VOL. 33 PAGE 757
FILED FOR RECORD
IN MY OFFICE
AT 10:00 O'CLOCK A M.
APR 6 2000
SUE GRAFTON
COUNTY CLERK, PANOLA COUNTY, TEXAS
BY Clara Jones DEPUTY

MEETING OF COMMISSIONERS' COURT OF PANOLA COUNTY

TO WHOM IT MAY CONCERN:

PURSUANT TO THE TEXAS OPEN MEETINGS ACT, NOTICE IS HEREBY GIVEN THAT A REGULAR MEETING OF THE COMMISSIONERS' COURT OF PANOLA COUNTY, TEXAS WILL BE HELD ON THE 10TH DAY OF APRIL, 2000, IN THE COMMISSIONERS' COURTROOM IN THE PANOLA COUNTY COURTHOUSE IN CARTHAGE, TEXAS AT 9:00 O'CLOCK A.M. AT WHICH MEETING THE FOLLOWING SUBJECTS WILL BE DISCUSSED AND THE FOLLOWING MATTERS ACTED UPON:

OPEN MEETING:

1. **CITIZEN COMMENTS**: This is for citizens to comment on any subject not on the current agenda concerning county business. Members of the Court may answer direct questions, but any action from this item must be scheduled on a future agenda.

2. **COMMISSIONERS' REPORT**: These are for informational purposes only. Any action that needs to be taken on the basis of these reports will be placed on a future agenda for action.

3. **COUNTY JUDGE'S REPORT**: This is for informational purposes only. Any action that needs to be taken on the basis of this report will be placed on a future agenda for action.

4. **CONSENT ITEMS**:

PERSONNEL

a. To record the employment of Tim Porter as a Truck Driver with the Road and Bridge Department effective April 3, 2000 at the rate of $8.20 per hour.

b. To record the employment of Michael Atwood as a Truck Driver with the Road and Bridge Department effective April 3, 2000 at the rate of $8.20 per hour.

c. To record the employment of J. P. Mills as a Truck Driver with the Road and Bridge Department effective April 10, 2000 at the rate of $8.20 per hour.

d. To record the employment of Larry Davidson as a Truck Driver with the Road and Bridge Department effective April 10, 2000 at the rate of $8.20 per hour.

e. To record the resignation of Angela Barlow as a Communications Officer with the Panola County Sheriff's Department effective April 2, 2000.

f. To record the promotion of Sharon Jones from Seasonal Communications Officer to full-time Communications Officer with the Panola County Sheriff's Department effective April 3, 2000 at the rate of $9.34 per hour.

g. To record the employment of Heather N. Gray as a Seasonal Communications Officer with the Panola County Sheriff's Department effective April 4, 2000 at the rate of $8.20 per hour.

h. To record the employment of Vicki Yates as a Deputy in the Tax Assessor - Collector's Ad-Valorem Tax Office effective April 17, 2000 at the rate of $8.00 per hour.

ROAD & BRIDGE

a. None.

MISCELLANEOUS

a. To approve minutes of Commissioners' Court meetings held during the month of March, 2000.

b. To record the minutes of the Panola County Airport - Sharpe Field Advisory Board meeting held March 22, 2000.

c. To record Public Official Bond for Danny McKnight, Reserve Deputy for the Panola County Sheriff's Department.

d. To record County & District Clerks' Association of Texas Continuing Education Certificate of Completion for County Clerk Sue Grafton.

e. To approve and record Panola County Investments Report for 1st Quarter, 2000.

REQUESTS FOR CONFERENCE ATTENDANCE

a. To approve and record a Request for Attendance at a Conference for County

Treasurer Gloria Portman.

b. To approve and record Requests for Attendance at a Conference for Panola County Sheriff's Department Criminal Investigators David Jeter (2), Joe Mims, and Sarah Fields.

c. To approve and record a Request for Attendance at a Conference for County Commissioner Douglas Cotton.

d. To approve and record a Request for Attendance at a Conference for Constable, Pcts. #2 & #3, Mitch Norton.

e. To approve and record a Request for Attendance at a Conference for Constable, Pcts. #1 & #4, Leroy Cranford.

5. To approve Road & Bridge requisitions and to approve payment of current Panola County bills as presented on vouchers prepared and submitted by the County Auditor.

6. To discuss and act upon adopting the following additional or revised policies for the County's Personnel Policy: Policy on Alcohol and Drug Abuse; Policy on Criminal Convictions; Policy on Sick Leave; Policy on Political Activity; and Amendments to Panola County Road and Bridge Department Policies Manual.

7. To discuss and act upon authorizing Road Superintendent John DePresca to write and send a Certified letter, Return Receipt Requested, to Pegues-Hurst Motor Company of Longview, Texas advising them of their possible default on the bids previously awarded to them for a 3/4 ton pickup and a 1 ton pickup.

8. To receive, examine, and record the Panola County Road Superintendent's Monthly Report for March, 2000.

9. To recess until 1:30 o'clock p.m.

RECESS

10. To reconvene at 1:30 o'clock p.m. and open sealed proposals for County Elected Officials and Employees Medical Insurance.

ADJOURNMENT

WITNESS THE HAND OF THE UNDERSIGNED CLERK ON THIS THE 6TH DAY OF APRIL, 2000 AT 10:00 O'CLOCK A.M.

Sue Grafton
SUE GRAFTON, COUNTY CLERK
PANOLA COUNTY, TEXAS
By: Clara Jones, Deputy

I, SUE GRAFTON, CLERK OF THE COMMISSIONERS' COURT OF PANOLA COUNTY, TEXAS DO HEREBY CERTIFY THAT THE ABOVE NOTICE WAS POSTED ON THE OFFICIAL BULLETIN BOARD IN THE PANOLA COUNTY COURTHOUSE IN THE CITY OF CARTHAGE, TEXAS AND IN A PUBLIC PLACE VISIBLE AT ALL TIMES ON THE 6TH DAY OF APRIL, 2000 AT 10:00 O'CLOCK A.M.

Sue Grafton
SUE GRAFTON, COUNTY CLERK
PANOLA COUNTY, TEXAS
By: Clara Jones, Deputy

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FILED FOR RECORD
IN MY OFFICE
AT _____ O'CLOCK _____ M.

MAY 8 2000

SUE GRAFTON
COUNTY CLERK, PANOLA COUNTY, TEXAS
BY Sue Grafton DEPUTY

The State of Texas
County of Panola

On this the 10th day of April A.D.2000, the Commissioners' Court of Panola County, Texas met in a Regular Meeting of the Court at 9:00 o'clock a.m. in the Commissioners' Courtroom of said County with the following members of the Court present:

John Cordray	County Judge
Ronnie LaGrone	Commissioner, Precinct No. 1
Douglas M. Cotton	Commissioner, Precinct No. 2
Joe Harris	Commissioner, Precinct No. 3
Jimmy Davis	Commissioner, Precinct No. 4

with none absent, constituting a quorum of the Court. Also attending were Sue Grafton, County Clerk and Lee Ann Jones, Administrative Assistant to the County Judge. Attached to and made a part of these Minutes is a list of other attendees and the office or organization that each represents. The following proceedings were held at this meeting:

OPEN MEETING:

1. CITIZEN COMMENTS:

There were no comments from the citizens.

2. COMMISSIONERS' REPORTS:

Commissioner Cotton reported on a meeting which he had with TXU mine manager, Don Johnson The company anticipates mining to continue through the year 2011, and there is a possibility of them asking to relocate Highway 3231 which is County Line Road and County Road 242 which is the Sugar Hill Cemetery Road over to reclaimed land.

He also reported speaking with Mitch Fortner of KSA Engineers, Inc. about the boat ramp project on the Sabine River at Highway 43 which is progressing. There still is a question about the intake permit TXU has which would allow them to pump from under the old bridge to keep the level of Martin Lake up if needed to counteract the evaporation of water from it during really dry conditions.

3. COUNTY JUDGE'S REPORT:

Judge Cordray reported that he would meet with Mitch Fortner regarding the TXU intake permit mentioned by Commissioner Cotton in his report.

4. CONSENT ITEMS:

PERSONNEL

✓ a. To record the employment of Tim Porter as a Truck Driver with the Road and Bridge Department effective April 3, 2000 at the rate of $8.20 per hour.

✓ b. To record the employment of Michael Atwood as a Truck Driver with the Road and Bridge Department effective April 3, 2000 at the rate of $8.20 per hour.

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e. To record the resignation of Angela Barlow as a Communications Officer with the Panola County Sheriff's Department effective April 2, 2000.

f. To record the promotion of Sharon Jones from Seasonal Communications Officer to full-time Communications Officer with the Panola County Sheriff's Department effective April 3, 2000 at the rate of $9.34 per hour.

g. To record the employment of Heather N. Gray as a Seasonal Communications Officer with the Panola County Sheriff's Department effective April 4, 2000 at the rate of $8.20 per hour.

h. To record the employment of Vicki Yates as a Deputy in the Tax Assessor-Collector's Ad-Valorem Tax Office affective April 17, 2000 at the rate of $8.00 per hour.

ROAD & BRIDGE

a. None.

MISCELLANEOUS

a. To approve minutes of Commissioners' Court meetings held during the month of March, 2000.

b. To record the minutes of the Panola County Airport - Sharpe Field Advisory Board meeting held March 22, 2000.

c. To record Public Official Bond for Danny McKnight, Reserve Deputy for the Panola County Sheriff's Department.

d. To record County & District Clerks' Association of Texas Continuing Education Certificate of Completion for County Clerk Sue Grafton.

e. To approve and record Panola County Investments Report for 1st Quarter, 2000.

REQUESTS FOR CONFERENCE ATTENDANCE

a. To approve and record a Request for Attendance at a Conference for County Treasurer Gloria Portman.

b. To approve and record Requests for Attendance at a Conference for Panola County Sheriff's Department Criminal Investigators David Jeter (2), Joe Mims, and Sarah Fields.

c. To approve and record a Request for Attendance at a Conference for County Commissioner Douglas Cotton.

d. To approve and record a Request for Attendance at a Conference for Constable, Pcts. #2 & #3, Mitch Norton.

e. To approve and record a Request for Attendance at a Conference for Constable, Pcts. #1 & #4, Leroy Cranford.

Commissioner LaGrone moved and Commissioner Cotton seconded the motion to approve all the Consent Items. The motion passed unanimously.

A COPY OF EACH AMENDMENT REQUEST AND/OR BOND IS ATTACHED TO AND MADE A PART OF THE MINUTES

5. Commissioner Davis moved and Commissioner Harris seconded the motion to approve the Road & Bridge requisitions and to approve payment of current Panola County bills as presented on vouchers prepared and submitted by the County Auditor. The motion passed by a vote of 4-0-1 with Commissioner Cotton abstaining. SEE LIST OF BILLS ATTACHED.

6 After some discussion Commissioner LaGrone moved and Commissioner Davis seconded the motion to adopt the following additional or revised policies for the County's Personnel Policy on Alcohol and Drug Abuse. The motion passed unanimously.

Commissioner Davis moved and Commissioner Harris seconded the motion to adopt the Policy on Criminal Convictions The motion passed unanimously.

