

2024 – 2025 Renewal Notice and Benefit Confirmation

Group: 62946 - Panola County Anniversary Date: 12/01/2024

Return to TAC by: 09/11/2024

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 5124818481 or email to lacyj@county.org.

For any plan or funding changes other than those listed below, please contact Lacy Jones at 8004565974.

Medical

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

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

Your % rate change is: 5.50%

Your payroll deductions for medical benefits are: Pre Tax

Tier	Current Rates	New Rates Effective 12/01/2024	New Amount Employer Pays	New Amount Employee Pays	New Amount Employer Pays for Retiree (if applicable)	New Amount Retiree Pays (if applicable)
Employee Only	\$1,210.32	\$1,276.88	\$ 1,276.88	\$ -0-	\$ 1,276.88	\$ -0-
Employee & Spouse	\$1,876.52	\$1,979.72	\$ 1,276.88	\$ 702.84	\$ 1,276.88	\$ 702.84
Employee & Child	\$1,341.74	\$1,415.54	\$ 1,276.88	\$ 138.66	\$ 1,276.88	\$ 138.66
Employee & Child(ren)	\$1,505.22	\$1,588.00	\$ 1,276.88	\$ 311.12	\$ 1,276.88	\$ 311.12
Employee & Family	\$2,064.02	\$2,177.54	\$ 1,276.88	\$ 900.66	\$ 1,276.88	\$ 900.66

Rym Initial to accept Medical Plan and New Rates.

Vision

Vision: VALUE-12/12/24, \$10 Exam Copay, \$15 Lenses Copay, \$130 Frame Allowance

Your % rate change is: 0.00%

Your payroll deductions for vision benefits are: Pre Tax

Tier	Current Rates	New Rates Effective 12/01/2024	New Amount Employer Pays	New Amount Employee Pays	New Amount Employer Pays for Retiree (if applicable)	New Amount Retiree Pays (if applicable)
Employee Only	\$4.58	\$4.58	\$ -0-	\$ 4.58	\$ -0-	\$ -0-
Employee & Spouse	\$8.72	\$8.72	\$ -0-	\$ 8.72	\$ -0-	\$ -0-
Employee & Child(ren)	\$9.18	\$9.18	\$ -0-	\$ 9.18	\$ -0-	\$ -0-
Employee & Family	\$13.52	\$13.52	\$ -0-	\$ 13.52	\$ -0-	\$ -0-



Initial to accept Vision Plan and New Rates.

Life – Basic (Employer Paid)

Basic Life Products:

Coverage volume per employee: \$10,000
(Rates per thousand)

Basic Life

Current Rates	New Rates Effective 12/01/2024	New Amount Employer Pays
.199 IS THE CORRECT RATE \$0.20	\$0.20	\$0.20

Basic AD&D

Current Rates	New Rates Effective 12/01/2024	New Amount Employer Pays
\$0.03	\$0.03	\$0.03



Initial to accept New Basic Life Rates.

Retiree Information

Please indicate how your group manages retiree coverage.

Your group allows retiree coverage for:

Medical: Pre-65 Post-65

Vision: 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*

County/Group processes TAC HEBP Continuation of Coverage on OASys

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



Initial to confirm COBRA Administration.

PLAN INFORMATION

Broker or Consultant Information

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

Agency Name _____

Address _____

City, State, Zip _____

Broker Rep 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, dental, and vision.
- 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 in order to avoid additional administrative fees.
- Signature on the following page is required to confirm and accept your group's renewal.

PHYSICAL MAILING ADDRESS

Please confirm your group's physical mailing address information:

Address 110 South Sycamore St, Room 213A

Carthage, TX 75633

110 S. Sycamore St. RM 213 A

Carthage, TX 75633

TAC HEBP Member Contact Designation

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 Group. 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 9036930320
Fax 9036932726
Email jstacy@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 9036930320
Fax 9036932726
Email jstacy@co.panola.tx.us

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 9036930320
Fax 9036932726
Email jstacy@co.panola.tx.us



Signature of County Judge or Contracting Authority

County Judge Rodger McLane

Please PRINT Name and Title

Date: July 31, 2024

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.



