



## 2020 - 2021 Renewal Notice and Benefit Confirmation

Group: 62946 - Panola County

Anniversary Date: 12/01/2020

Return to TAC by: 09/08/2020

Please initial and complete each section confirming your group's benefits and fill out the contribution schedule according to your group's funding levels. Fax to 1-512-481-8481 or email to karenb@county.org.

For any plan or funding changes other than those listed below, please contact Karen Bowers at 1-512-478-8753.

### MEDICAL

**Medical:** Plan 700 \$25 Copay, \$500 Ded, 90%, \$2000 OOP Max

**RX Plan:** Option 4A \$10/25/40, \$0 Ded

Your % rate increase is: -4.00%

Your payroll deductions for medical benefits are: **Pre Tax**

Tier	Current Rates	New Rates Effective 12/1/2020	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$1,168.48	\$1,121.74	\$ 1,121.74	\$ -0-	\$ -0-
Employee + Child	\$1,295.36	\$1,243.54	\$ 1,121.74	\$ 121.80	\$ 121.80
Employee + Child(ren)	\$1,453.16	\$1,395.02	\$ 1,121.74	\$ 273.28	\$ 273.28
Employee + Spouse	\$1,811.62	\$1,739.16	\$ 1,121.74	\$ 617.42	\$ 617.42
Employee + Family	\$1,992.62	\$1,912.92	\$ 1,121.74	\$ 791.18	\$ 791.18

*KB* Initial to accept Medical Plan and New Rates.

### VISION

**Vision:** Plan I

Your % rate increase is: 0.00%

Your payroll deductions for vision benefits are: **Pre Tax**

Tier	Current Rates	New Rates Effective 12/1/2020	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$6.20	\$6.20	\$ -0-	\$ 6.20	\$ N/A
Employee + Child(ren)	\$12.44	\$12.44	\$ -0-	\$ 12.44	\$ N/A
Employee + Spouse	\$11.80	\$11.80	\$ -0-	\$ 11.80	\$ N/A
Employee + Family	\$18.28	\$18.28	\$ -0-	\$ 18.28	\$ N/A


*KB* Initial to accept Vision Plan and New Rates.

**LIFE - BASIC**

**Basic Life Products:**  
(Rates are per thousand)

Coverage Volume per Employee: \$10,000

	<b>Current Rates</b>	<b>New Rates Effective 12/1/2020</b>	<b>Amount Employer Pays</b>	<b>Amount Employee/ Retiree Pays (if applicable)</b>
Basic Term Life	\$0.199	\$0.199	100%	0%
Basic AD&D	\$0.030	\$0.030	100%	0%

 Initial to accept New Basic Life Rates.

**RETIREE**

Please circle one for each benefit that applies.

Your group allows retiree coverage for:

Medical  Pre 65  Post 65

 Initial to confirm.

**WAITING PERIOD**

Waiting period applies to all benefits.

**Employees**

30 days - Day following waiting period

**Elected Officials**

30 days - Day following waiting period

 Initial to confirm.

## COBRA ADMINISTRATION

Please indicate how your group manages COBRA administration:

County/Group processes COBRA on OASYS

*\*County/Group is responsible for fulfilling COBRA notification process and requirements.*

BCBS COBRA Department processes COBRA

*\*BCBS COBRA Department administers via COBRA contract with the County/Group*



Initial to confirm COBRA Administration.

## PLAN INFORMATION

### Broker or Consultant Information

Please confirm your broker or consultant's name, if applicable:

Agency Name	N/A
Agency Address	_____
Number and Street	_____
City	_____
State	_____
Zip	_____
Broker Representative or Consultant's Name	_____
Contact Phone Number	_____
Contact Email Address	_____

\_\_\_\_\_ Initial to confirm Broker or Consultant information

- Please update broker or consultant's information.
- If applicable, broker commissions are included in rates listed on page 1.
- Retirees pay the same premium as active employees regardless of age for medical and dental.
- Rates based upon current benefits and enrollment. A substantial change in enrollment (10% over 30 days or 30% over 90 days) may result in a change in rates.
- Form must be received by **09/08/2020** in order to avoid additional administrative fees.
- Signature on the following page is required to confirm and accept your group's renewal.