Commissioner Cotton moved and Commissioner Harris seconded the motion to adopt the Policy on Sick Leave. The motion passed unanimously.

Commissioner Cotton moved and Judge Cordray seconded the motion not to adopt the Policy on Political Activity The measure failed by a vote of 1-3-1 with Commissioners Davis, Harris and LaGrone voting against the motion, Commissioner Cotton voting for the motion and Judge Cordray abstaining Commissioner Harris moved and Commissioner LaGrone seconded a motion to approve a policy which would allow an employee to run against the incumbent in his office and take an unpaid leave of absence until the campaign ends. The vote failed on a vote of 2-2-1 with Commissioners Harris and LaGrone voting for the motion, Commissioner Cotton and Judge Cordray voting against the motion and Commissioner Davis abstaining. Judge Cordray moved and Commissioner Harris seconded the motion to reject any change in the current Policy on Political Activity. The motion passed unanimously.

Judge Cordray moved and Commissioner Cotton seconded the motion to adopt the b. section of Group I Rules, #11, and to reject Group II Rules, #17, a. and b. parts under the Amendments to Panola County Road and Bridge Department Policies Manual. The motion passed unanimously. SEE COPY OF POLICY CHANGES ATTACHED.

7. After some discussion Judge Cordray moved and Commissioner Davis seconded the motion to authorize Road Superintendent John DePresca to write and hand deliver a letter to Pegues-Hurst Motor Company of Longview, Texas advising of their possible default on the bids previously awarded to them for a 3/4 ton pickup and a 1 ton pickup if delivery cannot be made in the following two days after delivery of the letter. The motion passed unanimously. Road Superintendent DePresca is to gather information on alternatives open to the Court on the 3/4 ton pickup and report back to the Court at a Special Meeting on April 17. He is to secure the one ton truck from HGAC if Pegues-Hurst does indeed default on the bid.

8. Commissioner Davis moved and Commissioner Cotton seconded the motion to receive, examine and record the Panola County Road Superintendent's Monthly Report for March, 2000. The motion passed unanimously. SEE COPY OF REPORT ATTACHED.

9. The meeting was recessed at 10:15 o'clock a.m. until 1:30 o'clock p.m.

RECESS

The meeting was reconvened at 1:30 o'clock p.m. with all members of the Court present. Also present were Deputy County Clerk Mickey Dorman and Lee Ann Jones, Administrative Assistant to the County Judge.

10. Sealed proposals for County Elected Officials and Employees Medical Insurance were opened. Bids were received from Aetna US HeathCare represented by Steve Hunt, Blue Cross-Blue Shield and Mutual of Omaha each represented by Joe Max Green of Nacogdoches, Mutual of Omaha represented by Gary Colburn, and Blue Cross-Blue Shield represented by Kory Aoyama through Steve Hunt. Action on the bids will be taken at a future meeting after evaluation by the County Judge, County Auditor and Assistant County Auditor Stephanie Johnson.

The meeting was then adjourned.

Dated this the 10th day of April, 2000

John Cordray

John Cordray, County Judge, Panola County, Texas

ATTEST:

Sue Grafton

Sue Grafton, County Clerk, Panola County, Texas

9:00 A. M.

Geraldine Graves
Sherman E. Reed Jr.
John Rea
[illegible]
[illegible]
Gloria Whitman
Elaine McPherson

CONSENT

ITEMS

314 W. WELLINGTON
CARTHAGE, TX 75633
(903) 693-0333
FAX (903) 693-9366

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JACK ELLETT
SHERIFF

PANOLA COUNTY SHERIFF'S DEPARTMENT

April 4, 2000

The Honorable John Cordray
Panola County Judge
Carthage, Tx 75633

Judge Cordray:

Please add the following requests to the next scheduled Commissioner's Court meeting:

1) Angela Barlow has turned in her resignation with the Sheriff's Office effective April 2, 2000.

2) Sharon Jones will promote from Seasonal Dispatcher to Full time dispatcher as of April 3, 2000, at $9.34 per hour.

3) Heather N. Gray will begin work as a Seasonal Dispatcher as of April 4, 2000, at a rate of $8.20 per hour.

Sincerely,

Jack Ellett
Sheriff

JE/nh

CC: Sidney Burns
Gloria Portman

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Jean Whiteside
Tax Assessor - Collector
Panola County

Ad-Valorem Taxes
Room 211, Courthouse
Carthage, TX 75633
(903) 693-0340
Fax: (903) 694-2909

Auto Registration
Room 128, Courthouse
Carthage, TX 75633
(903) 693-0345
Fax: (903) 694-2909

APRIL 6, 2000

HONORABLES JUDGE JOHN CORDRAY
COMMISSIONER JIMMY DAVIS
COMMISSIONER JOE HARRIS
COMMISSIONER DOUG COTTON
COMMISSIONER RONNIE LAGRONE

DEAR SIRS:

THIS LETTER IS TO NOTIFY YOU THAT VICKI YATES WILL BEGIN EMPLOYMENT IN THE TAX OFFICE ON APRIL 17, 2000. SHE WILL FILL THE VACANCY LEFT WHEN SUE JACOBS RETIRED.

MS. YATES SALARY WILL START AT $8.00 PER HOUR. AFTER COMPLETING A THREE MONTH PROBATIONARY PERIOD, SHE WILL BE RAISED TO $8.80 PER HOUR.

THANK YOU FOR YOUR CONSIDERATION.

SINCERELY,

JEAN WHITESIDE

March 22, 2000

Minutes of Airport Advisory Board meeting

Attending Board members, John Morris, Lynn Vincent, Jack Reeves, and Airport Manager, Lee Woods

1. Meeting called to order by Chairman John Morris at 5pm.

2. The Board was advised that the County was considering discontinuing sales of jet fuel at Panola County airport. In the interest of promoting industry in Panola County, it is the opinion of the Board that more detailed discussions with the County Judge, Commissioners Court, Airport Advisory Board and other knowledgeable citizens are held before that decision is made.

3. A discussion by the Board concerning the Commissioners Court Liaison was held. Due to the fact that Commissioner Joe Harris will not be returning next year, a motion was made by Jack Reeves and seconded by Lynn Vincent that Commissioner Ronnie LaGrone succeeds Commissioner Joe Harris, effective as the County Judge believes is appropriate. The motion was passed.

4. The Board has been advised that Board member Ed Archibeque will be leaving the area soon. Due to this, a motion was made by Jack Reeves that he is replaced by Steve Mishler, second was made by John Morris and the motion was passed. Effective date to be determined based on Mr. Archibeque's departure. Motion was passed.

5. A discussion was held concerning late payment of hanger rental fees and ground lease fees, a motion was made by John Morris and seconded by Jack Reeves that the hanger rents are paid by the 10th of the month with a grace period of 60 days and if rent is not paid by that time the owner will vacate the hanger.

Ground leases is to be paid in the month of January and if not paid in one year the ownership of the hanger will be changed to Panola County. Motion was passed.

6. Motion was made by John Morris and seconded by Lynn Vincent that the Airport Advisory Board meet quarterly on the last Wednesday of each month at 5pm and by called meeting if necessary.
Quarterly meetings will be held on June 28, Sept 27, and Dec. 27, 2000 unless otherwise designated by the Chairman. Motion passed.
Meeting was adjourned at 5:50pm

John Morris, Chairman

John E. Morris

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AMERICAN STATES INSURANCE COMPANY
INDIANAPOLIS, INDIANA

PUBLIC OFFICIAL BOND

Bond Number 5978950

KNOW ALL MEN BY THESE PRESENTS, That we Danny McKnight of Carthage in the State of Texas as Principal, and AMERICAN STATES INSURANCE COMPANY, a corporation duly organized and existing under and by virtue of the Laws of the State of Indiana, and authorized to become surety on bonds in the State of Texas, as Surety, are held and firmly bound unto Sheriff of Panola County in the State of Texas, in the full and just sum of Two thousand and n0/100---------- ($ 2,000.00**) Dollars lawful money of the United States, for payment of which well and truly to be made, we bind ourselves, our heirs, executors administrators, successors and assigns, jointly and severally, firmly by these presents

SIGNED AND SEALED this 23rd day of February A.D. ~~19~~ 2000

WHEREAS, the said Danny McKnight has been duly elected or appointed to the office of Reserve Deputy for a term beginning on the 23rd day of February ~~19~~ 2000 and ending on the 23rd day of February ~~19~~ 2001

NOW, THEREFORE, THE CONDITION of THE ABOVE OBLIGATION IS SUCH, that if the above principal shall, during the aforesaid term, faithfully and truly perform all the duties of said office as required by law, then this obligation to be void, otherwise to be and remain in full force and virtue.

IN WITNESS WHEREOF, the said Principal has hereunto set his hand and the said AMERICAN STATES INSURANCE COMPANY has caused these presents to be signed by its Attorney-in-Fact, the day and year first above written

[signature] WITNESS

Danny M. Knight
Danny McKnight PRINCIPAL

AMERICAN STATES INSURANCE COMPANY

[signature]
Richard H. Thomas ATTORNEY IN FACT

STATE OF Texas
COUNTY OF Panola } SS.:

Before me, this 23rd day of February A.D. ~~19~~ 2000 personally appeared the said Danny McKnight, to me known and known to me to be the individual described in and who executed the foregoing bond, and he acknowledged to me that he executed the same.

NICKY HENIGAN
Notary Public
STATE OF TEXAS
My Comm. Exp. 11-22-2003

Nicky Henigan

9-1013
(3-89)

POWER
OF ATTORNEY

AMERICAN STATES INSURANCE COMPANY
INDIANAPOLIS, INDIANA 46206

No. 10377

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KNOW ALL BY THESE PRESENTS:

That **AMERICAN STATES INSURANCE COMPANY**, an Indiana corporation, does hereby appoint
**********RICHARD H. THOMAS; SCOTT THOMAS; Carthage, Texas**********

its true and lawful attorney(s)-in-fact, with full authority to execute on behalf of the company fidelity and surety bonds or undertakings and other documents of a similar character issued by the company in the course of its business, and to bind **AMERICAN STATES INSURANCE COMPANY** thereby as fully as if such instruments had been duly executed by its regularly elected officers at its home office, in amounts or penalties not exceeding the sum of

TWO HUNDRED FIFTY THOUSAND AND NO/100 DOLLARS**********DOLLARS ($ 250,000.00)

IN WITNESS WHEREOF, AMERICAN STATES INSURANCE COMPANY has executed and attested these presents

SEAL

this 30th day of December, 19 98

R.A. PIERSON, SECRETARY

W. RANDALL STODDARD, PRESIDENT

CERTIFICATE

Extract from the By-Laws of **AMERICAN STATES INSURANCE COMPANY**

"Article 8, Section 8 1 1. - FIDELITY AND SURETY BONDS ... the President, any Vice President, the Secretary, and any Assistant Vice President appointed for that purpose by the officer in charge of surety operations, shall each have authority to appoint individuals as attorneys-in-fact or under other appropriate titles with authority to execute on behalf of the corporation fidelity and surety bonds and other documents of similar character issued by the corporation in the course of its business.... On any instrument making or evidencing such appointment, the signatures may be affixed by facsimile. On any instrument conferring such authority or on any bond or undertaking of the corporation, the seal, or a facsimile thereof, may be impressed or affixed or in any other manner reproduced; provided, however, that the seal shall not be necessary to the validity of any such instrument or undertaking."

