

BOARD MEETING □ February 4, 2014 □ San Antonio

Board Members in attendance:

Melinda Galler	Tadd Phillips	Ronnie Kidd	Lavern Gaines (TML)
Lisa Norris	Martha Butz	Miguel Ozuna	
Mark Washington	Veronica Sanchez	Wendy Standorf	
Craig Barnes	Bonita Hall		

President Melinda Galler called the meeting to order at 1:18 PM at the Hilton Palacio del Rio in San Antonio.

I. Approval of September 20, 2013 Board Meeting Minutes (Fall Board Retreat in Lewisville)

Ronnie presented the minutes for approval. Martha moved to approve the minutes as presented. Bonita seconded. MOTION CARRIED.

II. Financial Report & Budget Update

Copies of the November 2013 year-to-date financial statements and 2014 budget were presented for review. Ronnie commented that he still finds the financials and budget a bit confusing. Discussion ensued and resulted in Ronnie stating he would work with Lavern to try to clarify these documents by the time the Board meets in May. Discussion noted that actual 2013 results yielded a positive net income of approximately \$23,000. Martha stated the Board's continuing commitment to invest positive yearly results and/or reasonable portions of fund balance into quality programming initiatives to benefit TMHRA membership. Everyone concurred.

III. Committee Assignments & Reports (*in order discussed*)

a. Programs

Lisa (chair) and Wendy (co-chair) reported that the TxPELRA/Civil Registration came through with good results as follows:

- TxPELRA only 12
- TxPELRA and Civil Service 133
- Civil Service only 116

Lisa stated that she appreciated all who had contributed, committee members and others, towards the program agenda for this conference. Particularly Liz Provencio with Denton Navarro et al and Bettye Lynn with Lynn Ross & Gannaway have been extremely helpful. There will be an incentive prize for registration awarded at the end of the conference (a tablet provided by TMHRA)

Regarding the Annual Conference – this year at Moody Gardens in Galveston May 7-9, 2014 – work on programming will start mid-February. We will follow the same format as last year, with Opening sessions each day and concurrent tracks with the following topics: EMPLOYMENT LAW, BENEFITS, and BEST PRACTICES.

Lisa asked for suggestions regarding keynote speakers. Ronnie will follow up with James Robbins, who he heard at SHRM National last year. Topic: "Reaching New Heights", which might also be a good theme for the conference. Also suggested were Sam Glenn and Marcus Luttrell (Lone Survivor). These suggestions will be worked through.

The topic of deadlines for conference registrations was discussed. It was determined one (1) week before each conference was a good deadline.

Discussion ensued pertaining to who should be invited to attend the TxPELRA /Civil Service conference, particularly whether or not police and fire **association leadership** should attend. We could take a “joint approach” or we could make it exclusive to management representatives in the context of the negotiating teams for Collective Bargaining and Meet & Confer. Points were made that the presenters we engage to deliver programming at the conference are usually **management** consultants or representatives. Further, there are other venues, such as the International Association of Fire Fighters/International Fire Chiefs’ Association conference in Phoenix that offer the “mutual” programming. Conclusions drawn from the discussion were: 1) TMHRA’s TxPELRA and Civil Service conference is not the venue for this “mutual” discussion; 2) TxPELRA, as it evolves, might take this on as a programming initiative; 3) this issue merits further TMHRA Board discussion; and, 4) we need to further clarify in our registration process “who should attend”. Miguel stated he would begin the clarification in his opening remarks as TxPELRA president on Wednesday.

NUTS & BOLTS 2014: We will continue with three (3) sites in the late summer/fall timeframe. We are looking at Bedford (Metroplex, with Martha coordinating players), McAllen (Valley, with Miguel coordinating players) and Lubbock (“west” Texas, with Melinda coordinating players).

b. Nominations

Martha (VP and nominating committee chair) reported that three (3) trustee positions will be up for election this year. Incumbents are Lisa, Mark and Veronica. Additionally, the TML Representative will be up for election (currently occupied by Bonita) as well as the Secretary/Treasurer position, which follows the automatic succession plan prescribed by the by-laws.