2024 – 2025 Alternate Plan Proposal

Group: 62946 - Panola County

Effective Date: 12/01/2024

	Current Plan Year	Renewal Rates	Option 1	Option 2	Option 3
Plan:	Plan 700	Plan 700	Plan 700-G	Plan 700-G2	Plan 1100-NG
Option:	RX-4A	RX-4A	RX-4A-G	RX-4A-G2	RX-4A-NG
Rates					
Employee Only	\$1,210.32	\$1,276.88	\$1,251.74	\$1,235.72	\$1,204.78
Employee & Spouse	\$1,876.52	\$1,979.72	\$1,940.54	\$1,915.58	\$1,867.38
Employee & Child	\$1,341.74	\$1,415.54	\$1,387.62	\$1,369.84	\$1,335.50
Employee & Child(ren)	\$1,505.22	\$1,588.00	\$1,556.64	\$1,536.66	\$1,498.08
Employee & Family	\$2,064.02	\$2,177.54	\$2,134.42	\$2,106.94	\$2,053.88
Medical Plan					
Deductible In/Out Network	\$500/750	\$500/750	\$600/900	\$680/1020	\$750/1000
Co-Insurance% In/Out	90/70	90/70	90/70	90/70	80/60
Co-Insurance Maximum	\$2000/4000	\$2000/4000	\$2400/4800	\$2750/5500	\$3000/6000
Office Visit	\$25	\$25	\$30	\$30	\$25
Specialist Visit					
Emergency Room Hospital	\$90	\$90	\$90	\$100	\$150
Prescription Plan					
Prescription Card Co-Pay	\$10/25/40	\$10/25/40	\$10/30/45	\$15/30/50	\$10/25/40
Deductible	\$0	\$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 09/11/2024 in order to avoid a delay in implementation of benefits and/or late processing fees.

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

Fax the signed document to 5124818481 or email to lacyj@county.org.

Signature *Archie A McLean* Date *July 31, 2024*



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

12-Month Medical Report

Post Date : Mar 2024

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

Rows : (Paid Date)

Columns : (Metrics)

Paid Date : Last 12 Months [Apr 2023 - Mar 2024]

Account : (000094500 - POOLED)

Coverage Type : (Medical)

Group : (062946 - PANOLA COUNTY)

Paid Date	Average Subscribers	Average Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Apr 2023	290	430	\$371,079.42	\$220,565.48	\$130,619.57	\$351,185.05
May 2023	291	430	\$372,133.04	\$187,733.68	\$147,482.96	\$335,216.64
Jun 2023	293	430	\$376,604.20	\$186,258.13	\$141,129.40	\$327,387.53
Jul 2023	292	428	\$372,929.98	\$225,247.26	\$181,813.48	\$407,060.74
Aug 2023	293	429	\$375,953.62	\$228,656.17	\$175,034.57	\$403,690.74
Sep 2023	292	427	\$374,643.32	\$220,490.51	\$158,653.49	\$379,144.00
Oct 2023	294	428	\$375,696.94	\$343,283.86	\$162,088.90	\$505,372.76
Nov 2023	293	427	\$375,303.04	\$231,974.07	\$109,782.16	\$341,756.23
Dec 2023	293	427	\$384,736.04	\$159,528.44	\$158,241.61	\$317,770.05
Jan 2024	293	427	\$382,315.40	\$137,897.82	\$107,867.40	\$245,765.22
Feb 2024	293	425	\$384,899.52	\$669,040.70	\$96,356.25	\$765,396.95
Mar 2024	293	423	\$384,604.62	\$169,483.43	\$126,737.21	\$296,220.64
Total: Selected Filter(s)	293	428	\$4,530,899.14	\$2,980,159.55	\$1,695,807.00	\$4,675,966.55



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

Post Date : Mar 2024

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

Metrics : (Paid)

Claim Type : (MEDICAL, PHARMACY)

Coverage Type : (Medical)

Group : (062946 - PANOLA COUNTY)

Paid Month : Last 12 Months [Apr 2023 - Mar 2024]