I, R. A. Pierson, Secretary of **AMERICAN STATES INSURANCE COMPANY**, do hereby certify that the foregoing extracts of the By-Laws of this corporation, and of a Power of Attorney issued pursuant thereto, are true and correct, and that both the By-Laws and the Power of Attorney are still in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the facsimile seal of said corporation

this 30th day of August, 19 99

R.A. PIERSON SECRETARY

S4910AS/EF 7/98

COUNTY & DISTRICT CLERKS' ASSOCIATION OF TEXAS

VOL 33 PAGE 772

CERTIFICATE OF COMPLETION

AWARDED TO

SUE GRAFTON
County Clerk

For completing the required 20 Hours of Continuing Education for 1999 as prescribed in Section 51.605 of the Texas Government Code

In witness therefor, recognition is hereby made this January, 2000.

Amalia Rodriguez-Mendoza, President

Paulette Burks, Vice President

VOL 33 PAGE 773

PANOLA COUNTY INVESTMENTS REPORT
MARCH 31, 2000

INVESTMENTS AS OF DECEMBER 31, 1999	$23,500,000 00		
	Investments	Maturity Date	Interest Rate
Beginning Balance 12-31-99	$23,500,000.00		4 72%
Maturing 1-3-00 (Purchased 10-5-99)	(4,800,000 00)		4 71%
Maturing 1-3-00 (Purchased 11-2-99)	(1,000,000.00)		5.17%
Purchase of CD No 42557 on 1-3-00	4,100,000.00	04-11-00	
General - 1,300,000 00			
Special Fees - 14,000 00			
Road & Bridge - 225,000 00			
F M & Lateral Road - 69 000 00			
Road Bond 1971 - 70,218 33			
Payroll Taxes & Benefits - 23,836 15			
Old Probation - 2 000 00			
Certificates of Obligation I & S - 4,000.00			
Permanent Improvement - 24,525 04			
Panola County Airport - 1,000 00			
Health Fund - 2,308,420 48			4 92%
Health Interest - 58 000 00	(3,100,000 00)		5.08%
Maturing 1-10-00 (Purchased 11-9-99)	2,600,000.00	03-14-00	
Purchase of CD No 42574 on 1-10-00			
General Fund - 2,081,000 00			
Special Fees - 22,000 00			
Special Fees - 1 000 00			
Road & Bridge - 97 000 00			
F M & Lateral Road - 9 000 00			
Road Bond 1971 - 53,182 94			
Payroll Taxes & Benefits - 3,352 28			
Juvenile Probation - 1 000 00			
Juvenile Probation - 10 000 00			
Old Probation - 3,000 00			
Certificates of Obligation I & S - 8,000 00			
Permanent Improvement - 36,502 73			
Health Interest - 54 000 00			4 62%
Mal-Practice - 220 962 05	(5 200 000 00)		5 41%
Maturing 1 26 00 (Purchased 9 28 99)	5,100,000 00	05-25-00	
Purchase of CD No 42617 on 1-26-00			
General - 3,400,000 00			
Special Fees - 12 000 00			
Special Fees 20 000 00			
Road & Bridge - 1 200 000 00			
F M & Lateral Road - 250 000 00			
Road Bond 1971 - 37,632 25			
Payroll Taxes & Benefits - 25,753 83			
Adult Probation - 2 000 00			
Juvenile Probation - 10 000 00			
Juvenile Probation - 16,000 00			
Old Probation - 2 000 00			
Certificates of Obligation I & S - 10,117.71			
Permanent Improvement - 34,496 21			4 93%
Panola County Airport - 10 000 00			4.76%
Health Interest - 70 000 00	(3,100,000 00)		5.53%
Maturing 2-8-00 (Purchased 11-2-99)	(4,000,000 00)	05-09-00	
Maturing 2-8-00 (Purchased 12-31-99)	5,800,000 00		
Purchase of CD No 42648 on 2-8-00			
General - 3,300 000 00			
Special - 21 000 00			
Special - 30,000 00			
Road & Bridge - 1,400,000 00			
FM & Lateral Road - 400,000 00			
Road Bond 1971 - 52,151 81			
Payroll Taxes & Benefits - 411,430 82			
Old Probation - 3,000 00			
Certificates of Obligation I & S - 11,308 58			
Permanent Improvement - 51,108 79			5 06%
Panola County Airport - 35,000 00			5 08%
Health Interest - 85 000 00	(2,100,000 00)		5.68%
Maturing 3-14-00 (Purchased 12-3-99)	(2,600,000 00)	06-13-00	
Maturing 3-14-00 (Purchased 1-10-00)	4,400,000.00		
Purchase of CD No 42712 on 3-14-00			
General - 3,000,000 00			
Special - 23 000 00			
Special - 18,000 00			
Road & Bridge - 600 000 00			
FM & Lateral Road - 100,000 00			
Road Bond 1971 - 53,655 37			
Payroll Taxes & Benefits - 210,521 59			
Old Probation - 3 000 00			
Adult Probation - 40,000 00			
Juvenile Probation - 8,000 00			
Juvenile Probation - 11,000 00			
Certificates of Obligation I & S - 8,071 18			
Permanent Improvement - 36,826.99			
Panola County Airport - 10,000 00			
Health Interest - 55,000 00			
Mal-Practice - 222 924 87			
INVESTMENTS AS OF MARCH 31, 2000	$19,600 000 00		

THE MARKET VALUE OF ALL INVESTMENTS IS THE SAME AS CARRYING VALUE.

To the best of our knowledge and belief, the transactions reflected in this investment report are in compliance with the investment policy of PANOLA COUNTY and conform to the requirements of the PUBLIC FUNDS INVESTMENT ACT.

Robin Cordray
Panola County Judge
4-10-00
Date

Sidney Byrne
Panola County Auditor
4-10-00
Date

David Patterson
Panola County Treasurer
4-10-2000
Date

FILED FOR RECORD
IN MY OFFICE

AT _____ O'CLOCK _____ M.

APR 10 2000

SUE GRAFTON
COUNTY CLERK, PANOLA COUNTY, TEXAS

BY Sue Grafton DEPUTY

VOL 33 PAGE 774

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: Gloria Portman

POSITION: County Treasurer

DEPARTMENT: County Treasurer

DATE: March 28, 2000

CONFERENCE: CTAT

LOCATION: College Station

DATES: May 8, 2000 to May 11, 2000

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 4

Does the conference meet your educational requirements for the year? should receive 20 hours for certification as well as some PFIA hours.
If not, how much of your requirements will be met by this conference? _____

How much of your requirements have been met already, not counting this conference?

None, this year.

How many days have you been away from your job this year for conferences, not counting this conference? One.

Do you have sufficient funds in your budget for this conference? yes.

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

This is the 28th annual County Treasurers' Continuing Education Seminar. It is designed to meet our educational needs for certification.

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APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: DAVID JETER AND JOE MIMS

POSITION: CRIMINAL INVESTIGATORS

DEPARTMENT: SHERIFF'S DEPART.

DATE: 4/4/00

CONFERENCE: HOMICIDE EQUIVOCAL DEATH AND COLD CASE HOMICIE INVESTIGATION

LOCATION: SAN ANTONIO, TEXAS

DATES: MAY 1 to MAY 5

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 5 DAYS

Does the conference meet your educational requirements for the year? NO

If not, how much of your requirements will be met by this conference? 40 HOURS

How much of your requirements have been met already, not counting this conference?

NONE

How many days have you been away from your job this year for conferences, not counting this conference? NONE

Do you have sufficient funds in your budget for this conference? PAIDED FOR BY ETCOG GRANT

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

SEE ATTACHED COURSE OBJECTIVES

VOL 33 PAGE 776

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

NAME: DAVID JETER

POSITION: CRIMINAL INVESTIGATOR

DEPARTMENT: SHERIFF'S DEPART.

DATE: 4/4/00

CONFERENCE: CRISIS NEGOTIATION

LOCATION: NACOGHOCHES, TEXAS

DATES: MAY 23 to MAY 24

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 2 DAYS

Does the conference meet your educational requirements for the year? NO

If not, how much of your requirements will be met by this conference? 16 HOurs

How much of your requirements have been met already, not counting this conference?

40 HOURS

How many days have you been away from your job this year for conferences, not counting this conference? 5

Do you have sufficient funds in your budget for this conference? YES

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

TO PREPARE THE OFFICERS TO PROPERLY RESPOND TO CRISIS NEGOTIATIONS; BARRICADED SUSPECTS, HOSTAGE SITUATIONS, HIGH RISK SUICIDES, DOMESTIC VIOLENCE, HIGH RISK WARRANT, AND EMOTIONALLY DISTURBED PERSONS.

VOL 33 PAGE 777

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: SARAH FIELDS

POSITION: CRIMINAL INVESTIGATOR

DEPARTMENT: SHERIFF'S DEPART.

DATE: 4/4/00

CONFERENCE: CRISIS NEGOTIATION

LOCATION: NACOGDOCHES, TEXAS

DATES: MAY 23 to MAY 24

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 2 DAYS

Does the conference meet your educational requirements for the year? NO

If not, how much of your requirements will be met by this conference? 16 HOurs

How much of your requirements have been met already, not counting this conference?

16 HOURS

How many days have you been away from your job this year for conferences, not counting this conference? 5

Do you have sufficient funds in your budget for this conference? YES

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

TO PREPARE THE OFFICERS TO PROPERLY RESPOND TO CRISIS NEGOTIATIONS, BARRICADED SUSPECTS, HOSTAGE SITUATIONS, HIGH RISK SUICIDES, DOMESTIC VIOLENCE, HIGH RISK WARRANT, AND EMOTIONALLY DISTURBED PERSONS.

VOL 33 PAGE 778

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: Doug Cotton

POSITION: Commissioner Pct #2

DEPARTMENT:

DATE: 4/4/2000

CONFERENCE: Litter Abatement Workshop

LOCATION: Jefferson

DATES: May 19 ~~to~~

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 1

Does the conference meet your educational requirements for the year? N/A

If not, how much of your requirements will be met by this conference? N/A

How much of your requirements have been met already, not counting this conference?
N/A

How many days have you been away from your job this year for conferences, not counting this conference? N/A

Do you have sufficient funds in your budget for this conference? No Charge

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)
Purpose of workshop is to better enable officials in their battle against dumpers who refuse to put waste in its proper place.

VOL 33 PAGE 779

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: Mitch Norton

POSITION: Constable pct. 2 & 3

DEPARTMENT:

DATE: 4/4/2000

CONFERENCE: Litter Abatement Workshop

LOCATION: Jefferson

DATES: May 19th ~~to~~

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 1

Does the conference meet your educational requirements for the year? N/A

If not, how much of your requirements will be met by this conference? N/A

How much of your requirements have been met already, not counting this conference?

