

TPMA
MIDDLE TENNESSEE MEMBERSHIP MEETING
BRENTWOOD CITY HALL
January 20, 2012

Present were: Steve Adams, Casta Brice, Shelly Cleek, Connie Etzkin, Gail Fowler, Dawn Freeman, Martha Gregory, Jim Henderson, Lynn Henning, Regina Holt, Rebecca Hunter, Kristi Inman, Alan Jones, Martha Justice, Cheryl Lewis-Smith, Kaye Palmer, Trish Pulley, Carolyn Scott, Tammy Smith, Lisa Spencer, Richard Stokes, Celeste Taylor, Paula Taylor, Shelly Taylor, Debbie Trisdale, Peter Voss and Mike Worsham. Also present were: Bob Bohn, Mayor of Centerville; Nancy Byers and Mike Davidson of Cookeville and Sheryl Gossard, Montgomery County Government.

The meeting was called to order by President Peter Voss at 9:40 a.m. Past President Alan Jones was asked to lead the invocation.

Mike Worsham welcomed all to the City of Brentwood, and to the refreshments that his staff had prepared for the meeting.

President Voss mentioned that State Commissioner of HR Rebecca Hunter was present.

He then introduced Kimbla Milburn, President of IPMA-HR.

Ms. Milburn introduced her conference committee members who were present – Cheryl Brown, Candy Phillips, Dwain, Courtney and Heather.

President Milburn gave her campaign slogan – “The Broader Our Vision, the Farther We Can Fly”; her focus – **E**AT - **E**merging practices - staying in tune; **A**dvocacy – keeping abreast of political trends, laws and bills that affect HR practices; **T**raining – train ourselves, our staff.

She noted that the International Conference will be held in Nashville from September 8 – 12, 2012 at the Renaissance Hotel. She then presented Cheryl Brown, the Program Chair who gave an overview of the conference to date.

Ms. Brown noted that the focus of the Conference is variety, diversity and current issues. She asked if there were any issue that members thought would be of interest to the whole group, or if anyone had any ideas for entertainment.

She noted that Steve Robbins would be the opening keynote speaker and that Jim Johnson from the University of Chapel Hill and author and consultant Flip Flippen were on the program as presenters also. Any suggestions or ideas for the conference should be emailed to President Milburn.

The **Membership Minutes of January 28, 2011** were approved on motion by Alan Jones and seconded by Casta Brice.

The **Financial Report** was given by Paula Taylor. We have a balance in our checking account in the amount of \$13,377.61 and two Certificates of Deposit in the amounts of \$5011.16 and \$7504.29, for a total of \$25,893.06. This report was received on motion by Alan Jones and seconded by Connie Etzkin.

Membership Report was made by Richard Stokes. We currently have 119 members, 70 of whom have renewed already and 49 are pending renewal.

Old Business:

IPMA-HR Update – Richard Stokes reported the following:

- 1) The member-get-a-member campaign has been extended until January 2013. There will be a \$20.00 discount on the membership of the new member and a \$20.00 gift card for the recruiter.
- 2) The Council has voted to rescind the waiver of the examination for the IPMA-CP Executive Level certification. Effective January 2013, all applicants must take the competency exam.
- 3) February 15, 2012 – there will be an online test preparation for the examination.
- 4) Free webinars are available for IPMA members
- 5) EEOC has issued a letter stating that the requirement of a high school diploma may violate ADA if the diploma cannot be obtained because of a disability.
- 6) IPMA-HR participates with other organizations and still stand in opposition to the public pension benefit reporting as required by GASB.
- 7) IRS and DOL are looking at the misclassification of independent contractors; however IRS has amnesty for employers who voluntarily reclassify these workers.

IPMA-HR Annual Conference 2012 – anyone interested in a ‘companion program’ should contact Richard.

TPMA 2012 Annual Conference – report by Alan Jones. This will be the 20th annual conference and will be held in Gatlinburg April 10 – 12, 2012. The Theme is “Soaring the Heights of HR Excellence”. Committee chairs and members have been assigned and are working on all aspects of the conference. Janet Curry agreed to be the program chair as Bonnie Jones asked to be relieved of this position due to her pregnancy. Alan asked all present to help as much as possible with door prizes, ditty bag stuffers, vendors and exhibitors.

IPMA-HR 2012 Joint Southern Region/Central Region Conference – This conference will be held June 10 – 12, 2012 in St. Louis at the Hilton. Registration rates are \$295.00 for individuals and \$275.00 each for groups. The rate for rooms is \$105.00.

IPMA-HR 2013 Joint Southern Region/Central Region Conference will be held in New Orleans.

TPMA 2013 Annual Conference – This conference will be held in West Tennessee. Mr. Stokes has received 3 responses from the RFP’s that he sent out.

Tennessee Certificate Program – Richard stated that we will see if this program can be offered as a pre-conference training. Commissioner Hunter and Trish Pulliam enthusiastically explained their involvement with this and urged all to participate and to have their staff members to participate as well.

Website Update – Casta Brice and other are still working on the updates, and should soon be completed.

New Business:

Member Survey – Richard reported that he is in the process of gathering information and the survey should be sent out soon.

TPMA Benefit Survey – This will be our 3rd survey and all are encouraged to participate. The previous two surveys have netted approximately \$25,000.00 for our chapter. Our unidentifiable data has been sold to insurance companies with the assistance of Mark Morgan of Sherrill Morgan & Associates.

President Voss announced the **appointment** of the named members to the following **committees**:

Nominating Committee	-	Alan Jones and Kristi Inman
Scholarship Committee	-	Celeste Taylor and Casta Brice
Personnel Achievement Award Committee	-	Lynn Henning & Paula Taylor

He noted that Kaye Palmer was last year's Personnel Achievement Award recipient and was the recipient of the Southern Region's Edwin R. Swain Award as well..

Jim Henderson, Golf Tournament Chair for the 2012 conference, mentioned that the tournament will be held on Wednesday, April 11th. The fee is \$70.00 which includes breakfast and prizes.

Executive Director's Report – Richard reported that MTAS has some concerns about how municipalities are classifying 'volunteer' firefighters. If they receive any compensation, they are not volunteers. MTAS is preparing a publication that will address this.

Board of Directors' vacancy – Dawn Freeman resigned from the Board when she was appointed as an Elected Official. On motion by Alan Jones and second by Casta Brice, Rebecca Hunter was elected to serve out Dawn's term. Motion carried with unanimous vote.

Recognitions and Announcements - Mike Worsham has received his CP certification and Linda Lucas is the new HR Director for the City of Collierville.

There being no further business, the meeting adjourned on motion by Steve Adams and seconded by Alan Jones.

Training on E-Verify was presented by Richard Stokes and Gary Petree, Training Manager for MTAS, presented MTAS Training Updates.

Respectfully Submitted,

Lynn B. Henning

Lynn B. Henning
Secretary

Peter Voss
President