



2021 - 2022 Renewal Notice and Benefit Confirmation

Group: 62946 - Panola County

Anniversary Date: 12/01/2021

Return to TAC by: 09/03/2021

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 1-800-456-5974.

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: 2.50%

Your payroll deductions for medical benefits are

Pre Tax

Tier	Current Rates	New Rates Effective 12/1/2021	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$1,121.74	\$1,149.78	\$1,149.78	\$0	\$0
Employee + Child	\$1,243.54	\$1,274.62	\$1,149.78	\$124.84	\$124.84
Employee + Child(ren)	\$1,395.02	\$1,429.90	\$1,149.78	\$280.12	\$280.12
Employee + Spouse	\$1,739.16	\$1,782.64	\$1,149.78	\$632.86	\$632.86
Employee + Family	\$1,912.92	\$1,960.74	\$1,149.78	\$810.96	\$810.96

 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 12/1/2021	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$6.20	\$6.20	\$0	\$6.20	\$0
Employee + Child(ren)	\$12.44	\$12.44	\$0	\$12.44	\$0
Employee + Spouse	\$11.80	\$11.80	\$0	\$11.80	\$0
Employee + Family	\$18.28	\$18.28	\$0	\$18.28	\$0


 Initial to accept Vision Plan and New Rates

LIFE - BASIC

Basic Life Products:
(Rates are per thousand)

Coverage Volume per Employee \$10,000

	Current Rates	New Rates Effective 12/1/2021	Amount Employer Pays	Amount Employee/ Retiree Pays (if applicable)
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

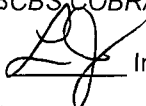
Please indicate how your group manages COBRA administration

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	Not Applicable
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 **09/03/2021** 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

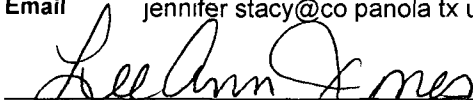
Name/Title Jennifer Stacy/Auditor

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Carthage, TX 75633

Phone 903-693-0320

Fax 903-693-2726

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



Date: 8-3-21

Signature of County Judge or Contracting Authority

LeeAnn Jones / county Judge

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



2021 - 2022 Alternate Plan Proposal

Group 62946 - Panola County

Effective Date 12/01/2021

	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
Rates				
Employee Only	\$1,121 74	\$1,149 78	\$1,114 62	\$1,085 26
Employee + Child	\$1,243 54	\$1,274 62	\$1,235.60	\$1,203 04
Employee + Child(ren)	\$1,395 02	\$1,429 90	\$1,386 08	\$1,349 52
Employee + Spouse	\$1,739 16	\$1,782 64	\$1,727 94	\$1,682 28
Employee + Family	\$1,912 92	\$1,960 74	\$1,900 54	\$1,850 30
Medical Plan				
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
Prescription Plan				
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 09/03/2021 in order to avoid a delay in implementation of benefits and/or late processing fees

Please indicate the selected plan here 700

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

Signature *Lee Ann Jones* Date 8-3-21



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

12 Month Medical Report

Post Date Mar 2021

Metrics (Average Members, Average Subscribers, Total Contribution, Medical Paid, Pharmacy Paid, Paid)
Rows (Paid Date)
Columns (Metrics)
Paid Date Last 12 Months
Coverage Type (Medical)
Group (062946 - PANOLA COUNTY/TAC)

Paid Date	Average Subscribers	Average Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Apr 2020	275	413	\$353,342.42	\$99,962.76	\$77,123.64	\$177,086.40
May 2020	272	412	\$350,637.92	\$182,292.79	\$102,725.36	\$285,018.15
Jun 2020	276	418	\$351,964.20	\$114,520.12	\$80,059.42	\$194,579.54
Jul 2020	279	419	\$355,636.52	\$143,124.60	\$113,224.05	\$256,348.65
Aug 2020	281	423	\$358,498.82	\$81,081.85	\$104,066.47	\$185,148.32
Sep 2020	283	426	\$359,951.98	\$147,516.75	\$105,041.16	\$252,557.91
Oct 2020	284	428	\$362,258.02	\$150,948.70	\$82,794.87	\$233,743.57
Nov 2020	284	428	\$364,196.52	\$318,128.32	\$109,707.11	\$427,835.43
Dec 2020	284	426	\$347,767.14	\$180,842.39	\$114,094.56	\$294,936.95
Jan 2021	282	418	\$343,389.42	\$121,583.11	\$110,757.21	\$232,340.32
Feb 2021	283	416	\$343,032.72	\$98,425.56	\$79,384.53	\$177,810.09
Mar 2021	288	421	\$349,763.16	\$441,209.81	\$82,111.52	\$523,321.33
Total Selected Filter(s)	281	421	\$4,240,438.84	\$2,079,636.76	\$1,161,089.90	\$3,240,726.66