N/A

How many days have you been away from your job this year for conferences, not counting this conference? N/A

Do you have sufficient funds in your budget for this conference? No charge

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

Purpose of workshop is to better enable officials in their battle against dumpers who refuse to put waste in its proper place-

VOL 33 PAGE 780

APPROVED
04-10-00
John Cordray
John Cordray,
County Judge

PANOLA COUNTY OFFICIAL/EMPLOYEE REQUEST FOR ATTENDANCE AT A CONFERENCE

NAME: LeRoy Cranford

POSITION: Constable Pct 1 & 4

DEPARTMENT:

DATE: 4/5/2000

CONFERENCE: Litter Abatement Workshop

LOCATION: Jefferson

DATES: May 19th to

NUMBER OF DAYS OUT OF OFFICE FOR THIS CONFERENCE: 1

Does the conference meet your educational requirements for the year? N/A

If not, how much of your requirements will be met by this conference? N/A

How much of your requirements have been met already, not counting this conference?

How many days have you been away from your job this year for conferences, not counting this conference? None

Do you have sufficient funds in your budget for this conference? No charge

Write a short statement explaining the public purpose that will be met by your attendance at this conference: (continue on the back if necessary.)

To better enable officials in their battle against dumpers who refuse to put waste in its proper place.

ACTION ITEMS

VOL 33 PAGE 782

Panola County — ACCOUNTS PAYABLE SYSTEM — 02:52:49pm
07 Apr 2000
THE SOFTWARE GROUP, INC. — Open Invoices thru 04/10/00 — PAGE 1

	Gross Amount	Req.	Req.	Discount	Req.	Req.	Net Amt
* Due 1621-27TH ANNUAL COUNTY TREAS	$130.00	H		$0.00			$ 130.00
* Due 2681-A T & T OMAHA	$31.02			$0.00			$ 31.02
* Due 605-ABC AUTO PARTS	$545.69			$0.00			$ 545.69
* Due 1971-ADIRONDACK DIRECT	$560.35			$0.00			$ 560.35
* Due 135-ALLTEL	$70.05			$0.00			$ 70.05
* Due 229-ANDERSON TRACTOR SALES	$57.00			$0.00			$ 57.00
* Due 32-ARCH	$61.82			$0.00			$ 61.82
* Due 2833-AUTO EXPRESS LUBE 1112 WE	$35.45	A		$0.00			$ 35.45
* Due 1491-AUTOMATED RECORDS SERVIC	$895.33			$0.00			$ 895.33
* Due 2640-AZLEWAY INC	$2564.18			$0.00			$ 2564.18
* Due 495-B & D FIRE & SAFETY INC.	$102.50			$0.00			$ 102.50
* Due 562-BAXTER SALES CO INC.	$520.92			$0.00			$ 520.92
* Due 479-BELL SUPPLY COMPANY	$45.19			$0.00			$ 45.19

VOL 33 PAGE 783

	Gross Amount.	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 51-BISHOP AUTO ELECTRIC	$235.50			$0.00			$ 235.50
* Due 230-BOB BARKER COMPANY INC	$96.77			$0.00			$ 96.77
* Due 157-BROOKSHIRE BROTHERS, INC.	$137.87			$0.00			$ 137.87
* Due 1541-BYRON MCMILLEN	$160.00			$0.00			$ 160.00
* Due 2679-C & S TECHNICAL SERVICE	$1520.00			$0.00			$ 1520.00
* Due 6-CAIN HARDWARE AND LUMBER CO	$578.43			$0.00			$ 578.43
* Due 386-CAPITAL GRAPHICS INC.	$116.50			$0.00			$ 116.50
* Due 124-CARTHAGE AG & VET SUPPLY	$85.25			$0.00			$ 85.25
* Due 8-CARTHAGE MACHINE AND WELDIN	$230.92			$0.00			$ 230.92
* Due 95-CARTHAGE OFFICE SUPPLY, IN	$496.00			$0.00			$ 496.00
* Due 158-CASSITY JONES HARDWARE	$368.53			$0.00			$ 368.53
* Due 232-CENTRAL UNITED LIFE INSUR	$854.59	A		$0.00			$ 854.59
* Due 42-CHEROKEE COUNTY	$188.00			$0.00			$ 188.00

VOL 33 PAGE 784

	Gross Amount	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 936-CIVIC RESEARCH INSTITUTE	$148.95			$0.00			$ 148.95
* Due 256-CONLEY LOTT NICHOLS	$70.92			$0.00			$ 70.92
* Due 195-COREY BANKHEAD	$1350.00			$0.00			$ 1350.00
* Due 2769-COX COMMUNICATIONS INC	$42.90			$0.00			$ 42.90
* Due 452-DALLAS COUNTY TREASURER	$900.00			$0.00			$ 900.00
* Due 2656-DELORES WHITE	$75.00			$0.00			$ 75.00
* Due 1650-DISBURSING OFFICER U.S.	$222.00	R		$0.00			$ 222.00
* Due 642-DOLLAR GENERAL STORE #271	$205.50			$0.00			$ 205.50
* Due 2838-DR. DENNIS D. GOLDEN O.D	$135.00			$0.00			$ 135.00
* Due 2791-EARTHGRAINS BAKING COS I	$321.96			$0.00			$ 321.96
* Due 909-EAST TEXAS HACK SALES INC	$230.58			$0.00			$ 230.58
* Due 88-EAST TEXAS OPEN DOOR,INC	$1250.00			$0.00			$ 1250.00
* Due 100-ECKERDS DRUG	$10.46			$0.00			$ 10.46
* Due 2845-ELDER RANDALL AUTOPLEX	$91.58			$0.00			$ 91.58

	Gross Amount.	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 1451-ERGON	$17145.11			$0.00			$ 17145.11
* Due 2066-ETMC CARTHAGE	$9700.33			$0.00			$ 9700.33
* Due 93-EXCEL FORD LINCOLN MERCURY	$862.44			$0.00			$ 862.44
* Due 2847-EXXON/GECC ATL	$11.36			$0.00			$ 11.36
* Due 1815-FAITH COMMUNICATIONS	$490.00			$0.00			$ 490.00
* Due 816-FOLEY RENTALS INC.	$98.94			$0.00			$ 98.94
* Due 320-GALL'S INC	$125.98			$0.00			$ 125.98
* Due 169-GENERAL SERVICES COMMISSI	$210.00			$0.00			$ 210.00
* Due 87-GOVERNMENT RECORDS SERVIC	$2375.09			$0.00			$ 2375.09
* Due 1507-GRAY'S WHOLESALE TIRE DI	$827.20			$0.00			$ 827.20
* Due 2003-GROVER C. LOUGHMILLER PH	$245.00			$0.00			$ 245.00
* Due 2635-HAL'S BOYD AIR CONDITIO	$1044.00			$0.00			$ 1044.00
* Due 2668-HANSON AGGREGATES WEST	$7130.79			$0.00			$ 7130.79

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	Gross Amount.	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 2850-HARRISON COUNTY JUVENILE	$452.00	N		$0.00			$ 452.00
* Due 370-HIGH POINT COMMUNICATIONS	$89.60			$0.00			$ 89.60
* Due 2846-JONATHAN MILLS	$100.00			$0.00			$ 100.00
* Due 991-JONES MCCLURE PUBLISHING	$59.95	I		$0.00			$ 59.95
* Due 5-KEN TURNER PHARMACY	$889.93			$0.00			$ 889.93
* Due 943-KEVIN LAKE	$880.00			$0.00			$ 880.00
* Due 1549-LAKE LITTLEJOHN, JR.	$1400.00	N		$0.00			$ 1400.00
* Due 1659-LAW OFFICES OF MIKE PAR	$1312.25			$0.00			$ 1312.25
* Due 2539-LEE WOODS	$130.00			$0.00			$ 130.00
* Due 1609-LEXIS LAW PUBLISHING	$25.60			$0.00			$ 25.60
* Due 2667-LEXIS-NEXIS	$60.00			$0.00			$ 60.00
* Due 1066-LINDA POPE	$160.00			$0.00			$ 160.00
* Due 1313-LONGVIEW ASPHALT INC	$6608.44			$0.00			$ 6608.44

	Gross Amount.	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 2148-MORRISON SUPPLY COMPANY	$310.39	___	___	$0.00	___	___	$ 310.39
* Due 2729-MOUNTAIN VALLEY WATER	$9.00	___	___	$0.00	___	___	$ 9.00
* Due 2830-NICKY HENIGAN	$160.00	___	___	$0.00	___	___	$ 160.00
* Due 584-NORTH & EAST TEXAS JUDGES	$400.00	S	E	SSOC. $0.00	___	___	$ 400.00
* Due 2844-NORTH EAST TEXAS ORTHOPA	$350.00	___	___	$0.00	___	___	$ 350.00
* Due 1606-OEC CORPORATION	$185.72	___	___	$0.00	___	___	$ 185.72
* Due 737-PANOLA POST/WATCHMAN	$126.30	___	___	$0.00	___	___	$ 126.30
* Due 2848-PAT STEWARD	$63.64	___	___	$0.00	___	___	$ 63.64
* Due 103-PEGUES-HURST MOTOR CO.	$62.20	___	___	$0.00	___	___	$ 62.20
* Due 243-PIPPEN MOTOR COMPANY	$0.25	___	___	$0.00	___	___	$ 0.25
* Due 69-PITNEY BOWES	$324.00	___	___	$0.00	___	___	$ 324.00
* Due 71-POWERPLAN	$165.06	___	___	$0.00	___	___	$ 165.06
* Due 129-RANCHLAND	$29.95	___	___	$0.00	___	___	$ 29.95
* Due 41-RAYMOND C. SCHIEFFER CPA	$375.00	___	___	$0.00	___	___	$ 375.00

	Gross Amount	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 22-RED BALL OXYGEN	$77.01	___	___	$0.00	___	___	$ 77.01
* Due 313-REEVES MOTOR SALES INC.	$29.98	___	___	$0.00	___	___	$ 29.98
* Due 86-RUSK COUNTY ELECTRIC COOP.	$513.68	___	___	$0.00	___	___	$ 513.68
* Due 121-SAMMY BROWN LIBRARY	$4281.14	___	___	$0.00	___	___	$ 4281.14
* Due 586-SARAH FIELDS	$24.88	___	___	$0.00	___	___	$ 24.88
* Due 1484-SCOTTSDALE INSURANCE CO	$5841.45	___	___	$0.00	___	___	$ 5841.45
* Due 2840-SELECT TANK LINES, INC	$220.00	___	___	$0.00	___	___	$ 220.00
* Due 136-SHELBY LP GAS COMPANY	$520.25	___	___	$0.00	___	___	$ 520.25
* Due 374-SHEPARD'S	$581.42	___	___	$0.00	___	___	$ 581.42
* Due 189-SOUTHWESTERN BELL	$75.74	___	___	$0.00	___	___	$ 75.74
* Due 938-SUE GRAFTON	$80.25	___	___	$0.00	___	___	$ 80.25
* Due 65-SWEPCO	$3743.73	___	___	$0.00	___	___	$ 3743.73
* Due 29-TED'S SAW SHOP	$36.85	___	___	$0.00	___	___	$ 36.85

