



**42nd  
Representative  
Assembly**  
— page 16

## Constitution & Bylaws proposals

- Page 9

### ON THE INTERNET

TSEA Website: [tseaonline.org](http://tseaonline.org)



TSEA is on facebook!  
Stop by and "like" us today at:  
<http://facebook.com/tseaonline>



TSEA is also on twitter!  
[@tseaonline](https://twitter.com/tseaonline)

# Co-Worker

The official Publication of the Tennessee State Employees Association

VOL. 33, NO. 3

May/June 2016



## Legislature approves largest raise in a decade

By Chris Dauphin  
TSEA Communications Director  
[chris.dauphin@tseaonline.org](mailto:chris.dauphin@tseaonline.org)

NASHVILLE - In mid-April, the \$34.8 Billion Tennessee 2016/2017 state budget, including \$60 million for state employee raises and an additional \$36 million for state employee salary adjustments, passed both the House and Senate.

"The legislature approved what will likely be the largest pay raise state employees have received in almost a decade," TSEA Executive Director Randy Stamps said. "We are thankful to the members of the General Assembly, as well as Governor Haslam, for making this significant investment in our employees."

The raises approved as part of the 2016/2017 budget will be distributed in the first quarter of 2017.

The market adjustments we are told are limited to employees earning an annual salary of

less than \$50,000, will become effective July 1, 2016, and will appear starting with employees' July 29 check. According to DOHR, more than 25,000 employees will receive a market adjustment as part of the 2016/2017 budget.

Market adjustments, we are told by DOHR, are efforts by the state to bring state employee salaries in-line with the current market rate for the type of work being performed. The department has said one goal of market adjustments is to increase market competitiveness for state jobs.

These pay increases are not associated with the performance raises employees just received in January or the market adjustments just received in March.

For more details, please see TSEA's exclusive interview with DOHR Commissioner Rebecca Hunter included in this edition of the Co-Worker.

### State Employee Pay Raise History

Year	Month	Raise
2007	July	3%
2008	July	0 (\$400 one time bonus)
2009	July	0
2010	July	0
<i>Gov. Bill Haslam takes office</i>		
2011	July	1.6%
2012	July	2.5%
2013	July	1.5% + Market adjustments avg. 4.5%
2014	July	0
2015	July	0
2016*	Jan.	2.5%, 3%, 4% (P4P) - \$26.9M Allocated
2017*	Jan.	? - \$60M Allocated

\*Additional market adjustments were paid in March 2016, and \$36M is now allocated for market adjustments set for July 2016.

### TSEA Exclusive

## TN DOHR Commissioner Rebecca Hunter

*On efforts to increase employee pay, the recent comptroller's audit of DOHR, and her passion for service.*

By Chris Dauphin  
TSEA Communications Director  
[chris.dauphin@tseaonline.org](mailto:chris.dauphin@tseaonline.org)

& Gayle Robb  
TSEA Comp and Benefits  
Manager  
[gayle.robbs@tseaonline.org](mailto:gayle.robbs@tseaonline.org)

Tennessee Department of Human Resources Commissioner Rebecca Hunter came to state government in 2011 as a part of the administration built by then newly elected Governor Bill Haslam. Hunter, a CPA who worked in public finance for over 25 years, refers to herself as a "recovering accountant." In 2004 she took over the Hamilton County personnel department, where she was employed until her appointment to state government. Her entire career has been in the public sector, to which Hunter credits a passion for service.

On the heels of the largest state employee pay raise awarded under the Haslam administration, and just days after a budget was approved by the legislature which includes what will likely be the largest pay raise state workers have received in a decade, Commissioner Hunter sat down with TSEA to discuss efforts to increase employee pay, the recent

comptroller's audit of her department, and her passion for service.

DOHR Deputy Commissioner and General Counsel Danielle Barnes also joined us for the interview, providing important data and specifics throughout our discussion.

**Employees in Jan. received their largest raise since July 2012, and some employees just received market adjustments in March, can you talk about those?**

**Commissioner Hunter:** Our governor is committed to making sure that we can recruit, retain, and reward a talented workforce. He has continued [raises] with each budget, and if you recall the year we didn't receive raises, they started off in the budget but were removed. Haslam said that was one of the toughest things he's had to do was take those out. But January 2016 was the largest raise we've had since 2013. These raises were also the first time we've paid for performance.

When I first came on board in 2011, the Deputy Governor and I went on a state-wide employee listening tour. We went to all the major cities and had two daily sessions with state employees. Our goal was simply to ask their ideas on how to recruit, retain and reward a



talented workforce. One of the things we heard from these sessions were employees expressing frustration regarding pay. And some of the employees expressed frustration that another employee sitting beside them was not at all productive, yet both employees were receiving the exact same raise.

We were excited about pay-for-performance because we didn't get the idea in a vacuum, we sent out a survey. We pulled together a task force from people who responded to the survey and got their input and feedback before we moved forward with the design.

The performance raises in January were from a pool of \$26.9M. If you look at the appropriations bill, it stipulated that the funds would be used for pay-for-performance, market adjustments, and range adjustments.

The market adjustment that occurred in March was to move all the ranges 1 percent. When you move the ranges

1 percent, you are typically going to have people that then fall below the minimum of those ranges. So, our goal was to make sure we had the funding to also adjust anyone who fell below the minimum of the range and move that individual to the new minimum.

There was just a little funding left, which was used to continue to move people towards market. We moved the people who were the closest to the minimum range based on a formula using the funds that were remaining.

**How many were moved towards the mid-range?**

**Danielle Barnes:** 3,112

**Pay for performance (P4P) raises which state employees received in Jan. were allocated from a**

► CONTINUED ON P6

### INSIDE

Recruitment/worksite visits	Page 2	Court ruling/TEAM Act change	Page 5
ED & President remarks	Page 3	Proposed budget for 2016/2017	Page 12
Legislative wrap-up	Page 3	Chapter meetings	Page 13



Important  
voting info  
& deadlines  
**Page 11**

PRINTED ON 100%  
RECYCLED PAPER





# Co-Worker

May/June 2016 Edition

## OFFICERS

**President**  
Bryan Merritt

**Secretary**  
Jackie Coleman

**Treasurer**  
Tom Osborne, Nashville

**East TN Vice President**  
Jim Ruth, Knoxville

**Middle TN Vice President**  
Donnie Cole, Winchester

**West TN Vice President**  
Almous Austin, Newbern

## Board of Directors

### District 1

**Brad Moss, Union City**  
Hatchie River (Haywood, Lauderdale, Tipton)  
Pioneer (Crockett, Gibson)  
Reelfoot (Dyer, Lake, Obion)  
WHBC (Benton, Carroll, Henry, Weakley)

### District 2

**Teresa Grice, Memphis**  
Memphis Higher Education Chapter (Shelby)  
Shelby County (Shelby)

### District 3

**Ernest Tisdale, Whiteville**  
CHAD (Chester, Decatur, Henderson)  
Fayette (Fayette)  
Forked Deer (Madison)  
Southwest (Hardeman, Hardin, McNairy)

### District 4

**Sherry Koontz-Howell, Clarksville**  
Highland Rim (Dickson, Houston, Humphrey)  
Sycamore (Cheatham, Robertson)  
TWS (Smith, Trousdale, Wilson)  
Volunteer (Macon, Sumner)  
Warioto (Montgomery, Stewart)

### District 5

**Martha Wettemann, Pleasant View**  
Davidson County (Davidson)

### District 6

**Constance Smith-Burwell, Nashville**  
Davidson County (Davidson)

### District 7

**Cynthia Murdock, Petersburg**  
David Crockett (Lawrence)  
Giles/Lincoln (Giles, Lincoln)  
Maury/Marshall (Marshall, Maury)  
Rutherford County (Rutherford)  
South 40 (Hickman, Lewis, Perry)  
Three Rivers (Bedford, Coffee, Moore)  
Tims Ford (Franklin); Wayne (Wayne)  
Williamson (Williamson)

### District 8

**Justan Spurling, Wartburg**  
Campbell/Scott (Campbell, Scott)  
Cumberland Plateau (Cumberland, Fentress)  
Morgan County (Morgan)  
Roane (Roane); Tealeaf (Rhea)  
Upper Cumberland (Clay, Jackson, Overton,  
Pickett, Putnam, White)

### District 9

**Steve Thomas, Cleveland**  
Caney Fork (Cannon, DeKalb, Grundy,  
Warren)  
Fall Creek Falls (Bledsoe, Sequatchie, Van  
Buren)  
Hamilton County (Hamilton)  
Hiwassee (Bradley, McMinn, Meigs, Polk)  
Marion (Marion)

### District 10

**Betty Hardin, Knoxville**  
Anderson (Anderson)  
Knox/UT (Knox)  
Norris Lake (Claiborne, Union)

### District 11

**Chan Bergquist-Humbert, Greeneville**  
Appalachian (Carter, Johnson, Unicoi,  
Washington)  
East Tennessee State Univ.  
Greene (Greene)  
Northeast (Sullivan)

### District 12

**Dena Taylor, Maryville**  
Foothills (Blount, Loudon, Monroe)  
French Broad (Cocke, Jefferson)  
Lakeway (Grainger, Hamblen, Hancock,  
Hawkins)  
Smoky Mountain (Sevier)

## STAFF

Executive Director  
**Randy Stamps**

Executive Administrative Assistant  
**LaTanya McAdoo**

Government Affairs Director  
**Vacant**

Communications Director/ Co-Worker Editor  
**Chris Dauphin**

Communications Coordinator / Accountant 1  
**Tim Clo**

Staff Attorney  
**Jonathan Stephens**

Legal Services Manager  
**Jo Ann Davis-Davis**

Legal Services Coordinator  
**Keisha Pittman**

Paralegal for Legal Services  
**Susan O'Bryan**

Employee Compensation and  
Benefits Manager  
**Gayle Robb**

Employee Compensation and  
Benefits Coordinator  
**Terry Carroll**

Membership Manager  
**Lisa Hogue-Moffett**

Administrative Assistant for Membership  
**Linda Cartwright-Darden**

Field Representatives  
**Lisa Hogue-Moffett** - East TN  
**Sandra Pleas** - Middle TN  
**Gayle Williams** - West TN

Receptionist  
**Junie Rolens**

Postmaster, please send address changes to:

**Tennessee State  
Employees Association  
Co-Worker**  
627 Woodland St., Nashville, TN 37206  
(615) 256-4533 • 1-800-251-TSEA  
tseaonline.org

Co-Worker (ISSN 0891-0723) is published bi-monthly by the Tennessee State Employees Association, 627 Woodland St., Nashville, TN 37206. Periodicals Postage Paid at Nashville, TN. Subscriptions for members are covered in the costs of the dues.

# Calendar of Events

## May

**25 Wednesday**  
DEADLINE - R.A. Registration for delegates

**30 Monday**  
Holiday - Memorial Day

## June

**1 Wednesday**  
TSEA Election Day  
Ballots will be counted

**16-18 Thursday - Saturday**  
Representative Assembly  
Cool Springs Marriott

## July

**4 Monday**  
Independence Day

**14 & 15 Thursday & Friday**  
Board planning session

## August

Retiree luncheons - TBD

## September

**5 Monday**  
Labor Day holiday

**16 Friday**  
Board meeting

## October

**10 Monday**  
Columbus Day holiday

## November

**4 Friday**  
Board meeting

**11 Friday**  
Veterans Day

**24 Thursday**  
Thanksgiving Day

## December

**2 Friday**  
Board meeting and holiday dinner

Questions?  
Contact the TSEA office @  
(615) 256-4533,  
Toll FREE @ 800-251-8732,  
or by email: info@tseaonline.org

# Worksite Visits

Please take a look at some of the upcoming recruitment dates listed below and bring your coworkers by to visit Gayle, Lisa, and Sandra to see what TSEA can do for them.

All dates are subject to change.

