



**CLEVELAND COUNTY EMPLOYEE BENEFITS COMMITTEE
MINUTES
THURSDAY, JUNE 3, 2021**

The regularly scheduled meeting of the Cleveland County Employee Benefits Committee was called to order at 9:00 a.m. this 3rd day of June 2021, in conference room 200 of the Cleveland County Office Building, 201 South Jones, Norman, OK, by Chairman Jim Reynolds. Linda Atkins, Deputy County Clerk/Secretary, called roll and those present were:

Jim Reynolds, Chairman
Rod Cleveland, Vice-Chairman
Tammy Belinson
Sheriff Chris Amason, Member

Others present were: George Mauldin, Sarita Scott, Shannon Largent, Tracy Mamone, Billijo Ragland, Michelle Newburg, Melinda Duke and Andrew Bigbie.

A. Items of Business:

1. Tammy Belinson moved, seconded by Chris Amason, to **approve** the minutes of the Regular Meeting of May 6, 2021.
The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Tammy Belinson, yes; Chris Amason, yes.
Motion carried.

2. **Chairman Reynolds called for discussion, consideration and/or action** regarding the County counselor. Mr. Reynolds said that there are two things for consideration. One is increasing the number of visits from 3 to 6 and the other is talking about the survey and possibly going out for RFP to contemplate a new counselor. He said that 114 responded and 64 said, "I don't care." Only 50 actually responded. Mr. Cleveland said that in the beginning it was thought there was a gender issue and the survey revealed that gender only mattered 14%, which is low. Jim Reynolds said that is correct because it ranked the lowest of all of them. Rod Cleveland said that Mr. Harwell is bringing in two part-time female counselors and he is now being paid \$8,200 a year as a retainer. That will go up and the visits will go up from 3 to 6 visits. George Mauldin said that he had discussion that Mr. Harwell is asking for \$15,000 for 6 visits. Chris Amason said that he would like to consider the other clinic because of the many options they offered and would be in favor of going out for an RFP and see what comes back. George Mauldin said that Mr. Harwell has 45 years of experience. Following a brief discussion, he recommended that Mr. Harwell be retained. Rod Cleveland said that having the other company come in really showed him the value the county has in Mr. Harwell.

Tammy Belinson said that she liked the fact Mr. Harwell is bringing on female counselors.

It was discussed to invite the other mental health services in the county to the Annual Health Fair.

Chris Amason said that he would be in favor of staying Mr. Harwell if the numbers of visits are bumped up to six. He commented that they need to overcome the stigma of seeing a counselor.

Tammy Belinson suggested that Mr. Harwell come and do lunch seminars and talk about job stress.

George Mauldin said that he would be willing to do that, because he does things like that all the time.

Rod Cleveland moved to recommend increasing the Employee Benefits from three visits to six visits and negotiate a new contract with Mr. Wiley Harwell in going forward of \$15,000.00 annually. Jim Reynolds seconded the motion.

The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Tammy Belinson, yes; Chris Amason, yes.

Motion carried.

Rod Cleveland introduced Andrew Bigbie with NFP, who is an insurance consultant that helps out groups in Oklahoma and surrounding States with employee benefits. He spoke about exploring some ideas with Mr. Cleveland and then come back and presents an executive report of some of their findings in hopes of an opportunity to implement solutions.

Jim Reynolds asked if there is a need to continue discussion on going self-funded if there is no expressed interest in doing that at this time. He said that the county is in a good place at this time.

Mr. Bigbie said that he would set aside forty hours of his team's time to see what they can find and added that it may not lead to anything but promised to be open, honest and clear whether or not they find something worth discussion. However, at this time he has no indication there is a problem.

Jim Reynolds asked what the cost is for forty hours of research.

Mr. Bigbie said that he is willing to do that pro-bono. They have helped Lincoln County and Garvin County go self-funded and would want to confirm those two counties for sure in response to a question raised by Tammy Belinson as to how many counties his company helped go self-funded. He said that the largest cities they have helped are Lawton and McAlester.

3. Chairman Reynolds called for discussion and/or action on the mission and objective of the Employee Benefits Committee before making a decision to go forward. Rod Cleveland recommended continuing as a committee. He posed the following questions: Should it remain as an open meeting; should it be expanded to all of the other officers; and should representatives of each office be appointed.

Tammy Belinson said that if it is expanded out it would be under the open meeting law.

She emphasized being in favor of the committee to continue due to the progress made in such a short time and added that they do need guidelines and need to know who they will report to.

After further discussion, Jim Reynolds said that he will be stepping down as chairman and recommended that Rod Cleveland be chairman.

Rod Cleveland said that the committee will represent each elected office by the officer or appointee which is a committee of eight and three bullet points of what their objective is such as looking at health insurance benefits to make sure that we maximize the benefit for the cost to the .

- B. **No new business to come before the Committee for discussion at this time.**

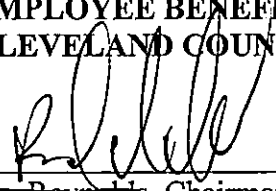
- C. **No discussion was had on Employee Benefits Business.**

- D. **No one signed up for Public Comment at this time.**

- E. There being no further business to come before the Committee for discussion, Tammy Belinson moved, seconded by Chris Amason, that the meeting is **adjourned** at 10:05 A.M.
The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Tammy Belinson, yes; Chris Amason, yes.
Motion carried.

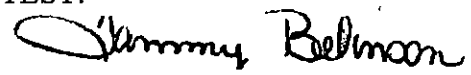
(Clerk's Note: Agenda was posted on June 1, 2021 at 1:31 P.M.)

**EMPLOYEE BENEFITS COMMITTEE MEETING OF
CLEVELAND COUNTY, OKLAHOMA**

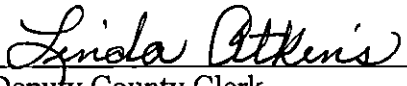


Jim Reynolds, Chairman

ATTEST:



Tammy Belinson, County Clerk and Secretary to the Board

Minutes Prepared by: 

Deputy County Clerk