	Gross Amount.	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 90-TELEPHONY, INC.	$405.80			$0.00			$ 405.80
* Due 2500-TEXAS WILDLIFE DAMAGE M	$1800.00			$0.00			$ 1800.00
* Due 680-THE CINA COMPANIES INC.	$2000.00			$0.00			$ 2000.00
* Due 1904-THE COMPUTER SHOP	$404.95			$0.00			$ 404.95
* Due 231-THE PATTERSON INSURANCE AG	$71.00			$0.00			$ 71.00
* Due 161-THE SOFTWARE GROUP	$10750.00			$0.00			$ 10750.00
* Due 1-TOLEDO AUTOMOTIVE	$1523.63			$0.00			$ 1523.63
* Due 1715-TRANSCOR AMERICA INC	$1968.89			$0.00			$ 1968.89
* Due 1990-TRI-STATE FASTENERS & SUP	$71.65			$0.00			$ 71.65
* Due 2418-TXI	$85140.10			$0.00			$ 85140.10
* Due 1570-TYLER ASPHALT & GRAVEL	$7521.35			$0.00			$ 7521.35
* Due 123-TYSON FOODS, INC.	$120.00			$0.00			$ 120.00
* Due 1723-U.S.FOOD SERVICE WHITE	$6766.80			$0.00			$ 6766.80

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	Gross Amount	Req.	Req.	Discount	Req.	Req.	Net Amt.....
* Due 1896-UNIFIRST	$1014.16			$0.00			$ 1014.16
* Due 2849-VIANNA CHESHIRE	$374.30			$0.00			$ 374.30
* Due 2508-VIRTUAL RADIOLOGY PC	$171.35			$0.00			$ 171.35
* Due 1617-W. W. GRAINGER INC	$276.41			$0.00			$ 276.41
* Due 62-WAL MART	$399.10			$0.00			$ 399.10
* Due 470-WALTER M. CRAFT	$82.78			$0.00			$ 82.78
* Due 14-WATCHMAN OFFICE CITY	$1502.60			$0.00			$ 1502.60
* Due 2424-WELSH ROCK INC	$3236.23			$0.00			$ 3236.23
* Due 2533-WEST GROUP	$202.30			$0.00			$ 202.30
* Due 2448-WORLEY ENTERPRISES	$225.00			$0.00			$ 225.00
* Due 64-XEROX CORPORATION	$402.80			$0.00			$ 402.80
Totals	$213195.81			$0.00			$ 213195.81

380 records listed.

POLICY ON SICK LEAVE
(Continued)

NOTIFICATION OF SICK LEAVE (CONTINUED)

If more than one (1) day of sick leave is needed, the employee shall be responsible for notifying his/her supervisor of the expected length of the absence on the first day of sick leave or shall be required to notify his/her supervisor on a daily basis for each day he/she is unable to come to work.

An employee shall be required to request prior approval from his/her supervisor for sick leave to be used for non-emergency medical, dental and optical appointments.

DOCUMENTATION

An absence of more than three (3) work days in succession (such as Monday - Tuesday - Wednesday - Thursday **OR** Thursday - Friday - Monday - Tuesday) shall require documentation from a doctor indicating that the absences were medically necessary.

BORROWING

Employees shall not be allowed to borrow sick leave against possible future accruals.

MAXIMUM AVAILABLE

The maximum amount of sick leave that an employee will have available at any given time is the unused balance at the end of the preceding month.

NEW EMPLOYEES

An employee eligible to earn sick leave who begins employment on or prior to the 15th of the month shall earn eight (8) hours sick leave time.

An employee eligible to earn sick leave who begins employment on or after the 16th of the month shall earn four (4) hours sick leave time.

POLICY ON CRIMINAL CONVICTIONS

CRIMINAL CONVICTIONS

Any employee convicted of a crime of the level of Class B Misdemeanor or higher shall be terminated immediately. Employees must notify their department head of such a conviction within five (5) days of the conviction.

POLICY ON ALCOHOL AND DRUG USE

POLICY:

In accordance with the Drug Free Workplace Act of 1988 and the Texas Workers' Compensation Commission's Workers' Health and Safety-Drug-Free Workplace Program, the unlawful manufacture, distribution, dispensation, possession or use of drugs, alcohol and inhalants is the workplace is forbidden.

PURPOSE:

It is the intent of Panola County to maintain a drug free workplace for the safety of our employees and our citizens. Panola County will follow federal guidelines to maintain this drug free workplace.

CONFIDENTIAL ASSISTANCE:

The use of drugs and/or alcohol and/or inhalants during work hours can increase the chance for accident and injuries to yourself, other employees and citizens. Employees are strongly encouraged to seek help. Any employee with a substance abuse problem can receive confidential assistance from the County Judge's Office. Employees should also be aware that their current medical insurance provides coverage for treatment of chemical dependency.

CONVICTION OF A VIOLATION OF A CRIMINAL DRUG STATUTE:

Employees convicted of a violation of a criminal drug statute that occurred in the workplace are required to notify their supervisor within five days of the conviction.

ON-GOING DRUG FREE AWARENESS PROGRAM:

Panola County will provide an on-going Drug Free Awareness Program for employees and elected officials.

DISCIPLINARY ACTION:

Convictions for violation of a criminal drug statute of the level of Class B Misdemeanor or higher shall result in immediate termination.

Convictions for violation of a criminal drug statute of the level of Class C Misdemeanor shall result in disciplinary action, but shall not result in termination unless for a second conviction of the same level.

APPLICABILITY:

This policy applies to all employees of Panola County.

Current employees will be asked to sign an acknowledgment, certifying that they have read, understand, and will abide by this policy, for inclusion in their personnel files.

New employees, prior to employment with Panola County, will be asked to sign an acknowledgment, certifying that they have read, understand, and will abide by this policy, for inclusion in their personnel files.

VOL 33 PAGE 795

AMENDMENTS TO
PANOLA COUNTY ROAD AND BRIDGE DEPARTMENT
POLICIES MANUAL
(ADOPTED 04/00)

Group I Rules:

11. a. Crime shall mean any Class B Misdemeanor and above.

b. Any employee convicted of a crime (Class B Misdemeanor and above) shall notify the Road Superintendent within five (5) days of the conviction.

1211 E. SABINE
CARTHAGE, TX 75633
(903) 693-3763
FAX: (903) 693-5368
E-mail: panolarb@sat.net

VOL 33 PAGE 796

JOHN DePRESCA
SUPERINTENDENT

Panola County Road & Bridge Department

REPORT OF ROAD SUPERINTENDENT

MARCH, 2000

April 6, 2000

1. No money has been taken into the road fund by the undersigned.

2. During the month, the department received 12 requests for service, with 8 requests completed. The remaining will be completed at time and weather permits.

3. Overlay operations began in Precinct 2 with 5.4 miles of chip seal and approximately 1.5 of RAP overlay. Additional mileage will be completed when temperature and weather conditions are adequate.

4. Four new employees were hired for the position of truck driver. They will be assigned to precinct crews and also assist with mowing operations which are to begin next month.

5. The majority of Panola County roads remain in good condition with precinct crews conducting maintenance and drainage operations.

6. Nothing further to report.

John DePresca
Panola County Road and Bridge

Sworn and subscribed to this 6th day of April, 2000

Edna Earl Gold
Notary Public, State of Texas
My Commission expires 8-26-03

VOL 33 PAGE 797

1:30 pm 4-10-00

Seven Hunt Hunt Financial Group
Kory Koyama BCBS TX - TAC
Stephanie Johnson
Geraldene Graves
J.E. Colfman
Herman Reed Jr.

VOL 33 PAGE 798

Aetna US Healthcare

Facsimile Cover Sheet

To: Judge John Cordray
Company: Panola County
Phone:
Fax: 903-693-2726

From: DD Hysmith, RHU
Company: Aetna US Healthcare/Sales Dept.
Phone: 214-200-8946
Fax: 214-200-8916

Date: April 19, 2000
Pages including this cover page: 3

Comments:

Attached is the renewal options you requested.

Please let me know if you have any questions or concerns. I look forward to hearing from you on Monday.

Aetna's Final Proposal

April 19, 2000

Judge John Cordray
Panola County Courthouse
Carthage, Texas 75633

Re: Aetna U.S. Healthcare® June 1, 2000 Renewal

Dear Judge Cordray:

Aetna US Healthcare is pleased to provide our financial analysis of your Group Insurance Benefit Program in connection with your **06/01/2000** renewal. Benefit plan design is an integral part of controlling costs and utilization. Aetna US Healthcare has a full portfolio of products and benefit options designed to help control future medical care costs.

As you requested in our Friday April 14th meeting, I have compiled several options to help minimize cost while maintaining or increasing the benefits offered. The options are as follows:

	Current Plan	Renewal No Plan Changes	Option 1 $1,000 Ded. $10/20/35 Rx	Option 2 $500 Ded. $10/20/35 Rx
EE Only	$358.35	$379.13	$364.89	$391.14
EE + Spouse	$554.24	$586.37	$557.55	$596.78
EE + Child(ren)	$470.09	$497.35	$476.93	$511.03
EE + Family	$656.38	$694.44	$663.74	$710.89
Medicare	$344.61	$364.59	$320.07	$339.10

The following factors are among those taken into consideration in determining your premium rates for the coming plan year:

- The experience results for your plan
- Your benefit plan design, and
- Changes in the composition of your group

I was able to get the current renewal down due to a decrease in broker commissions; Steve Hunt has asked to reduce his current 4.23% commission down to a flat 3%.

I can not comment on the competitiveness of the other carriers. However, based upon the factors presented above, I feel Aetna U.S. Healthcare has presented a competitive renewal.

Please keep in mind the following points as you embark upon the analysis of the insurance bids submitted for review.

- Access to the Louisiana Network
- Accommodation of Panola's definition of Retiree
- National network presence
- Unlimited lifetime maximum for both preferred and non-preferred care
- Vision One Discount Program
- Team approach to service issues
- Single point of contact for billing and eligibility

Furthermore, I was just informed today that our new state-of-the-art benefits administration system, EZLink™ has been approved by the Texas Department of Insurance. EZLink is the first fully integrated Web-based benefits and human resource (HR) administration solution for managing benefits eligibility, enrollments, billing, reporting, and employee communications. With EZLink, Aetna U.S. Healthcare is using the power of the Internet to deliver speed, efficiency and accuracy to the traditionally time and paper-intensive process of administering employee benefits.

As I stated in our meeting last Friday, Aetna U.S. Healthcare would greatly appreciate the opportunity to establish a long-term relationship with Panola County. As your Account Manager it is my commitment to provide service and assistance throughout the plan year to assure that your plan operates successfully.

If you have any questions or concerns please feel free to contact me. My phone number is 214-200-8946 and fax number is 214-200-8916. My e-mail address is HysmithA@aetna.com.

I look forward to continuing to work with you and your employees.

Sincerely,

DD

DD Hysmith, RHU
Account Manager

Cc: Steve Hunt
Hunt Financial

Kim Strubel
Aetna U.S. Healthcare

Panola County

CONFIDENTIAL
GROUP MEDICAL AND LIFE INSURANCE
PRIMARY PROPOSAL

COMPANY NAME: Aetna U.S. Healthcare Inc.