## Middle

-- Williamson County --

**TUESDAY, MAY 10**  
Probation and Parole  
Note: Federated only  
10:00 a.m.  
426 Century Court, Suite 200  
Franklin

TDOT  
Note: Federated only  
3:00 p.m.  
1601 West Main Street  
Franklin

**WEDNESDAY, MAY 11**  
TN Rehab Center  
10:00 a.m.  
1405A Brookwood Avenue  
Franklin

Department of Safety  
11:00 a.m. to 1:00 p.m.  
3830 Carothers Parkway  
Franklin

Department of Children's Services  
2:00 p.m.  
1810 Columbia Avenue, Suite 18  
Franklin

-- Davidson County --

**THURSDAY, MAY 12**  
Labor & Workforce  
Note: Federated only  
10:30 a.m. to 3:30 p.m.  
220 French Landing, Floor 3A  
Nashville

**TUESDAY, MAY 17**  
Rachel Jackson Building  
9:00 a.m. to 1:00 p.m.  
320 6th Avenue North  
Nashville

**THURSDAY, MAY 19**  
Laboratory Services  
9:00 a.m. to 1:00 p.m.  
630 Hart Lane  
Nashville

## West

-- Shelby County --

**TUESDAY MAY 24**  
Memphis Mental Health Institute  
9:00 a.m. to 4:00 p.m.  
951 Court Avenue  
Main Hall Lobby  
Memphis

**WEDNESDAY, MAY 25**  
One Commerce Square Building  
9:00 a.m. to 4:00 p.m.  
Note: w/ Federated  
40 South Main St.  
4th Floor Break Room  
Memphis

**THURSDAY, MAY 26TH**  
Dept of Human Services  
9:00 a.m. to 4:00 p.m.  
Note: w/ Federated  
3230 Jackson Avenue  
Clinic Area  
Memphis



# From the Executive Director

## *A strong legacy of TSEA pays dividends for all state employees*

It is an honor to have been chosen to serve as Executive Director of TSEA. Our organization has developed relationships across Tennessee that has benefited state employees for many years. I appreciate the vision of our founders over 40 years ago to develop an association "to protect, advocate for, and represent the rights of Tennessee's state employees."

While understaffing remains a challenge across our state, the first few months of 2016 has seen improvements for state employees. In January employees received

raises for the first time since 2013. Most of our members will receive a market salary adjustment in July of this year and then receive another salary adjustment in January of 2017. While I wished the market adjustment reached all state employees; those in the higher salary ranges can take some comfort in knowing those with higher salaries will receive a larger dollar per month increase in January of next year when pay-for-performance and across the board raises go into effect.

TSEA is also encouraged that some new hiring is now taking place in understaffed departments. The governor has even cited the hard work of state employees as one reason the Tennessee economy is so strong. While I know these

are the most challenging times many have faced as state workers, it is good to see some sunshine on the horizon.

The good news we have enjoyed is largely based upon the legislative support you have helped us build by building relationships with your local legislators. Those legislators have in turn communicated with Governor Haslam and his leadership to help everyone understand that, while some business principles may be applied to government, the State of Tennessee is not a business, it is here to serve the people.

One cannot compare most private sector jobs to the important duties our dedicated employees serve to families and the "least of these" in Tennessee. It is much



Randy Stamps

easier to measure the output of a factory worker than the impact of DCS worker on a young life. It is equally difficult to assess a value in dollar terms or "measurable gain" to those that are keeping our state safe through our correction system and at the same time preparing those who have been abandoned with the tools for a second

chance. Whatever department or agency you serve, know that TSEA is your voice to articulate to those in power about your value and the advanced skills you bring to your careers every day.

In the weeks ahead I will begin to further our relationships especially in the higher education community to carry out our mission of fighting for state employees. I also want to remind you that this is an election year and we will need to stand by those legislators that have stood with state employees. Make sure your family and friends are registered to vote by July 5th in order to participate in our August legislative primaries.

Thank you for your service to our state and thank you for being a member of TSEA.

Reach TSEA Executive Director Randy Stamps at 615-256-4533, or by email: [randy.stamps@tseaonline.org](mailto:randy.stamps@tseaonline.org)

## In My Corner

### Looking back...

2016 has been a good year so far for our members. Seems to be TSEA is leading the way for improvements to your career. We were approved in the Governor's budget, one of the highest amounts of money for salary improvements ever. There is money again this coming year for performance man-



Bryan Merritt

agement, but also additional funding for people under \$50,000 and have not reached their midpoint. At the same time, we made great strides in changing sections of the TEAM Act. Equally important, we won a case sent to court with a ruling that burden of proof regarding disciplinary actions must now lie on the department. This is a huge legal victory for us.

We also continue to see improvements regarding relations with State Departments. We are

hearing from and meeting with Commissioners and their staff to work through your departmental issues. We are over turning disciplinary actions where processes were not followed or reasonable outcomes were obtained. We have been asked to speak at multiple Legislative hearings.

At the same time, as an Association, we have taken a serious look at our financial position. We have been trying to live within our means, and still provide great

service and products to our members.

In closing, I am happy to report we are on track to having over a \$50,000 surplus at budget year end.

We continue to look for ways to improve our budget, but for now, we are grateful to be operating in the black.

Reach TSEA President Bryan Merritt at (423) 956-4521, or by email: [bryantsea@gmail.com](mailto:bryantsea@gmail.com)

## TSEA Legislative Wrap up

By Randy Stamps  
TSEA Executive Director  
[randy.stamps@tseaonline.org](mailto:randy.stamps@tseaonline.org)

The 2016 Legislative Session is over and it was a success for state employees. While TSEA did not achieve all of its legislative goals for the 2016 Session, it was a marked improvement over recent years.

The good news includes a pool of over \$60 million for salary adjustments. Those dollars will be distributed in January of 2017 through the pay for performance system to the TEAM Act agencies. Non-TEAM Act agency employees will receive a 3% across the board salary adjustment.

25,000 employees will receive a market adjustment raise in July of 2016. \$29.6 million has been designated for TEAM Act agencies and \$6.4 million is for non-TEAM ACT agencies, for a total of \$36 million. According to DOHR "these dollars will be allocated to move employees paid below \$50,000 closer to the market rate, and will be effective July 1, 2016" and will appear on their July 29 check.

We appreciate the legislature and Governor Haslam's investment in state employees. The raises reflect the largest investment in salaries since 2007.

We also want to thank Senator Paul Bailey and Representative Kent

Calfee for carrying the TSEA bill to return longevity for newly hired employees. The mere presence of that legislation was a constant reminder to the Haslam administration that a commitment was made to improve pay for state employees. State workers are being asked to be more productive and efficient than ever before.

The total investment of over \$96 million improving state employees pay is a significant step toward demonstrating a real commitment to recruiting, retaining, and rewarding our State of Tennessee's workforce.

Senator Becky Massey and Representative Bill Dunn lead the fight for TSEA to amend the TEAM Act. SB2485 / HB2269 amends the law regarding employee appeals for discipline and dismissal. Current law already requires the Department of Human Resources to provide rules for appeals; this legislation will add a requirement that the department establish guidelines for the conduct of appeal proceedings. This will help insure consistency across all departments for discipline and dismissal hearings.

DOHR has agreed to use the new guidelines to determine when a complainant's non-attorney representative is allowed to participate in the discussions at a Step 1 proceeding. Finally, it gives a complainant the ability to respond to any new evidence or in-

formation obtained after a hearing but prior to a decision being issued. The response must be received within three days of the respondent being notified of the new evidence or information.

TSEA supported efforts by Senator Jeff Yarbrow, Representative Mike Stewart and Representative Gerald McCormick to address assaults on Department of Correction personnel. In the end SB2424 / HB2370 by Yarbrow and Stewart was amended to provide that any conduct by an inmate against a correctional officer, guard, jailer, or other full-time employee of a penal institution, local jail, or workhouse, that would constitute an assault under Tennessee law shall be reported by the Department of Correction to the appropriate district attorney general for prosecution. TSEA will use this law to help monitor the number of assaults reported. We will also work with local District Attorneys to stress the importance of prosecution of assault cases.

Below is a summary of two other bills of interest to TSEA members that became law and information about Higher Education salary adjustments.

### SB 1546/HB 1572 TRICOR BOARD

This bill was amended and extends the Tennessee Rehabilitative Initiative in Correction (TRICOR) board for two years to June 30, 2018. The governor will continue to appoint board members. One of those appointed will be the Executive Director of the

Tennessee State Employees Association. The commissioner of correction, or the commissioner's designee, is a member of the TRICOR board, who will vote only to break a tie vote of the other board members. The final version of the bill also removes the executive director of TRICOR from the board.

**SB1625/HB1699** Tuition waivers for full-time state employees.

Sponsored by Senator Paul Bailey and Representative Joe Pitts this bill clarifies that an employee may receive the waiver for only one course per semester or mini-semester, not to exceed a maximum of four (4) courses per academic year.

TSEA continues to work on legislation to monitor the use of outside contracts to supply state services. Progress was made in this area but no bill was passed. TSEA was allowed to testify on two different occasions before the Senate State and Local Government committee regarding the Haslam Administration to outsource thousands of state jobs. We will continue to work with those affected to protect the quality of services provided to the people of Tennessee.

Our legislative and budgetary successes were made possible by TSEA members across Tennessee communicating and building relationships with our state legislators. Thank you for taking the time help educate the legislature about issues affecting state employees.

## Are you receiving emails from TSEA?

If you would like to receive emails from TSEA about the issues and events which impact state employees, please sign up for emails through our website. Or, contact the TSEA office at 1-800-251-TSEA (8732) or by email at [info@tseaonline.org](mailto:info@tseaonline.org). You will need to provide your full name, your member ID (the last four of your SS#), and your home email address.

**IMPORTANT:** If you have already signed up for TSEA email, but are no longer receiving emails from TSEA – you may have unsubscribed. Since it is illegal for any organization to re-subscribe someone to an email list, TSEA cannot sign you back up to our list. You will need to visit this link to re-subscribe to our email list: <http://bit.ly/TSEAsubscribe>

If you have any questions, please contact the communications division of TSEA at the number listed above.



# Problems persist in Department of Human Services

By Chris Dauphin  
TSEA Communications Director  
chris.dauphin@tseonline.org

The Department of Human Services is again under scrutiny after a recent audit from the state comptroller uncovered \$11.4 million in questionable spending.

DHS manages an \$80 million federally-funded food program which is intended to provide meals for needy children in Tennessee. Basically, the department contracts with private companies and provides them money for food that is distributed in child care programs throughout the state.

Some of the concerns described in the audit include issues with accounting practices, lacking documentation for allocated funding, questions about contractor verification practices, and concern over staffing levels which might impact the department's ability to prevent fraud and abuse.

TSEA is disappointed to hear of potential oversight failures by the Department of Human Services pertaining to the distribution of federal food program funds. We agree with the comptroller's report that the department is ultimately responsible for providing proper oversight and implementing effective controls over the distribution of funds from these programs; however, it is important that taxpayers realize it is a private vendor that is intentionally defrauding the public, not DHS.

DHS denied the Comptroller's allegations. "It should be noted that no funds have been mishandled or misappropriated by the Department," the department said in a news release issued shortly after the audit's release. "The funds were used for their intended purpose."

Nonetheless, SB1472 sponsored by Sen. Jim Tracy and signed into law by Governor Haslam in mid-April requires DHS every three months to submit reports on the food programs to the speaker of each chamber of the general assembly, chairpersons of the government operations; health; and finance, ways and means

committees, and the comptroller.

The legislation also transfers the management and operations of the department's financial accounting to the department of finance and administration, and takes an aggressive approach toward the monitoring and accountability of any non-federal entities that carry out a federal program pursuant to an award from the department, also known as subrecipients.

While much of the heat has been aimed at DHS, the comptroller acknowledged the risk associated with these programs.

"Most subrecipients want to do the right thing, but others are taking advantage of a system," said Tennessee Comptroller Justin Wilson during an early April hearing about the problems in DHS.

