



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

2024 - 2025 Renewal Notice and Benefit Confirmation

Group: 36344 – Polk County

Anniversary Date: 10/1/2024

Return to TAC by: 06/28/2024

Please initial and complete each section confirming your group's benefits and fill out the contribution schedule according to your group's funding levels. Fax to 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 1400-NG \$35 Copay; \$2000 Ded; 80%; \$4000 OOP Max

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

Your % rate increase is: 1.5%

Your payroll deductions for medical benefits are: Pre Tax

Tier	Current Rates	New Rates Effective 10/1/2024	New Amount Employer Pays	New Amount Employee Pays	New Amount Retiree Pays (if applicable)
Employee Only	\$928.92	\$942.84	\$ 942.84	\$ 0	\$ 142.84
Employee + Spouse	\$1,699.64	\$1,725.12	\$ 942.04	\$ 782.28	\$ 925.12 / *782.28
Employee + Child(ren)	\$1,363.26	\$1,383.70	\$ 942.84	\$ 440.86	\$ 583.70 / *440.86
Employee + Family	\$1,996.06	\$2,026.00	\$ 942.84	\$ 1,083.16	\$ 1,226.00 / *1,083.16

*Amount retiree pays if retired prior to 10/1/2019


Initial to accept Medical Plan and New Rates.

LIFE - BASIC

Basic Life Products:

Coverage Volume: \$15,000

	Current Rates	New Rates Effective 10/1/2024	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.

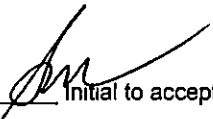
LIFE - VOLUNTARY

Voluntary Life Products:

	Current Rates	New Rates Effective 10/1/2024	Amount Employer Pays	Amount Employee/Retiree Pays (if applicable)
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Coverage Volume: \$7,000

Voluntary Retiree Life	\$0.180	\$0.180	0%	100%
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 Initial to accept New Voluntary Life Rates.

RETIREES

Please check one for each benefit that applies.

Your group allows retiree coverage for:

- | | | |
|------------------------|--|----------------------------------|
| Medical | <input checked="" type="checkbox"/> Pre 65 | <input type="checkbox"/> Post 65 |
| Voluntary Retiree Life | <input checked="" type="checkbox"/> Pre 65 | <input type="checkbox"/> Post 65 |

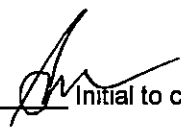
 Initial to confirm.

WAITING PERIOD

Waiting period applies to all benefits.

Employees
90 days - Day following waiting period

Elected Officials
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:

Please list changes and/or corrections below

Agency Name

Agency Address

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 **6/28/2024** 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 Sydney Murphy
Title County Judge
Address 101 West Church Street
Livingston, TX 77351
Phone 936-327-6813
Fax 936-327-6891
Email county.judge@co.polk.tx.us

BILLING CONTACT

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

Please list changes and/or corrections below.

Name Fern Caddenhead
Title 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

COUNTY REPRESENTATIVE

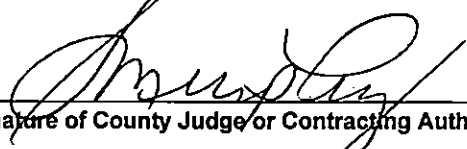
TAC HEBP's main contact for daily matters pertaining to health benefits.

Please list changes and/or corrections below.

Name Chelsea Stallings
Title HR Analyst
Address 602 East Church Street, Suite 105
Livingston, TX 77351
Phone 936-327-6802
Fax 936-327-6879
Email chelsea.stallings@co.polk.tx.us

Fern Caddenhead
HR Director

Fern.Caddenhead@co.polk.tx.us



Signature of County Judge or Contracting Authority

June 11, 2024

Date

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.