COMPANY ADDRESS: 2777 Stemmons Freeway, Suite 300

CITY, STATE ZIP: Dallas, Texas 75207

TELEPHONE: 214/200-8000

Our company will offer the following rates to Panola County for the same existing coverage:

Life per thousand:	$0.38/1,000
AD&D per thousand:	$0.043/1,000
Employee rate:	$338.83
Spouse only:	$169.40
Children only:	$101.62
Spouse&Child(ren) Only:	$271.05
Retiree w/o Medicare:	$338.83
Retiree w/ Medicare:	$254.13
Retiree Spouse w/o Medicare:	$169.40
Retiree Spouse w/ Medicare:	$254.13
Cobra employee rate:	Same As Active
*Cobra spouse rate:	Same As Active
*Cobra child rate:	Same As Active
*Cobra family rate:	Same As Active

Karl Wicker
Signature

Aetna U.S. Healthcare 06-01-00

Panola County

CONFIDENTIAL
GROUP PHARMACY
PRIMARY PROPOSAL

COMPANY NAME: Aetna U.S. Healthcare Inc.

COMPANY ADDRESS: 2777 Stemmons Freeway, Suite 300

CITY, STATE ZIP: Dallas, Texas 75207

TELEPHONE: 214/200-8000

Our company will offer the following rates to Panola County for the same existing coverage:

Employee rate:	$45.73
Spouse only:	$40.81
Children only:	$18.29
Spouse&Child(ren) Only:	$48.77
Retiree w/o Medicare:	$45.73
Retiree w/ Medicare:	$115.68
Retiree Spouse w/o Medicare:	$40.81
Retiree Spouse w/ Medicare:	$115.68
Cobra employee rate:	Same As Active
*Cobra spouse rate:	Same As Active
*Cobra child rate:	Same As Active
*Cobra family rate:	Same As Active

Signature

Aetna U.S. Healthcare 06-01-00

Panola County

*If Cobra coverage is elected for dependents without electing Cobra coverage for the terminating employee do any of the above rates change? If so, please specify those changes.

No, the above rates would not change.

Do all the above described rates include PPO fees or any other fees which affect the total cost? If not, please specify those changes.

Not Applicable.

Signature

Aetna U.S. Healthcare 06-01-00

Panola County

PRIMARY PROPOSAL FOR GROUP MEDICAL AND LIFE INSURANCE (cont'd):

REFERENCES:

1. Glen Rose Medical Center
   Janice Nickel
   254/897-1437

2. Catholic Diocese of Ft.Worth
   Sharon Fielder
   817/560-2452

3. Zale Lipshy University Hospital
   Anne Mott
   214/590-3565

The undersigned, as proposer, declares that the only person or persons interested in this bid as principals are those named herein; that this proposal is made without collusion with any other person, firm or corporation; and that I have carefully examined the advertisement, instructions to proposers, and Request for Proposals.

Aetna U.S. Healthcare Inc.
Company

2777 Stemmons Frwy, #300, Dallas, TX 75207
Address

214-200-8000
Telephone Number

Regional Head Underwriter
Title

Karl Wichren
Signature

Panola County

GROUP MEDICAL AND LIFE INSURANCE
ALTERNATE PROPOSAL

COMPANY NAME: NOT QUOTING ALTERNATE PLAN

COMAPANY ADDRESS: _____

CITY, STATE ZIP: _____

TELEPHONE: _____

Our company will offer the following rates to Panola County for the same existing coverage as stated in Memo to Health Care Underwriters:

Life per thousand: _____

AD&D per thousand: _____

Employee rate: _____

Spouse only: _____

Children only: _____

Family rate: _____

Retiree w/o Medicare: _____

Retiree w/ Medicare: _____

Retiree Spouse w/o Medicare: _____

Retiree Spouse w/ Medicare: _____

Cobra employee rate: _____

*Cobra spouse rate: _____

*Cobra child rate: _____

*Cobra family rate: _____

Karl Wickes
Signature

Aetna U.S. Healthcare 06-01-00

Panola County

*If Cobra coverage is elected for dependents without electing Cobra coverage for the terminating employee do any of the above rates change? If so, please specify those changes.

Do all the above described rates include PPO fees or any other fees which affect the total cost? If not, please specify those changes.

Karl Wickner
Signature

Aetna U.S. Healthcare 06-01-00

Panola County

ALTERNATE PROPOSAL FOR GROUP MEDICAL AND LIFE INSURANCE (cont'd):

REFERENCES:

1. NOT QUOTING ALTERNATE PLAN

2.

3.

The undersigned, as proposer, declares that the only person or persons interested in this bid as principals are those named herein; that this proposal is made without collusion with any other person, firm or corporation; and that I have carefully examined the advertisement, instructions to proposers, and Request for Proposals.

Aetna U.S. Healthcare Inc.
Company

2777 Stemmons Frwy, #300, Dallas, TX 75207
Address

214-200-8000
Telephone Number

Regional Head Underwriter
Title

Karl Wicker
Signature

Aetna U.S. Healthcare 06-01-00

GROUP MEDICAL AND LIFE INSURANCE
PRIMARY PROPOSAL

COMPANY NAME: JOE MAX GREEN/INSURANCE CONCEPTS

COMPANY ADDRESS: 3310 N. UNIVERSITY

CITY, STATE, ZIP: NACOGDOCHES, TEXAS 75963

TELEPHONE: 1-800-557-7211

Our company will offer the following rates to Panola County with changes to existing coverage as stated in Memo to Health Care Underwriters:

Life per Thousand	$.26
AD&D	$.04
Employee Rate	$399.89
Spouse Only:	$216.47
Children Only:	One (1) child: $59.98 Two + children: $123.48
Family Rate:	$329.34
Retiree w/o Medicare:	$399.89
Retiree w/ Medicare	$323.91
Retiree Spouse w/o Medicare	$216.47
Retiree Spouse w/ Medicare	$323.91
COBRA employee rate:	$407.89
COBRA spouse rate:	$220.80
COBRA child rate:	One (1) child: $61.18 Two + children: $125.95
COBRA family rate:	$335.93

*If Cobra coverage is elected for dependents without electing Cobra coverage for the terminating employee do nay of the above rates change? If so, please specify those changes. If the terminating employee does not elect COBRA coverage, the dependent spouse pays the employee rate plus 2%, a dependent child would pay the employee only rate plus 2%, dependent children would pay the employee/child rate plus 2%, spouse and child/ren would pay the employee/child rate plus 2%.

Do all the above described rates include PPO fees or any other fees which affect the total cost? If not, please specify those changes. Cost of Administering Cobra: Full Service-one time cost of $150 per continuing member. Billing Services Only-$100 per continuing member. Assumption of existing COBRA participants: Full Service-$100 and $75 for billing-only. (See Section IV)

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ALTERNATE PROPOSAL FOR GROUP MEDICAL AND LIFE INSURANCE (cont'd)

REFERENCES

1. G. W. Neal, Assistant Superintendent
   Nacogdoches Independent School District
   Drawer 631521
   Nacogdoches, Texas 75963 (936) 569-5000

2. J. D. Cox, Superintendent
   Atlanta Independent School District
   315 Buckner
   Atlanta, Texas 75551-2211 (903) 796-4194

3. Richard Kitchens, Superintendent
   Pewitt Independent School District
   P. O. Box 1106
   Omaha, Texas 75571-1106 (903) 884-2804

The undersigned, as proposer, declares that the only person or persons interested in this bid as principals are those named herein; that this proposal is made without collusion with any other person, firm or corporation; and that I have carefully examined the advertisement, instructions to proposers, and Request for Proposals.

Barry Lewis 4/7/00
Signature

AGENT
Title

Joe Max Green/Insurance Concepts
Company

P. O. Box 631202, Nacogdoches, TX 75963
Address

(936) 564-0221
Telephone

VOL 33 PAGE 811

GROUP MEDICAL AND LIFE INSURANCE
ALTERNATE PROPOSAL

QUOTING
MUTUAL OF OMAHA

COMPANY NAME: **JOE MAX GREEN/INSURANCE CONCEPTS**

COMPANY ADDRESS: **3310 N. UNIVERSITY**

CITY, STATE, ZIP: **NACOGDOCHES, TEXAS 75963**

TELEPHONE: **1-800-557-7211**

Our company will offer the following rates to Panola County with changes to existing coverage as stated in Memo to Health Care Underwriters:

Life per Thousand

AD&D $.27

Employee Rate $.035

Spouse Only: $369.84

Children Only: $202.34

Family Rate: $115.42

Retiree w/o Medicare: $307.84 (spouse and child only)

Retiree w/ Medicare $369.84

Retiree Spouse w/o Medicare $369.84

Retiree Spouse w/ Medicare $202.34

COBRA employee rate: $202.34

COBRA spouse rate: $377.24

COBRA child rate: $206.39

COBRA family rate: $117.73

$314.00 (spouse and child only)

*If Cobra coverage is elected for dependents without electing Cobra coverage for the terminating employee do nay of the above rates change? If so, please specify those changes.

Do all the above described rates include PPO fees or any other fees which affect the total cost? If not, please specify those changes. Yes

NOTE: Medical services provided in association with the Mutual of Omaha plan will utilize the HealthCare Partners vendor network.

ALTERNATE PROPOSAL FOR GROUP MEDICAL AND LIFE INSURANCE (cont'd)

REFERENCES

1. G. W. Neal, Assistant Superintendent
   Nacogdoches Independent School District
   Drawer 631521
   Nacogdoches, Texas 75963 (936) 569-5000
2. J. D. Cox, Superintendent
   Atlanta Independent School District
   315 Buckner
   Atlanta, Texas 75551-2211 (903) 796-4194
3. Richard Kitchens, Superintendent
   Pewitt Independent School District
   P. O. Box 1106
   Omaha, Texas 75571-1106 (903) 884-2804

The undersigned, as proposer, declares that the only person or persons interested in this bid as principals are those named herein; that this proposal is made without collusion with any other person, firm or corporation; and that I have carefully examined the advertisement, instructions to proposers, and Request for Proposals.