Paid greater or equal 10000.00

Paid : descending

Encrypted Member ID	Member	Status	Medical Paid	Pharmacy Paid	Paid
19070264960	Active		\$423,540.69	\$7,594.85	\$431,135.54
20000074741	Active		\$234,199.26	\$272.48	\$234,471.74
12360303731	Active		\$56,746.11	\$147,776.56	\$204,522.67
16100319302	Under 65 Retiree		\$3,315.02	\$188,469.20	\$191,784.22
3040643170	65+ Retiree		\$184,852.07	\$1,573.28	\$186,425.35
3040643102	Under 65 Retiree		\$31,591.73	\$88,925.41	\$120,517.14
3040643028	65+ Retiree		\$6,711.91	\$104,857.35	\$111,569.26
3630792082	65+ Retiree		\$32,299.67	\$48,041.97	\$80,341.64
3040643050	Under 65 Retiree		\$56,381.58	\$23,905.31	\$80,286.89
3040643120	65+ Retiree		\$60,604.58	\$5,303.22	\$65,907.80
19100287835	Active		\$59,519.84	\$6,367.80	\$65,887.64
3130197668	Active		\$62,431.24	\$153.57	\$62,584.81
3040643176	Active		\$54,247.21	\$6,191.60	\$60,438.81
3040643213	65+ Retiree		\$985.31	\$53,686.44	\$54,671.75
3040643134	65+ Retiree		\$4,937.19	\$45,333.78	\$50,270.97
3430164390	Active		\$41,943.10	\$6,377.51	\$48,320.61
20480496903	Under 65 Retiree		\$47,295.00	\$13.10	\$47,308.10
3120190146	Active		\$3,283.56	\$40,292.86	\$43,576.42
11840354163	65+ Retiree		\$22,505.57	\$20,760.85	\$43,266.42
17030352358	Active		\$29,561.98	\$12,707.60	\$42,269.58
19771027373	65+ Retiree		\$541.53	\$41,375.12	\$41,916.65
3040643276	Active		\$40,432.72	\$845.40	\$41,278.12
20550450455	Under 65 Retiree		\$1,993.66	\$37,630.06	\$39,623.72



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

18370651445	Active	\$39,046.97	\$58.08	\$39,105.05
3430164515	Active	\$37,967.01	\$319.98	\$38,286.99
12360078206	Active	\$14,890.57	\$23,159.44	\$38,050.01
16030424789	Active	\$10,265.14	\$26,126.83	\$36,391.97
18070098810	Active	\$36,080.54	\$155.28	\$36,235.82
9670477356	Active	\$35,915.71	\$226.71	\$36,142.42
10660494976	Active	\$33,240.67	\$1,647.45	\$34,888.12
3040643121	65+ Retiree	\$1,553.34	\$33,004.48	\$34,557.82
3040643085	65+ Retiree	\$2,342.03	\$32,172.91	\$34,514.94
3040643067	Under 65 Retiree	\$1,120.33	\$31,647.56	\$32,767.89
18870048990	Active	\$32,546.79	\$10.60	\$32,557.39
6600184411	Active	\$2,228.41	\$30,176.05	\$32,404.46
20130243403	Active	\$28,195.95	\$3,037.76	\$31,233.71
3040643280	Under 65 Retiree	\$19,600.36	\$10,512.61	\$30,112.97
3047192800	65+ Retiree	\$13,925.50	\$15,078.68	\$29,004.18
9270468424	Active	\$1,132.59	\$27,676.04	\$28,808.63
3190191552	Under 65 Retiree	\$25,936.94	\$2,832.34	\$28,769.28
3043383753	65+ Retiree	\$4,116.99	\$24,529.57	\$28,646.56
15560400297	Active	\$27,492.32	\$29.47	\$27,521.79
16100069016	Active	\$27,044.89	\$41.54	\$27,086.43
3040643264	65+ Retiree	\$15,357.48	\$9,435.30	\$24,792.78
3040643094	Active	\$22,726.54	\$2,045.05	\$24,771.59
3040643046	Active	\$24,721.27	\$8.67	\$24,729.94
3040643056	65+ Retiree	\$17,410.06	\$7,234.25	\$24,644.31
13870362770	65+ Retiree	\$1,409.06	\$21,958.62	\$23,367.68
18730196591	Active	\$22,530.77	\$90.17	\$22,620.94
3040643140	65+ Retiree	\$819.84	\$21,483.85	\$22,303.69
3040643228	65+ Retiree	\$5,687.91	\$16,544.71	\$22,232.62
3071208379	65+ Retiree	\$13,605.36	\$8,411.75	\$22,017.11
18370678624	Active	\$9,254.84	\$12,583.82	\$21,838.66
3040643273	65+ Retiree	\$13,080.82	\$8,332.75	\$21,413.57
20290307545	Active	\$8,255.54	\$13,075.03	\$21,330.57
19890503375	Active	\$20,813.27	\$232.64	\$21,045.91
19770628281	65+ Retiree	\$15,351.06	\$5,557.82	\$20,908.88
17600422882	Active	\$20,104.92	\$115.32	\$20,220.24
18600300613	65+ Retiree	\$16,843.91	\$2,760.73	\$19,604.64
3040643233	Active	\$14,774.80	\$4,484.32	\$19,259.12
19700208624	Active	\$18,977.02	\$72.76	\$19,049.78
20330299934	Active	\$18,913.13	\$30.45	\$18,943.58
3040643097	65+ Retiree	\$3,239.79	\$15,317.47	\$18,557.26
16030177392	Active	\$14,724.33	\$2,617.69	\$17,342.02



