



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

2023 - 2024 Renewal Notice and Benefit Confirmation

Group: 36344 - Polk County

Anniversary Date: 10/01/2023

Return to TAC by: 6/30/2023

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

For any plan or funding changes other than those listed below, please contact Hailey Gajewski at 1-800-456-5974.

MEDICAL

Medical: Plan 1300-NG \$30 Copay, \$1500 Ded, 80%, \$3500 OOP Max

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

Your % rate increase is: 5.60%

Your payroll deductions for medical benefits are:

Pre Tax

Tier	Current Rates	New Rates Effective 10/1/2023	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$914.42	\$965.62	\$ 928.92	\$ 0	\$ 128.92
Employee + Child(ren)	\$1,342.20	\$1,417.36	\$ 928.92	\$ 434.34	\$ *427.78 / 563.26
Employee + Spouse	\$1,673.50	\$1,767.22	\$ 928.92	\$ 770.72	\$ *770.72 / 899.64
Employee + Family	\$1,965.46	\$2,075.52	\$ 928.92	\$ 1,067.14	\$ *1,067.14 / 1,196.06

 Initial to accept Medical Plan and New Rates.

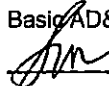
*Amount retiree pays if retired prior to 10/01/2019

LIFE - BASIC

Basic Life Products:
(Rates are per thousand)

Coverage Volume per Employee: \$15,000

	Current Rates	New Rates Effective 10/1/2023	Amount Employer Pays	Amount Employee/ Retiree Pays (if applicable)
Basic Term Life	\$0.199	\$0.199	100%	0%
Basic AD&D	\$0.030	\$0.030	100%	0%

 Initial to accept New Basic Life Rates.

LIFE - VOLUNTARY

Voluntary Life Products:
(Rates are per thousand)

Coverage Volume per Retiree: \$7,000

	Current Rates	New Rates Effective 10/1/2023	Amount Employer Pays	Amount Employee/ Retiree Pays (if applicable)
Voluntary Retiree Life	\$0.180	\$0.180	0%	100%

* Please see attachment for detail listing of Voluntary Life product rates.


 Initial to accept New Voluntary Life Rates.

RETIREE

Please circle one for each benefit that applies.

Your group allows retiree coverage for:

- Medical Pre 65 Post 65
- Voluntary Retiree Life Pre 65 Post 65

 Initial to confirm.

WAITING PERIOD

Waiting period applies to all benefits.

Employees

Elected Officials

90 days - Day following waiting period

Date of hire

 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 (< 20 employees)
**County/Group is responsible for fulfilling 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 _____

Agency Address _____

Number and Street _____

City _____


State _____

Zip _____

Broker Representative or Consultant's Name _____

Contact Phone Number _____

Contact Email Address _____

 Initial to confirm Broker or Consultant information

- Please update broker or consultant's information.
- If applicable, broker commissions are included in rates listed on page 1.
- Retirees pay the same premium as active employees regardless of age for medical and dental.
- Rates based upon current benefits and enrollment. A substantial change in enrollment (10% over 30 days or 30% over 90 days) may result in a change in rates.

- Form must be received by **6/30/2023** in order to avoid additional administrative fees.
- Signature on the following page is required to confirm and accept your group's renewal.

TAC HEBP Member Contact Designation Polk County

CONTRACTING AUTHORITY

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

Please list changes and/or corrections below.

Name/Title Sydney Murphy/County Judge

Address 101 West Church Street
Livingston, TX 77351-3246

Phone 936-327-6813

Fax 936-327-6891

Email county.judge@co.polk.tx.us

BILLING CONTACT

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

Please list changes and/or corrections below.

Name/Title Fern Caddenhead/HR Director

Address 602 East Church Street, Suite 105
Livingston, TX 77351

Phone 936-327-6802

Fax 936-327-6879

Email fern.caddenhead@co.polk.tx.us

HIPAA Secured Fax

COUNTY REPRESENTATIVE

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

Please list changes and/or corrections below.

