



**CLEVELAND COUNTY EMPLOYEE BENEFITS COMMITTEE  
MINUTES  
WEDNESDAY, AUGUST 19, 2020  
9:00 AM**

**This Regular meeting was held in accordance to 25 O.S §306 (C) (Signed and enacted March 18, 2020). The meeting took place in the Board of County Commissioners Meeting Room and through teleconference. Public observing social distancing joined the meeting through a conference call (346) 248-7799. The meeting ID: 832 8306 2803 and Password: 828232. Public comment was made by dialing (405)366-0200 to be added to the list.**

Join Zoom Meeting:

<https://us02web.zoom.us/j/83283062803>

The Special meeting of the Cleveland County Employee Benefit Committee was called to order at 9:00 a.m. this 19<sup>th</sup> day of August 2020, in conference room 200 of the Cleveland County Office Building, 201 South Jones 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, Secretary (Absent at roll, but entered shortly thereafter.)

Sheriff Blake Green, Member

Others present: Jim Robertson, Nate Hales, Linda Atkins, Jacob McHughes, Alison Vinson, Melinda Duke, Robert Swain, Brian Mauck, (by Remote) Chai Yi, (by Remote).

- A. Chairman Reynolds asked if the meeting complied with the **Open Meeting Act**. Linda Atkins answered affirmatively.
- B. Jim Reynolds moved, seconded by Blake Green, to Elect Rod Cleveland as Vice-Chairman.  
The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Blake Green, yes.  
Motion carried.

- C. Jim Reynolds moved, seconded by Blake Green, to Elect Tammy Belinson as Secretary. The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Blake Green, yes. Motion carried.

**D. Items of Business:**

1. No approval of Minutes at this time.
2. Chairman Reynolds read the Decree and overview of the function and operation of the Employee Benefits Committee, as follows: The formal Employee Benefits Committee is formalized for the Resolution of Assessment and Consideration on Health Insurance and benefits of Cleveland County Employees and to present conclusions to the Budget Board. As approved by the Cleveland County Budget Board on Monday, August 10, 2020. Jim Reynolds moved, seconded by Sheriff Blake Green, that the Decree and overview be approved as read. The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Blake Green, yes. Motion carried.
3. Jim Reynolds moved to **meet** on the 1<sup>st</sup> Thursday of the month beginning in September until the end of this year at 9:00 A.M. for the Employee Benefits Committee Meetings.

Thursday, September 03, 2020

Thursday, October 01, 2020

Thursday, November 03, 2020

Thursday, December 03, 2020

The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Blake Green, yes.

Motion carried.

4. Alison Vinson presented some numbers pertaining the Classen Urgent Care. The Clinic is averaging 154 visits a month. Which comes out to 1857 and if that stays true to the course, the contract is \$184,000.00 for the year. Last year, the Yeaman was paid \$127,500.00. More is being spent, but they are seeing twice as many clients. Hussein Torbati believes that those numbers will grow. One of the things that the Committee will do is let the Budget Board know what the expenditures will be in going forward. Rod Cleveland said that the \$184,000 is for actual services rendered where before it was a retainer. Classen Urgent Care is double to those figures last year at the Yeaman Clinic. The difference is the In House Lab Work and they have the Urgent Care in South Oklahoma City, Moore area. The employees are appreciative of that as well. Those numbers may go up and it remains to be seen. It was discussed to do some testimonials in the newsletter of success stories. There have been no negative feedbacks on the Clinic, all feedback has been positive. It was said that Hussein is quick to call if he even thinks there may be an issue.

Rod Cleveland said that he sent one of his nurses over to visit with all the offices and the employees felt appreciated. Based on the numbers, the numbers are \$185,000.00.

No action taken at this time.

(At this point Tammy Belinson entered the meeting.)

5. Robert Swain with American Fidelity Company, did a presentation along with his associates, Brian Mauck, (by Remote) Chai Yi, (by Remote). American Fidelity is based in Oklahoma. They work with all the schools in the State and they work with Health Choice and the Cities across the State of Oklahoma. Chai Yi is an in house expert and provided details. They look at gender and the age bracket. Young men cost less money than the general population. On the flip side younger women may have higher health care cost because they may have young families. Older men will cost a lot of money because they never saw a doctor and there are a number of things going on. Older women are more stable because they monitor their care. Most employees are under the individual coverage and some will cover their dependents.