## TAC HEBP Member Contact Designation Panola County

### CONTRACTING AUTHORITY

As specified in the Interlocal Participation Agreement, each Member Group hereby designates and appoints, as indicated in the space provided below, a Contracting Authority of department head rank or above and agrees that TAC HEBP shall NOT be required to contact or provide notices to ANY OTHER person. Further, any notice to, or agreement by, a Member Group's Contracting Authority, with respect to service or claims hereunder, shall be binding on the Member. Each Member Group reserves the right to change its Contracting Authority from time to time by giving written notice to TAC HEBP.

Please list changes and/or corrections below.

**Name/Title** Jennifer Stacy/Auditor

**Address** 110 South Sycamore St, Room 213A  
Carthage, TX 75633-2543

**Phone** 903-693-0320

**Fax** 903-693-2726

**Email** jennifer.stacy@co.panola.tx.us

### BILLING CONTACT

Responsible for receiving all invoices relating to HEBP products and services.

Please list changes and/or corrections below.

**Name/Title** Jennifer Stacy/ Auditor

**Address** 110 South Sycamore St, Room 213A  
Carthage, TX 75633

**Phone** 903-693-0320

**Fax** 903-693-2726

**Email** jennifer.stacy@co.panola.tx.us

**HIPAA Secured Fax**

### COUNTY REPRESENTATIVE

HEBP's main contact for daily matters pertaining to the health benefits.

Please list changes and/or corrections below.

**Name/Title** Jennifer Stacy/Auditor

**Address** 110 South Sycamore St, Room 213A  
Carthage, TX 75633

**Phone** 903-693-0320

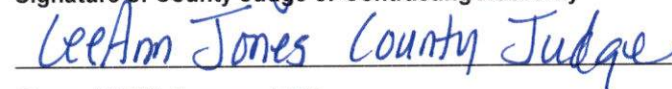
**Fax** 903-693-2726

**Email** jennifer.stacy@co.panola.tx.us



Date: 7-21-20

Signature of County Judge or Contracting Authority



Please PRINT Name and Title

*The Texas Association of Counties would like to thank you for your membership in the only all county-owned and county directed Health and Employee Benefits Pool in Texas.*



## 2020 - 2021 Alternate Plan Proposal

Group: 62946 - Panola County

Effective Date: 12/01/2020

	Current Plan Year	Renewal Rates	Option 1	Option 2
Plan:	700	700	700-G2	1100-NG
Option:	RX-4A	RX-4A	RX-4A-G2	RX-4A-NG
<b>Rates</b>				
Employee Only	\$1,168.48	\$1,121.74	\$1,087.52	\$1,058.98
Employee + Child	\$1,295.36	\$1,243.54	\$1,205.56	\$1,173.88
Employee + Child(ren)	\$1,453.16	\$1,395.02	\$1,352.36	\$1,316.78
Employee + Spouse	\$1,811.62	\$1,739.16	\$1,685.88	\$1,641.42
Employee + Family	\$1,992.62	\$1,912.92	\$1,854.28	\$1,805.34
<b>Medical Plan</b>				
Deductible In/Out Network	\$500/750	\$500/750	\$680/1020	\$750/1000
Co-Insurance % In/Out	90/70	90/70	90/70	80/60
Co-Insurance Maximum	\$2000/4000	\$2000/4000	\$2750/5500	\$3000/6000
Office Visit	\$25	\$25	\$30	\$25
Specialist Visit				
Emergency Room Hospital	\$90	\$90	\$100	\$150
<b>Prescription Plan</b>				
Prescription Card Co-Pay	10/25/40	10/25/40	15/30/50	10/25/40
Deductible	\$0	\$0	\$0	\$0

Proposal rates are based on the following information:

- Rates based upon current benefits and enrollment. A substantial change in enrollment (10% over 30 days or 30% over 90 days) may result in a change in rates.
- Rates are based on a minimum employer contribution of 100% of the employee only rate or current funding level.
- Retirees pay the same premium as active employees regardless of age for medical and dental.
- Form must be received by 09/08/2020 in order to avoid a delay in implementation of benefits and/or late processing fees.

Please indicate the selected plan here 700 RX-4A.

Fax the signed document to 1-512-481-8481.