Board members provided Martha with several suggestions for nominees. The board was reminded of the by-laws definition of the membership composition of the nominating committee. More information will be forthcoming.

c. Membership

Veronica (chair) has been submitting new member applications for review and approval of the board electronically. This is working very well.

Discussion ensued regarding the New Members Dinner at the Annual Conference in May in Galveston. Both IPS and IMA have expressed sponsorship interest. These offers will be explored further, as well as a plan cast for the New Members Dinner.

Regarding the Past Presidents’ Dinner (Tadd will take the lead) CPS and TMRS are anticipated to be interested sponsors.

d. Site Committee

Ronnie (chair) reported that Lavern had gathered information for the Board’s consideration for 2015 TxPELRA and Civil Service conference. The target was to be in the Houston area. After review of the information, the consensus was to pursue the response from the Marriott property in Sugarland for the week of February 9-13, 2015. Lavern will follow up, work with Ronnie and they will report back to the Board.

Ronnie reminded the Board that additional conference targets are:

- 2015 Annual – Horseshoe Bay. Lavern commented that the resort has changed “ownership”. Everyone agreed we still want to pursue this venue for 2015 Annual.
- 2016 TxPELRA/Civil Service in the Austin area, specifically Lost Pines in Bastrop. Lavern reported that Lost Pines had proposed a rather expensive nightly rate, plus a resort fee, totaling \$215 per night and requiring a two-consecutive-year booking. Discussion expressed displeasure with this proposal. We will continue to work.
- 2016 Annual Conference in downtown Fort Worth – Martha expressed concerns regarding cost. The Board provided input. We will continue to work this location.
- 2017 locations are yet to be identified by the Site Committee (Ronnie, Lisa and Wendy) ***This needs follow up for the May Board meeting***

e. Communications

Craig (chair) reported that feedback regarding the “new” website continues to be great! TMHRA e-solutions (former list serve) is working very well. Craig and Lavern have worked to resolve image issues on the site.

f. Awards

Craig reported that Josh Smith, City of Schertz, has agreed to chair the awards program committee. Information regarding nominations for the awards will post on and through the website next week. The nominations deadline will be March 21st. Committee review will occur the following week. Craig asked for review volunteers.

g. TMRS

Tadd (TMHRA’s TMRS representative) reported that the TMRS Advisory Committee is preparing for the 84th Legislative Session. To that end, TMRS has asked for a response to a survey for four priorities for legislative action related to the following items: 1) Remove or modify the “catch up” provision for COLAs for retirees; 2) A new Fixed Rate (“Across-the Board”) COLA for retirees; 3) an increase in the 1,000 hour cap for TMRS-retired temporary employees; and, 4) establishing tiers of benefits within a City’s plan (e.g., grandfathering an existing group and establishing different TMRS parameters for new hires). Discussion ensued, resulting concurrence that the Board’s position was prioritizing in the order presented. Other relevant comments were that we do not know what item 2 would result in from a TMRS calculation perspective.

h. Sponsorships

Mark (chair) reported that we started our sponsorship asks earlier in the year this year. We have one new sponsor – IMA (contact: Justine Griggs). There are several asks out that have had no response. Lavern will send the Board a status report and Board members are asked to follow up with contacts they may have for these sponsors and keep Mark and Lavern apprised. Reference the earlier conversation about Annual Conference event sponsors. Also, there will be sponsors present tomorrow through Friday... please thank these sponsors!

i. Legislative

Mark (chair) and Miguel (co-chair). Mark reported several matters at the federal level:

- The unemployment compensation program extensions ended 12/31/13
- The President issued an executive order raising the minimum wage on federal contracts to \$10...expect more legislative dialogue.
- There is a proposal for Family Medical Leave to be PAID at 66% of monthly wages, up to \$4,000 per month. We should anticipate a TMHRA position ***against*** this proposal if necessary.
- Health Care Reform: Not as many younger people signing up as projected

- IPMA is expected to lobby for raising the definition of “full time” employees under Health Care Reform to 40 hours from 30 hours... TMHRA will support this position.
- TMHRA supports the position that Volunteer Firefighters’ hours do not count toward qualification as full time employees for Health Care
- We need to monitor the utilization of credit history background as a decision for employment
- No current awareness of interim issues with the state legislature of which we need to be concerned
- IPMA and the new IPMA-TX chapter can serve as great conduits for TMHRA’s position statements on legislative issues.

