI eligibility requirement.

Q: How does member onboarding work?

A: The process is fully virtual. Members receive an email invitation to activate their RxSaveCard account.

Q: Are physical cards mailed?

A: No. Members receive a virtual debit card to allow immediate access.

Q: What information must members provide during activation?

A: Members must accept the program terms and provide information to activate their debit card, including:

- Social Security Number
- Date of Birth
- Home Address

Q: Why is a Social Security number required?

A: The RxSaveCard is a debit card product, not insurance. Because it is issued through the banking system, it must comply with federal customer identification requirements, including Patriot Act regulations.

Q: What do members see once activated?

A: Members will see their drug category and pharmacy allowance, along with access to their virtual card details for payment.

Q: How does payment work?

A: Members use the RxSaveCard virtual debit card to pay for the prescription.

Employees will pay a \$10 co-pay and any remaining balance is paid by the employer.

Q: Can payment be split between two cards?

A: No. Manufacturer websites require one form of payment.

To support this, the RxSaveCard dashboard allows members to add their own funds to the card so the full purchase can be completed in a single transaction.

Q: How would the IPBC program be administered?

A: The program would be administered at the IPBC pool level. IPBC would manage the administration and reserve funding, and participating member groups would be charged back for their actual claims and administration fees each month.

Q: What is the standard employee copay?

A: The standard copay proposed is \$10.

Q: Why was a \$10 copay chosen?

A: The \$10 copay reflects a common copay amount currently used by many member groups covering these medications.

Q: What if a group currently has a higher copay?

A: Even with higher copays today, groups may still see savings because the underlying medication cost through RxSaveCard is significantly lower than traditional insurance pricing.

Q: Can employers adjust the copay amount?

A: Final copay structure would be determined by IPBC program design and employer participation decisions. If an employer prefers a different copay amount that would require direct contracting.

Q: Is there a difference compared to a 90-day supply?

A: Yes. RxSaveCard medications are generally dispensed as a 30-day supply, whereas some insurance plans may allow 90-day fills.

Q: Do members confirm their participation each month?

A: Yes. Members must confirm they wish to continue using the medication and approve their monthly copay before the prescription is processed.

Q: How are medications delivered?

A: Medications are typically shipped directly to the member's home through the manufacturer's delivery system.

Q: How long does delivery take?

A: After the physician sends the prescription, members generally receive confirmation within 24 hours, and delivery usually occurs within 2–3 days.

Q: Is there an administrative fee?

A: Yes, but the plan pays the transaction and verification fees, not the employee.

Q: How does RxSaveCard get paid?

A: RxSaveCard charges:

- A \$10 transaction fee when the card is used
- A one-time \$20 BMI verification fee for new members requiring eligibility verification. Grandfathered members will not pay the \$20 fee.

Q: Does this program apply to GLP-1 medications for diabetes?

A: No. This program applies only to GLP-1 medications used for weight loss. Diabetes medications are not affected.

Q: What happens to existing users?

A: Members currently using GLP-1 weight-loss medications through Express Scripts are expected to be grandfathered in and would not need to repeat prior authorization or BMI verification.

Q: Can groups join the program outside of their renewal?

A: Yes. Groups with 1/1 renewals may still adopt the program on 7/1.

Q: If a group adopts RxSaveCard, will GLP-1 drugs still be covered through Express Scripts?

A: No. Coverage would be carved out of the ESI plan.

Q: Does this affect programs like Encircle or Omada?

A: Yes. If GLP-1 weight-loss coverage is removed from Express Scripts and moved to RxSaveCard, Encircle and Omada requirements tied to weight-loss GLP-1 medications would no longer apply.

Q: Is there an extra fee the employer has to pay beyond the prescription subsidy and transaction fees?

A: No.

Q: Is the \$20 BMI verification fee paid by the employee, and if so, is it paid using the RxSaveCard?

A: No, the BMI validation fee is paid by the plan.

Q: Why is there a range of medication costs for consumers? How is the amount determined that needs to be loaded to the card if the cost varies?

A: These are Direct To Consumer options, where manufacturers compete on price. The available employer funding to the member will be high enough to cover the highest cost option (currently \$449), but employers will only be charged what is actually paid.

Q: Will each participant have their own login to the portal? For example, if two spouses are using GLP-1 medications, will they each have their own login? Currently, Express Scripts allows a family to manage all members with one login.

A: Each participant would have their own login.