Wilson pointed to a few examples of vendors receiving payment from DHS with the understanding that it was for a particular item, but then the vendor purchased a completely different, much less expensive item. In one instance the executive director of an organization receiving federal funding through DHS, but then used the money to build a gazebo and other additions on their personal residence.

"It is unfortunate that some private sector organizations that contract with our state are so immoral that they are stealing money intended to buy food for needy children," TSEA Executive Director Randy Stamps said. "It is a shame that the public discussion is centered on placing blame for this issue on DHS for low staffing or inadequate oversight, when we should be focused on rooting out these private companies who are stealing from taxpayers. DHS does need to continue to improve its oversight efforts, but that is only because of a culture of fraud and abuse within some of the private organizations who contract with our state."

TSEA plans to meet with DHS Commissioner Raquel Hatter in May and will report any additional information we learn at that time.

# Outsourcing not required for cost savings

By Chris Dauphin  
TSEA Communications Director  
chris.dauphin@tseonline.org

While we applaud the work by the Haslam administration to locate areas where the state can realize \$30+ million dollars in cost savings, we do not agree that realizing this cost savings requires outsourcing the facilities management at all of our state buildings.

TSEA believes this is a small, easily-correctable issue which deserves a small solution.

These cost savings could be accomplished without relinquishing control of services, disrupting the system, subjecting current and future students to potential hassles and fee increases, impacting local small business, and potentially affect the livelihood of employees currently performing the jobs.

TSEA testified to this idea on March 22 before the Senate State and Local Government committee in response to the Haslam administration's business justification report on their Facilities Management Outsourcing plan.

TSEA's message was clear: don't give up on state employees!

We believe a more conservative, common-sense solution would be to simply leverage our \$30+ billion enterprise to negotiate better pricing on goods and services, cross-train our current employees, and let state employees continue the great work they are doing.

We believe our state employees offer the most effective long-term cost savings plan for Tennessee, and we believe the approach we outlined during the hearing best serves the long-term financial interest of Tennessee.

This is the second time TSEA has been invited to address this senate committee concerning this issue.

On March 29, TSEA sent a letter to Governor Haslam urging him to consider a different, more conservative approach to realizing these potential cost savings. We told the governor outsourcing all of these positions is not the right answer for Tennessee, and we asked him to stand by his words when he said, "our administration will always work to get to the right answer, not just our own answer."

Nonetheless, on April 11 the state moved to the next step of their plan and



TSEA Executive Director Randy Stamps and Communications Dir. Chris Dauphin testifying before the Senate committee on 3/22/16

released a request for qualifications to gauge private-sector interest in the outsourcing plan.

In response to our letter, TSEA was invited to meet at the end of May with members of the Governor's administration to discuss the issue.

The Haslam administration on March 8 presented to the Senate State and Local Government committee the business justification report for their Facilities Management Outsourcing (FMO) plan. The administration claims their FMO plan will save \$35.8 million per year without eliminating any jobs or benefits. The majority of their projected cost savings, according to the administration, will

come from "self-performance" and "volume discounts."

The Director of Haslam's Consumer Focused Government Terry Cowles, as reported by the Commercial Appeal, told lawmakers and reporters after the hearing the numbers only are "projected potential. This is not definitive and it won't be definitive until we receive proposals [bids from private contractors], at which point we have actual numbers to work with."

Please be sure to monitor the TSEA website and your email inbox for updates about this very important issue, as TSEA will continue to be very active in the fight against this plan.

# Efforts to privatize golf courses placed on hold, for now

By Chris Dauphin  
TSEA Communications Director  
chris.dauphin@tseonline.org

The Tennessee Department of Environment and Conservation in a March 31 email announced it is for now placing on hold a Request for Proposals (RFP) to operate their nine Tennessee State Parks golf courses.

According to documents obtained by TSEA, the department planned on April 1, 2016 to issue a Request for Proposal (RFP) to gauge outside concessionaires to manage and run their golf operations. The RFP would have been issued for 45 days, with a response due by May 18, 2016. Their intent was to award a contract by June 20, 2016.

In early 2014, the Department of Environment and Conservation issued a

Request for Information (RFI), on behalf of Tennessee State Parks, seeking information from private for-profit companies to help the state assess the viability of leasing Tennessee's State Park concessions and other revenue generating facilities.

Then, in 2015, an RFQ was issued by the administration as part of their effort to outsource hospitality operations at 11 state parks, but failed to draw any interest from private vendors.

During 2015's RFQ process, the department discovered that vendors considered golf management a "specialty service." After no bids were submitted in 2015, the department decided there was an opportunity to issue a separate RFP for their nine golf courses.

That RFP would not

have included any of the inns, restaurants, marinas or cabins included in their original plan. According to the information we obtained, they are still evaluating what steps to take for those. But, that RFP would have required all current state employees affected by the proposal, who wished to keep their jobs, to reapply for their jobs under a private contractor.

For now, no state employees jobs will be affected as it appears the department's plans are on hold.

According to an Associated Press story from December, one of the three companies who had expressed interest in a bid on the original RFQ dropped out due to doubts that legislators would approve funding for park facility upgrades.

TDEC, in late 2015, as

part of their budget presentation to the governor requested \$55 million for facility upgrades before the parks could be handed over to a private company.

Shortly after the news that no bids had been submitted, TSEA issued a statement regarding TDEC's funding request.

"We completely agree with the \$55 million needed in upgrades, and support TDEC in the use of these tax dollars," TSEA President Merritt said. "But we also feel strongly it should remain out of private hands, as to not give the appearance of corporate welfare being handed out."

TSEA will continue to monitor this and all efforts to privatize state services. Please check your email and our website often for updates.



# TSEA: Court of Appeals ruling affects TEAM Act

By Jonathan Stephens  
TSEA Staff Attorney  
jonathan.stephens@tseonline.org

The Tennessee Court of Appeals recently issued an extremely favorable decision to a TSEA member regarding his termination from the Department of Correction. The Court interpreted the TEAM Act for the first time and ruled the Act provided important employment rights to preferred state employees involving disciplinary actions. In addition, the Court set out conditions for a state employee to obtain attorneys' fees and costs in a Board of Appeals hearing.

## Charges Against the TSEA Member and Procedural History

The case involved the termination by the Department of Correction of a correctional officer who allegedly allowed inmates to pilfer food from a correctional facility kitchen which he supervised. The warden further alleged the correctional officer violated a post order regarding unauthorized entry into a food storage area. The department terminated the officer for incompetence, negligence and conduct unbecoming of an employee in state service. The employee sought the assistance of the TSEA Legal Services Division and appealed his termination to a Step 1 hearing per the TEAM Act. The department upheld the termination whereupon TSEA appealed the decision to Step 2. The Department of Human Resources also upheld the termination at the Step 2 review. The member finally appealed his termination to a full hearing at Step 3.

## Factual Background

TSEA represented the member at the Step 3 hearing before the Board of Appeals. TDOC offered the testimony of the warden, the internal affairs investigator and the food service manager. TDOC also played footage from surveillance camera coverage of the incident showing the inmates removing food from the storage area. Testimony from the TDOC witnesses was that the inmates stole as much as \$5,000.00 of food which they took to their unit to sell illegally to other inmates. Upon cross-examination by the TSEA attorney, the TDOC witnesses could not produce an inventory of the missing food, could not provide an accounting of the value of the food and could not identify the food that was allegedly found in the inmates' cells. The warden testified that our member violated a post order by breaking a seal on a secure door and failing to file a written report regarding his entry into a secure area. Upon cross-examination, however, the warden and the investigator admitted that there was not a seal on the secure door. The Board ruled there was not sufficient evidence that our member broke a seal on the door. As regards the alleged stolen food, two TDOC officers searched the inmates following the incident in the kitchen, but did not find any food or contraband on the inmates. The officers testified that no one at the correctional facility interviewed them about the incident.

At the conclusion of the hearing, the Administrative Law Judge informed the Board that the burden of

proving the violations alleged by the department was on TDOC. The Board deliberated on the evidence and dismissed our member's termination, but found that he violated the post order for failing to file a report and issued a 14 day suspension. Finally, our member requested the Board award him his attorneys' fees and costs incurred in the representation of this matter per the TEAM Act, but the Board refused.

## Legal Issues Considered by the Court of Appeals

TDOC appealed the ruling of the Board to the Davidson County Chancery Court contending the burden of proof should have been on the employee/complainant rather than the department. TSEA opposed the department's position on the burden of proof and also filed two separate appeals on behalf of the complainant/employee: 1) there was not sufficient evidence to support the 14 day suspension, and, 2) the Board should have awarded attorneys' fees and costs to our member. The chancellor reversed the Board and ruled the burden of proof should be on the employee/complainant. The chancellor declined to rule the two separate appeals.

## The Court of Appeals Ruled the Burden of Proof is on the State

This appeal was "a case of first impression" for the Court of Appeals because the TEAM Act had never been reviewed by an appellate court since its passage in 2012. The Court took the opportunity to discuss the

## The Benefits of the Court of Appeals' Ruling for State Employees

- The ruling by the Court applies to all disciplinary actions taken by a department in a Step 1 hearing, a Step 2 review by DOHR and a Step 3 hearing before the Board of Appeals.
- The department must carry the burden of proof that it disciplined the employee 'for cause' as a result of a violation of department rules, DOHR rules and/or the TEAM Act.
- There must be "sufficient and material evidence" to support a disciplinary action by the Board of Appeals.
- The Board of Appeals must award a complainant/employee reasonable attorneys' fees and costs who obtains a "substantial measure of the relief sought" at the Step 3 hearing; for example, getting a termination dismissed and being reinstated by the department.

burden of proof issue in great detail in reaching their decision. The Court noted that the term "burden of proof" is nowhere to be found in the TEAM Act, but there is an overriding constitutional guarantee involving an employee's protected property interest that must apply in these circumstances. The Court reasoned that a state employee may only be disciplined "for cause" per the DOHR rules and regulations. As such, employees who have successfully completed their probationary period have a protected property right in continued employment with the state. Ultimately, the Court ruled that under the TEAM Act, the state must shoulder the burden of proof to show cause sufficient to uphold the disciplinary action taken by a department. Therefore, in the present case, the Court found the administrative law judge correctly instructed the Board that TDOC had the burden of proof to show that it terminated our member for cause. As the Board ruled, TDOC was not able to satisfy its burden of proof.

## The Court of Appeals Dismissed the 14 Day Suspension

The Court reviewed the

evidence from the Step 3 hearing to determine if there was a factual basis to support the Board's conclusion that a 14 day suspension was appropriate discipline. The Board, as well as the Court, found that our member did not break a "tamper seal" on the secured door. The Board, however, determined our member should have filed a report even though such a report was not required by the Post Order. The Court disagreed with the Board's finding and ruled the facts of this incident did not support the legal conclusion that our member violated the Post Order. The Court found that there was not sufficient evidence to support a 14 day suspension. The Court, therefore, determined that no discipline should be imposed against our member.

## The Court of Appeals Awarded Our Member Attorneys' Fees & Costs

Our member requested that the Board award his reasonable attorneys' fees and costs at the conclusion of the Step 3 hearing. The Board declined to award them because the Board found the employee guilty of "at least one allegation of misconduct." The Court

stated the Board abused its discretion in reaching this conclusion. The Court stated the correct analysis is whether the employee/complainant is a "successfully appealing employee." This standard is determined by whether the employee/complainant "succeeds on a 'significant claim' which affords the employee a substantial measure of the relief sought." In other words, the Board dismissed the termination and imposed a 14 day suspension which the Court also dismissed. Clearly, our member was a successfully appealing employee and entitled to an award of his attorneys' fees and costs.

## A Final Note

The Court of Appeals ruling may be appealed by the Department of Correction to the Tennessee Supreme Court no later than 60 days following the date of the ruling or approximately mid-June 2016. TSEA will, of course, monitor these proceedings closely and file the appropriate response to any appeal by the department. In the meantime, however, the Court's ruling remains in effect and will continue until such time as the Tennessee Supreme Court issues a contrary ruling.

