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COMMISSIONERS' COURT
SPECIAL MEETING
November 14, 2011

Notice is hereby given that the Titus County Commissioners' Court met in a regular meeting on Monday, November 14, 2011 at 9:00 a.m. in the Titus County Courtroom, with the following members present:

Don Boggs	Commissioner Precinct 1
Mike Fields	Commissioner Precinct 2
Phillip Hinton	Commissioner Precinct 3
Thomas Hockaday	Commissioner Precinct 4
Dianne Norris	County Clerk
Carl Johnson	County Auditor
Sheryl Preddy	County Treasurer
Tim Ingram	County Sheriff

Public Attending Meeting:

Norma Narramore	Jake Narramore	Barbara Bruechner
Jerry Clark	Steve Austin, CVSO	Gail Norris
April Ridgeway	Carolyn Norman	

Pledge of Allegiance led by:	Commissioner Fields
Invocation by:	Commissioner Hinton

- 1) Pursuant to section 551.042, Texas Open Meeting Act, the Court is open to hear public comments and/or requests for information on non-agenda items. (Listen to audio track 1, 00:00:36).
 - a. Commissioner Fields: I do not know if you know this, but Judge Lee had to be a meeting this morning in Dallas and he will be back sometime tonight.
- 2) Consider and possibly approve Minutes from October 24, 2011 regular meeting of the Commissioner's Court. (Listen to audio track 1, 00:01:07)

Motion made by Commissioner Boggs and seconded by Commissioner Hockaday to approve the acceptance of the minutes from October 24, 2011 regular meeting.

- 3) Consider and possibly approve Minutes from October 28, 2011 regular meeting of the Commissioner's Court. (Listen to audio track 1, 00:01:07)

Motion made by Commissioner Boggs and seconded by Commissioner Hockaday to approve the acceptance of the minutes from October 28, 2011 regular meeting.

- 4) Consider and possibly approve Minutes from November 4, 2011 regular meeting of the Commissioner's Court. (Listen to audio track 1, 00:00:54).

Motion made by Commissioner Hockaday to table Item #4 for the time being and seconded by Commissioner Hinton. Motion carried unanimously.

- 5) Consider and possibly approve a \$973.25 County match for the N.E.T Opportunities, Inc. Meals-On-Wheels Program for the 2011-2012 year. (Listen to audio track 1, 00:02:25 and/or see Attachment #1)
- a. Commissioner Fields: What this is involved in is that we have Senior Citizens who are not able to go to the Senior Citizen meal center. We take at least one hot meal to them during the weekdays. There is a matching fund that we can participate and we pay for half of that cost.

Motion made by Commissioner Boggs to and seconded by Commissioner Hinton. Motion carried unanimously

- 6) Consider and approve an Order Pauper's Funeral for Sammy R. Lee.. (Listen to audio track 1, 00:03:51 and/or see Attachment #3)
- a. Commissioner Fields: I spoke to the Judge on this, he meets all of the qualifications, and I recommend that we pass this.
 - b. Carl Johnson: Mike, does it have the amount. We use pay \$900 or \$950, I do not know if that is still the fee that we pay.
 - c. Commissioner Fields: \$950.00
 - d. Steve Austin: Commissioner, do we know if the individual is a Veteran? The reason that I ask is that there is a benefit that allows whoever we bury in the State Cemetery.
 - e. Commissioner Fields: Usually what happens on this is that we have somebody qualify, they do the paper work, they fill it out, they bring it into the Judges Office, the Judge looks over it to see if there are any question, they may contact the families to see if there is anything there, and if there is not. I do not see anything asking about if they were the military.
 - f. Commissioner Boggs: You might want to speak with Kent out at the funeral home to see if that is a question that they ask.

- g. Steve Austin: It is not so much about saving the County money as it is the dignity of the Veteran, he can be buried in the State Cemetery at no cost to the family, if he has documentation that he is in fact a Veteran. That is something to keep in mind in the future, and I will follow up on that and get back with you.
- h. Commissioner Fields: I think they do check that, I know the funeral home and usually the family members will bring it up.

Motion made by Commissioner Hockaday and seconded by Commissioner Hinton. Motion carried unanimously

- 7) Consider and possibly take action on existing burn ban. (Listen to audio track 1, 00:15:19).

