

THURSDAY, NOVEMBER 14, 1991, CONTINUED

Title II (goes into effect January 22, 1992) is the most immediate concern to the County since it mainly focuses on access to services and facilities. Title I becomes effective July 26, 1992 and addresses employment discrimination.

The Board discussed the following revisions needed for compliance with the ADA:
1) employment applications; 2) pre-employment physical examination requirements;
3) job description documents.

Tallent stated his office is updating job descriptions each time they are reviewed. He also stated we need to seek help from local organizations particularly affected by these issues and identify barriers we will face and the potential costs. Selph suggested Tallent work with INCOG to gain assistance in locating people knowledgeable about this Act and who will assist in educating our staff.

Leroy Jones suggested setting up a task force of County division directors and others who have indicated a willingness to share information received from attendance at ADA-subject seminars. Tallent will develop a plan of action to submit to the Board as soon as possible.

Susan Young, executive director of the Metropolitan Environmental Trust (MET), was present to request approval of Tulsa County's financial share of a solid waste characterization study performed during August, 1991.

Motion by Dick, seconded by Selph, to approve the request in the amount of \$4,334.90. Upon roll call: Selph, yes; Dick, yes; Harris, yes. Motion carried. (Clerk's Misc. File No. 142104)
Carr will arrange for payment.

Motion by Dick, seconded by Selph, that all requests for Board employee's use of voice mail recording devices must be submitted to the Board for approval as requested in Edwards' October 22 memo. Upon roll call: Selph, yes; Dick, yes; Harris, yes. Motion carried.

Motion by Selph, seconded by Dick, authorizing approval for the purchase of a personal computer and software as requested by Jones in behalf of the Public Defender's office. Public Defender Johnnie O'Neal stated that funds are available and will be paid from the Public Defender's capital outlay budget. Upon roll call: Selph, yes; Dick, yes; Harris, yes. Motion carried. (Clerk's Misc. File No. 142106)

Harris introduced the subject of Workers' Compensation for the purpose of discussion.

Selph stated that Workers' Compensation expenditures for FY 91-92 have exceeded \$600,000 and he would like to know (1) what procedures are followed when Workers' Compensation forms are filed; (2) how aggressive are we in trying to pursue these claims; (3) how the claims occurred; and, (4) do we have adequate staff to investigate the claims?

Tallent said his office is not adequately staffed to investigate

claims and that unless something out of the ordinary is noticed, the information on the injury report is just accepted.

The Board discussed the following suggestions as a way for the Personnel Division to work with this subject:

1. hiring a Risk Management Officer
2. hiring an investigator for suspect cases only
3. educating the employees in safer work habits
4. having temporary total disability payments made from the payroll accounts of the department involved.

Harris stated the problems needing resolution appear to be 1) sufficient funding; 2) prevention; 3) investigation; and 4) adjudication.

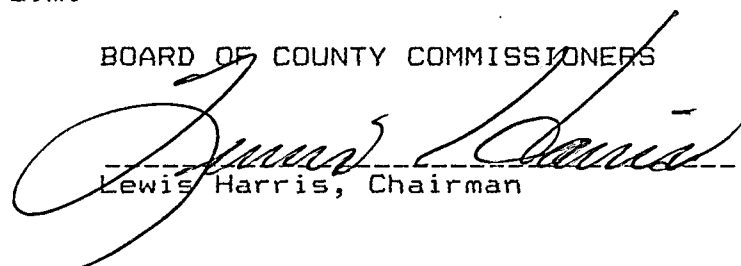
The Board directed Tallent to research the subject and report back in 30 days.

Edwards is to place the subject of charging Worker's Compensation payments back to the departments on a Budget Board agenda for discussion.

The 1991 Sister Cities International Conference agenda item was discussed and required no action.

The meeting was adjourned at 11:26 a.m.

BOARD OF COUNTY COMMISSIONERS


Lewis Harris, Chairman