## Legal Services' Good News

1. Our member with the Department of Correction was terminated, an agreement was reached to have the termination removed from their record and replaced with a resignation.

2. Our member with the Department of Children's Services received a termination, however, after the appeal hearing member had the termination removed from their file and replaced with a resignation and received a one-time settlement payment.

3. Department of Mental Health and Substance Abuse Services terminated our member; a settlement was reached by allowing member to resign and remove all mention of termination from their file.

4. Two members with the Department of Children's Services had their terminations changed to resignations.

5. Department of Children's Services suspended our member, after their appeal the 2-day suspension was reduced to a written warning with back pay.

6. A member with the Department of

Correction was terminated, after their appeal it was reduced to a 2-day suspension, reinstated to their position and given back pay.

7. The Department of Correction terminated two of our members, however, after their appeal it was reconsidered and both were allowed to report back to work.

8. Our member appealed their 3-day suspension from the Department of Correction; the decision was reduced to a written warning with back pay.

9. Three members from the Department of Children's Services received

suspensions, after their appeal hearing the 5-day suspension was reduced to a 2-day suspension, a 15-day suspension was reduced to a 5-day suspension, and the other member had their 5-day suspension reduced to a written warning; all received back pay and any lost benefits.

As you can see, it pays to be a member of TSEA!

If you have a Legal Services issue that you need help with, please contact TSEA's Legal Services division at:

info@tseonline.org  
615-256-4533 | 800-251-TSEA (8732)



["DOHR" from page 1]

**revenue pool of \$26.9M. This year's budget includes twice that amount (appx. \$60M) for next year's raises. What do you expect the raise percentage amounts will be for FY2016/2017?**

**Commissioner Hunter:** As you know, it is based on ratings. I wouldn't want to try and guess that amount. But, keep in mind, it equates to a 4 percent pool of funds. But, once you start allocating based on performance ratings, if you think about it, what people ended up with in January was 2.5, 3, and 4 percent out of a 2 percent pool. So, clearly what that says to me is I think we are going to be in a better position this coming year than we were this past time.

**Hopefully some of those who were at the valued rating will bump up to advanced.**

**Commissioner Hunter:** Right. Our goal is to always coach towards higher performance, so that is the unknown, we don't know who will move from valued to advanced, and who will move from advanced to outstanding.

**Valued had the largest percentage of state employees this past period, correct?**

**Commissioner Hunter:** Yes.

**But, that won't be the case this year, right? Hopefully the largest category will be advanced or outstanding.**

**Commissioner Hunter:** Well, keep in mind what the term valued reflects. It means the employee is doing the job he/she was hired to do. With all of the research we've done, no matter what company you're talking about, that's where the bulk of your people are going to fall. They say, "I am doing the job I was hired to do." And then you are always going to have those that say, "I've finished my work, what can I do beyond this." So, it's difficult to know who those people are, who would move to advanced and outstanding. But the goal is always to coach to higher performance.

**Will all future P4P be paid in January, if funds are available?**

**Commissioner Hunter:** We can't guarantee it, but it makes sense because the cycle ends Sept. 30. And that is why we chose January, to give us time. Not everybody is going to have everything entered in by Sept. 30, because some people are out on vacation, some people are out on leave, so our challenge

is making sure that everyone who should be getting a rating receives a rating.

Then, once we know the ratings, we look at what that does to the pool of funds. Then we do the system work that is needed to get everything entered for pay. You've got the performance piece over here, and you've got the pay piece over there, and you've got to get those aligned, which takes time. So, I would say based on that, based on experience and our recommendation, January makes sense. But it all depends on how the funding is established and all of that.

**If an employee is hired on October 25, and consistently does their job well enough to be considered valued, since Sept. 30 is the established eligibility date and by statute they must be employed for a year to receive a rating, they wouldn't be eligible for a performance rating for almost two years. Does that mean, this employee would have to wait up to 27-28 months before they see a pay raise?**

**Danielle Barnes:** We had to select a date in time where we said this is the date when your eligibility is determined. And that date is the end of the cycle, which is September 30. But, those employees would qualify for a market adjustment.

Some employees may not have met the 12-month requirement, but we don't want them to fall behind and lag in the market, so that is why the market adjustments come right behind them. Those folks who have been here less than a year, they are going to be sitting at the bottom of their salary range. The goal is to continue to move them through the range towards market so they don't get to a point where they are lagging behind other employees.

**Commissioner Hunter:** And there is not a time stipulation on the market adjustments. An employee does not have to work for the State for any certain amount of time for a market adjustment.

**Is everyone hired in at the minimum of their position's range?**

**Commissioner Hunter:** Not everybody. It really depends on the position. In order to be hired above the minimum, there has to be adequate justification.

**So if I understand you correctly, the system is set up with the intention to catch everybody?**

**Commissioner Hunter:** Yes.

**Danielle Barnes:** With something.

**Speaking of market adjustments, there has been a total of \$36M set aside in the budget for them, can you talk about those?**

**Commissioner Hunter:** What we were hoping to do, just as we did back in 2013 when we did market adjustments, is to try to impact the largest number of employees. When we looked at the database of salaries, what we realized was we could have a huge impact if we targeted those employees whose salary is \$50K or less. And it's about approximately 25,000 employees who will receive a market adjustment.

**When should these employees expect to see the market adjustment?**

**Commissioner Hunter:** It is effective July 1, 2016 - which means employees will see the adjustment on their July 29 paycheck.

### Comptroller Audit

**Included in a response from the department to the Comptroller's audit, it was stated that 2 percent of employees received a rating of "Outstanding" this cycle; What percentage of "outstanding" ratings, on average, do you expect to see in a typical cycle?**

**Commissioner Hunter:** What you have to take into consideration with state government is what a culture change it is. When I first came on board in 2011, I was stunned to find out that 85 percent of state employees were rated as 4's and 5's. I knew that was not the norm based on my experience. But once I did the research, what I found is we had actually been coaching supervisors to write the performance plans to be a stretch. But when you actually audited those performance plans, they didn't know how to write them to be a stretch. Because most managers know what they hired you to do, and that is how they were writing them. So, of course, once the manager starts evaluating the employees, the managers gave the employees those higher ratings because that is how the plans were written. And so we really knew we needed a massive culture change.

When you have a five tier scale like that, research indicates it gives managers more flexibility. But we knew a lot of people look at a "3" as average, middle of the road. And we knew, from research, that is where the majority of employees always land, regardless of whether it is the private or public sector. And we knew we needed to send a different message. So, we put a lot of thought into what we could call that middle tier that would let employees know it was a good thing, and that is how we came up

with "valued." You want people to do that job they were hired to do, and they are considered valued when they are doing that.

We also knew when we moved toward pay-for-performance that if we were really serious about it we couldn't be recognizing people who had unacceptable or marginal ratings. Now, keep in mind, they would still be eligible for market increases because, again, our goal is to keep salaries as competitive as possible.

And we wanted to be clear about what it took to get to that advanced level, and what it took to get to outstanding. When you look historically at how we coached supervisors, and what we learned about that, we realized that they actually needed help in coaching employees to higher performance. We would have employees tell us, "My supervisor doesn't know what to tell me when I ask 'what do I have to do to get to advanced or outstanding?'" You don't want it to be prescriptive. If you think about it, when you've supervised employees you don't want to have to be always telling the employee what to do. You want that employee to be creative and to say, "hey, I have done this, how about I do this." You really want to drive creativity and innovation. If you are telling them what they have to do to get to advanced and outstanding, that defeats the purpose of having an engaged workforce that is really contributing to making the processes better.

Knowing that, we realized that we needed to equip the supervisors to do so, and that is what the Get S.M.A.R.T.er initiative was this past summer. We are really proud of it. We trained 8,000 supervisors across the state. We trained them on how to coach employees to higher performance. We even brought in outside coaches to assist us with that effort, because it was such a herculean task. The outside coaches shared with us that they were really proud to know that their state government cares about its supervisors and employees.

Ultimately, what you are trying to do is create a culture of continuous feedback so that employees come to work excited about the work that they do and are coming up with ideas to make things better.

**DOHR's performance management workflow only requires the appointing authority's approval/denial for unacceptable and outstanding ratings. Was there any thought to include marginal in that appointing authority level review, considering a marginal rating would prevent an employee from receiving a pay raise?**

**Danielle Barnes:** Our research indicates you need that approval for that top layer and that very

bottom layer because we want to keep honesty and integrity on both the top and on the bottom end. What we encourage folks to do, is to do another review. The way that our performance management process is set up is to build in integrity so you've got the supervisor giving the rating and then you have a reviewer who actually looks at the rating, so that is two layers of review to make sure that everything is being explained properly and to make sure that rating is appropriate. So, that is the way the system was built all the way around. It is not just on that top and bottom, but all the way throughout.

We do have some agencies that are taking an extra step where if you are making an advanced or a marginal, you get another layer of review. Not necessarily the commissioner, but maybe the deputy commissioner or the assistant commissioner over that area.

**Commissioner Hunter:** When we talked about trying to make the process as objective as possible, we realized we needed to change the culture. That first piece was going from the numerical ratings to the defined "unacceptable," "marginal," "valued," "advanced" and "outstanding" ratings.

Part two of that was, to offset the possibility that a supervisor may be biased towards an employee, have that next level up review the rating. Danielle reports directly to me, but I review everybody who is on her team and it is the same for each of my direct reports. And what that gives me is that broader look across the enterprise. Plus, as Commissioner, I am also seeing anyone on the team who got an outstanding or an unacceptable.

We have commissioners who will look from a broad perspective across their enterprise at the ratings and maybe they might have more marginals than anywhere else and ask, is there a trend going on there. I am beginning to see cabinet members getting more sophisticated about looking at approaching from a continuous improvement perspective and how we can make it better each time.

What we are really trying to encourage supervisors to do is to help them differentiate their employees. The very first time I was introduced to a performance-based pay plan, the way it was explained to me was, if you were a firefighter, and you showed up at the house that was on fire, and it was your house, and you knew your children were in there, you'd be thinking about which two fireman you'd be taking in there with you to rescue those two children. We all know that the research says that the bulk of your team is going to be valued. And you are going to have some that you're always going to have to be coaching to try to get them to that higher performance, but then you are going to have your high



performers. And so it's really about differentiating your team. It reminds me of when we were on those listening tours where people said, "I really don't like it when they treat us all the same when it is obvious to me that I am the one going above and beyond all the time, but I'm not being appropriately compensated for it."

### **What would someone who fills potholes need to do to earn an outstanding rating?**

**Commissioner Hunter:** What you are talking about is the jobs that are critical to the mission. If we didn't have people out there filling potholes, TDOT would be in serious trouble. Here is my philosophy on that. What you are looking for are the ones who differentiate themselves. I can't speak to potholes because that is not my expertise, but using my background, I started my working career as a secretary. I always looked to try and make the letters that were dictated to me as professional as possible. I would come back with suggestions and they'd say, "oh, I really like that", so it's really just helping employees understand that we value their ideas and we value their input. Because, it's the frontline employees that typically know how to make things better, and we are looking for that employee that isn't just going through the motions of their daily job, but actually thinking about ways we can make things better.

We are also challenged by the fact that some supervisors resent this. So we've got to work with that as well and have supervisors open to employee ideas.

### **What are the pay-for-performance system's strengths and weaknesses?**

**Commissioner Hunter:** We really needed to do a reset when it came to performance management, because they weren't being completed timely, a lot of them weren't being completed. And, recognizing that the purpose of it was first to set expectations. As an employee, you want to know what you were hired to do. Employees don't come to work anywhere with the expectation of disappointing their supervisor or failing. They want to come in and do the best job that they can possibly do. And, in order to do that, we have to set the expectations for them.

What I love about this system is it requires, at a minimum, four conversations with each employee. The goal is for the supervisor and that employee to sit down on the front end and talk about what the expectations are and make sure the employee fully understands what is needed to get there. And those [goals] have to be S.M.A.R.T.

