



Department of Management Services  
Division of Human Resource Management

# POLICY CLARIFICATION

STATUTORY/RULE REFERENCE NUMBER: N/A	TRACKING NUMBER: 2007-#001
SUBJECT: <i>State Employee Discount Offers</i>	
APPROVAL SIGNATURE: Sharon D. Larson, Director of HRM <i>Sharon D. Larson</i>	EFFECTIVE DATE: <i>April 9, 2007</i>

## **Issue:**

What should be HRM's role or the state's role in promoting/distributing information on employee discount programs to state employees?

Should HRM continue to 'promote' the Universal Discount Ticket Program?

## **Policy:**

HRM does not have the statutory responsibility nor the resources to function as the clearinghouse for promotions or discount offers to state employees. Therefore, we will no longer support the arrangement with Universal Studios to promote discount tickets to state employees.

## **Background:**

In the aftermath of 9/11, the economy in the State of Florida took a downturn. Former Governor Bush challenged the private sector to look for ways to revitalize Florida's tourism industry. Universal Studios stepped up to the challenge by offering discounted admission tickets to state of Florida employees. This was a gentleman's agreement between the Governor's office and Universal Studios. The Department of Management Services was charged with implementation of this initiative.

HRM works with Universal to distribute promotional flyers, ticket order forms, and provide authorization codes to the agencies. Employees complete a special ticket order form and submit it to the agency personnel office. The personnel office 'verifies' that the employee is indeed a state of Florida employee by placing an authorization code on the form and returning the completed form to the employee. The employee is responsible for sending the form to Universal Studios for purchasing the tickets.

Since the availability of discounted tickets were made available to state employees, the Department of Management Services' Division of Human Resource Management receives numerous requests for assistance from private companies in announcing discounts for products and services to state employees on their behalf. i.e., Civic Center ticket discounts, tire discounts, home inspections, health/fitness center membership discounts, etc.

During the July 26, personnel officers' meeting, Libby Farmer asked the group 'How do agencies handle those types of calls?' Most agencies either forward the calls to HRM or simply

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state that they do not disseminate the information to their employees. Some expressed concern that providing information for one 'vendor' and not others would be perceived as showing favoritism.

At the request of David Faulkenberry, DMS Deputy Secretary, Libby Farmer discussed this issue with Matt Minno, Deputy General Counsel, who concluded that HRM should discontinue promoting discount programs to state employees.