Barry Lewis 4/7/00
Signature

AGENT
Title

Joe Max Green/Insurance Concepts
Company

P. O. Box 631202, Nacogdoches, TX 75963
Address

(936) 564-0221
Telephone

MUTUAL of OMAHA COMPANIES

Address all correspondence to

DALLAS GROUP OFFICE
14900 Landmark Blvd., Suite 530
Dallas, TX 75240
Phone (972) 702-2400
Fax (972) 720-8013

CHRIS ROCCA
District Manager

April 7, 2000 fax

Mr. Jeff Summers
Joe Max Green / Insurance Concepts
P. O. Box 631202
Nacogdoches, TX 75963

RE: PANOLA COUNTY

Dear Jeff:

We are pleased to be in a position to offer a quotation for the above captioned group. We have quoted life, AD&D and medical coverages on a fully-insured non-retention basis. A summary of our benefits that we are offering is outlined below:

Life & AD&D Insurance

Benefit	$10,000
Reduction	ADEA (reduces at age: 65 to 65%; 70 to 45%; 75 to 30%; 80 to 20%; 85 to 15%; 90 to 10% and ends at retirement)
Living Care	50%
Volume	$1,142,000
PPO Medical Benefits	See attached sheets for plan design
Rates Life Insurance	$.27 per $1,000
AD&D Benefit	$.035 per $1,000

	Medical Plan 1	Medical Plan 3
Employee Only	$399.43	$369.84
Employee and Spouse	$617.95	$572.18
Employee and Child(ren)	$524 08	$485.26
Employee and Family	$731.89	$677.68

We have made the following assumptions and if any of these are changed, it may be necessary to adjust the premium accordingly:

- The life and AD&D rates are guaranteed for 24 months from the effective date of the plan
- The medical rates are guaranteed for 12 months from the effective date of the plan
- We assume an effective date of 6/1/2000

- We assume there are 139 employee only, 28 employee & spouse, 28 employee & children, and 16 employee & family for a total of 211 employees for medical and 143 for life and AD&D
- We assume the female content is 42%
- We assume the employer contribution is 100% for employees and 0% for dependents
- We assume 100% employee participation
- This proposal is based on the requested schedule of benefits provided in the specifications using the Company's standard contract provisions. Duplication of special contractual and administrative provisions are subject to detailed review of such provisions and their compatibility with the Company's claim administration system.
- Our proposal is based upon the completion and home office approval of the health questionnaire which is incorporated into the Group Application. A copy of the Group Application is available upon request

Attached are the signed bid sheets. If you should have any questions, please give me or my assistant, Donna Fagin a call.

Sincerely,

Gene Hart

Gene Hart
Sales Manager

GH:df
attachment 9 pages plan summaries
attachment 11 pages bid sheets

MUTUALLY PREFERRED (PPO) MEDICAL PLAN 1

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
♦ Choice of Physician	♦ Covered person chooses care from a Mutually Preferred Physician; Specialist or Hospital	♦ Covered Person chooses any licensed physician or hospital
♦ Calendar Year Deductible ♦ Individual ♦ Family	♦ $1000 ♦ $3000	♦ $1000 ♦ $3000
♦ Out-of-Pocket (Includes deductible & coinsurance only) ♦ Individual ♦ Family	♦ $1400 ♦ $4200 NOTE: The plan then pays 100% for most covered services after the Out-of-Pocket expense is reached each calendar year.	♦ $2200 ♦ $6600 NOTE: The plan then pays 100% for most covered services after the Out-of-Pocket expense is reached each calendar year.
♦ Overall Plan Maximum (while covered)	♦ $2,000,000 per person	♦ $2,000,000 per person
NOTE: Plan Maximum Limitations include Inpatient Hospice Care Services - $10,000 while covered.		
PHYSICIAN SERVICES		
♦ Physician Office Visits ♦ All other Physician Services	♦ $20 each visit copay, then 100% ♦ 90%	♦ 70% ♦ 70%
♦ Routine Physical Exams (24 months & older) One exam each calendar year	♦ $20 each visit copay, then 100%, up to $300	♦ 70% up to $300
♦ Preventive Health Care Services (under 24 months) Immunizations/Exams up to 5 calendar year visits	♦ $20 each visit copay, then 100%, up to $300 each calendar year	♦ 70% up to $300 each calendar year
♦ Childhood Immunizations (under age 7)	♦ No copay, then 100%	♦ 100%, deductible waived
HOSPITAL SERVICES		
♦ Inpatient Services ♦ Outpatient Services ♦ Emergency Room	♦ $0 per admission deductible, then 90% ♦ 90% ♦ 90%	♦ $250 per admission deductible, then 70% ♦ 70% ♦ 70%

MUTUALLY PREFERRED (PPO) MEDICAL PLAN 1

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
OTHER SERVICES		
♦ Other Covered Services (includes Ambulance Service and Other Services & Supplies)	♦ 90%	♦ 70%
♦ Maternity Care (includes Bassinet, Nursery, and Well-Baby Services)	♦ 90%	♦ 70%
♦ Home Private Duty Nursing Services	♦ 90% up to $22.50 each hour, 1,000 hours each calendar year	♦ 70% up to $22.50 each hour, 1,000 hours each calendar year
♦ Skilled Nursing Care Facility	♦ 90% up to 60 days each confinement	♦ 70% up to 60 days each confinement
♦ Home Health Care & Hospice Care	♦ 90% up to $60 maximum per visit, up to 100 visits each calendar year	♦ 70% up to $60 maximum per visit, up to 100 visits each calendar year
♦ Inpatient Hospice Care Services	♦ 90% up to 185 days while covered	♦ 70% up to 185 days while covered
♦ Spinal Treatment (Non-Surgical)	♦ 90% up to 1 visit each day, $20 per visit; 20 visits per calendar year	♦ 70% up to 1 visit per day, $20 per visit; 20 visits per calendar year
♦ Counseling & Bereavement ♦ Counseling ♦ Bereavement Counseling	♦ 90% up to $500 per family ♦ 90% up to $250 per family	♦ 70% up to $500 per family ♦ 70% up to $250 per family
♦ Body Organ Transplant ♦ Recipient ♦ Donor	♦ 90% ♦ 90% up to $5,000 limit maximum	♦ 70% ♦ 70% up to $5,000 limit maximum
♦ Mental Health (Note: Certain Mental Health Services are paid in accordance with state mandates)	♦ Inpatient - 90% up to 20 days each calendar year; 40 days while covered ♦ Outpatient - 50% up to $35 per visit, 30 visits each calendar year	♦ Inpatient – 70% up to 20 days each calendar year; 40 days while covered ♦ Outpatient - 50% up to $35 per visit, 30 visits each calendar year
♦ Chemical Dependency	♦ Payable same as any other sickness	♦ Payable same as any other sickness
UTILIZATION MANAGEMENT PROGRAMS		
♦ Utilization Management Programs	Coordinated by patient and penalties may apply: ♦ Medical Procedure Review ♦ Hospital Confinement Review ♦ Mental and Nervous Disorder and Chemical Dependency Outpatient Review ♦ Partial Hospitalization Benefits ♦ Case Management	Coordinated by patient and penalties may apply: ♦ Medical Procedure Review ♦ Hospital Confinement Review ♦ Mental and Nervous Disorders and Chemical Dependency Outpatient Review ♦ Partial Hospitalization Benefits ♦ Case Management

MUTUALLY PREFERRED (PPO) MEDICAL PLAN 1

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
PRESCRIPTION DRUG PROGRAM		
♦ Retail Card (30 Day Supply)		
♦ Generic Drugs	♦ $ 5 per prescription copay	♦ 30% per prescription copay
♦ Brand Name Drugs on the Formulary	♦ $10 per prescription copay	♦ 30% per prescription copay
♦ Brand Name Drugs not on the Formulary	♦ $15 per prescription copay	♦ 30% per prescription copay
♦ Mail Order (31-100 Day Supply)		
♦ Generic Drugs	♦ $10 per prescription copay	♦ Only available In-Network
♦ Brand Name Drugs on the Formulary	♦ $20 per prescription copay	♦ Only available In-Network
♦ Brand Name Drugs not on the Formulary	♦ $30 per prescription copay	♦ Only available In-Network

This plan has a restricted generic program. This means that if you request a brand name drug that has a generic equivalent, when your physician allows substitution, you will be responsible for the brand name copayment stated above and the cost difference between the brand name drug and its generic equivalent.

NOTE: The same expense will apply toward satisfying the Out-of-Pocket limit for both PPO In-Network Providers and Out-of-Network Providers.

NOTE: After the Calendar Year Deductible and any copayment requirements are satisfied, the Plan will pay a percentage of expenses which the covered person incurs for covered services, until the Out-of-Pocket Limit is reached. Copayments may not be used to satisfy the Deductible or Out-of-Pocket Limit.

NOTE: Expenses incurred for: failure to comply with utilization management provisions, spinal treatment, or mental health (Note: Certain Mental Health Services are paid in accordance with state mandates) will not be used to satisfy the Stop-loss Limit (patients' portion of the Out-of-Pocket Limit), and will not be paid at 100% after the Stop-loss Limit is reached. Also, expenses used to satisfy the hospital admission deductible, or any plan copay, may not be used to satisfy the Stop-loss limit or any other deductible.

NOTE: No more than one copayment per day to a covered person. Deductible waived.
Copayment features include:
- Services other than surgery: office visits; consultations; ophthalmology exam; physical therapy; post-operative follow-up; services after hours and emergency office visits
- Injections (including allergy injections
- Allergy Testing
- Radiation Therapy
- X-ray and Laboratory Services
- Routine Physical Exams and Preventive Health Care Services as described in this proposal

Copayment does not apply to:
- Office Surgery
- Supplies provided by the physician
- Drugs supplied by the physician
- Services not received in the physician's office and
- Benefits for mental and nervous disorders (Note: Certain Mental Health Services are paid in accordance with state mandates), and spinal treatment, if applicable.

NOTE: The coverages described in this proposal are the company's standard plan provisions. However, laws in some states may require an addition or change in provisions and coverages.

MUTUALLY PREFERRED (PPO) MEDICAL PLAN 3

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
♦ Choice of Physician	♦ Covered person chooses care from a Mutually Preferred Physician; Specialist or Hospital	♦ Covered Person chooses any licensed physician or hospital
♦ Calendar Year Deductible ♦ Individual ♦ Family	♦ $1,000 ♦ $3,000	♦ $1,000 ♦ $3,000
♦ Out-of-Pocket (includes deductible & coinsurance only) ♦ Individual ♦ Family	♦ $3,000 ♦ $9,000 NOTE: The plan then pays 100% for most covered services after the Out-of-Pocket expense is reached each calendar year.	♦ $ 5,000 ♦ $15,000 NOTE: The plan then pays 100% for most covered services after the Out-of-Pocket expense is reached each calendar year.
♦ Overall Plan Maximum (while covered)	♦ $2,000,000 per person	♦ $2,000,000 per person
NOTE: Plan Maximum Limitations include Inpatient Hospice Care Services - $10,000 while covered.		
PHYSICIAN SERVICES		
♦ Physician Office Visits ♦ All other Physician Services	♦ $25 each visit copay, then 100% ♦ 80%	♦ $75 each visit copay, then 100% ♦ 60%
♦ Routine Physical Exams (24 months & older) One exam each calendar year	♦ $25 each visit copay, then 100%, up to $300	♦ $75 each visit copay, then 100%, up to $300
♦ Preventive Health Care Services (under 24 months) Immunizations/Exams up to 5 calendar year visits	♦ $25 each visit copay, then 100%, up to $300 each calendar year	♦ $75 each visit copay, then 100%, up to $300 each calendar year
♦ Childhood Immunizations (under age 7)	♦ No copay, then 100%	♦ 100%, deductible waived
HOSPITAL SERVICES		
♦ Inpatient Services ♦ Outpatient Services ♦ Emergency Room	♦ $0 per admission deductible, then 80% ♦ 80% ♦ 80%	♦ $250 per admission deductible, then 60% ♦ 60% ♦ 60%

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MUTUALLY PREFERRED (PPO) MEDICAL PLAN 3

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
PRESCRIPTION DRUG PROGRAM		
• Retail Card (30 Day Supply)		
◆ Generic Drugs	◆ $10 per prescription copay	◆ 30% per prescription copay
◆ Brand Name Drugs on the Formulary	◆ $15 per prescription copay	◆ 30% per prescription copay
◆ Brand Name Drugs not on the Formulary	◆ $25 per prescription copay	◆ 30% per prescription copay
• Mail Order (31-100 Day Supply)		
◆ Generic Drugs	◆ $20 per prescription copay	◆ Only available In-Network
◆ Brand Name Drugs on the Formulary	◆ $30 per prescription copay	◆ Only available In-Network
◆ Brand Name Drugs not on the Formulary	◆ $50 per prescription copay	◆ Only available In-Network

This plan has a restricted generic program. This means that if you request a brand name drug that has a generic equivalent, when your physician allows substitution, you will be responsible for the brand name copayment stated above and the cost difference between the brand name drug and its generic equivalent.