When that first interim comes around, then what you are talking

about is how has it been, how can I help you, what barriers have you achieved.

That is another thing of which I am really proud. We are trying to equip supervisors for those conversations. If you think about it, most supervisors dread performance evaluations.

If you are having those conversations, it's not a surprise. The employee knows what's expected, and once you get to that rating you have a really good feel for what it is going to look like. So, you start off with that preliminary discussion, setting those expectations, making sure that employee understands. Then you have those two interim discussions to make sure they are on target, and then by the time you get to that rating, there are no surprises.

I know that takes time because it is new, it is a culture change. But, between the performance coaching and the Get S.M.A.R.T.er, and making sure that the performance plans are objective, we really feel that we've made great progress towards creating a culture of continuous feedback focused on employee success.

### **The Comptroller's report said there are instances where a supervisor change could affect an employee's eligibility for a salary increase, e.g. if an employee's supervisor changed with less than 90 days until the end of the evaluation period. Could this happen? If so, what options would those employees have to ensure they did not become ineligible for a salary increase?**

**Commissioner Hunter:** In that case, we would revert back to the rating from the previous cycle so they would be eligible for the raise, and there are examples where it has reverted back to valued. The default is valued.

### **Is DOHR looking to make changes to - or end - the SLB? And/or are there plans being considered that would impact the annual and sick days employees currently receive?**

**Commissioner Hunter:** I have a great network of peers across the country, and we meet twice a year to exchange ideas. I learned through those meetings that there are only about five states in the country that have a sick leave bank. Most states are actually utilizing short term disability. I sat at the last insurance committee meeting and listened to [Benefits Administration] describing the advantages of short term disability and that it covered certain things that the sick leave bank doesn't. We're always

thinking about ways to make things better. There are no immediate plans to do anything like that because, believe me, I have my hands full right now. But, when you look at the statistics, I don't think the employees get the return on investment that they could [with short term disability].

### **Do you think employees benefit from the SLB?**

**Commissioner Hunter:** I can get you the statistics, but what surprised me was how few employees take advantage of it.

### **Wouldn't it be the same way if there was a short term disability, only those who needed it would use it?**

**Commissioner Hunter:** At the insurance committee meeting I was really surprised, especially after just having the audit, at all of the things [Benefits Administration] shared that short term disability would cover that the sick leave bank doesn't.

I think it would be helpful to put the statistics in there, because we don't do that. That's not something the employees are aware of, and if I were investing my money into the sick leave bank, I would want to know what my return was on that.

### **As the Commissioner of Human Resources, you are an advocate both for the public policies of the Governor, as well for the employees who work for Tennessee. How do you balance the needs of both parties?**

**Commissioner Hunter:** I have the privilege of working for a Governor who always asks, "what is the right thing to do?" And knowing that is how he approaches his work is tremendously encouraging. I think the one thing that we all need to remember is, the Department can't just look only through the lens of the employee. It is not that simple. In my role, I can't look just through the lens of the employee. I have to look at the cost, the impact on the citizens, and it is a balancing act. And the rewarding part of it is trying to get it to where it's a win-win for both parties.

If you've built those relationships, and the employees know that you have their best interests at heart, they may not always agree with every decision that is made, but they understand that you are trying to do what's right for all parties concerned. Budget is always a concern, knowing what the Governor's priorities are is always a concern, and keeping in mind that the citizens are the ones paying for all of this. We can't always do everything we would like to do because of the different constraints,

but my goal is always to make sure everything we do is from a fair and equitable perspective so employees know that we do have their best interests at heart.

*(At this point, we briefly discussed the governor's Outsourcing plan, and our belief that state employees should be cross trained for the work instead of outsourcing their jobs. DOHR listened, but reminded us that they are not over Higher-Ed).*

**Commissioner Hunter:** This is a good segue into some of the great work our team is doing. I am a lifelong learner and am passionate about employee development. Ever since Governor Haslam came on board, he's empowered me to put a focus on employee development.

*(Here Commissioner Hunter handed us a 40-page magazine style pamphlet of their enterprise-wide leadership programs, which includes much of the information available online at <http://tn.gov/hr/section/learning-development>).*

I want to draw your attention to the Management and Leadership Learning Pyramid. It is focused on supervisors, but if you look at level 1 you'll see that there is curriculum there for employees who aren't supervisors, but are considering becoming supervisors. We don't say you have to be a supervisor in order to take them. In order for employees to be successful, their supervisors need to be the best they can be. So, we've really put a big focus on developing supervisors and managers.

We have also reached out across the enterprise to host leadership academies with agencies as the need arises. For example, back in the fall of 2011 when we were accepting applications for LEAD Tennessee, which is the State's premier development initiative that accepts both current and emerging leaders (you don't have to be a supervisor to be in it), we had nine applications for two slots. I was excited on the one hand, because we had that many people showing interest, but sad that I was going to have to send so many "sorry" letters back to our employees. Trish Holliday, who is the Chief Learning Officer, said our department could just start our own leadership academy. So we did and we called it the Next Level Leadership Academy.

It is really like a mini LEAD Tennessee. It's based on the Jim Collins Good to Great principles. We accept 12 applications, and I think we had 15 that first year. Six months in we were hearing from supervisors, peers, and fellow employees who were saying, "wow, what are you all doing with these people," because they could tell a difference in their whole approach to their work. And from my perspective it was that they knew that

we cared enough about them to invest in them and help them to grow and develop.

We are in our fourth year right now. We had 22 applications this year for 12 slots. Each year it is even more competitive. So, that was the model, and we've now rolled that out across the enterprise. There are several different agencies that are hosting leadership academies. Some of them, like us, are on their second and third years.

*(At this time Commissioner Hunter shared data showing the various state-wide leadership programs they are driving across the enterprise, with corresponding participation levels - this information is available on the TSEA website).*

Because the economy has picked up, we are beginning to see people who feel a little more comfortable about retiring, so retirement is up. But we are also seeing applications decrease because it's more competitive. When the economy was not in a stable place, people knew government was solid because most governments don't go bankrupt. So, for several years, we have really put a focus on workforce and succession planning.

*(Commissioner Hunter gave us a list of agencies who have gone through the Talent Management Executive Series in order to do the workforce succession planning).*

The leadership teams go through this, and it really equips them to identify where there are gaps, and make sure people are being developed to step into those roles. We don't develop a person; we develop a pool of talent because, as you know, we make our application process as competitive as can be. We're really proud of the work we are doing to equip employees to be successful, to develop them for these roles. Like our Next Level Leadership Academy, we have both supervisors and front line employees who enroll in that. They approach it from the perspective that they are hungry to learn and grow. It is really to help them become better leaders. We talk about how you can lead no matter where you are, that you don't have to have manager or supervisor in your title to be a leader. You can influence from wherever you are.

Everywhere I go, I hear employees who say how much it means to them that we are investing in them. Companies that don't invest in their employees don't have happy employees.

What I am most proud of is the work we are doing giving supervisors the tools they need to be better supervisors. This allows supervisors to help the employees be better and provides development opportunities across the state, regardless of the level, so that we're positioned to better serve our taxpayers.



# Good news from Compensation and Benefits division

Here are a few examples of how our Compensation and Benefits staff have been helping our members:

1. Comp and Benefits staff were contacted by several members in DCS who were not correctly paid for the inclement weather day. After contacting DCS HR and identifying the problem, these issues were all corrected.

2. A member had been offered a job and salary to transfer from one department to another. When the member arrived at the new work site the salary offer was changed to a lower amount which was not

acceptable. Comp and Benefits staff helped the member move back to the previous position while the problem is corrected.

3. Comp and Benefits staff were contacted by several members regarding a rumor spreading at Middle Tennessee Mental Health that policy for annual leave had changed and it would become more restrictive. Staff made the MH HR aware of the issue and was able to alleviate members concerns that a policy change was not imminent.

4. After being contacted by a member in the Department of Safety about

a concern with her over-time pay during unusual circumstances, Comp and Benefits staff contacted the agency and received written confirmation that in the future the compensation will be more clearly explained to the employee before the work is performed.

5. Comp and Benefits staff received a notification the lights in the Roane County DHS/DCS office parking lot were not working properly causing our member and other employees to be concerned about their safety. A call was made to the Regional Director of JLL and within a few hours the employees



were told the lights would be replaced at the end of the week. Although this issue was not quickly resolved, staff was persistent and eventually the light was replaced.

6. Comp and Benefits staff received numerous email and phone calls regarding the announcement of the additional salary adjustments from the market study effective

March 1. Employees receiving the increase were not notified individually and had to wait to see if they had a change in their paycheck once they were able to view it in Edison. Better communication from DOHR could have helped prevent some of this confusion.

As you can see, it pays to be a member of TSEA!

If you have a compensation of benefits issue that you need help with, please contact one of our comp and benefits staff members for assistance:

**Gayle Robb**  
Comp and Benefits Manager  
[gayle.robbs@tseaonline.org](mailto:gayle.robbs@tseaonline.org)  
615-256-4533 | 800-251-8732

**Terry Carroll**  
Comp and Benefits Coordinator  
[terry.carroll@tseaonline.org](mailto:terry.carroll@tseaonline.org)  
615-256-4533 | 800-251-8732

## 2016 Partnership promise

By **Gayle Robb**  
TSEA Comp and Benefits Manager  
[gayle.robbs@tseaonline.org](mailto:gayle.robbs@tseaonline.org)

### Simple Steps to Save Money

The goal of the Partnership Promise is to help you get and stay healthy. Why is this important? Poor health costs all of us.

Check out these staggering statistics about partnership plan members:

- 45% are obese and 33% are overweight. Obese members are also 35% more likely to have a hospital admission – and cost 23% more per admission.

- 17% do not exercise at all. Medical costs are \$4,000 per year more for non-active members than those who exercise 3-4 times a week.

### The Good News

- Emergency room visits decreased by 15% since 2011.

### To Continue with your 2016 Partnership Promise Requirement for 2016

July 15, 2016 is the deadline to complete your biometric screen-

ing. All members enrolled in the Partnership PPO and Wellness HealthSavings CDHP (EMPLOYEES AND COVERED SPOUSES) are required to complete the screening. You may complete this requirement in one of two ways:

- **At an onsite screening event**
- **With your physician**

### Onsite Screening Event

To sign up for onsite screening visit:

[http://www.partnersforhealthtn.gov/promise\\_biometric.shtml](http://www.partnersforhealthtn.gov/promise_biometric.shtml)

Select a screening location, time and date that works for your schedule.

Don't forget to fast for nine hours before your appointment. Arrive at least 15 minutes early.

Results from an onsite screening event will be sent directly to Healthways. **(Your will not be required to send in any forms)**

### Physician

Healthways will accept screening results from a doctor's visit (annual physical) conducted between July 16, 2015 and July 15, 2016.

You will need to provide your Doctor with your Physician Screening Form (PSF).

Make sure you measure and write your waist circumference on your PSF.

Your doctor will need to complete all form fields, and you must **both** sign and date the form or your form will not be processed.

To download your Physician Screening Form (PSF) visit:

<https://my.onsitehd.com/restricted/signup/tn>

If you do not have access to a computer, call Healthways at 888-741-3390 to order the form.

**You or your doctor must fax, upload, or mail your PSF to Onsite Health Diagnostics (OHD) by the July 15, 2016 deadline.**

Fax the form to: 972-823-0684

Upload the completed form to:

**Members:**  
<https://my.onsitehd.com/restricted/signup/tn>

**Physicians:**  
<https://my.onsitehd.com/dropbox/pcp>

Or, Mail to:

**Onsite Health Diagnostics**  
**Attn: Results Dept.**  
**1199 S Belt Line Road.**  
**Ste 120**  
**Coppell, TX 75019**

In addition:

Actively participate in coaching if you are called. Coaching could include a tobacco cessation program and/or case management, which is managed by BlueCross Blue Shield, Cigna and Magellan.