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

Post Date Mar 2021

Service Category : Total (Inpatient Facility, Outpatient Facility, Pharmacy, Professional)

Metrics : (Paid)

Claim Type (MEDICAL, PHARMACY)

Coverage Type : (Medical)

Group : (062946 - PANOLA COUNTY/TAC)

Paid Month : Last 12 Months

Paid greater or equal 10000 00

Paid descending

Encrypted Member ID	Member Status	Medical Paid	Pharmacy Paid	Paid
3040643175	Active	\$261,930 55	\$19,847 88	\$281,778 43
12360303731	Active	\$177,474 51	\$27,186 95	\$204,661 46
16100319302	Under 65 Retiree	\$4,476 95	\$153,783 36	\$158,260 31
3040643196	Active	\$148,829 66	\$1,652 15	\$150,481 81
3280143625	Under 65 Retiree	\$66,798 12	\$3,632 85	\$70,430 97
18830049975	Active	\$68,971 27	\$46 14	\$69,017 41
3040643140	65+ Retiree	\$1,386 92	\$63,990 27	\$65,377 19
3040643213	Under 65 Retiree	\$4,251 51	\$59,496 59	\$63,748 10
3040643265	65+ Retiree	\$6,285 14	\$55,968 24	\$62,253 38
7910080229	Active	\$57,103 46	\$0 00	\$57,103 46
3040643026	Under 65 Retiree	\$21,741 83	\$31,830 41	\$53,572 24
13420321301	Active	\$45,057 57	\$5,408 44	\$50,466 01
12540252056	Under 65 Retiree	\$48,991 58	\$5 86	\$48,997 44
3040643028	65+ Retiree	\$3,998 58	\$44,452 28	\$48,450 86
3040643250	65+ Retiree	\$24,715 14	\$22,674 44	\$47,389 58
3040643085	65+ Retiree	\$15,351 42	\$28,440 19	\$43,791 61
13870362770	65+ Retiree	\$6,894 87	\$35,642 06	\$42,536 93
3040643264	Under 65 Retiree	\$40,631 64	\$136 57	\$40,768 21
17600422882	Active	\$31,444 04	\$851 28	\$32,295 32
3040643121	65+ Retiree	\$2,047 19	\$29,530 95	\$31,578 14
16710308324	Active	\$31,518 98	\$0 00	\$31,518 98
3040643050	Active	\$6,707 87	\$23,054 31	\$29,762 18
18730281050	Active	\$28,031 85	\$44 07	\$28,075 92



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

16030424789	Active	\$3,645 60	\$23,929 23	\$27,574 83
18370651445	Active	\$26,108 33	\$1,344 20	\$27,452 53
16400119225	Cobra	\$21,918 59	\$5,149 03	\$27,067 62
19270052141	Active	\$26,620 25	\$21 05	\$26,641 30
3040643280	Under 65 Retiree	\$22,509 34	\$3,037 16	\$25,546 50
3040643192	Active	\$1,405 20	\$22,630 48	\$24,035 68
19720394969	Active	\$22,638 49	\$4 60	\$22,643 09
10720039569	Active	\$21,520 06	\$1,104 53	\$22,624 59
16400119221	Active	\$16,840 40	\$5,609 24	\$22,449 64
17461153633	Active	\$3,091 34	\$18,192 58	\$21,283 92
3630792082	65+ Retiree	\$5,993 10	\$15,152 63	\$21,145 73
12360078206	Active	\$15,047 41	\$5,714 56	\$20,761 97
11840354163	Under 65 Retiree	\$1,262 80	\$19,138 93	\$20,401 73
3071208379	65+ Retiree	\$9,391 95	\$10,877 03	\$20,268 98
10150600051	65+ Retiree	\$15,330 76	\$4,852 88	\$20,183 64
3040645578	Active	\$17,512 39	\$2,029 16	\$19,541 55
3040643123	Under 65 Retiree	\$10,435 99	\$8,735 02	\$19,171 01
3040643102	Active	\$12,027 41	\$6,360 74	\$18,388 15
3046255616	Under 65 Retiree	\$1,470 32	\$16,893 88	\$18,364 20
3450011607	65+ Retiree	\$13,963 86	\$2,396 75	\$16,360 61
3043383753	65+ Retiree	\$3,274 93	\$12,726 61	\$16,001 54
3380153380	Active	\$4,348 13	\$11,548 37	\$15,896 50
3040643055	65+ Retiree	\$10,497 35	\$5,153 40	\$15,650 75
3040643116	Active	\$14,874 83	\$41 10	\$14,915 93
18000179856	Active	\$14,118 46	\$402 28	\$14,520 74
19150085324	Active	\$14,408 81	\$0 57	\$14,409 38
19770628281	Active	\$12,244 81	\$1,807 69	\$14,052 50
3040643228	65+ Retiree	\$811 51	\$13,212 23	\$14,023 74
3040643065	65+ Retiree	\$1,183 13	\$12,734 85	\$13,917 98
3430164310	Active	\$13,413 44	\$331 77	\$13,745 21
3040643177	Active	\$1,368 32	\$11,942 82	\$13,311 14
3040643275	Under 65 Retiree	\$12,977 81	\$47 75	\$13,025 56
17130412612	Active	\$12,275 93	\$69 50	\$12,345 43
3040643056	65+ Retiree	\$8,057 77	\$4,132 05	\$12,189 82
7490078117	Active	\$1,880 91	\$10,211 15	\$12,092 06
18670156511	Active	\$11,688 39	\$334 16	\$12,022 55
3040643244	65+ Retiree	\$1,167 92	\$10,430 25	\$11,598 17
3040643107	65+ Retiree	\$3,037 00	\$8,537 84	\$11,574 84
3040643211	Under 65 Retiree	\$11,428 71	\$141 20	\$11,569 91
17030352358	Active	\$2,114 38	\$9,402 24	\$11,516 62
3130197668	Active	\$5,910 53	\$5,602 17	\$11,512 70



