

BOARD MEETING ☐ October 9, 2015 ☐ Abilene, TX

Board Members in attendance:

Ronnie Kidd	Miguel Ozuna	Wendy Standorf
Veronica Sanchez	Luanne Hanford	Craig Barnes
Jill McAdams	Lisa Norris	Linda Spacek
Tadd Phillips (TMRS)	Lavern Gaines (TML)	Rachel Pitts (TML)

Absent:

Mark Washington and Martha Butz

President Ronnie Kidd called the meeting to order at 10:00AM in the Education and Administration Building at the Abilene Zoo in Abilene, TX. The following minutes are presented in the order of the agenda, not necessarily in the order the items were discussed.

I. Approval of April 28, 2015 Board Meeting Minutes (Board Meeting in Horseshoe Bay, TX) and approval of May 1, 2015 Business Meeting (Annual Conference in Horseshoe Bay, TX).

Lisa moved to approve the minutes of Board Meeting held in Horseshoe Bay on April 28, 2015 and the Business Meeting at the Annual Conference in Horseshoe Bay on May 1, 2015. Veronica seconded the motion. MOTION CARRIED.

Approval of the June 25, 2015 Board Meeting Conference Call Minutes.

Craig moved to approve the minutes of the Board Conference Call held on June 25, 2015. Jill seconded the motion. MOTION CARRIED.

II. Financial Report & Budget Update

Miguel and Wendy presented TMHRA's financial report for month ending July 31, 2015 (which was included in the Agenda Packet). We are just starting the year so the revenue has not yet started to come in. The reserves are currently \$146,388.75. We need to continue to monitor this to ensure adequate reserves and make adjustments as needed/appropriate to ensure that we cover costs (registration, meals at conferences, etc.).

III. Committee Assignments & Reports

a. Programs

- Wendy and Veronica provided an update on the August Nuts & Bolts programs that were held in San Marcos and the Woodlands. For 2016 Nuts & Bolts Workshops, there is a COG that has reached out and is interested in hosting in the Lubbock area. They are well connected to the local governments in the area and believe there would be sufficient participation. Veronica and Jill will look at that location in addition to others as possible locations for those workshops.
- Veronica provided draft Agendas for the TxPELRA/Civil Service Workshop that will be held in Bastrop and Annual Conference that will be held in Ft. Worth. Many speakers have been contacted and are scheduled for both conferences and a couple of options for topics was discussed.
- There was a discussion related to who is eligible to attend the TxPELRA/Civil Service Workshop (those who represents Management vs those who represent the Association). Veronica and Jill will monitor the registration.

- There was discussion about possibly having concurrent sessions at the TxPELRA Workshop. We will have to evaluate the available space to determine if it is possible.
- Miguel mentioned a conversation with Jim Parrish regarding the possibility of having an Investigations Academy during or around the TxPELRA Workshop. Ronnie suggested possibly having it as a stand-alone one day workshop either at TML in Austin or a City of Plano facility. Miguel will get with Jim to follow up and also provide a summary of the Investigations Academy for the Board to consider.
- Veronica presented the draft Agenda for Annual Conference which will have a music theme. They are considering some options including possible music during breaks, etc. She indicated that they are looking for some session speakers and topics and may reach out to the Board if they need additional speaker suggestions.
- The Holmes Murphy event will move to Wednesday evening instead of Thursday this year, which brought up conversation about the New Member Dinner and the timing of that event.
- Ronnie provided a Site Committee update and mentioned that he would like Veronica and/or Jill to take the lead going forward on Site Committee.

b. Membership Development

New Board Member Linda Spacek will be handling new memberships this year. She attended new board member orientation prior to the start of the Board meeting. In addition to working with new members, Linda is interested in getting current members more actively involved in TMHRA.

c. Membership Engagement

- Craig mentioned that he added a link to the “Open Carry” information on the TMHRA website.
- Craig also mentioned wanting to add more pictures to the website and considering a QR Code with the TMRHA logo for members to take “selfies” and immediately send in to encourage membership engagement. We haven’t done much with social media but need to bolster and get people engaged by having fun and keeping things simple.
- Craig has removed the Presidents Message from the website and will update when Ronnie’s is complete. He is also looking at a rotating banner that could include up to five (5) main ideas such as Nuts & Bolts, membership, etc.
- There was discussion regarding the possibility of a conference app and estimated costs. There was also discussion about videotaping the sessions at the conferences or streaming videos. Considerations included cost, quality and logistics. TCAA streams and GFOAT puts it on-line. Craig will do some research in that regard. Lavern may be able to get costs from TCAA group.
- Craig will be looking for members to assist with the Awards Program for 2016. Plans to announce in early January with a deadline at the end of March. We need to consider if there will be a Life Time Achievement Award for the upcoming year.