Motion made by Commissioner Boggs to lift the burn ban for 30 days and seconded by Commissioner Hinton. Motion failed, two positive votes from Commissioner Boggs and Commissioner Hinton and two negative votes from Commissioner Hockaday and Commissioner Fields. No action; will table for the next agenda.

- 8) Consider and possibly approve Plat for Cason Ranchetts, Phase Four, Cross Creek Cattle, Inc., Peacock Survey A-430, Titus County Texas, and County Road 4950. (Listen to audio track 1, 00:10:14)

Motion made by Commissioner Hockaday and seconded by Commissioner Hinton. Motion carried unanimously.

- 9) Consider and possibly take action on terms of employee health plan. (Listen to audio track 1, 00:11:40).

- a. Gail Norris: You are a little bit different than another group might be because you have been taking out significant money, and even in the years that you had a lot of high claims, you have always had some amount of... Right now, according the figure that Carl gave me you have \$101,070.72 in the fund to start with. That is certainly a good trend and good way to do.

One thing that we need to decide is: do you want to leave your category of rates the same. Right now, the County puts in \$775.00 a month for each person. You have it broken down by dependents.

2 dependents	\$325.00
3 dependents	\$385.00\
4 dependents	\$450.00
5 dependents and up	\$560.00

Very few groups, in fact I do not know of anybody that has this sort of break down, but that is what you have chosen to do and you can leave it that way if you want to. What most groups do, and when we are figuring for you, we will figure the employee only which is what the County pays; an employee and child because that is a person who has no spouse and they can have one child or ten children and that is the next lowest rate. There is an employee and spouse rate, which are husband and wife and those will traditionally be people in their 50's whose children are gone from home. Finally, we have the entire employee and family, which is husband, wife and all children. The first thing, before we decide what needs to go in there is we need to decide do you want to leave your dependents as they are now, or do you want to go to a normal four rate structure. That is your decision.

- b. Commissioner Hockaday: One dependent is either a spouse or a child, is it not?
- c. Carl Johnson: Right now, we do not differentiate between...
- d. Gail Norris: You have five categories now, and you are only going to have three categories under this because the first one is the employee and the County pays that. There are some other groups that do that, obviously the theory behind why that was done was if you have more people on your policy you will have more claims. That is not necessarily true, it is more the age of that. That is a decision that you need to make. When we figure rates, we figure them on a four-rate structure: employee only, employee and spouse, employee and child, and employee and family. There is nothing wrong with doing it this way because you can generate the same amount of money wherever you go.
- e. Commissioner Boggs: What the possibility of designating one classification as spouse. That is where potentially you could have some significant claims. Children are actually a plus to our plan because it gives greater numbers and lowers the average age.

- f. Gail Norris: We do have an employee and spouse.
- g. Carl Johnson: Well, the way we have it now, we do not differentiate between whether it is your spouse or your child.
- h. Gail Norris: Like I said there is nothing wrong with that, I am just telling you that to start with we need to settle that point before we go further.
- i. Commissioner Boggs: I think instead of one dependent, it needs to be spouse. I think that if...
- j. Gail Norris: Right now, your one dependent is the lowest rate on there.
- k. Commissioner Boggs: The increments are only \$50.00 dollars between each. Each child will cost you \$60.00. Is that correct?
- l. Carl Johnson: I think between three and four it goes up \$65 dollars, but that is right.
- m. Gail Norris: The point that I was making that you are starting off very good because you have money in your fund. That is not usually common. I believe that was with mainly, a number if not all of October claims have come in right.
- n. Carl Johnson: That is with all of the September claims that does not include October.
- o. Gail Norris: Well for October, we have very small amount for some reason. Because I did look at that.
- p. Commissioner Fields: Our annual deduction is \$600.00
- q. Carl Johnson: That is in-network, out of network is \$1000.00
- r. Carl Johnson: We didn't make any changes to the plan last year because we did not give any employees any raises last year and the Court felt like it is hard to have them take money out of their pocket when they did not have any more coming in. They did not have any raises this year either, but at some point, you are going to have to adjust for...
- s. Commissioner Boggs: Your recommendation sheet that you gave me, you have each child costs \$150.00. Children do not cost, very few of them ever reach the threshold of...
- t. Gail Norris: Well we have had children's cases here that, the person still on the group, that has been considerable.
- u. Commissioner Hockaday: I do not think you can go by that.
- v. Carl Johnson: Don is right, most of the time that is true.
- w. Gail Norris: That is not the highest category of expense.