The data reflects how the employees pay for health care.

They went over the dental and vision plans.

It was stated that an element of education goes in to learning more about the plan.

Jim Reynolds moved to **table** this item for further study and review. Sheriff Green seconded the motion.

The vote was: Jim Reynolds, yes; Rod Cleveland, yes; Tammy Belinson, yes; Sheriff Green, yes.

Motion carried.

6. Jim Reynolds called for discussion on the **Dependent Coverage Assistance**.

It was noted that fifty-three employees had the Dependent Coverage Assistance last year.

Jim Reynolds said that is \$3,000 per person that was committed last year. Alison said that those numbers have stayed consistent. All new employees receive the same information.

Jim Reynolds said that one of the things that this committee must do is estimate the amount of dependents since there can be a growth in that number. The best the committee can do is to present budget estimation to the Budget Board. He said that there should be an increase in those numbers as the information gets out that this type of coverage is out there, little was known about this last year.

Rod Cleveland said that if a benefit package is designed that has the spouse/children in mind then it's built into the package and will save them money and is like an increase in their paycheck. He said that it doesn't matter what plan they pick it is how they design it. At this time they pay 100% of employee cost and should budget on the high side and then it comes in lower.

Jim Reynolds said that there is much to do in the next two weeks because the Budget Board has to have all this information in order to do the budget.

Sheriff Green said that the out-of-pocket things really concern him.

Tammy Belinson said that is why Rogers County went with BlueLincs HMO.

Sheriff Green said that the dependent care is a fixed rate at \$250 per month or \$3,000 per year and times how many employees, that would be the high end.

It was discussed that those benefits could double in the next year because it is a very big thing.

Rod Cleveland said that the cost could be more, but it is a good thing and would be like a 6% raise on our average employee salary a year.

Jim Reynolds said that it is not a savings if raises aren't given that year.

Tammy Belinson said that it will come down to what the employee thinks is most important to them. She said that it has been a concern as to where the raises stop and where does that employee cap out at. She asked how many employees will there be making one dollar under the elected official and situations like that will start coming to the forefront of all the years going up and up without any structure of pay scales.

Jim Reynolds said that has been talked about and part of that is it is hard to compare what one office does to another office. He said that this will need extensive discussion and recommended to table this item.

Tammy Belinson moved, seconded by Rod Cleveland, to **table** Item No. 6 for further discussion in the September 3<sup>rd</sup> meeting.

Ayes have it and the motion is carried.

- E. Committee Members discussions regarding Employee Benefits Business concerned that nothing be done to trigger a dramatic change because this year has been very trying to the employees. The message that needs to go out is that there are no cuts only increases and whatever is presented to the Budget Board will come from a unified committee. If change is made it's because everyone is sold on why it is the best plan. The committee will endeavor to find a plan that they all can agree on and they will emphasize education to explore what their options are in the market place and then educate the employees before a change is made so that everybody knows what they are doing is the best in fitting their needs.

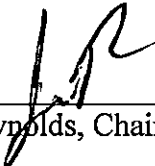
Tammy Belinson said that next year is a leap year and will mean an extra payday in February and should put something in the monthly newsletter.

- F. **No Public Comments made at this time.**

- G. There being no further business to come before the Committee, Jim Reynolds moved to **adjourn** at 10:36 a.m. Tammy Belinson seconded the motion.  
Ayes have it and the motion is carried.

**(Clerk's Note: Agenda was posted on August 17, 2020 at 8:06 A.M. Amended Agenda posted at 11:30 AM, August 17, 2020.)**

EMPLOYEE BENEFITS COMMITTEE MEETING OF  
CLEVELAND COUNTY, OKLAHOMA

  
\_\_\_\_\_  
Jim Reynolds, Chairman

**ATTEST:**

  
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Tammy Belinson, County Clerk and Secretary to the Board

Minutes Prepared by:   
\_\_\_\_\_  
Deputy County Clerk