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

18640227295	Active	\$7,723 12	\$3,753 70	\$11,476 82
17461441240	Active	\$11,386 83	\$0 00	\$11,386 83
3040643166	Under 65 Retiree	\$5,258 63	\$6,027 98	\$11,286 61
19100103682	Active	\$11,262 26	\$0 00	\$11,262 26
3051076489	65+ Retiree	\$5,494 16	\$5,557 20	\$11,051 36
3080046597	65+ Retiree	\$3,511 32	\$7,051 99	\$10,563 31
3040643173	65+ Retiree	\$4,150 61	\$6,131 63	\$10,282 24
Query Total	71	\$1,583,244.24	\$928,181.47	\$2,511,425.71



HEALTHY COUNTY WELLNESS CONTACT DESIGNATION

Panola County

WELLNESS COORDINATOR

The Wellness Coordinator is the primary contact regarding the Healthy County wellness program. The wellness coordinator is responsible for administrating Healthy County components and informing employees of all wellness resources available.

Current Wellness Coordinator

Name: Hon. Joni Reed

Title: Treasurer

**Address: 110 S Sycamore Rm 312
Carthage, TX 75633**

Email: joni.reed@co.panola.tx.us

Phone Number: (903) 693-0385

Fax Number:

Please list changes and/or corrections:

WELLNESS SPONSOR

The Wellness Sponsor is responsible for supporting the coordinator in administrating Healthy County components and encouraging county employees to access all Healthy County wellness resources available. An elected official in this role is preferred to illustrate management support for wellness.

Current Wellness Sponsor

Name: Ms. Jennifer Stacy

Title: Auditor

**Address: 110 S Sycamore Rm 213-A
Carthage, TX 75633**

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

Phone Number: (903) 693-0320

Fax Number:

Please list changes and/or corrections:

Contracting Authority Signature: _____

LeeAnn Jones

Date: 8-3-21



HEALTHY COUNTY: COUNTY SPECIFIC INCENTIVE PROGRAM

A County Specific Incentive (CSI) is a wellness program that rewards employees and/or spouses for healthy behaviors such as completing an annual exam, tobacco affidavit, or participating in a physical activity program in exchange for avoiding a premium contribution, a lower monthly premium, earn additional days of PTO, or other rewards decided on by the County or District. Penalties and Rewards are administered at the county or district level.

Healthy County is available to assist in the process of designing, communicating, and tracking a CSI. Employees will be able to view their progress and completion of the incentive on the Healthy County energized by Sonic Boom portal.

YOUR COUNTY OR DISTRICT'S CSI

Our records indicate that your County or District does not currently have a CSI. Please make a selection below to let us know if you would like to implement a CSI or learn more about implementing a CSI. Your county or district's Wellness Consultant will reach out to you to discuss design options. Also, please feel free to contact your county or district's Wellness Consultant at any time to begin this process. If your County or District decides to implement a CSI, there is a six week waiting period before employees can view the program online.

- We would like to implement a CSI Program for the 2021-2022 plan year.
- We are interested in learning more about the CSI Program.
- We are not interested in learning more about the CSI Program at this time.

County or District Name: Panola
Printed Name and Title: LeeAnn Jones / County Judge
Contracting Authority Signature: LeeAnn Jones
Date: 8-3-21