- x. Carl Johnson: No, spouses are.
- y. Commissioner Boggs: What I was actually looking at is what the average age of the participant is, and children skew it to our benefit.
- z. Gail Norris: You have a \$600.00 deductible in Network, \$1000.00 out of network. You have an annual out of pocket of \$2000.00 in network, \$4000.00 out of network, they are just doubled. Then you have 90% in network and 60% out of network. Your wellness benefits are the same under any one. Then you come down to your co-pays for the drugs are \$45.00 for the drugs, and \$25 for the co-pay and also if no generic is equivalent for the brand name you get the \$25.00. Basically, it is just all the way through there 90/60. You need to leave that the as is, because you do not want people going out of network because you get so much of a discount when you are in network.
- aa. Commissioner Boggs: I would not mind tweaking this some, but I am not going to be for major cuts in our benefits because here in about 45 days, we are going to have an influx of contractors looking for equipment operators and I sure do not want them visiting my barn. I have 45 years of experience in barn with my hands, they do a wonderful job, and it would be very tempting if we...
- bb. Gail Norris: Our recommendation will be that you leave the benefits as they are, they are certainly sufficient. My recommendation is to not change anything in the benefits.
- cc. Sheriff Ingram: There is something that we might need to look at too. We used our hospital here, my wife had a procedure done, and they are in network but then some of the doctor's they use are out of network.
- dd. Gail Norris: That is right, and there really is not a thing that you can do about that. The same thing will happen if you go to any network hospital, especially in the emergency room. A lot of them are making the attempts to try to get those doctors in network, but a lot of doctors out of Dallas, they are not in the network. There really is not anything at this particular time that can be done about that....
- ee. Sheriff Ingram: I was thinking that maybe when Health First was negotiating with them maybe that could be something that could be part of the negotiations.
- ff. Gail Norris: The hospitals and everybody are just willing to negotiate with you and the local doctors, but those that are coming out of Dallas for the weekend do not really care.

- gg. Carl Johnson: There are some things that I think need to be considered. Our budgeting process, we were hoping to come up with a couple hundred thousand dollars in savings in the insurance area. We have come up with \$112,000.00 from last week's work. If you are not going to change anything on the insurance plan, then you are not going to generate any additional savings from there. By benefits we are the insurance so if we do not raise the deductibles, if we do not raise the premiums they pay then nothing is going to change about my numbers.
- hh. Gail Norris: You certainly can change anything. I am just saying that these benefits are very good benefits.
- ii. Carl Johnson: How do they compare to other places benefits, are we in line with...
- jj. Gail Norris: You are on the high average good side. Better than the benefits that I have.
- kk. Commissioner Hockaday: I do not have any problem leaving this in network at \$600.00 and raising the out of network to \$1200.00. On the Cobra, I think that we need to raise that from one member of \$1000.00 to \$1200.00.
- ll. Carl Johnson: Let me ask you a question and make sure that I understand how the two work together. Right now, our deductible for out of network is \$1000.00 our total out of pocket if you are out of network is \$4000.00. That \$4000.00 includes the deductible that is the most you can be out is \$4000.00, right?
- mm. Gail Norris: No, you have to take that with your deductible as far as what you are really....
- nn. Carl Johnson: So, if you had a \$50,000.00 procedure done, it is going to cost you \$5,000.00.
- oo. Commissioner Fields: I know on wellness, this is something that we put in several years back, it was \$750.00. This is where we encourage our workers for the County to go have the pre-tests and get those types of things and it is a proven fact that if you find something early, most of the time it is 100% curable. If you let it go on for several years and you start having problems then you are going to run into major expense. I think our wellness program has really paid off for us.
- pp. Carl Johnson: We are talking about getting them up to \$1000.00 a year for wellness. Right now, it covers mammograms and PSA's. We also talked about including a colonoscopy.