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

12-Month Medical Report

Post Date : Mar 2024

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

Rows : (Paid Date)

Columns : (Metrics)

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

Account : (000094500 - POOLED)

Coverage Type : (Medical)

Group : (036344 - POLK COUNTY)

Paid Date	Average Subscribers	Average Members	Total Contribution	Medical Paid	Pharmacy Paid	Paid
Apr 2023	286	377	\$280,766.56	\$132,229.20	\$48,716.40	\$180,945.60
May 2023	286	377	\$286,253.08	\$133,887.21	\$68,717.74	\$202,604.95
Jun 2023	287	378	\$287,167.50	\$192,190.30	\$61,920.56	\$254,110.86
Jul 2023	283	374	\$283,509.82	\$157,177.72	\$77,299.26	\$234,476.98
Aug 2023	280	368	\$280,066.34	\$148,194.96	\$62,827.11	\$211,022.07
Sep 2023	272	356	\$269,443.32	\$437,534.31	\$41,764.65	\$479,298.96
Oct 2023	278	367	\$281,313.04	\$158,126.46	\$44,569.09	\$202,695.55
Nov 2023	277	369	\$280,225.92	\$121,110.18	\$65,515.62	\$186,625.80
Dec 2023	278	371	\$282,023.52	\$104,708.65	\$82,123.89	\$186,832.54
Jan 2024	284	381	\$285,244.62	\$137,912.03	\$74,579.28	\$212,491.31
Feb 2024	285	383	\$292,319.62	\$115,566.11	\$71,319.13	\$186,885.24
Mar 2024	291	392	\$297,240.36	\$140,675.62	\$67,729.72	\$208,405.34
Total: Selected Filter(s)	282	374	\$3,405,573.70	\$1,979,312.75	\$767,082.45	\$2,746,395.20



TEXAS ASSOCIATION *of* COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

Post Date : Mar 2024

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

Metrics : (Paid)

Claim Type : (MEDICAL, PHARMACY)

Coverage Type : (Medical)

Group : (036344 - POLK COUNTY)

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

Paid greater or equal 10000.00

Paid : descending

Encrypted Member ID	Member	Status	Medical Paid	Pharmacy Paid	Paid
20480207672	Active		\$217,301.63	\$0.00	\$217,301.63
19880026383	Active		\$154,815.44	\$62,100.06	\$216,915.50
3058424489	Active		\$35,924.47	\$63,548.60	\$99,473.07
3061296042	Active		\$67,380.22	\$10,169.78	\$77,550.00
16940639602	Active		\$76,244.97	\$1,148.57	\$77,393.54
16580207282	Active		\$59,939.15	\$9,873.61	\$69,812.76
3040618845	Active		\$33,691.43	\$34,695.50	\$68,386.93
16941184671	Active		\$8,373.70	\$50,017.53	\$58,391.23
6380269376	Active		\$47,927.60	\$4,530.95	\$52,458.55
11510498015	Active		\$50,494.68	\$44.72	\$50,539.40
3040618824	Active		\$39,530.84	\$965.03	\$40,495.87
17460623175	Active		\$28,652.80	\$8,962.62	\$37,615.42
20020213543	Active		\$34,602.80	\$2,581.48	\$37,184.28
20551112601	Active		\$34,799.87	\$0.00	\$34,799.87
4240157896	Active		\$31,680.46	\$2,062.55	\$33,743.01
18370055481	Active		\$658.06	\$31,803.10	\$32,461.16
17960331448	Active		\$11,179.05	\$20,594.96	\$31,774.01
18240662372	Active		\$30,417.90	\$0.00	\$30,417.90
20440173675	Active		\$30,231.05	\$173.40	\$30,404.45
17380503758	Active		\$29,324.32	\$0.00	\$29,324.32
3040618704	Under 65 Retiree		\$28,255.61	\$650.30	\$28,905.91
15950273865	Active		\$18,368.35	\$10,058.44	\$28,426.79
3040618722	Active		\$6,773.11	\$19,371.80	\$26,144.91