The Board took a lunch break from 12:05 p.m. – 12:43 p.m.

d. Sponsorships

Lisa indicated that she needed an updated list of sponsors and she will forward to the Board and if any member of the Board has vendors that are not current TMHRA sponsors to please forward their contact information to Lisa. The sponsorship logo with the active link on the website is a big hit. There was significant discussion regarding possible options for increasing the sponsorship levels as well as all of the items offered to the sponsor. SGR has a “sponsorship package” that they use for their workshop sponsors and Lisa might want to look at that as an example. Other suggestions included the “additional sponsorship” opportunities that would be a cost in addition to the normal sponsorships.

e. IPMA-TX Chapter Update

- Mark provided an update to the Board via email:
There were 20+ Texas Chapter members that attended the national conference September 26-30, 2015 in Denver Colorado.
The 2016 Texas IPMA-HR Annual Conference is Thursday and Friday, April 7-8, 2016
Greg George HR Director from Lubbock county is now on the board and Lisa is also replacing Ronnie.
- Lisa reported that IPMA-TX is having a program planning committee meeting today (10-9-15).
- There was discussion regarding the timing of the IPMA-TX and TMHRA meetings and workshops. IPMA-HR is intended to be supplemental to and should not be in conflict with TMHRA events. IPMA-HR is focusing more on the counties, school districts and large cities.
- There was discussion related to a review of the status of IPMA-TX that TMRHA is supposed to do every two (2) years, pursuant to the IPMA TX Provisional Bylaws.
- IPMA-TX is interested in doing own website.
- It may be helpful in identifying which organization/resources a practitioner may need. For example "if you are looking for _____ go to TMRHA or go to IPMA-TX or go to TxPELRA". Having something like this may help people decide where they need to focus their membership especially if there are limited financial resources available for members.

f. TXPELRA

Miguel reported that dues are collected at the National level and TxPELRA sponsorships are not like IPMA-TX sponsorships. He is reviewing the membership list and many have not renewed; he believes it is because there is no longer the NLRB push driving people to become members that has happened in the past. There will be an opportunity for a scholarship for the Annual Conference.

g. Legislative (Who for 2016)

2016 is not a legislative year. Mark, Miguel, Linda and Tadd will handle anything that may come up during this year since they are in and around Austin.

h. Nominations

Miguel will get a Nominating Committee together for elections for the upcoming year.

i. TML

Luanne reported that 6,476 bills were filed this legislative session and numerous bills that would have eliminated or eroded local control. 1,600 that were filed were city related and of the 1,329 bills that were ultimately passed, approximately 220 were city related. TML staff worked diligently to defeat legislation that would have been detrimental to cities.

j. TMRS

Tadd provided an update on TMRS mentioning the 19 member Advisory Committee was challenging to reach consensus for things such as COLAs, etc. The Strategic Planning Session indicated the TMRS Board is looking for greater transparency and trying to determine how to make the Advisory Committee more effective. Perhaps looking at the structure and how they solicit information. The Board would like to figure out a strategy for a retro COLA. Tadd also mentioned that the rate of return that was 7% is now 6.75% and inflation went from 3% to 2 ½%.

IV. Old Business

a. Salary Survey

There has not been much activity in this regard. Craig and Miguel will continue to take the lead on moving this forward. Ronnie reminded everyone that our intent was to search for a long term solution(s), not a quick fix.

b. NPELRA Investigations Seminar in Texas

Miguel will follow up and report back to the Board.

c. Revival of Civil Service Coalition

This was originally formed to combat civil service legislation. Miguel will talk with Jim Parrish and report back to the Board.

V. New Business

a. Conference Rates for 2016

Reserves continue to decline and our rates are lower than most other TML affiliate organizations. Lavernwill run some projections on revenue with various rate options including Annual registration at \$300 for a member and \$350 for non-member. And rate options for TxPELRA/CS: early TxPELRA \$175; early Civil Service \$225 and early combination TXP/CS \$300. Late TxPELRA \$250; late Civil Service \$225 and late combination TXP/CS \$425.

b. Sponsorship levels

There was discussion during Lisa's earlier report related to increasing sponsorship levels and associated fees including a comparison of the sponsorship overlap between IPMA-TX and TMRHA. Lisa will propose options that will be considered during a conference call.

c. TMHRA's IPMA-TX Board Representative

Lisa will serve as the TMHRA Board member to IPMA-TX, appointed by Ronnie as the TMHRA President.

d. TML Service Agreement 2015/16 Potential Amendment(s) for IPMA-TX

IPMA TX has requested information about additional services to be provided to the chapter. If any are selected, then there will need to be an amendment to TMHRA's service agreement with TML.

e. IPMA-TX Audit Comments

Rachel (TML) indicated that TMHRA received a clean audit. There were questions, however, that came up during the audit process regarding how IPMA-TX was related to TMHRA. There is concern over the dollars in the bank from sponsorships and that IPMA-TX is currently using TMRHA's Tax ID. This could create an issue for TMRHA and/or IPMA-TX with sponsors providing sponsorships for two different organizations with the same Tax ID number. Rachel indicated that IPMA-TX is working on getting their own Tax ID number and 501c status.

f. Strategic Plan

Ronnie asked that everyone review the Strategic Plan that was developed in 2010 and decide what we want to do moving forward. Preferably we would make a current plan that is more global in nature and not too detailed. We can discuss this during a conference call.

g. Next Meeting Dates

Schedule a conference call to discuss sponsorship rates, conference rates and strategic plan updates.

Board Meeting on February 2, 2016 prior to the TxPELRA Workshop in Bastrop.

Board Meeting on May 3, 2016 prior to the Annual Conference in Ft. Worth.

VI. Adjournment

There being no further business or discussion, Ronnie adjourned the meeting at 2:30 PM.

Respectfully submitted by

Wendy Standorf, Secretary/Treasurer