- qq. Gail Norris: Colonoscopy is something to think about, and we want to put it where we have a time limit on most groups of say a colonoscopy every five years, unless your doctor says, you need one every three years. That means that he found a polyp that appears cancerous and he asking for you to come back within a three-year period. The colonoscopy limited to one during that time. Because, colonoscopy now...
- rr. Commissioner Hockaday: This \$1000.00 is not going to pay for that.
- ss. Carl Johnson: No, but it will help pay. Right now, it is not covered at all, so it goes through your regular...
- tt. Gail Norris: If we put it in there to say that it will cover one colonoscopy every three to five years, I would say five years.
- uu. Commissioner Hockaday: We are talking about putting it on the wellness.
- vv. Gail Norris: You do not even have to do that you can just include it in your benefit, because it is going to cost more than \$750.00. Colonoscopy, by the time you get your doctor bill and all that will run you around \$4000.00. But it is a prevention and it is very good prevention.
- ww. Commissioner Hockaday: That is going to be in addition to the wellness on this one....
- xx. Gail Norris: Yes, it will be a different thing then the wellness, if you decide to do it. It is so expensive that it has to be by itself. Not everybody is going to have it done.
- yy. Commissioner Fields: Your cost goes way down if you catch it in the early stage.
- zz. Gail Norris: This will be one diagnostic colonoscopy, which means your doctor does not have to have a diagnosis already, you are not bleeding or you are not doing one of the things that is a symptom, but limited to every five years. It is a preventative benefit but it is not going to be sitting there with that other \$750.00.
- aaa. Commissioner Fields: But anyway, I think that the wellness benefit and early detection. Encourage people to go get tested and go have these things, the mammograms and these types of things.
- bbb. Commissioner Hockaday: You are way ahead in money if you do it early enough.
- ccc. Commissioner Fields: I think it is important to push this, especially in the last five or six years talking to the County employees and encouraging them to have these tests and stuff done. I think this one of those years that we have had a good year,

and we need to continue that and continue to encourage our employees to have these preventative tests done.

ddd. Carl Johnson: Another area that we talked about was the way our prescription deal works. If I go to the doctor and get some antibiotics and I pay up to \$25.00 for the prescription and then the claim pays the rest of the balance. But, if you are ordering a 90-day supply at one time.

eee. Gail Norris: 90-day is originally designed for mail order in Nebraska and they return it to you. If you want to have it as a 90-day, that is just a benefit your designing.

fff. Carl Johnson: There is a pretty big cost to the County, I would rather see us go to a 30-day supply because it is not like the 90-day supply is free, and it costs the County. I do not see a problem with telling an employee or their family “look, you are going to have to pay \$25.00 a month for your medicine.”

ggg. Commissioner Boggs: I say, leave the co-pay the same, just change it to a 30-day supply.

hhh. Commissioner Fields: The way we have it is \$25.00 to get generic but if you have a name brand and you cannot get generic, it is still \$25.00. If you can get generic and you take the name brand, it is \$45.00.

iii. Carl Johnson: Back up on the dependents and stuff, I agree with what Don said. I like having the spouse separate from the children.

jjj. Commissioner Boggs: Let’s put some figures to it; I have a spouse at \$300.00 and children at \$50.00 each.

kkk. Commissioner Hockaday: When you say \$50.00 each, what do you mean. Just \$50.00.

lll. Commissioner Boggs: Well, per month, \$300.00 for the spouse and one Child would be \$350.00, two children is \$400.00, and three children is \$450.00.

mmm. Carl Johnson: If you are a single parent and you have two kids, at home, you would only pay \$100.00 a month because you do not have a spouse you are just paying for the children and it is \$50.00 a month per child.

nnn. Commissioner Boggs: Keep in mind you also have to pay the deductible.

ooo. Commissioner Hockaday: Is there an age limit.

ppp. Gail Norris: You are under Obama’s deal.

qqq. Commissioner Boggs: If you have an 18-year-old daughter, you also have maternity stuff.