Keep your contact information current. You or your covered spouse must make sure that your phone number, mailing address, and email address (if you have one) are current. If your information changes during the year, you must notify your employer to update your record.

### Partnership Promise Status Update

**Automated Verification System: Call 888-741-3390. Select option 1 to use the automated verification system.**

**PARTNERS FOR HEALTH**

**By mail:** Healthways will send status updates in the mail to let you know your standing with your Partnership Promise steps for 2016.

When you choose the Partnership PPO or the Wellness HealthSavings CDHP you agree to complete the Partnership Promise and take steps for better health. The Partnership Promise is an annual commitment, but you are not required to sign a new promise each year.

If your and/or your covered spouse fail to fulfill any requirement of the 2016 Partnership Promise, the **entire** family will be transferred from the Partnership PPO to the Standard PPO or from the Wellness HealthSavings CDHP to the Health Savings CDHP.

Enrolled employees and covered spouses (if applicable) are required to complete the requirements. Children enrolled in a health plan are not required to participate.

Note: The benefits of the Partnership Promise

are open to all plan members. If you think you might be unable to fulfill the Partnership Promise, call the Partners for Health Wellness Program at 888-741-3390, Monday – Friday, 8:00a.m. to 8:00 p.m. CST. They will work with you and/or your physician, if you wish, to find an alternate way for you to meet the Promise.

The state group insurance program determines the Partnership Promise requirements. Healthways administers the Partnership Promise. Requirement may change each year. Partnership Promise benefits, such as telephonic coaching and online access to the wellness site, are open to all plan members including Standard PPO, Limit PPO and Health Savings CDHP members.

**Should you have questions or concerns regarding your 2016 PFH requirement please contact Compensation and Benefits staff.**



# Summer benefits for TSEA members

The TSEA is fighting for you! And now YOU deserve to have some fun! Members have access to discounts at many regional theme parks. Some now offer print-at-home tickets and for the others, we will have tickets in the Nashville office.

To access these discounts, log-in to the membership section of [www.tseonline.org](http://www.tseonline.org) or call 615-256-4533 (toll free at 1-800-251-8732).

The following attractions have 2016 confirmed pricing.

## Beech Bend Park (Kentucky)

Adult or Child: \$30.99 (\$5 savings)

## Dollywood

Adult: \$59.50 (\$5.50 savings)

Child (ages 4-11): \$47.15 (\$4.85 savings)

## Holiday World (Indiana)

Adult: \$39.99 (\$10 savings)

Seniors/Children: \$34.49 (\$5 savings)

Print-at-home tickets! Call the TSEA to get your temporary username & password and order online from the Members-Only section on the website

## Knoxville Zoo

Adult: \$14.95 (\$5 savings)

Child: \$11.95 (\$5 savings)

Print-at-home tickets for TSEA members

## Memphis Zoo

Adult: \$12.00 (\$3 savings)

Child: \$8.00 (\$2 savings)

## Nashville Zoo

Adult: \$10.00 (\$6 savings)

Child: \$7.00 (\$4 savings)

## Nashville Shores

Ages 3 & up: \$22.50 (\$14.49 savings)

## Six Flags Over Georgia

• Six Flags Over Georgia & Hurricane Harbor: \$39.99 (main gate price \$63.99. savings \$24!)

• Six Flags White Water: \$34.99 (\$7 savings)

• Combo Season Pass (new for 2016 – includes Parking): \$61.99

(no minimum purchase required through TSEA discount)

• Print-at-home tickets! Call the TSEA to get your temporary username & password and order online from the Members-Only section of the website

## Six Flags St. Louis

One Day General Admission: \$39.99

(main gate price \$52.99. \$13 savings)

## TN Aquarium

Adult \$25.50 (\$4.45 savings)

Child \$16.95 (\$2 savings)

## TN Aquarium/IMAX Combo

Adult: \$33.50 (\$4.45 savings)

Child \$24.95 (\$2 savings)

## The Official Ticket Center Orlando

TSEA members have access to these discounted admissions at these central Florida attractions:

Walt Disney World, Universal Studios, LEGOLAND®, Cirque De Soleil®, Sea World, Busch Gardens, Kennedy Space Center, Medieval Times, and many more!

To order, have your membership number available and use the link provided in the Members Only section.

# East TN Sick Leave Bank Board

The state Sick Leave Bank, created through legislation drafted and lobbied into law by TSEA, includes a Board of Trustees. The Board sets policy and reviews appeals of bank members. There are three employee representatives on this board; one from each region of the state elected at the annual TSEA Representative Assembly. The term of office is three years.

Election for the East Region representative will be held at the annual TSEA Representative Assembly in June. Only one employee representative per department may serve on the Board.



This year we have one candidate for the East Region Representative:

Alisa A. Cade,  
DDS  
Appalachian  
Chapter  
TSEA  
Member:  
6 years

## Association leadership positions that you have held:

I have not held any local positions. I have been serving as the East Regional representative to the Sick Leave Bank Board for four years.

## List TSEA events that you have participated in:

I have not had an opportunity to participate in any TSEA events other than local chapter meetings. I did receive the Appalachian Chapter "Rising Star Award" in 2011 for participation in our local chapter activities

## Current Job Title and Time in Position:

My current job title is Northeast Regional Dental Director for the Tennessee Department of Health

## Brief statement of why TSEA Sick Leave Bank Board of Trustees is important and why you wish to serve:

I am currently the East TN Representative to the SLB board, and I wish to continue to serve the Sick Leave Bank Board Board of Trustees. I have been a Sick Leave Bank member since becoming eligible, and I feel like this is an important benefit for State employees.

While serving on this board, I have been impressed with the number of committed employees I have encountered. I find it rewarding to interact with members of other State agencies that have been trusted as fair representatives to their membership.

I have been a strong voice for membership to the Bank, and my position has only been strengthened while serving on the Board currently. This has been a very rewarding experience.

I would like to submit my application with the assurance that if I were elected to the Sick Leave Bank Board of Trustees, I would continue to serve in a fair and positive direction.

# New benefits Coming Soon

TSEA has even MORE discounted tickets to local attractions coming your way soon.

- Kentucky Kingdom in Louisville, KY
- Kings Island, Ohio
- Ripley's family of Gatlinburg attractions:
- Aquarium of the Smokies - Featuring the Pearl Harbor' 75 anniversary Exhibit
- Ripley's Believe It or Not
- Ripley's Moving Theater
- Haunted Adventure
- Davy Crockett Mini-Golf
- Ripley's Mirror Maze
- Old McDonald's Farm Mini-Golf
- Guinness World Records Museum
- StubZero - Orlando Employee Discounts
- Discovery Park of America
- Biltmore House in NC

Additional details will be available on [TSEAonline.org](http://TSEAonline.org).



## Pay over time through payroll deduction

Purchasing Power is an exclusive benefit available to TSEA Members where you can buy name brand computers, electronics, appliances and so much more through the convenience of automatic payroll deductions.

**15% off**  
your first order

Promo code:  
**15TSEAVIP16**  
Offer expires 6/30/16

sign up online & start shopping!  
[TSEA.PurchasingPower.com](http://TSEA.PurchasingPower.com)



Brand-Name Products | Manageable Payments | Zero Interest

## Already a Purchasing Power customer? Share the Power!



Refer a current member of Tennessee State Employees Association to Purchasing Power & earn a \$25 reward to apply to your next Purchasing Power order.  
[refer.purchasingpower.com](http://refer.purchasingpower.com)

\* Promo valid for 15% off orders of \$300.00 or more. Promo code must be entered at time of checkout for discount to be applied. Excludes Apple Products, Automotive Services, Doorbusters & Flash Sales. Only one promo code may be used per order. Promo code cannot be applied to previous purchases or combined with other offers. Discount applies to cost of products only. Products and pricing are available while supplies last and are subject to change without notice. Individual eligibility requirements and spending limits apply. See site for details.  
\*\* A Better Way to Buy is a trademark, and Purchasing Power is a registered trademark, of Purchasing Power, LLC. Other trademarks or registered trademarks used are the property of their respective owners.  
© 2016 Purchasing Power, LLC. All rights reserved.



# Constitution & Bylaws Proposals

## 42nd Annual TSEA Representative Assembly

1

### Bylaws & Resolution Proposal for TEAM Administrative Committee

Whereas, it would be beneficial to allow additional T.S.E.A. members the ability to participate as voting delegates at the Representative Assembly.

Be it resolved by the 42nd Annual Representative Assembly of the Tennessee State Employees Association, that appropriate parts of the T.S.E.A. Constitution and T.S.E.A. Bylaws are amended that;

Current member(s) of the TEAM Administrative Committee would be allowed to be counted as automatic voting delegates at the Representative Assembly, just like the T.S.E.A. Board Members and Chapter Presidents.

**CB&R Committee Recommendation:** APPROVE.

**TSEA Board of Directors Recommendation:** CONCUR with the CB&R Committee to APPROVE.

**Sponsor(s):** Patricia Bowman, Maury/Marshall chapter member  
Jackie Coleman, Davidson County chapter member  
By petition with 30 valid member signatures

2

### Election of TSEA Board of Directors, TSEA Presidents, TSEA Secretary, Treasurer by Mail

BE IT RESOLVED by the 42nd Annual Representative Assembly of the Tennessee State Employees Association, Update the TSEA's membership address list to insure that the address for each member is correct. Review the TSEA's most recent mailing to all members to determine if any pieces of mail were returned undelivered, then make a list of members for whom new addresses are needed, and attempt to obtain updated addresses for those members.

Prepare an accurate voter eligibility list with up-to-date member addresses. In order to facilitate ballot sorting and voter identification at the tally of ballots, election officials should assign a sequential number to each member's name on the eligibility list. This same "voter identification number" should be placed in the lower left corner of the voter's corresponding return ballot envelope before mailing the ballots.

Keep a list of the names and addresses of any members who request replacement ballots. Replacement ballots return envelopes should be marked with a special designation (such as "D" for duplicate) to alert election officials at the tally that these members have been sent more than one ballot. A record must be kept of all replacement ballots sent in response to requests and all ballot packages which were re-mailed after being returned undelivered, including dates received and mailed; now therefore,

If a voter returns a replacement ballot in an envelope marked by election with a "D" for duplicate, indicate that fact on the voter eligibility list and on the list of replacement ballots maintained by election officials. If a voter returns two ballots, election officials must decide in advance which ballot to count. Usually the replacement ballot should be counted; the other returned ballot should be declared void.

**CB&R Committee Recommendation:** The Committee recommended NOT TO APPROVE on the basis that most of the steps outlined are already followed and there is already discussion to pursue other procedures including electronic voting.

**TSEA Board of Directors Recommendation:** The Board of Directors moved to concur with the CB&R Committee NOT TO APPROVE for the reasons outlined by the committee, also because there is a small number of ballots being returned and there is concern for duplicate ballots being sent out.

The Board also moved an amendment, which was properly seconded and passed that because a plan is underway which could include electronic voting, if electronic voting is not approved, then voter ID numbering would be used.

**Sponsor(s):** Paul Cade, Memphis Higher Education Chapter  
Endorsed by Memphis Higher Education Chapter at March 7, 2016 chapter meeting.

3

### Bylaws Proposal – Associate Membership

Whereas, Currently TSEA BYLAWS ARTICLE II – MEMBERSHIP, SECTION 1. Rights and Privileges includes two membership categories:

Regular: Regular members in good standing shall have full rights and privileges.

Retiree: Retiree members shall be eligible to participate in Association activities and shall have the same rights and privileges as regular members.

Whereas, TSEA desires to incorporate a third membership category called "Associate Members" for the purpose of increasing membership availability to vested employees with five or more years of services not previously covered for membership in the category of regular or retiree member.