Martha inquired whether the Board wants to engage someone to track State legislative issues during the next session. ***Consensus: we will discuss during our May Board meeting.***

Tadd advised that we need to make sure that we are “plugged in” appropriately to TML’s legislative agenda. Bonita indicated she would speak with Bennett about this matter and seek his suggestions to accomplish our goal of being appropriately plugged in at the right time to TML’s legislative agenda.

j. TxPELRA

Miguel (chair as TxPELRA president) – The Provisional By-laws been reviewed and approved by NPELRA. The final review provided minor typographical changes and some design changes to mirror NPELRA by-laws regarding membership. TMHRA Board conversation reflected approval of these changes by acclamation. Miguel will announce the approval of the by-laws, after MANY years of work, at tomorrow’s TxPELRA meeting. YAY!!!

Melinda inquired about the appointment of the officers and the board of TxPELRA. The appointment will occur in May and the terms will officially begin October 1, 2014.

Miguel will announce two (2) \$1,000 scholarships for attendance at the NPELRA annual conference, provided by TMHRA, at tomorrow’s TxPELRA conference.

TxPELRA will provide a “Texas-themed” auction item for the NPELRA Foundation auction to be determined. Miguel will follow through on this.

IV. New/Old Business

a. Website Update

Covered in Committee report.

b. TxPELRA By-laws

Covered in committee report

c. IPMA-HR (IPMA TX)

Discussion began with Mark thanking the Board for all its efforts to bring the IPMA Texas Chapter (IPMA TX) to fruition. Melinda informed everyone that Mark has agreed to serve as the inaugural president. Priscilla Wilson (who is also serving on the IPMA Southern Region board) has agreed to serve as Vice President and Debbie Maynor, who was present for this portion of the meeting, has agreed to serve as Secretary/Treasurer. Ronnie Kidd will serve on the IPMA TX board as the TMHRA board representative. The terms of office will officially begin October 1, 2014. However, the officers can work during this interim time to get things up and running for the chapter.

Mark stated that a membership application is being developed, modelling it after the IPMA Southern Region membership application. Information will go on the TMHRA website and an e-blast will be sent once the application is ready. There will potentially be an informational meeting about the IPMA TX chapter at the TMHRA annual conference. Ronnie suggested that this meeting could be incorporated as one of the best practices concurrent sessions at the annual conference.

Melinda reported that Priscilla has indicated the Southern Region will be providing \$500 to IPMA TX to help get started.

Mark stated that he anticipates an IPMA national conference in San Antonio in a couple of years. Mark also said the next large cities roundtable meeting in Houston will be a good venue to provide an update and information about IPMA TX to those attendees.

Debbie stated that she thinks modelling the IPMA TX board operations and structure after TMHRA's is a good thing and will help ensure success. Melinda thanked Debbie for her willingness to serve and bring her past TMHRA leadership and service experience to the table.

Tadd moved to appoint the IPMA TX officers and board member as follows:

Mark Washington IPMA TX President

Priscilla Wilson IPMA TX Vice President

Debbie Maynor IPMA TX Secretary/Treasurer

Ronnie Kidd IPMA TX Board Member (representing the TMHRA Board)

Martha seconded the motion. MOTION CARRIED.

V. Adjournment

Melinda expressed the Board's thanks to Lavern for everything she does to organize and support the Board. There being no further business or discussion, Melinda adjourned the meeting at 4:00 PM.

Respectfully submitted by



Ronnie C. Kidd, Secretary/Treasurer