

Minutes: Exempt Staff Council  
Tuesday, June 28, 2016 – 2:30-4:00pm  
Andy Holt Tower, 8th Floor Conference Room

1. Business

- John Goddard welcomed all ESC Attendees

- Guest Speakers:

**Mr. Dustin Roberts, UT Student Health Center Pharmacy**

**Mr. Peyton Roberts, UT Student Health Center Pharmacy**

[droberts@PPCDRX.com](mailto:droboterts@PPCDRX.com) or [proberts@PPCDRX.com](mailto:proberts@PPCDRX.com)

1800 Volunteer Blvd. Knoxville, TN 37996 (Inside Student Health Center)

Pharmacy Hours: M, T, TH, and F 8:30am-5 pm, W: 9am-5pm

*Please see attachment to view the UT Student Health Center Pharmacy pamphlet*

Mr. Roberts shared some of the services offered to the UT faculty and Staff:  
(UT Student Health Center Pharmacy has been serving the UT Knoxville Campus since 2012.)

- ❖ Full Service Pharmacy located in the heart of campus
- ❖ Free delivery to faculty and staff buildings within 3 miles of campus
- ❖ Dedicated 15 minute Pharmacy Parking (No permit required)
- ❖ Accept most insurance plans
- ❖ Members of the state's CVS/Caremark 90-day retail network
- ❖ Compounding- The art and science of preparing personalized medications for patients. Compounded medications are made based on a practitioner's prescription in which individual ingredients are mixed together in the exact strength and dosage form required by the patient.
- ❖ Medication Synchronization
- ❖ Medication Therapy Management
- ❖ Workers Compensation
- ❖ Veterinary Medications (Pet Meds)
- ❖ Flu Vaccines

UT Student Health Center Pharmacy is available to come to departments and administer the flu vaccination. Please call to set up an appointment.

Mr. Eric Carr asked if they are associated with the National Data Base. Mr. Roberts shared that at this time they are not synced into the national data base although they could speak with any pharmacist and confirm the prescription so the employee could get medication while away from home.

- **Ms. Susan Bevelhimer- Office of Risk Management**

[sbevelhi@utk.edu](mailto:sbevelhi@utk.edu) (865) 974-5409

*Please see attachment to view the handouts that were distributed*

Ms. Bevelhimer shared effective July 1, 2016 the Workers' Compensation Changes for Tennessee State Employees

- ❖ \$1000.00 will be charged to the department if any injury/ illness requiring Medical treatment is not reported in a timely way.
- ❖ Employee calls CorVel to report the incident and arrange medical treatment, a Supervisor then has seven days to complete the report.
- ❖ Transitional Duty- When an injured employee receives a return-to-work note from the worker's comp doctor with identified temporary work restrictions, the Department must arrange transitional duty to temporary accommodate those restrictions, or pay 50% of the employee's lost time pay instead.
- ❖ Reporting an Incident Only- The Tennessee Division of Claims (DOC) is now requiring that ALL personal injury incidents be reported via CorVel call-in system. "All" means all! Even if the incident does not result in medical treatment, the employee and / or supervisor must notify the state. Additionally, any event involving a hazard (i.e. wet or slick floors, broken pavement, etc.) should also be reported.

**UT Knoxville Risk Management:** [http:// riskmanagement.tennessee.edu/](http://riskmanagement.tennessee.edu/)

**State of Tennessee's worker's compensation website:**

<http://treasury.tn.gov/wc/index.html>

Mr. Eric Carr asked if transitional duty only applies to Workers Comp?

Susan Bevelhimer shared that at this time transitional duties only applies for Worker's Comp although they are looking into the possibility of additional areas.

Ms. Teresa Fisher shared that she works in the Vet Hospital and employees are kicked, possibly bitten, needle pricks, etc., do they need to report this each and every time something like this happens?