Whereas, To be considered an eligible "Associate Member" you must;

- Be an employee of state government and Higher Education that is not retirement eligible, but has five (5) years of state or Higher Education service, is vested with TCRS and has left state government or Higher Education thru no-fault of their own.
- Not be eligible for membership as either an active or retired state government or Higher Education employee;
- Pay annual membership dues of \$186.00

Whereas, With active membership as an "Associate Member", you may;

- Be elected and hold chapter office;
- Attend and vote as a delegate at the annual Representative Assembly;
- If meeting all criteria, be eligible to seek election to the TSEA Board of Directors;
- Attend statewide meetings as a chapter representative/delegate; and

Whereas, Membership perk benefits include access to discounts and benefit programs including;

- Discounted Insurance Benefits: (i.e. Ameritas Dental and Vision, Hospital Indemnity Plan, Wholesale Priced Term Life Insurance, Group Universal Life Insurance, discounted rates for auto, Home and Renters insurance, Disability Income Policy with Critical Care coverage, Wellness benefits for cancer screenings, Long-term Care Policy for nursing home, home health and community based care, Accident insurance for employee, spouse and children, Identity Theft Protection, Pet Insurance)

- Discount tickets to offered theme parks (i.e. Tennessee Aquarium, Regal, Carmike & Malco Theaters, Knoxville Zoo, Memphis Zoo, Nashville Zoo and Official Ticket Center of Florida)

- Other Discounts:

Computer purchases through Dell, vehicle purchases and car rentals, movie tickets, Sam's Club, Official Ticket Center Orlando & theme parks, and savings on pharmacy items with Rx Savings Card.

BE IT RESOLVED, by the 42nd Annual TSEA Representative Assembly, that BYLAWS ARTICLE II – MEMBERSHIP, SECTION 1. Rights and Privileges is amended to include the following new section:

c. Associate Member: An employee of state government and Higher Education that is not retirement eligible, but has five (5) years of state service, is vested with TCRS and has left state government or Higher Education, shall be eligible for membership and shall have the rights and privileges as outlined. Dues payments for Associate members shall be \$186.00 annually.

**CB&R Committee Recommendation:** APPROVE with the following changes:

- Change to read: state government and/or Higher Education (both places)
- Change to read: Pay annual membership dues of \$125, payable upon enrollment
- strike - Be elected and hold chapter office;
- Change section c. to read:

c. Associate Member: An employee of state government and/or Higher Education that is not retirement eligible, but has five (5) years of state service, is vested with TCRS and has left state government or Higher Education, through no fault of their own, shall be eligible for membership and shall have the rights and privileges as outlined above. Dues payments for Associate members shall be \$125.00 annually, payable upon enrollment.

**TSEA Board of Directors Recommendation:** APPROVE with the following changes:

An Associate member(s):

- must be a current TSEA member at the time of separation;
- must have five (5) years of state service or higher education service and be a TSEA member for at least one (1) year;
- if holding an office currently (at the Board or chapter level), that position is retainable as an associate member;
- is eligible to be in future elections for that position;
- is eligible to run for other positions or future elections;
- No staff member of TSEA can hold office at any level;
- receives an election ballot to vote; and
- dues will automatically adjust the same as active employee dues; initial dues are payable at the time of enrollment and annually thereafter.

**Sponsor(s):** Constance Smith-Burwell, Davidson County chapter member  
By petition of 26 valid member signatures



# Vote



## Bowman: It's our duty to vote

TEAM Chairperson Pat Bowman reminds all TSEA members to register and to vote on this important election year.

"We must never forget the sacrifices others paid for us to enjoy the right to vote," TEAM Chair Pat Bowman said. "In appreciation of those who suffered when they attempted to vote and were denied the right, it is our duty and privilege to get out and vote."

TEAM will have voter registration information available at R.A. for those who have not registered to vote, or haven't voted in a long time.

TEAM has selected their theme "NEW DAY, NEW WAY" for this year. TEAM has a new logo that will be displayed at the 35th Anniversary of the TEAM Convention at RA. We are excited about our 35th Year Celebration and ask all in attendance to attend. Chairman Bowman has asked all chapters to select a TEAM Coordinator to be in attendance at the RA in June. Coordinators will assist in the campaigns of the endorsed candidates.

# IMPORTANT ELECTION DEADLINES

## TSEA Election

**Monday – May 2:** TSEA Election Ballots were mailed (Seats up for election this year include TSEA President, Secretary, Treasurer, & even numbered Board Districts)

**Wednesday - June 1:** TSEA Election Day

## State Primary

**Tuesday - July 5:** Voter Registration Deadline to vote in August State Primary Election

**Friday - July 15-30:** Early voting for August State Primary Election

**Thursday - August 4:** Election Day, State Primary

## State and Federal General Election

**Tuesday - October 11:** Voter Registration Deadline to vote in November State and Federal General Election

**Wednesday - October 19:** November 3: Early voting for November State and Federal General Election

**Tuesday - November 8:** Election Day, State and Federal General Election

## President Merritt interviews Lt. Gov. Ramsey

By Chris Dauphin  
TSEA Communications Director  
chris.dauphin@tseonline.org

Shortly after announcing he would not seek another term in the state Senate, Tennessee Lt. Gov. Ron Ramsey sat down with TSEA President Bryan Merritt for a brief interview about Ramsey's political career, state employee issues, and the future.

Merritt opened the interview asking Ramsey about his political career. Ramsey said he recalled having his first meeting with TSEA in 1992, seeking the association's support for his initial run for the House, and has made a point to meet with us in every election year since then.

After two terms in the House, and moving to the Senate in 1996, Ramsey said he wasn't happy about his party being in the minority since the Civil War, so he decided to aggressively recruit and fundraise for Republican candidates.

According to Ramsey, in 2004 Republican's achieved their first majority in Tennessee. Three years later, Ramsey became the first Republican Lt. Governor of Tennessee in over 140 years. The only Republican Lt. Gov. prior to Ramsey served two years from 1867-1869.

When asked about his decision to not seek reelection, Ramsey said, "I have four grandsons, and it makes my heart hurt when I leave them on Monday morning to come down [to legislative plaza]. And, the day of my announcement, my first granddaughter was born so I now have five grand-



TSEA President Merritt with Lt. Gov. Ron Ramsey

kids. It really does seem like suddenly life is just flying by, and I don't want to look back one day and say 'dang, I wish I had spent more time with them.' I'm going to make sure I spend a lot of time with them."

President Merritt took the opportunity to thank Lt. Gov. Ramsey for his involvement over the years helping state employees. Merritt specifically mentioned compression pay, helping keep our health insurance, and last year's longevity fight.

In response, the Lt. Gov. said, "I do it because you all do a good job." He continued, "Let me assure you, the reason this state is run so well, and I believe we are the best run state in the nation, the reason we can keep our taxes low, the reason we can provide great services is because of our state employees, period."

Merritt asked Ramsey how TSEA can be effective in the future.

"The number one thing you can do is have several state employees develop a personal relationship with their legislators," Ramsey said. "There is an old saying that legislators perceive a trickle to be a flood. If you get 10 phone calls on an issue, you think 'the world is falling apart.' Ramsey ended by saying state employees need to be willing to call their legislators when there are important issues under consideration.

President Merritt ended the interview by thanking the Lt. Governor for his years of support, and his understanding of state employee's issues.

View the interview in its entirety, on our website at [tseonline.org](http://tseonline.org) or our at [youtube.com/tseonline](http://youtube.com/tseonline).

## TSEA Election Timeline

Wednesday, March 2, 2016 (at least 60 days prior to ballots being mailed) was the deadline for submitting nominating petitions to seek election to the Board of Directors for the positions of President, Secretary, Treasurer, and Districts 2, 4, 6, 8, 10 and 12 Directors.

Based on that deadline, only one contested race was declared, which was President. Please refer to the March/April issue of the Co-Worker for candidate bio information.

The 2016 election ballot was approved for mailing by the Board of Directors at their Friday, March 18 meeting.

Election ballots were printed and mailed on Monday, May 2, 2016.

TSEA members statewide have the opportunity to cast their vote until Wednesday, June 1, which is the deadline for ballot to be received in the designated post office box. On that date, the TSEA Election Certification Committee will retrieve those ballots, review and tabulate the votes to determine the election outcome.

Please watch the mail for your ballot. If you have changed your address and have not notified the TSEA office, please call or email the TSEA office immediately to update your membership information. And, if you don't receive your ballot in a reasonable time after the May 2 mailing, then please contact the TSEA office.



## Trying to reach TSEA after hours?

If you call TSEA after 4:30 p.m. central time, or over the weekend, you will hear a recorded message.

During or after the recorded message, you can dial the extension of the staff person you are trying to reach or "0" for a staff directory.

A complete staff directory can be found on the TSEA website at [www.tseonline.org](http://www.tseonline.org)



# TENNESSEE STATE EMPLOYEES ASSOCIATION PROPOSED BUDGET FOR 2016-2017

## Anticipated Income for 2014-2016

	ACTUAL 2014-2015	PROJECTED 2015-2016	PROPOSED 2016-2017
I. Membership Dues	\$2,115,781	\$2,085,000	\$2,191,728
II. TEAM Administrative Fees	\$81,174	\$81,174	\$81,174
III. Miscellaneous (Includes Purchasing Power, Federated, Interest and Fundraising)	\$76,231	\$60,000	\$60,000
<b>Total Income</b>	<b>\$2,273,162</b>	<b>\$2,226,174</b>	<b>\$2,332,902</b>

Membership dues are based on regular dues of \$14.77 per month (\$13.42 per month for TSEA Budget plus \$1.35 per month as pass-through for TEAM)

Regular Members*	12,300 x \$15.69 per month x 12	\$2,315,844
Retiree Members	1400 x \$5.00 per month x 12	\$84,000
	<b>Total Anticipated Dues</b>	<b>\$2,399,844</b>

\* Includes members from Central Government as well as Higher Education

### TEAM Dues

\$200,880.00 pass-through funds will go to TEAM based on the above membership projections.

Regular Members	12,300 x \$1.41 x 12	\$208,116
	<b>Net TSEA Dues Revenue</b>	<b>\$2,191,728</b>

## Expenditures for 2014-2017

*Rounded to nearest 1,000*

ITEM No.	Category/Explanation	ACTUAL 2014-2015	PROJECTED 2015-2016	PROPOSED 2016-2017
1	STAFF SALARIES AND BENEFITS Includes salary, longevity, TCRS, (401K) match, employees insurance contributions, and employment taxes. Includes 2.5% raise.	1,577,000	1,490,000	1,578,000
2	MEMBER/LEADER INVOLVEMENT Includes chapter meetings, meetings for standing committees and ad hoc committees, Representative Assembly, Retiree Meetings, and other seminars, training or projects. Includes all member travel and facilities cost for these meetings.	98,000	100,000	100,000
3	LEGAL FEES Includes costs of outside legal counsel, filing fees, cost of records, necessary depositions and travel for witnesses.	54,000	50,000	50,000
4	POSTAGE Includes cost of mailing the Co-Worker, recruitment materials for new state employees, new members welcome packets, worksite representative information, and all other mailings.	44,000	40,000	40,000
5	PRINTING Includes printing of Co-Worker, printing and production costs, and photography supplies for internal and external communications	62,000	60,000	60,000
6	STAFF TRAVEL Includes fuel costs for Association vehicles, mileage for business related use of personal cars, lodging and meals for all staff business related travel.	57,000	55,000	55,000
7	INSURANCE Includes insurance on vehicles, building and contents, business liability, employment practices liability, board, staff, and attorney liability, and liability insurance.	32,000	32,000	32,000
8	TEMPORARY SERVICES Includes cost of temporary assistance and contracted services when required.	4,000	4,000	4,000
9	BOARD TRAVEL Includes all travel reimbursement for the Association board of directors necessary lodging and meals to attend board meetings, chapter meetings and other official Association related activities.	35,000	35,000	37,000