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HCC - No PHI

18240569662	Active	\$16,208.69	\$9,893.85	\$26,102.54
18450110054	Active	\$22,207.69	\$2,320.97	\$24,528.66
20041175593	Active	\$8,611.18	\$14,668.53	\$23,279.71
18830327100	Active	\$15,161.57	\$7,387.48	\$22,549.05
3080274129	Active	\$20,705.68	\$1,829.35	\$22,535.03
3070001899	Active	\$21,570.63	\$341.77	\$21,912.40
3040618768	Under 65 Retiree	\$11,919.64	\$8,192.27	\$20,111.91
19670220873	Active	\$1,698.05	\$18,234.44	\$19,932.49
3061865870	Active	\$18,812.18	\$103.92	\$18,916.10
3046907758	Active	\$8,159.77	\$10,466.55	\$18,626.32
18210332714	Active	\$18,228.30	\$49.12	\$18,277.42
3040618745	Under 65 Retiree	\$1,922.26	\$16,231.48	\$18,153.74
3040618835	Under 65 Retiree	\$15,892.06	\$1,178.57	\$17,070.63
3040618746	Active	\$16,155.23	\$761.88	\$16,917.11
3055168722	Active	\$16,650.84	\$179.85	\$16,830.69
18640153632	Active	\$16,334.38	\$106.00	\$16,440.38
20150284222	Active	\$16,226.28	\$0.00	\$16,226.28
3040618769	Active	\$4,291.94	\$11,647.72	\$15,939.66
3060749538	Under 65 Retiree	\$5,721.47	\$9,882.47	\$15,603.94
17560160568	Under 65 Retiree	\$5,394.28	\$10,173.61	\$15,567.89
20220488554	Active	\$15,436.52	\$0.00	\$15,436.52
20110047032	Active	\$14,630.73	\$70.50	\$14,701.23
3055479737	Active	\$10,949.93	\$3,616.45	\$14,566.38
3140171845	Active	\$2,401.26	\$11,814.23	\$14,215.49
19800533594	Active	\$13,215.77	\$0.00	\$13,215.77
3470146463	Active	\$2,462.58	\$10,577.67	\$13,040.25
14060182626	Active	\$2,518.75	\$10,127.03	\$12,645.78
10150322250	Active	\$8,739.46	\$3,841.55	\$12,581.01
20290425716	Active	\$3,452.88	\$8,636.90	\$12,089.78
20270476927	Active	\$4,603.31	\$7,478.86	\$12,082.17
16100011475	Active	\$11,540.82	\$195.48	\$11,736.30
17960331449	Active	\$725.84	\$10,962.75	\$11,688.59
20270006640	Active	\$4,920.38	\$6,530.42	\$11,450.80
14390163286	Active	\$4,920.95	\$6,228.24	\$11,149.19
20020542361	Active	\$2,198.57	\$8,441.04	\$10,639.61
19770077993	Active	\$4,286.84	\$6,294.19	\$10,581.03
18100154987	Active	\$4,081.78	\$6,279.66	\$10,361.44
17919542831	Active	\$9,985.46	\$254.70	\$10,240.16
Query Total	61	\$1,459,511.46	\$558,352.50	\$2,017,863.96



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: Ms. Fern Caddenhead

Title: HR Director

Address: 602 E Church St Ste 105
Livingston TX 77341

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

Phone Number: (936) 327-6802

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: Ms. Jessica Walding-Hutchins

Title: Grant & Contract Coordinator

Address: 410 E. Church Street
Livingston TX 77351-4231

Email: grantsandcontracts@co.polk.tx.us

Phone Number: (936) 327-6849



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HEALTHY COUNTY WELLNESS CONTACT DESIGNATION Polk County

WELLNESS COORDINATOR #2

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 #2

Name: Ms. Ashley Reeks

Title: Purchasing/Procurement Coordinator

Address: 602 E Church St Ste 120
Livingston TX 77351-4231

Email: purchasing@co.polk.tx.us

Phone Number: (936) 327-6808

Please list changes and/or corrections:

WELLNESS SPONSOR #2

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 #2

Name:

Title:

Address:

Email:

Phone Number:

Please list changes and/or corrections:

Contracting Authority Signature: _____

Date: June 11, 2024



TEXAS ASSOCIATION of COUNTIES
HEALTH AND EMPLOYEE BENEFITS POOL

HEALTHY COUNTY: COUNTY SPECIFIC INCENTIVE PROGRAM

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

Healthy County is available to assist in the process of designing, communicating, and tracking a CSI. Employees will be able to view their progress and completion of the incentive online or on the mobile app.

YOUR COUNTY OR DISTRICT'S CSI

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

- We would like to implement a CSI Program for the 2024-2025 plan year.
- We are interested in learning more about the CSI Program.
- We are not interested in learning more about the CSI Program at this time.

County or District Name: Polk County, Texas

Printed Name and Title: Sydney Murphy, Polk County Judge

Contracting Authority Signature: 

Date: June 11, 2024