Ms. Bevelhimer shared that yes, it is important to report each circumstance. In the past the old insurance company charged every time there was a claim made in addition to the premium the state was paying. The state did not have any way to monitor how well they were doing in terms of overall accidents and near misses because they only looked at the claims that required medical treatment. CorVel is

the new company, we are paying a flat premium and they have more advanced equipment to gather data. The state is asking us to submit all personal injuries even those that do not require medical attention. This information gives them a basis to measure how well they are doing.

Ms. Bevelhimer also shared that anyone who is on the UT payroll is eligible to file a claim. If you are hurt on the job and you have to go to the doctor and you are not able to return to work that day, then you will be compensated for that day's wages. You will not have to take annual time or sick leave.

Mr. Roger Hagy asked if you are on the job and walk into a hotel and happen to trip and fall. Would you be covered?

Susan Bevelhimer stated that in the last two years the state has tightened up on Worker's Comp regulations, claims and the cause factors of injuries on the job. Depending on the circumstances would depend on if you would be covered.

- Dr. Mike Herbstritt, Executive Director of Employee Relations and Recruitment  
(865) 974-6642 [herbst00@tennessee.edu](mailto:herbst00@tennessee.edu)

The Department of Labor finalized the changes to the Fair Labor Standard Act.

- ❖ Changes will go into effect December 1, 2016.
- ❖ The minimum yearly salary for Exempt Staff will be \$47,476.00
- ❖ Date to be reviewed again will be January 1, 2020

Dr. Herbstritt stated that the salary is based on the fortieth percentile for full time earnings for the south.

Dr. Herbstritt also shared that the above changes was better news than they had anticipated, they originally thought we would only have sixty days to administer the new changes. The state wide committee is developing a training program to be implemented for supervisors and affected employees in the fall of 2016. This training will instruct employees on all the new changes. Each campus will implement this training. The state wide committee is still analyzing all the changes to be made and will share more information as it comes available.

Mr. John Goddard asked if the exemptions are internal exemptions or federal exemptions.

Dr. Herbstritt stated that these are federal changes and we have to follow what the federal guidelines.

Mr. Roger Hagy asked if UT has made any decisions regarding benefits in particular annual leave. Will they consider grandfathering employees that were exempt and now are not exempt?

Dr. Herbstritt shared that the committee is making a recommendation and will be presenting it to the President and Chancellors. When a decision has been made, the state wide group will put an announcement out from the President to the campus chancellors and then to the department heads.

- External Commission Reports
  - ❖ Campus Planning- LaShel Brown (No Update)
  - ❖ Commission for Blacks- Judy King (No Update)
  - ❖ Commission for Women- Teresa Fisher (No Update)
  - ❖ The Commission for LGBT People- Eric Carr
    - Their next meeting will be August 29<sup>th</sup>, 2016
  - ❖ Faculty Senate- Dr. P.J. Snodgrass (No Update)
  - ❖ Work Culture Improvement- Brian Browning (No Update)
  
- Announcements: On June 16<sup>th</sup> UT police chief Troy Lane spoke at the AG Campus regarding new handgun laws on UT campus properties.  
Please see the attachment for the minutes to this special meeting.
  
- Issues/Questions

Dr. PJ Snodgrass: Our field consultants travel the entire state to visit cities and often stay overnight. One consultant reported that when they travel to Bristol, TN., they have to stay in Johnson City (approximately 20 miles away) in order to get a suitable hotel. However, there are good hotels just a few miles from City Hall in Bristol VA. Would the administration look into accepting certain cities for an overnight stay without having to get prior approval? In all cases it would be at or below the state rate. The same situation is true in Harrogate, TN. The closest hotel is in Kentucky.

Dr. Herbstritt reported that he would check with the Treasurer's office and report back the findings.

2. Future Business:

Dr. PJ Snodgrass will be the new Chairperson for the Exempt Staff Council beginning in July, 2016

Meeting adjourned, next scheduled Exempt Staff Council meeting is July 26, 2016. Please meet at Neyland Stadium (Gate 21) at 2:30pm for the tour.