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

14730520464	Active	\$17,050.39	\$0.50	\$17,050.89
18000179856	Active	\$16,223.96	\$308.91	\$16,532.87
17890186304	Active	\$16,207.48	\$184.88	\$16,392.36
10720039569	Active	\$15,936.07	\$393.18	\$16,329.25
3040645578	Active	\$13,574.75	\$2,485.39	\$16,060.14
10560038139	Active	\$15,805.67	\$61.92	\$15,867.59
3040643250	65+ Retiree	\$3,068.16	\$12,619.72	\$15,687.88
3040643107	65+ Retiree	\$3,090.10	\$12,579.75	\$15,669.85
19880023212	Active	\$6,123.26	\$9,491.33	\$15,614.59
3060575639	Under 65 Retiree	\$2,393.63	\$13,147.97	\$15,541.60
16400119221	65+ Retiree	\$690.03	\$14,687.41	\$15,377.44
3040643174	65+ Retiree	\$3,133.20	\$11,662.69	\$14,795.89
12360303730	Active	\$14,752.59	\$0.00	\$14,752.59
14230057485	Active	\$11,610.70	\$2,960.21	\$14,570.91
3040643177	Active	\$6,377.32	\$7,912.87	\$14,290.19
20020542450	Active	\$13,780.29	\$0.89	\$13,781.18
3040643222	Active	\$3,481.38	\$10,026.13	\$13,507.51
17430335076	Active	\$12,294.50	\$341.43	\$12,635.93
19800099878	65+ Retiree	\$154.16	\$12,215.52	\$12,369.68
3051076489	65+ Retiree	\$1,289.57	\$11,063.33	\$12,352.90
7490078117	Active	\$1,598.06	\$10,682.96	\$12,281.02
16941159110	Active	\$3,010.36	\$9,001.29	\$12,011.65
3040643065	Active	\$799.69	\$11,165.65	\$11,965.34
11840140488	Under 65 Retiree	\$7,975.40	\$3,461.25	\$11,436.65
20250502663	Active	\$3,602.35	\$7,782.53	\$11,384.88
20130334671	Active	\$11,215.34	\$130.87	\$11,346.21
5200174808	Active	\$4,417.17	\$6,905.77	\$11,322.94
3040643098	65+ Retiree	\$801.12	\$10,475.83	\$11,276.95
3080046597	65+ Retiree	\$8,094.98	\$3,005.35	\$11,100.33
20310191384	Active	\$9,711.01	\$373.34	\$10,084.35
Query Total	94	\$2,381,427.99	\$1,488,420.74	\$3,869,848.73



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

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

Please list changes and/or corrections:

Janet Barnett
Assistant County Auditor
110 S. Sycamore St. RM 213 A,
Carthage, TX 75633
jbarnett@co.panola.tx.us
903-693-0320

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: jstacy@co.panola.tx.us
Phone Number: (903) 693-0320

Please list changes and/or corrections:

Contracting Authority Signature: _____

Date: 7.26.24



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

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 online or on the mobile app.

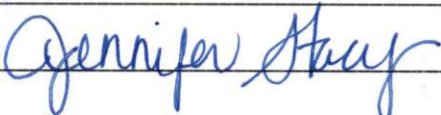
YOUR COUNTY OR DISTRICT'S CSI

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 2024-2025 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 County

Printed Name and Title: Jennifer Stacy, County Auditor

Contracting Authority Signature: 

Date: 7.26.24