Q: Are members enrolled in a Qualified High Deductible Health Plan (HDHP) with an HSA still able to participate with a copay? How would that copay be determined?

A: Because this plan is not insurance, participants with a Qualified HDHP are eligible to obtain their drugs with a copay and it will not impact their health insurance coverage.

Q: When will employers be given the option to opt out for the January 1, 2027 renewal date?

A: This program is opt-in only. January groups can add the program for 7/1/26 or opt in during the plan design change and election period for 1/1/27, which typically begins in July through September.

Q: How are medications shipped and protected during delivery?

- 1. Do the medications arrive in discreet packaging?**
- 2. How are weather-related delivery delays addressed?**
- 3. If medication is lost in transit or stolen, how long must the member wait before requesting a replacement?**
- 4. Would the employer be charged for both the original shipment and the replacement, or does RxSaveCard carry insurance on shipments?**

A: Home delivery is very common and members get shipping and delivery updates directly. RxSaveCard is not involved in the shipping, ordering, or dispensing of medications.

Q: If new medications are approved for weight loss (for example Ozempic, Mounjaro, or other future GLP-1 drugs), how quickly would they be added to the RxSaveCard program?

A: Ozempic and Mounjaro will continue to be covered through insurance as these are for the treatment of diabetes. The new oral weight-loss pill from Eli Lilly is expected to be available in mid-2026 through the manufacturer's website. When the new oral Wegovy was made available, RxSaveCard members had immediate access to that medication.

Q: Would there be a grace period for members who need time to obtain a new prescription if the program is implemented on July 1?

A: There will not be a grace period. It is recommended participants be encouraged to fill their existing Rx prior to the July transition.

Q: How often can an employer switch between covering weight-loss GLP-1 medications through traditional insurance coverage and offering RxSaveCard instead?

A: The election has to be made at 7/1 or 1/1, following IPBCs renewal schedules.

Q: How does the funding mechanism work in more detail?

- **How do employers determine how much to fund the reserve account?**
- **Is the reserve account funded separately from the monthly premium bill?**
- **How can employers budget for utilization when usage is unknown?**

A: Funding of the reserve account will be done by IPBC. The cost of the RxSaveCard will included in your monthly premiums.

Q: Is the BMI requirement mandatory for all new participants except those who are grandfathered, or is this an optional eligibility control employers may choose to implement?

A: The BMI requirement is mandatory for all new participants except those grandfathered. Employers that wish to use different eligibility requirements would need to direct contract with RxSaveCard.

Q: What is the average industry copay for GLP-1 medications used for weight loss? \$10 appears to be significantly lower than typical brand-name copays.

A: \$50 - \$200 is the typical copay when these medications are covered under insurance.

Q: Can employers adjust the employee copay amount to be higher than \$10 in order to reduce employer costs, or is the copay fixed by the IPBC program?

A: The copay amount is a fixed cost at the IPBC Pool level.

Q: Why was this option introduced so close to the July 1 open enrollment period after underwriting was already completed?

A: Third party funding solutions and manufacturer direct to consumer pricing is new to a very fluid industry. It is important that we fully vetted programs before bringing one to members for consideration.

Q: Could implementing a GLP-1 weight-loss savings program affect members who rely on GLP-1 medications for diabetes management (for example coverage rules, prior authorizations, or access)?

A: No, this program has no impact on diabetes management.

Q: If an employer prefers to keep their current GLP-1 weight-loss coverage through Express Scripts, can they opt out of the RxSaveCard program and maintain their current plan design?

A: Yes, this program is an opt-in option for IPBC members. Any group that does not wish to change their current coverage doesn't need to take any action.

Q: Will all employees receive the RxSaveCard registration email, or only employees currently using GLP-1 medications?

A: All employees will receive the email. We will share copies of the email and assist with communication so you can be prepared to answer any questions employees may have.

Q: What percentage savings to renewal costs could employers expect if they move GLP-1 weight-loss coverage from Express Scripts to the RxSaveCard program?

A: The expected, average, cost per Rx under the RxSaveCard for employers is an average of \$423. That is before any employee contributions. The average cost through PBMs is \$700 - \$800 after rebates.

Q: Can employers receive a report showing how many employees are currently using GLP-1 medications for weight loss to better evaluate the impact of this program?

A: Yes, this can be requested from your IPBC Service Team Representative at any time.

Q: With a low copay such as \$10, could increased utilization reduce or eliminate anticipated cost savings for employers?

A: We do not anticipate the copay amount will change the participation rate.