



# 2016 Tobacco Policy Change Notice

During the 2015 budget meetings Ector County Commissioner's Court has decided to initiate a tobacco/nicotine surcharge for **all employees and adult dependents** that use tobacco and nicotine products. There are no longer any exceptions to this surcharge.

All employees and their adult dependents covered under the Ector County Health Insurance will be required to sign an affidavit stating their tobacco/nicotine status. If you and/or your spouse do not use tobacco/nicotine products then you will not have any surcharge and your insurance and premiums will remain the same.

If you and/or your spouse use tobacco/nicotine products, then each tobacco/nicotine user will have a surcharge of \$25.00 a month starting January 1, 2016.

If you and/or your spouse use tobacco/nicotine products and decide to quit, you can re-sign the tobacco/nicotine affidavit and have the surcharge removed from your premium. Ector County offers employees, who are interested in quitting tobacco/nicotine products, support and information through our CareHere Clinic. You may contact Mikala in Human Resources 498-4011 or CareHere directly 1-877-423-1330 to get additional information on these resources.

**We urge all employees to be honest about their tobacco/nicotine usage.** If you and/or your spouse use tobacco/nicotine products and are fraudulent on the tobacco/nicotine affidavit to avoid the surcharge, you will be asked to take a cotinine test. A cotinine test will test the blood for nicotine. If you are found to have been dishonest about your tobacco/nicotine habits, then you and your family will be dropped from the insurance immediately and no longer eligible for Ector County Insurance.

If you have any questions or concerns you may contact Mikala Haiduk at 498-4011 or email [Mikala.Haiduk@ectorcountytexas.gov](mailto:Mikala.Haiduk@ectorcountytexas.gov)