Name/Title Mary Beth Wetherford/HR Analyst

Address 602 East Church Street, Suite 105
Livingston, TX 77351

Phone 936-327-6802

Fax 936-327-6879

Email mary.wetherford@co.polk.tx.us

Signature of County Judge or Contracting Authority

Date: 6/27/2023

Sydney Murphy, Polk County Judge

Please PRINT Name and Title

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



2023 - 2024 Alternate Plan Proposal

Group: 36344 - Polk County

Effective Date: 10/01/2023

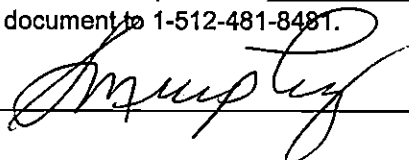
	Current Plan Year	Renewal Rates	Option 1	Option 2
Plan:	1300-NG	1300-NG	1400-NG	1500-NG
Option:	RX-4A-NG	RX-4A-NG	RX-4A-NG	RX-4A-NG
Rates				
Employee Only	\$914.42	\$965.62	\$928.92	\$897.02
Employee + Child(ren)	\$1,342.20	\$1,417.36	\$1,363.26	\$1,316.24
Employee + Spouse	\$1,673.50	\$1,767.22	\$1,699.64	\$1,640.90
Employee + Family	\$1,965.46	\$2,075.52	\$1,996.06	\$1,927.00
Medical Plan				
Deductible In/Out Network	\$1500/4500	\$1500/4500	\$2000/6000	\$2500/7500
Co-Insurance % In/Out	80/60	80/60	80/60	80/60
Co-Insurance Maximum	\$3500/7000	\$3500/7000	\$4000/8000	\$4350/8000
Office Visit	\$30	\$30	\$35	\$40
Specialist Visit				
Emergency Room Hospital	\$150	\$150	\$150	\$150
Prescription Plan				
Prescription Card Co-Pay	10/25/40	10/25/40	10/25/40	10/25/40
Deductible	\$0	\$0	\$0	\$0

Proposal rates are based on the following information:

- Rates based upon current benefits and enrollment. A substantial change in enrollment (10% over 30 days or 30% over 90 days) may result in a change in rates.
- Rates are based on a minimum employer contribution of 100% of the employee only rate or current funding level.
- Retirees pay the same premium as active employees regardless of age for medical and dental.
- Form must be received by 6/30/2023 in order to avoid a delay in implementation of benefits and/or late processing fees.

Please indicate the selected plan here Option 1

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

Signature  Date 6/27/2023



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

12-Month Medical Report

Post Date : Mar 2023

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

Rows : (Paid Date)

Columns : (Metrics)

Paid Date : Last 12 Months [Apr 2022 - Mar 2023]

Coverage Type : (Medical)

Group : (036344 - POLK COUNTY/TAC)

Paid Date	Average Subscribers	Average Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Apr 2022	267	367	\$251,874.10	\$169,097.43	\$58,452.64	\$227,550.07
May 2022	267	365	\$248,073.68	\$407,819.59	\$43,004.02	\$450,823.61
Jun 2022	267	365	\$251,476.16	\$139,897.90	\$30,526.43	\$170,424.33
Jul 2022	268	368	\$250,625.54	\$167,064.88	\$38,093.12	\$205,158.00
Aug 2022	265	364	\$252,580.22	\$287,680.23	\$46,734.33	\$334,414.56
Sep 2022	272	373	\$254,136.96	\$148,702.74	\$47,616.35	\$196,319.09
Oct 2022	269	357	\$269,968.68	\$342,926.67	\$47,247.87	\$390,174.54
Nov 2022	272	360	\$272,516.46	\$157,826.25	\$83,977.23	\$241,803.48
Dec 2022	275	365	\$274,345.30	\$161,934.05	\$44,575.78	\$206,509.83
Jan 2023	284	374	\$284,268.10	\$177,249.06	\$52,018.54	\$229,267.60
Feb 2023	282	371	\$281,680.18	\$95,957.39	\$49,633.40	\$145,590.79
Mar 2023	284	375	\$282,166.82	\$147,753.40	\$57,581.99	\$205,335.39
Total: Selected Filter(s)	273	367	\$3,173,712.20	\$2,403,909.59	\$599,461.70	\$3,003,371.29

HCC - No PHI

Post Date : Mar 2023

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

Metrics : (Paid)

Claim Type : (MEDICAL, PHARMACY)

Coverage Type : (Medical)

Group : (036344 - POLK COUNTY/TAC)

Paid Month : Last 12 Months [Apr 2022 - Mar 2023]

Paid greater or equal 10000.00

Paid : descending

Encrypted Member ID	Member	Status	Medical Paid	Pharmacy Paid	Paid
13570582678	Active		\$273,258.32	\$53,074.35	\$326,332.67
3040618704	Under 65 Retiree		\$247,611.86	\$358.53	\$247,970.39
18170085084	Under 65 Retiree		\$149,931.07	\$255.56	\$150,186.63
3058424489	Active		\$95,640.33	\$46,178.28	\$141,818.61
16941184671	Active		\$50,977.38	\$69,340.22	\$120,317.60
17380508899	Active		\$103,147.07	\$420.00	\$103,567.07
20041175593	Active		\$85,762.11	\$17,475.63	\$103,237.74
3040618835	Under 65 Retiree		\$71,803.66	\$1,400.78	\$73,204.44
16940639602	Active		\$49,085.14	\$316.39	\$49,401.53
18240565427	Active		\$48,237.48	\$2.15	\$48,239.63
20330546094	Active		\$46,196.52	\$0.00	\$46,196.52
20051210012	Active		\$45,182.88	\$2.62	\$45,185.50
8610240595	Active		\$41,216.59	\$23.52	\$41,240.11
3040618746	Active		\$37,762.92	\$701.94	\$38,464.86
16990366589	Active		\$29,362.45	\$8,060.32	\$37,422.77
18270630185	Active		\$36,581.00	\$113.48	\$36,694.48
3040618722	Active		\$6,797.25	\$26,849.52	\$33,646.77
18240569662	Active		\$14,517.61	\$17,825.17	\$32,342.78
17460623175	Active		\$26,358.89	\$1,561.25	\$27,920.14
18370055481	Active		\$26,722.68	\$233.61	\$26,956.29
3040618845	Active		\$11,389.52	\$15,281.44	\$26,670.96
19770077993	Active		\$24,759.18	\$95.00	\$24,854.18
19670220873	Active		\$18,809.17	\$5,819.82	\$24,628.99



