

Date: February 1, 2017

Location: Stephen F. Austin (SFA) Bldg., Meeting Room 170, first floor

Presenter: Ray Hymel, Texas Public Employees Association
Legislative Updates: An Overview of Currently Proposed Legislation

Tracie Reyher, TSHRA Vice Chair
The Future of Performance Management: Alternatives to Annual Performance Evaluation

Attendees: All officer of the Association: Catherine Camp, Chair; Tracie Reyher; Vice-Chair; Suzanne Retiz, Secretary; Alma Craig, Treasurer; and 33 representatives from 26 state agencies

Call to Order

Catherine Camp called the meeting to order at 9:07AM.

Business Announcements

- 1) Update on TSHRA's certification provider status. TSHRA is further deliberating on the procurement of HRCI and SHRM review for accreditation, but continues to encourage its membership to individually submit presentations in our Speaker Series for continuing education credit from both organizations.
- 2) TSHRA is looking for volunteers to coordinate the Q&A of HR topics sent out. The plan is to create a Human Resources Best Practices (HRBP) Forum so that we can share the question and answer information freely among the membership. Questions and answers will be anonymized and posted on a forum on our web site.
- 3) Copies of the current Treasurer's Report, as well as the previous one, are available at the sign-in table.

Presentation 1

Catherine introduced our program's guest speakers from Texas Public Employees Association (TPEA) – Ms. Kate Johanns, Director of Marketing and Communications; and Mr. Ray Hymel, Consultant and Lobbyist.

Ms. Johanns opened with a brief overview of the bills TPEA is tracking this legislative session. She also mentioned a pilot program with Capitol Metro which extends a 25% discount to TPEA members on local and commuter 31-day passes.

Mr. Hymel discussed group benefits including the pension and medical coverage. He reported that there will likely not be an increase in rates with the switch to Blue Cross/Blue Shield, from UnitedHealthcare, and informed us of the substantial savings ERS is effecting by switching over to BC/BS. He also mentioned that the rates for retiree coverage with Humana are not increasing. Regarding the pension fund, Mr. Hymel explained that a fund is considered be actuarially sound once it can demonstrate that it can pay for current and future liabilities for a period of 35 years. The ERS pension fund is currently at the 31-year point, which means it is very close to being actuarially sound; and is considered to be very stable. He touched on the oft-asked question, "What about pay raises for state employees?" A brief discussion ensued related to the recommended system of the state appropriating a certain amount of funding for pay raises and merit increases, leaving each agency to designate it at their discretion. Hymel mentioned that TPEA advocates for and supports targeted pay raises for particular titles and classifications that suffer turnover rates

exceeding 18% annually. He suggested the use of the Rainy Day Fund to support this type of increase. TPEA encourages all state employees to make our voice known by advocating for state employee benefits on our own time, and writing to the state senator and representatives. Attendees were encouraged to check out TPEA's web site to learn about the bills they are tracking this legislative season, relevant to our benefits, and to sign up to receive email alerts. TPEA is not a union, nor does it provide employees with union-type representation. It is an independent non-profit organization whose mission is to advocate for Texas State employee and retiree benefit programs.

Mr. Hymel also announced TPEA's endorsement for the upcoming ERS Board of Trustees: Mr. Benito Ybarra, TXDOT Chief Audit and Compliance Officer, who has experience with pension plans and trusts. He also addressed a question from the audience regarding the newly-announced hiring freeze. TSHRA suggested that each agency obtain clarification from their in-house legal counsel or their Governor's Office liaison.

Break

10:00-10:15AM

Presentation 2

Ms. Tracie Reyher provided the groups an in-depth look at an alternative to outdated performance evaluation programs and practices, which may no longer meet the needs or intent of the organization. Her presentation posits that some practices lack meaningful substance and demonstrate skills gaps while also 'inflating' ratings in outdated rating and ranking systems. She provided insight toward surveying employees on how to improve on, or identify a collaborative, enhanced review program.

The program Ms. Reyher introduced offered a fresh approach on the sometimes dreaded annual evaluation. She offered a wealth of materials describing the new transformative performance management program, including case studies; and her own PowerPoint presentation highlighting its usefulness and benefits. This program is designed to keep up with changes in business processes and objectives, allowing for year-round feedback and discussion among employees and supervisors.

Participant Feedback & Reminders

Tracie addressed a few questions from the audience and concluded her presentation.

Next TSHRA Meeting

TBA, April 2017

Ms. Camp adjourned the meeting at 11:04AM [TSHRA](#)