- rrr. Commissioner Hockaday: Looks to me like we need to put an age limit on that.
- sss. Gail Norris: You cannot take away the age of 26, but you can charge.
- ttt. Commissioner Hockaday: We can do it up to 15 that we are going to pay this and then after 15 or whatever then it goes up.
- uuu. Commissioner Boggs: You know this kind of seems a little half bake, what we are doing right now knocking it back and forth. Why don't we settle on the changes that we have made so far then we will address the spouse...
- vvv. Gail Norris: So far, I only have one thing that you have definitely decided on:
- i. Generic 30-day supply \$25.00 for generic \$45.00 for brand name and if there is no brand name \$25.00.
- www. Commissioner Boggs: The colonoscopy is going to be part of the wellness program.
- xxx. Gail Norris: It really is not, it is another thing that we are going to add....
- yyy. Carl Johnson: It is part of your preventative deal:
- i. One colonoscopy every five years.
- zzz. Commissioner Hockaday: Are we raising this \$750.00 to \$1000.00?
- aaaa. Gail Norris: \$750.00 because the colonoscopy is going to be different because is it \$4000.00, that \$750.00 would not help you much. Those are the only two things that you did definitely, that I understood you are doing right, carl.
- bbbb. Carl Johnson: So far, that is right.
- cccc. Commissioner Boggs: We increased our deductible for out of network.
- dddd. Commissioner Hockaday: I think it should be \$1200.00 and then on the Cobra we went from \$800 to \$1000.00 and \$1000.00 to \$12,000.00 on that.
- eeee. Gail Norris: If you were funding to expected claims or to maximum claims, you are right in between. You are putting \$775.00 in.
- ffff. Carl Johnson: \$750.00 in the medical and \$25.00 in the dental.
- gggg. Gail Norris: The employee only when you funded to max was \$876.95 and when you funded to expected was \$661.00, so you are right in the middle, you are in a good place as far as what you are putting in at a particular time.
- hhhh. Commissioner Boggs: Let's leave the spouse and the children deductions where they are for this meeting and we can move on...
- iiii. Gail Norris: Do you want to stay with the type that you have now, 1-5 dependents, or do you want to go to with employee only, employee and child, employee and spouse, and employee and family.

- jjjj. Commissioner Boggs: I want to go to spouse, one child, two children, and three children.
- kkkk. Commissioner Fields: Some of this other stuff I can look at, I basically want to leave everything the same but...
- llll. Commissioner Hockaday: I think we have done everything except for the dependents.
- mmmm. Carl Johnson: Does an employee have the option of not being on our plan if they want to?
- nnnn. Gail Norris: No, not at the present time. There was an amendment to the contract many years ago when we had a percentage problem. You are required to have 75% of your employee enrolled. The plan that is ensuring the policy of the company. I am talking 80's or early 90's, but at that time, you amended your contract where all employees are enrolled. If you do not want it certainly now the contract can be amended, but you have to know that you are going to have a decrease in the amount of money that comes in because some people are going to get off and get on another plan.
- oooo. Commissioner Boggs: As far as employees who qualify for Medicare. Do they stay on the County plan, even though they are eligible for Medicare or do they...
- pppp. Gail Norris: If they are still employed, they can. If they are leaving, they are certainly going off on that....
- qqqq. Commissioner Hockaday: We have amended that, I will have to ask Amber.
- rrrr. Commissioner Hockaday: We did not do that, I think Social Security did that.
- ssss. Carl Johnson: What Thomas is saying is that Medicare is saying that is you are working somewhere and they have insurance you have to stay on their insurance.
- tttt. Gail Norris: Well, that is what Amber said you were doing.
- uuuu. Gail Norris: We still have not come to a conclusion of, are we going to stay with the type of deductions that we have now as far as the classifications...you can change it however you want to. I can say that 98% of our groups are on the four-rate

structure, simply because they are trying to give a break to an employee child which is usually a divorced person with children, and then an employee and spouse is when the children are gone, and if you have children it is the family rate.

vvvv. Commissioner Fields: I want to leave it just like it is.

www. Commissioner Hockaday: I think we need to raise it a little. Raise them all by \$35.00.

xxxx. Carl Johnson: I know that it is hard on everybody, nobody has had a raise, and it is going to cost out of their pocket more money. I understand that and we have single parents that work here, we have jailers that make \$22,000.00 a year that work here, I understand all of that. The bottom line is the budget is going to have to be adjusted somewhere.

