

(Agenda of meeting was posted in the Courthouse Administration lobby at 11:20 a.m., Tuesday, November 12, 1991)

**MANAGEMENT CONFERENCE**  
November 14, 1991

The Board of County Commissioners of Tulsa County met at the hour of 9:00 a.m. with the following members present: Lewis Harris, Chairman; John Selph, Robert N. Dick. Members absent: None. Others present: Linda Johnston, Stanley Glanz, Bill Thompson, Wayne Carr, Terry Tallent, Leroy Jones, Manny Gamallo, Clay Edwards, Vera Carroll.

The Chairman called the meeting to order at 9:02 a.m. and the following business was transacted:

Glanz submitted a list of names of people he recommends for a Jail Management Committee to improve coordination between the City and County. Motion by Selph, seconded by Dick, to approve the Jail Management Committee members as outlined in Glanz' memo of November 14, 1991. Upon roll call: Selph, yes; Dick, yes; Harris, yes. Motion carried.

Glanz reported the jail inmate count consistently runs in the 600 level. This increases the department's costs for inmate care for injuries resulting from additional conflict and fights.

The Board discussed an education reimbursement appeal filed previously by Sheriff's deputy, Douglas Smith. Motion by Selph, seconded by Dick, to approve tuition reimbursement to Smith in the amount of \$89 subject to him meeting grade requirements. Upon roll call: Selph, yes; Dick, yes; Harris, yes. Motion carried. (Clerk's Misc. File No. 142105)

Johnston briefed the Board on an October 29 memorandum from Greg Bise, Social Services pharmacist, requesting the Board address the problems of 1) salary scale for the positions of chief pharmacist and staff, and 2) abolishing the position of part-time pharmacist at the County pharmacy.

Johnston reported the pharmacy currently utilizes the services of one full-time pharmacist and two part-time pharmacists. The part-time pharmacists are called in as needed, yet because of the work load, their combined hours nearly equal a 40-hour work week. She stated an average of 237 prescriptions are filled daily.

Johnston presented salary information obtained by polling various pharmacies and stated it is difficult to compare those pay scales with the County's since pharmacists in private business are responsible for a wide variety of duties other than the filling of prescriptions. Bise's responsibilities are limited to ordering, receiving, stocking, and dispensing medications only and ensuring the proper safeguards for the inventory are in place. Further, since the County's pharmacy is open only from 8:30 a.m. - 5:00 p.m.,

Monday through Friday, neither Bise nor other staff members are required to work on weekends or holidays as are private pharmacy staff. The pharmacists in other pharmacies may very well be responsible for entire store operations and be required to work more than 40-hour weeks as well as holidays.

Tallent stated he believes the best way to attract a better quality of applicant for pharmacist back-up help is to eliminate the current part-time pharmacist positions and establish a second full-time pharmacist position. Johnston agrees to the need for another full-time pharmacist and eliminating the part-time positions, but her budget cannot absorb the additional expense which would result.

Harris suggested Johnston determine how much of an increase in the price of prescriptions dispensed would be required in order to fund the additional costs of a second full-time pharmacist. Johnston told the Board she, as suggested earlier by Edwards, is attempting to define "at cost" as the term is used when selling prescriptions to clients. She and Edwards are also looking at ways to allow the pharmacy to become more self-supporting.

Selph asked for an estimate of how many of the 237 prescriptions filled daily are for the jail. Johnston said approximately 50 per day. The statement she sent to the Sheriff this month was for \$33,962. This represents the purchase cost of the medicine only. Harris and Selph remarked that the costs of dispensing the medicines should be passed on to the Sheriff's office. Johnston said this is also an item she and Edwards are researching.

Dick asked what the budget impact would be if another full-time pharmacist is hired, and suggested ways be developed to support the cost increase without taking it out of the general fund. Johnston and Edwards will continue to research the subject and submit a report to the Board later.

Tallent gave a brief review of the Americans with Disability Act (ADA). He stated the ADA was primarily enacted as a civil rights act for the disabled, designed specifically to enhance employment opportunities and provide additional accessibility to both public and private facilities and services. There are five titles to the Act and they will be implemented in stages. He explained that