Signature Lee Ann Jones Date 7-21-20

# PY 2021 12 Month Medical Report

Post Date : Mar 2020

Metrics : (Average Members, Average Subscribers, Total Contribution, Medical Paid, Pharmacy Paid, Paid)

Rows : (Paid Date)

Columns : (Metrics)

Paid Date : Last 12 TimeMonths

Coverage Type : (Medical)

Group : (062946 - PANOLA COUNTY/TAC)

Paid Date	Average Subscribers	Average Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Apr 2019	262	387	\$332,790.58	\$134,676.41	\$111,519.52	\$246,195.93
May 2019	262	383	\$334,302.40	\$155,988.24	\$97,895.10	\$253,883.34
Jun 2019	263	386	\$332,863.62	\$116,479.12	\$110,247.54	\$226,726.66
Jul 2019	267	393	\$338,275.64	\$157,600.13	\$100,061.07	\$257,661.20
Aug 2019	264	390	\$335,678.92	\$144,804.44	\$99,847.69	\$244,652.13
Sep 2019	266	396	\$335,678.92	\$133,492.96	\$105,094.51	\$238,587.47
Oct 2019	267	398	\$339,744.02	\$154,152.56	\$101,299.49	\$255,452.05
Nov 2019	267	398	\$338,052.98	\$183,514.54	\$88,154.53	\$271,669.07
Dec 2019	267	401	\$343,207.76	\$126,770.71	\$70,305.73	\$197,076.44
Jan 2020	268	403	\$345,544.72	\$110,024.15	\$86,986.28	\$197,010.43
Feb 2020	271	407	\$346,894.20	\$115,858.56	\$90,850.05	\$206,708.61
Mar 2020	277	417	\$350,399.64	\$157,083.05	\$91,457.30	\$248,540.35
<b>Total: Selected Filter(s)</b>	<b>267</b>	<b>397</b>	<b>\$4,073,433.40</b>	<b>\$1,690,444.87</b>	<b>\$1,153,718.81</b>	<b>\$2,844,163.68</b>



# PY 2021 - No PHI HCC Report

Post Date : Mar 2020

**Paid Band :** Total (\$10,001 - \$30,000, \$30,001 - \$50,000, \$50,001 - \$75,000, \$75,001 - \$100,000, \$100,001 - \$150,000, \$150,001 - \$200,000, \$200,001 - \$250,000, \$250,001 - \$300,000, \$300,001 - \$400,000, \$400,001 - \$500,000, \$500,000+)

**Metrics :** (Paid)

**Group :** (062946 - PANOLA COUNTY/TAC)

**Paid Month :** Last 12 TimeMonths

**Service Category :** Exclude (Dental)

**Paid :** descending

Encrypted Member ID	Member	Status	Medical Paid	Pharmacy Paid	Paid
16100319302	Under 65	Retiree	\$13,249.39	\$127,231.74	\$140,481.13
16200028694	Active		\$86,908.72	\$100.27	\$87,008.99
3046255616	Under 65	Retiree	\$7,213.78	\$70,671.71	\$77,885.49
3040643140	65+ Retiree		\$1,845.28	\$68,041.97	\$69,887.25
3040643213	Active		\$1,666.38	\$62,022.39	\$63,688.77
3040643085	Active		\$3,649.24	\$50,234.45	\$53,883.69
18830700693	Under 65	Retiree	\$51,763.52	\$572.91	\$52,336.43
3040643273	65+ Retiree		\$50,009.26	\$919.76	\$50,929.02
16400119221	Active		\$43,768.98	\$4,854.77	\$48,623.75
3090186800	65+ Retiree		\$48,403.31	\$73.46	\$48,476.77
3040643250	65+ Retiree		\$41,604.19	\$5,519.04	\$47,123.23
3630792082	65+ Retiree		\$5,449.79	\$41,425.64	\$46,875.43
3040643175	Active		\$6,903.13	\$36,375.49	\$43,278.62
3190191552	Under 65	Retiree	\$41,398.13	\$620.85	\$42,018.98
3040643192	Active		\$1,667.27	\$40,214.05	\$41,881.32
3040643084	Active		\$36,725.54	\$718.73	\$37,444.27
3430164310	Active		\$36,676.58	\$306.39	\$36,982.97
3040643121	65+ Retiree		\$6,156.93	\$30,333.00	\$36,489.93
13870362770	Active		\$7,441.87	\$28,107.46	\$35,549.33
3040643231	Active		\$33,535.64	\$1,219.14	\$34,754.78
3040643102	Active		\$17,547.92	\$15,356.67	\$32,904.59
3040643028	65+ Retiree		\$3,736.30	\$29,020.72	\$32,757.02
16100069016	Active		\$32,648.50	\$99.78	\$32,748.28
19270052141	Active		\$32,092.10	\$99.16	\$32,191.26