yyyy. Commissioner Boggs: We are talking about \$25.00 here, \$35.00 there...the money has already been saved on the prescription plan, and I mean that was significant dollars. When we have people that might be hiring our employees, I do not want to change the ...I just want to change the designation.

zzzz. Carl Johnson: If you talking about changing, were you going to leave the spouse at \$265.

aaaa. Commissioner Boggs: Yes, and the children at \$60.00, just like it is.

bbbbb. Commissioner Hockaday: I would rather raise them all \$35.00 and then be done.

ccccc. Commissioner Boggs: This is half-baked, let's just leave it like it is. I did not receive a second, so you can set aside that motion and go with Thomas' motion.

dddd. Commissioner Hockaday: I will make a motion that we raise each one of them \$35.00, across the board.

eeee. Commissioner Fields: Okay, I have a motion, do I have a second. I will ask one more time, do I have a second? The motion fails for lack of second to the motion.

fffff. Commissioner Fields: I recommend that we stay just like we have it:

i. One dependent	\$265.00
ii. Two dependents	\$325.00
iii. Three dependents	\$385.00
iv. Four dependents	\$455.00
v. Five dependents	\$560.00
vi. Annual deductions:	\$600.00
vii. Out of pocket network	\$2000.00
viii. Out of network:	\$4000.00
ix. Deductible out of network	\$1200.00
x. Cobra	\$1000.00
xi. Cobra Family	\$1200.00
xii. Generic drugs	\$25.00, 30 day supply
xiii. Brand Name drug	\$45.00, 30 day supply
xiv. Wellness	\$750.00 / diagnostic colonoscopy every 5 years

Motion made by Commissioner Fields and seconded by Commissioner Hinton. Motion passed, three positive votes from Commissioner Boggs and Commissioner Hinton and Commissioner Fields, and one negative vote from Commissioner Hockaday.

10) Consider and possibly approve travel seminars for Titus County Employees and Elected Officials. (Listen to audio track 1, 01:12:57 and/or see attachment #2)

- i. Sheriff Ingram's Office: Matthew Cooper to attend the East Texas Police Academy in Texarkana on November 23, 2011 through December 9, 2011. Cost of \$180.00.
 - ii. Sheriff Ingram's Office: Kenneth Wilson and Kris Bragg to attend the biennial sex offender registration conference on November 14, 2011 through November 17, 2011 in Galveston. Cost: free, requesting travel per diem.
 - iii. JP Paula Dyke's Office: Terri Aydelott to attend a court personnel seminar in Rockwall on July 18, 2012. Cost: \$100.00
 - iv. Leonard Rockwell to attend the Texas Secretary of State 23rd Annual Election Law Seminar November 30, 2011 through December 2, 2011. Cost: \$220.00
- b. Commissioner Fields: Next time, Sheryl will you go ahead and do a letter for our Commissioner's Court. All of the Commissioners and County Judge to go to College Station, on February 7-9, 2011. That is the one conference that we all try to go to, especially the Commissioner's because we get all of our hours in at that time. The Judge will have to go to more, his requirement has more hours.

Motion made by Commissioner Boggs and seconded by Commissioner Hinton. Motion carried unanimously

11) Approve Oral and Written reports of County Officials. (Listen to audio track 1, 01:17:33: and/or see attachment #3)

Motion made by Commissioner Boggs and seconded by Commissioner Hockaday. Motion carried unanimously

12) Consider and possibly approve Treasurer's report. (Listen to audio track 1, 00:00:00: and/or see attachment #4)

Motion made by Commissioner Boggs and seconded by Commissioner Hinton. Motion carried unanimously

13) Approve budget amendments. (Listen to audio track 1, 01:20:04)

- a. None

14) Sign pay orders and approve payments. (Listen to audio track 1, 01:20:12)

Motion made by Commissioner Hockaday and seconded by Commissioner Hinton. Motion carried unanimously

15) Closing Comments by County Judge and Commissioners, if any. (Listen to audio track 1, 01:20:31)

- a. Commissioner Boggs: Remarks on the burn ban.
- b. Commissioner Fields: Remarks on Continuing Education at the County extension office on December 1, 2011.

Adjourn.

Motion made by Commissioner Hockaday and seconded by Commissioner Boggs. Motion carried unanimously