NOTE: The same expense will apply toward satisfying the Out-of-Pocket limit for both PPO In-Network Providers and Out-of-Network Providers.

NOTE: After the Calendar Year Deductible and any copayment requirements are satisfied, the Plan will pay a percentage of expenses which the covered person incurs for covered services, until the Out-of-Pocket Limit is reached. Copayments may not be used to satisfy the Deductible or Out-of-Pocket Limit.

NOTE: Expenses incurred for: failure to comply with utilization management provisions, spinal treatment, or mental health (Note: Certain Mental Health Services are paid in accordance with state mandates) will not be used to satisfy the Stop-loss Limit (patients' portion of the Out-of-Pocket Limit), and will not be paid at 100% after the Stop-loss Limit is reached. Also, expenses used to satisfy the hospital admission deductible, or any plan copay, may not be used to satisfy the Stop-loss limit or any other deductible.

NOTE: No more than one copayment per day to a covered person. Deductible waived.
Copayment features include:
- ◆ Services other than surgery; office visits; consultations; ophthalmology exam; physical therapy; post-operative follow-up; services after hours and emergency office visits
- ◆ Injections (including allergy injections
- ◆ Allergy Testing
- ◆ Radiation Therapy
- ◆ X-ray and Laboratory Services
- ◆ Routine Physical Exams and Preventive Health Care Services as described in this proposal

Copayment does not apply to:
- ◆ Office Surgery
- ◆ Supplies provided by the physician
- ◆ Drugs supplied by the physician
- ◆ Services not received in the physician's office and
- ◆ Benefits for mental and nervous disorders (Note: Certain Mental Health Services are paid in accordance with state mandates), and spinal treatment, if applicable.

NOTE: The coverages described in this proposal are the company's standard plan provisions. However, laws in some states may require an addition or change in provisions and coverages.

MUTUALLY PREFERRED (PPO) MEDICAL PLAN 3

PROVIDERS/PLAN DESCRIPTION	PPO IN-NETWORK PROVIDER	OUT-OF-NETWORK PROVIDER
OTHER SERVICES		
♦ Other Covered Services (includes Ambulance Service and Other Services & Supplies)	♦ 80%	♦ 60%
♦ Maternity Care (includes Bassinet, Nursery, and Well-Baby Services)	♦ 80%	♦ 60%
♦ Home Private Duty Nursing Services	♦ 80% up to $22.50 each hour, 1,000 hours each calendar year ♦ 80% up to 60 days each confinement	♦ 60% up to $22.50 each hour, 1,000 hours each calendar year ♦ 60% up to 60 days each confinement
♦ Skilled Nursing Care Facility	♦ 80% up to $60 maximum per visit, up to 100 visits each calendar year	♦ 60% up to $60 maximum per visit, up to 100 visits each calendar year
♦ Home Health Care & Hospice Care	♦ 80% up to 185 days while covered	♦ 60% up to 185 days while covered
♦ Inpatient Hospice Care Services	♦ 80% up to 1 visit each day, $20 per visit; 20 visits per calendar year	♦ 60% up to 1 visit per day, $20 per visit; 20 visits per calendar year
♦ Spinal Treatment (Non-Surgical)	♦ 80% up to $500 per family ♦ 80% up to $250 per family	♦ 60% up to $500 per family ♦ 60% up to $250 per family
♦ Counseling & Bereavement ♦ Counseling ♦ Bereavement Counseling	♦ 80%	♦ 60%
♦ Body Organ Transplant ♦ Recipient ♦ Donor	♦ 80% up to $5,000 limit maximum ♦ Inpatient - 80% up to 20 days each calendar year; 40 days while covered ♦ Outpatient - 50% up to $35 per visit, 30 visits each calendar year ♦ Payable same as any other sickness	♦ 60% up to $5,000 limit maximum ♦ Inpatient – 60% up to 20 days each calendar year; 40 days while covered ♦ Outpatient - 50% up to $35 per visit, 30 visits each calendar year ♦ Payable same as any other sickness
♦ Mental Health (Note: Certain Mental Health Services are paid in accordance with state mandates)		
♦ Chemical Dependency		
UTILIZATION MANAGEMENT PROGRAMS		
♦ Utilization Management Programs	Coordinated by patient and penalties may apply: ♦ Medical Procedure Review ♦ Hospital Confinement Review ♦ Mental and Nervous Disorder and Chemical Dependency Outpatient Review ♦ Partial Hospitalization Benefits ♦ Case Management	Coordinated by patient and penalties may apply: ♦ Medical Procedure Review ♦ Hospital Confinement Review ♦ Mental and Nervous Disorders and Chemical Dependency Outpatient Review ♦ Partial Hospitalization Benefits ♦ Case Management

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UNIVERSAL FINANCIAL SECURITY BROKERAGE and ADMINISTRATORS

9320 GODSTONE LANE
SPRING, TEXAS 77379-6509
281-320-8745, 979-822-3235, 800-653-5191

INSURANCE
Life, Health, Cancer
Dental, Disability
Annuity, Business
ESTATE PLANNING

INVESTMENTS
PENSION PLANS
401(k), IRA, SEP
403(b), KEOGH
MUTUAL FUNDS

April 20, 2000

REVISION !!

TO: Judge Cordray, Sydney Burns, Stephanie **RE:** Group Health Insurance Bid

Judge, Sid, Stephanie, I called at 4:23pm but missed the Judge so I am faxing this info to you now.

Mutual of Omaha has agreed to pay me a $1000 Finder's Fee should you go with them. I am giving up the 1% Commission on the County to obtain this. I feel the County would be best served going with Mutual of Omaha. While foregoing my 1% Commission in-lieu of the $1000 for our 183 Man Hours working on this case is not commonly done, I feel as strongly about Mutual of Omaha as I did about CNA. The benefits are previously mentioned are the best in the industry.

Here are what the rates are for the County without my 1%:

	Plan 1	**Plan 2**
Employee Only.	$368.78 + $3.05 Life = $371.83	$398.28 + $3.05 = $401.33
Spouse Only.	$201.75	$217.89
Children Only:	$115.09	$124.30
Family Only	$306.96	$331.52
Retiree's:	$258.65	$279.34
Spouse:	$141.96	$153.32
Monthly Cost to County		
EE's + Retirees:	$72,748.86 (medical + life)	$78,526.32 (medical + life)

Mutual of Omaha ($14.2 Billion) is approximately 5 times larger in Assets than Blue Cross ($3.4 Billion). Keep in mind that Blue Cross purchased NYLCare's HMO for $1.5 Billion (NYLCare's HMO was $1 Billion in debt). Blue Cross purchase the "loss" to open up a larger HMO Network. So in reality BC/BS should be $2 Billion in assets.

(Information obtained from web-sites: www.mutualofomaha.com www.bcbstx.com and the Texas Department of Insurance. 1-800-252-3439, also 1-800-578-4677.)

With what I know about the companie's activities and strengths, I feel you will have more stability with Mutual of Omaha.

If you allow me the 1% (or 0.5%) Commission using the previous numbers we sent you I would be happy. However, if it takes my commission to get you the best plan, I can live with a $1000 check from Mutual and have the "bragging rights" to say: I have my hometown county insured again.

Please let me know.
Sincerely,

Gary Colburn

c. Craig Martin

UNIVERSAL FINANCIAL SECURITY BROKERAGE and ADMINISTRATORS
9320 GODSTONE LANE
SPRING, TEXAS 77379-6509
281-320-8745, 979-822-3235, 800-653-5191

INSURANCE
Life, Health, Cancer
Dental, Disability
Annuity, Business
ESTATE PLANNING

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PENSION PLANS
401(k), IRA, SEP
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c: Craig Martin

VOL 33 PAGE 824

GROUP MEDICAL AND LIFE INSURANCE
PRIMARY/ALTERNATE PROPOSAL

COMPANY NAME:	BLUE CROSS & BLUE SHIELD OF TEXAS/TEXAS ASSOCIATION OF COUNTIES
COMPANY ADDRESS:	3200 TROUP HIGHWAY, STE. 100
CITY, STATE, ZIP:	TYLER, TEXAS 75701
TELEPHONE:	1-800-259-3668 EXT. 40355

Our company will offer the following rates to Panola County for Plans I, II & III.

	Plan I	Plan II	Plan III
Life per thousand:	$0.26	$0.26	$0.26
AD&D per thousand:	$0.04	$0.04	$0.04
Employee Only Rate:	$399.02	$406.32	$383.06
1 Child Rate:	$59.85	$60.95	$57.46
2 or more Children Rate:	$123.22	$125.48	$118.29
Spouse Rate:	$216.01	$219.96	$207.37
Spouse/Child(ren) Rate:	$328.65	$334.66	$315.50
Retiree Only w/o Medicare:	$399.02	$406.32	$383.06
Retiree Only with Medicare:	$323.21	$329.12	$310.28
Retiree Spouse Rate w/o Medicare:	$216.01	$219.96	$207.37
Retiree Spouse Rate w/ Medicare:	$323.21	$329.12	$310.28
Cobra Employee Only Rate:	$407.00	$414.45	$390.72
Cobra 1 Child Rate:	$61.05	$62.17	$58.61
Cobra 2 or more Children Rate:	$125.68	$127.99	$120.66
Cobra Spouse Rate:	$220.33	$224.36	$211.52
Cobra Spouse/Child(ren) Rate:	$335.22	$341.35	$321.81

Coverage is contingent upon the following:

* An effective date of June 1, 2000. Rates effective for 12 months after approval from underwriting.
* The employer paying 100% of the Employee Only cost.
* A minimum enrollment of 211 employees.
* A monthly enrollment of no fewer than 200 employees.
* No additional taxes will be imposed an no increase in existing taxes until the next Anniversary Date.
* Retirees under age 65 are subject to regular group rates.

Koby Aoyama
Regional Sales Exec.
BCBSTX.
4-1-00

RECORDED _____ O'CLOCK ____ M. ON THE _____ DAY OF _____ 2000

SUE GRAFTON, COUNTY CLERK, P.C.T. _____

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PRIMARY/ALTERNATE PROPOSAL

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Kory Aoyama
Regional Sales Exec.
BCBSTX.
4-1-00