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HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

6380269376	Active	\$17,733.32	\$6,116.64	\$23,849.96
19880026383	Active	\$2,327.28	\$21,316.11	\$23,643.39
20020213543	Active	\$16,880.31	\$4,713.82	\$21,594.13
18240662372	Active	\$19,749.03	\$0.00	\$19,749.03
19270169126	Active	\$7,455.96	\$11,828.61	\$19,284.57
3040618745	Under 65 Retiree	\$3,381.45	\$14,474.59	\$17,856.04
3140171845	Active	\$3,925.86	\$13,674.44	\$17,600.30
19980006189	Active	\$16,804.93	\$258.88	\$17,063.81
3046907758	Active	\$10,880.07	\$6,154.83	\$17,034.90
19670411196	Active	\$14,270.14	\$2,734.49	\$17,004.63
19890454640	Active	\$2,958.80	\$13,947.14	\$16,905.94
3040618769	Active	\$4,186.49	\$12,593.54	\$16,780.03
3550149293	Under 65 Retiree	\$15,964.71	\$701.68	\$16,666.39
16940752319	Active	\$11,634.64	\$3,289.21	\$14,923.85
20020581379	Active	\$14,752.29	\$37.13	\$14,789.42
3061296042	Active	\$13,651.73	\$1,106.59	\$14,758.32
3040618865	Under 65 Retiree	\$14,273.67	\$187.63	\$14,461.30
18830327100	Active	\$6,941.26	\$7,056.52	\$13,997.78
10150322250	Active	\$11,167.70	\$2,292.42	\$13,460.12
20270006640	Active	\$9,485.68	\$3,636.79	\$13,122.47
15950273865	Active	\$816.62	\$12,146.56	\$12,963.18
19600022825	Active	\$12,474.52	\$325.13	\$12,799.65
19700178813	Active	\$12,614.65	\$34.00	\$12,648.65
10150322231	Active	\$9,061.49	\$3,446.79	\$12,508.28
3470146463	Active	\$2,321.65	\$9,502.63	\$11,824.28
14390163286	Active	\$4,080.30	\$7,653.70	\$11,734.00
17919542831	Active	\$11,138.03	\$80.59	\$11,218.62
16890235721	Active	\$5,024.84	\$6,103.01	\$11,127.85
14060182626	Active	\$4,913.06	\$6,172.03	\$11,085.09
20080140329	Active	\$10,758.68	\$40.57	\$10,799.25
3040618768	Under 65 Retiree	\$2,123.23	\$8,509.06	\$10,632.29
17130059768	Active	\$4,066.76	\$6,321.01	\$10,387.77
3066503826	Under 65 Retiree	\$10,265.81	\$0.00	\$10,265.81
20080522441	Active	\$10,152.35	\$14.80	\$10,167.15
3040618681	Active	\$8,829.52	\$1,293.83	\$10,123.35
Query Total	58	\$1,868,177.91	\$453,154.35	\$2,321,332.26



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HEALTHY COUNTY WELLNESS CONTACT DESIGNATION

Polk 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

Please list changes and/or corrections:

Name:

Fern Caddenhead

Title:

HR Director

Address:

602 East Church St., Ste. 105

Livingston, TX 77351

Email:

Fern.Caddenhead@co.polk.tx.us

Phone Number:

936-327-6802

Fax Number:

936-327-6879

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

Please list changes and/or corrections:

Name: Hon. Guylene Robertson

Hon. Mark DuBose

Title: Commissioner

Commissioner

**Address: PO Box 740
Goodrich, TX 77335**

PO Box 1388

Onalaska, TX 77360

Email: guylene.robertson@co.polk.tx.us

Mark.DuBose@co.polk.tx.us

Phone Number: (936) 365-2222

936-646-5929

Fax Number:

936-646-5712

Contracting Authority Signature: _____

Date: 6/27/2023



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 2023-2024 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: Polk County

Printed Name and Title: Sydney Murphy, Polk County Judge

Contracting Authority Signature: 

Date: 6/27/2023