

TENNESSEE PERSONNEL MANAGEMENT ASSOCIATION
Board of Directors' Meeting
Clarion Inn Willow River – Sevierville, TN
October 17, 2013

Present were: Ruth Akers; Felecia Boyd; Lynn Henning; Rebecca Hunter; Kristi Inman; Richard Stokes and Peter Voss.

President Hunter called the meeting to order at 8:42 p.m. and thanked all who were in attendance.

Kristi Inman welcomed all to Sevierville.

The **minutes of Board Meeting of July 11, 2013** were approved on motion by Rebecca Hunter and seconded by Ruth Akers.

The **financial report** was presented by President Hunter in the absence of Treasurer, Paula Taylor. We have a total of \$40,239.87 in treasury, \$27,720.07 of which is in the checking account and certificates of deposit in the amounts of \$4012.82 and \$7506.98. This report was received on motion by Peter Voss and seconded by Lynn Henning.

Richard Stokes reported that we **have 143 TPMA members** and 3 have pending renewals. There are 22 registrants for the membership meeting tomorrow. This report was received on motion by Kristi Inman and seconded by Ruth Akers.

OLD BUSINESS

The first of the **TPMA-HR Forums** were held in Middle Tennessee on October 4th and in West Tennessee on October 11th. Both had 10 registrants; however 6 and 8 attended the forums respectively. The forums are great networking opportunities. Additional forums have been scheduled for East Tennessee on January 17, 2014 and another in West Tennessee on January 24, 2014.

IPMA-HR Leadership Conference that was held August 16 – 18, 2013 at the Renaissance Hotel in Nashville. There were over 80 chapter and regional representatives present. The general theme of the conference was "Increasing the Relevance of IPMA-HR". Attached are the conference notes as presented by President Hunter.

Marketing Efforts – President Elect Ruth Akers presented several ideas/and suggestions as marketing efforts for TPMA-HR – 1) website needs to be updated and perhaps include Twitter; Facebook, Linked-in (could possibly work with a student intern on this); 2) include profiles of Board Members on the website; 3) list benefits of TPMA membership; 4) post membership meeting dates; 5) board members to interact with participants at the membership meetings; 6) links to other public service websites; 7) send thank you notes to the conference vendors; and 8) purchase pens or stadium cups with the TPMA-HR logo to distribute at regional meetings and the annual conferences.

2014 Annual Conference – plans are already in place for the annual conference to be held April 8 – 11, 2014 in Murfreesboro. The planning committee met in August and again in September, and will have another meeting on November 26th. So far, the Three Pillars Training will again be presented and there will be a panel discussion on an HR related topic. The social event has already been planned. A silent auction is being considered with the proceeds going to benefit a charity or community service organization. It was motioned by Kristi Inman and seconded by Ruth Akers that all conference registration fees increase by \$20.00 to cover the social activity, past

presidents' luncheon and breaks. However, there would be no rate change for exhibitors. This motion was carried with no dissenting votes.

TML will provide the conference bags and Mr. Stokes will purchase TPMA lanyards for conference participants.

It was motioned by Rebecca Hunter and seconded by Kristi Inman that the registration fees for guests increase from \$35.00 to \$50.00. Motion carried.

Three Pillars Certificate Training – to date 566 have attended at least one of the three pillars of this training with 316 certificates have been issued. 170 have attended this training thru CTAS/MTAS and 50 thru TAMCAR.

IPMA-HR Update – Mr. Stokes has been elected president-elect for IPMA-HR and will serve in that position until January 1, 2015 when he becomes president.

- The joint conference of the Southern and Central Regions was held in June in New Orleans. There were more Southern Region members present than there were from the Central Region. The next joint conference will be held in Charlotte, NC April 14 – 17, 2014.
- The IPMA-HR conference was held in Las Vegas September 23 – 25, 2013. Attendance was not as high as it has been at other international conferences. The following IPMA-HR conferences are scheduled: 2014 – Philadelphia; 2015 – Denver; 2016 – Kansas City, KS and 2017 – San Antonio.
- The conference's name will be changed to IPMA-HR Training Conference.
- IPMA-HR has 9600 members who are certified in 17 countries. China has the largest certified membership with over 2400 members. IPMA-HR also has a Certified Leader pilot program in China.
- IPMA-HR's online competency certification program has three levels – entry, mid-level and senior.
- IPMA-HR also has the CE designation for Certified Executives.
- IPMA-HR has a total membership of 9146 members, 7613 of which are individuals with the 1533 being affiliate members.
- IPMA-HR is requesting sample policies in the following areas – Domestic Partners; Dating in the Workplace; Compensation Plans; Conflict of Interest; Disciplinary Procedures; Dress Codes and Customer Service. The deadline for submission of policies is October 31, 2013.
- The member-get-a-member campaign is still on-going – each member who refers a new member will receive a \$25.00 gift card.
- IPMA-HR has updated the Fire Company Officer Exam.
- IPMA-HR sent a letter to EEOC requesting that the EE04 Form be updated. The response was the form will be updated in 2017.
- IPMA-HR endorses the Affordable Care Act Bill which states that insurance coverage has to be available for all workers who work 40 hours per week.
- The Department of Labor has announced that they will conduct audits for misclassification of employees as contractors.
- IPMA-HR will be hosting a conference call for making application for tax exempt status. Training will be provided on November 1, 2013.

NEW BUSINESS

Mr. Stokes announced that he will submit a bid for the 2015 Southern Region Conference and recommends the East Tennessee area as the host site. He will also check with TNPrima to see if we can host a joint meeting in November of 2015.

Richard will also check to see if the IPMA Competency Module Training can be held in conjunction with the Southern Region's Conference.

Executive Director's Report –

Richard noted that he submitted the TPMA-HR Chapter report on August 30th. He sent in \$1750.00 for the 70 affiliate members.

This past year, Deer Oaks presented four Webinars for our members. Positive feedback was received from the ones who were able to participate. Richard stated that he will check on other Webinars of interest to the members.

On motion by Kristi Inman and seconded by Rebecca Hunter, Mr. Stokes will check into a conference calling system that will accommodate up to 125 individuals on a call. Motion carried.

The Executive Council of IPMA-HR increased the Agency fees by 3%; online fees by 1%; Entry Level by \$7.00 and Training Forums by \$20.00.

On motion by Peter Voss and second by Rebecca Hunter, the Board will meet in a Retreat setting prior to the annual conference in April 2014. Motion carried.

Announcements: Lottie Scoby, formerly of TML, recently lost her newly-wed daughter.

The membership meeting will be held at the Sevierville Golf and Country Club tomorrow morning beginning at 8:30 a.m.

There being no further business, the meeting adjourned by 11:04 p.m. on motion by Peter Voss and seconded by Ruth Akers.

Respectfully Submitted,

Lynn B. Henning

Lynn B. Henning
Secretary

Rebecca Hunter
President