3040643233	Active	\$27,660.98	\$3,523.90	\$31,184.88
16030424789	Active	\$6,499.49	\$22,585.73	\$29,085.22
3040643174	65+ Retiree	\$2,670.53	\$26,410.69	\$29,081.22
14890009824	Active	\$26,196.99	\$678.65	\$26,875.64
3040643050	Active	\$4,868.58	\$21,675.81	\$26,544.39
3040643188	Under 65 Retiree	\$26,014.56	\$172.51	\$26,187.07
13420321301	Active	\$21,123.86	\$5,003.05	\$26,126.91
3040643120	65+ Retiree	\$25,269.72	\$0.00	\$25,269.72
17770241635	Active	\$25,000.55	\$87.11	\$25,087.66
17461153633	Active	\$9,217.01	\$15,639.85	\$24,856.86
3040643211	Under 65 Retiree	\$24,413.08	\$319.56	\$24,732.64
3071208379	65+ Retiree	\$4,050.15	\$20,359.94	\$24,410.09
3040643026	Under 65 Retiree	\$2,021.30	\$21,776.15	\$23,797.45
11840354163	Active	\$9,118.42	\$13,742.85	\$22,861.27
3040643266	Under 65 Retiree	\$20,906.48	\$1,417.09	\$22,323.57
12360078206	Active	\$15,260.98	\$6,262.98	\$21,523.96
3450011607	65+ Retiree	\$18,868.91	\$2,000.06	\$20,868.97
3040645578	Active	\$18,111.39	\$940.97	\$19,052.36
3040643065	Active	\$13,620.59	\$5,085.90	\$18,706.49
18830049975	Active	\$17,891.57	\$16.44	\$17,908.01
3043383753	65+ Retiree	\$5,780.38	\$11,993.44	\$17,773.82
3040643280	Under 65 Retiree	\$15,757.99	\$1,033.55	\$16,791.54
18700032824	Active	\$16,129.33	\$56.31	\$16,185.64
3046762590	Under 65 Retiree	\$15,172.10	\$1,005.29	\$16,177.39
18370651445	Active	\$12,009.88	\$3,809.46	\$15,819.34
3040643177	Active	\$1,406.52	\$14,355.92	\$15,762.44
3040643080	65+ Retiree	\$12,957.22	\$2,447.00	\$15,404.22
3051076487	Active	\$14,311.45	\$1,008.05	\$15,319.50
3051076493	65+ Retiree	\$9,662.51	\$5,262.09	\$14,924.60
3040643196	Active	\$14,491.70	\$400.54	\$14,892.24
3040643055	65+ Retiree	\$10,557.41	\$4,283.67	\$14,841.08
9490354687	Active	\$7,808.73	\$6,836.34	\$14,645.07
3040643244	65+ Retiree	\$400.29	\$13,822.25	\$14,222.54
3040643203	Under 65 Retiree	\$14,044.95	\$90.95	\$14,135.90
18530298123	Active	\$12,629.22	\$1,335.98	\$13,965.20
10660300918	Active	\$13,854.23	\$38.62	\$13,892.85
8380418368	Active	\$13,361.52	\$482.43	\$13,843.95
3040643034	65+ Retiree	\$372.58	\$13,250.96	\$13,623.54
13960303319	Active	\$1,012.35	\$12,272.59	\$13,284.94
3040643228	65+ Retiree	-\$72.03	\$12,264.82	\$12,192.79
17030352358	Active	\$1,424.79	\$10,604.08	\$12,028.87





**TEXAS ASSOCIATION of COUNTIES**  
**HEALTH AND EMPLOYEE BENEFITS POOL**

3051076489	65+ Retiree	\$5,515.61	\$5,709.66	\$11,225.27
3060575639	Under 65 Retiree	\$1,248.63	\$9,353.00	\$10,601.63
3040643107	65+ Retiree	\$841.78	\$9,570.65	\$10,412.43
3380153380	Active	\$2,358.85	\$7,996.20	\$10,355.05
17600422882	Active	\$9,221.45	\$1,085.29	\$10,306.74
7490078117	Active	\$487.42	\$9,527.17	\$10,014.59
<b>Query Total</b>	<b>71</b>	<b>\$1,143,593.75</b>	<b>\$941,735.10</b>	<b>\$2,085,328.85</b>
<b>Report Total</b>	<b>71</b>	<b>\$1,143,593.75</b>	<b>\$941,735.10</b>	<b>\$2,085,328.85</b>