**TENNESSEE STATE EMPLOYEES ASSOCIATION  
PROPOSED BUDGET FOR 2016-2017  
(Continued)**

10	MAINTENANCE Includes maintenance contracts on the computer system and other office equipment, cost of vehicle maintenance, routine building maintenance and minor repairs.	47,000	40,000	40,000
11	RECRUITMENT ACTIVITIES & MATERIALS Includes recruitment incentives and projects to attract new members.	75,000	75,000	70,000
12	TELEPHONE Includes all phone lines, FAX and internet service.	20,000	20,000	20,000
13	UTILITIES & HOUSING Includes electric, gas, and water bills, trash removal service, pest control services, building security, custodial services and lawn care.	21,000	22,000	22,000
14	SUPPLIES Includes all general office supplies and paper for both in-house printing and general usage. Also includes minor computer software and equipment purchases.	15,000	15,000	15,000
15	PROFESSIONAL FEES Includes annual audit, 401K administration, professional privilege tax for registered lobbyists and staff attorney.	19,000	20,000	20,000
16	DUES & SUBSCRIPTIONS Includes subscriptions to various legal and employee publications.	4,000	5,000	5,000
17	LOBBY DAY/LEGISLATIVE DINNERS Includes lobbyist, cost of development and production of informational materials and activities in support of the Association's legislative agenda.	25,000	23,000	25,000
18	TAXES Real estate and Personalty taxes.	16,000	16,000	16,000
19	MISCELLANEOUS, AWARDS AND TRAINING	5,000	5,000	5,000
20	PROPERTY AND EQUIPMENT REPLACEMENT Computers, automobiles, etc.	8,000	15,000	15,000
21	TEAM REPAYMENT	42,000	42,000	42,000

TOTAL CASH EXPENDITURES	2,260,000	2,164,000	2,251,000
Gross Income	2,273,000	2,226,000	2,333,000
Net Income	13,000	62,000	82,000

*A budget for TSEA will be adopted during the Representative Assembly by the member delegation. The above proposed budget has been recommended and approved by the TSEA Board of Directors and is presented here for your review prior to the assembly.*



# Chapter Meetings

*Reminder: TSEA also sends out Chapter Meeting notifications by email. If you'd like to receive your notices by email, please sign-up for our emails on our website at tseaonline.org, or you can email Tim Clo at tim.clo@tseaonline.org.*

*If you do not have access to email and/or would like to receive your communications from TSEA by U.S. Mail, please contact TSEA at 1-800-251-TSEA (8732) or email info@tseaonline.org.*

## Campbell/Scott

Thursday, May 12  
6:00 p.m.  
El Rey's Mexican Restaurant  
201 Howard Baker Highway  
Pioneer, 37847  
Chapter will pay up-to \$10.00  
limit on meal  
Topic: Legislative Recap, RA,  
Chapter Elections  
For info, contact:  
Lisa Moffett  
(423) 571-0094

## South Forty

Thursday, May 12  
6:00 p.m. - Dinner (Dutch treat)  
6:30 p.m. - Meeting  
Casa Grande Restaurant  
196 Perkins Plaza  
Hohenwald, 38462  
Dinner is a Dutch treat  
Topic: Representative Assembly  
Guest speaker: Martha  
Wettemann  
For info, contact:  
Lisa Watkins  
(931) 209-8291

## Southwest

Thursday, May 12  
6:00 p.m. - Dinner  
7:00 p.m. - Meeting  
The Firehouse Grill  
375 Mulberry Avenue  
Selmer, 38375  
Dinner provided by chapter  
Topic: Election of officers  
For info, contact:  
C.T. Austin  
(731) 689-3006  
(731) 607-0673

## ETSU

Monday, May 16  
5:30 p.m.  
Harbor House  
2510 N Roan Street  
Johnson City, 37601  
Dinner is a Dutch treat  
Topics: Chapter Elections will be  
held. RA planning  
For info, contact:  
Carolyn Bond, President  
(423) 439-4234  
bondc@etsu.edu

## Appalachian

Tuesday, May 17  
6:00 p.m. - Dinner & Meeting  
Farmers Barbeque & Grill  
424 S Church Street  
Mountain City, 37683  
Dinner is a Dutch treat  
Topics: Chapter Officer Election;  
RA Planning;  
Legislative Recap and

Endorsements; TSEA Update  
Door Prizes  
Guest Speaker: Lisa Moffett,  
TSEA Membership Manager  
For info, contact:  
Cathy Muse  
(423) 416-9765  
clm4177@aol.com

## Davidson County

Monday, May 17  
5:30 p.m.  
Goodwill Career Solutions Center  
937 Herman Street  
Nashville, 37208  
Topic: Davidson County Elections  
For info. Contact:  
Cheryl McCormick  
615-867-7075

## Shelby County

Wednesday, May 18  
5:30 p.m.  
Benjamin L. Hooks Library  
3030 Poplar Ave  
Memphis, 38111  
Five \$5 door prizes  
For info, contact:  
Calvin Lewis  
(901) 212-4621

## Fayette

Thursday, May 19  
5:30 p.m.  
Trustmark Bank  
16790 Hwy. 64  
Somerville, 38068  
Topics: Upcoming RA General  
Assembly  
Door Prizes  
For info, contact:  
Helen Jones  
(901) 465-8257

## Knox/UT

Tuesday, May 24  
5:30 p.m. - Dinner (Dutch treat)  
6:00 p.m. - Meeting  
Chick-Fil-A  
4944 Kingston Pike  
Knoxville, 37919  
Topic: Representative Assembly  
For info, contact:  
Betty Beal (865) 622-1679  
Betty Hardin (865) 755-0821, or  
Pat Kline (865) 216-9360

## Maury/Marshall

Thursday, May 26  
5:00 p.m.  
Bethel Chapel AME Church  
Fellowship Hall  
1125 South Glade Street, 38401  
Columbia, 38401  
Agenda Items: LOBBY DAY and  
ELECTIONS of OFFICERS. ALL  
members are asked to please  
attend  
For info, contact:  
Yolanda Neal  
(c) (931) 632-0255  
(w) (931) 540-2662

## Foothills

Monday, June 1  
6:00 p.m. - Dinner  
6:30 p.m. - Elections  
RJ's Courtyard  
3749 Alcoa Highway  
Alcoa, 37701  
Member meal will be subsidized  
as allowed by budget and  
approved at the meeting.

Topic: Chapter Officers & TEAM  
Coordinator Election  
For info, contact:  
Steve Owenby  
(865)591-4225

## Reelfoot

Thursday, June 2  
6:00 p.m. - Dinner (Dutch treat)  
7:00 p.m. - Meeting  
Neil's Barbeque  
470 Mall Blvd.  
Dyersburg, 38024  
Topic: Election of Officers, door  
prizes  
For info, contact:  
Roderick Sharp  
(731) 446-2038  
man\_of\_all\_time@yahoo.com

## Smoky Mountain

Thursday, June 2  
12:00 p.m.  
La Carreta  
1386 Dolly Parton Parkway  
Sevierville, 37862  
Door Prizes A few lunches will be  
given away.  
Topic: Legislative Recap, Chapter  
Elections, RA  
For info, contact:  
Dawn Whitley  
(865) 654-6391

## Greene

Friday, June 3  
12:30 p.m.  
GVDC Staff Dev., Classroom 5  
4850 E Andrew Johnson Hwy.  
Greeneville, 37745  
Topic: Pizza will be provided  
please bring a drink  
Legislative ReCap, Chapter  
Elections, RA  
For info, contact:  
Bernice Jozsa  
(423) 787-6882

## Pioneer

Friday, June 3  
11:30 a.m.  
DCS  
802 Gibson Rd.  
Trenton, 38382  
Lunch will not be provided  
Topic: Election of Officers  
For info, contact:  
Carrissa Coleman  
(731) 222-0225

## MHE

Monday, June 6  
5:00 p.m.  
Junior League of Memphis  
3475 Central Avenue  
Memphis, 38111  
Meal paid by Chapter  
Topic: Recruitment  
Guest Speaker: Lisa Moffett,  
TSEA Membership Manager  
Members - bring a non-member  
to join our chapter and win a  
prize. Good food, music and door  
prizes.  
Regina Cade  
(901) 485-1486  
rmcade@bellsouth.net

## Forked Deer

Tuesday, June 7  
5:30 p.m. - Dinner  
6:00 p.m. - Meeting

Lowell Thomas State Office  
Building  
225 Dr. Martin Luther King Dr.  
Jackson, 38301  
Meal paid by Chapter  
Election of officers  
For info, contact:  
Debra Harston  
(731) 426-6170

## Highland Rim

Tuesday, June 7  
6:00 p.m.  
Taste and See Café  
N. 90 College Street  
McEwen, 37101  
For info. Contact:  
Sharon Curtis  
(931) 622-0767

## Hatchie River

Thursday, June 9  
6:00 p.m. - Dinner (Dutch treat)  
7:00 p.m. - Meeting  
Emily's Restaurant  
815 Highway 51 North  
Ripley, 38063  
Topic: Election of new Chapter  
Officers  
Door prizes, RA last minute  
details  
For info, contact:  
Wanda Epps-Secretary  
(731) 671-5805

## Tims Ford

Thursday, June 9  
6:00 p.m.  
Oasis Restaurant  
708 S. College Street  
Winchester, 37398  
For info. Contact:  
Wendell Carter  
(931) 841-1184

## Upper Cumberland

Thursday, June 9  
6:00 p.m.  
Casa Luna  
125 Churchill Drive  
Sparta, 38583  
Dinner is a Dutch treat  
Topic: Upcoming RA  
Door Prizes  
Sam Elder  
(931) 349-2665

## Shelby County

Wednesday, June 15  
5:30 p.m.  
Benjamin L. Hooks Library  
3030 Poplar Ave  
Memphis, 38111  
Five \$5 door prizes  
For info, contact:  
Calvin Lewis  
(901) 212-4621

## Tealeaf

Tuesday, June 21  
6:30 p.m.  
Rhea County DHS  
224 4th Ave Suite 102  
Dayton, 37321  
Light snacks provided  
Topic: Chapter Elections, RA  
Recap, Legislative Recap  
For info, contact:  
Mary Runyon  
(423) 618-6853



["Meetings" from page 10]

### Roane

Wednesday, June 22  
5:30 p.m. - Meeting (w/ Elections)  
6:15 p.m. - Dinner  
Roane County Park  
3575 Roane State Hwy.  
Harriman, 37748  
Annual Cookout with Elections  
Guest Speaker: State Senator Ken Yager and Rep. Kent Calfee  
Note about cookout: Chapter will pay for the meats (hamburgers and hot dogs), plates & utensils. Members are to bring trimmings, condiments, side dishes & desserts. Everyone bring your own drinks.  
For info, contact: Daniel Orange (865) 425-4483 (865) 816-0069 (865) 435-6737 Daniel.Orange@TN.Gov

### Hamilton

Thursday, June 23  
6:00 p.m.  
TDOT  
4005 Cromwell Road  
Chattanooga, 37421  
Light snacks provided  
Topic: Chapter Elections, RA Recap , Legislative Recap  
For info, contact: Clarence Ross (423) 503-2343

### Hiwassee

Friday, June 24  
5:30 p.m.  
Bradley County DHS  
950 Star View Drive  
Cleveland, 37311  
Light Meal will be provided.  
Topic: Legislative Recap, Chapter Elections, RA Re-Cap  
For info, contact: Jane Callahan (423) 771-1283

### Lakeway

Monday, June 27  
6:00 p.m.  
Sagebrush Restaurant  
2323 E. Morris Blvd.  
Morristown, 37813  
Dinner is a Dutch treat  
Topic: Chapter Elections, RA Recap, Legislative Recap  
For info, contact: Lisa Moffett (423) 571-0094 lmoffett83@gmail.com

### Wayne County

Monday, June 27  
6:00 p.m.  
Dad's Pizzeria  
705 Highway 99  
Waynesboro, 38485  
For info. Contact:

Darlene Risner  
(931) 722-7393

### Knox/UT

Tuesday, June 28  
5:30 p.m. - Dinner (Dutch treat)  
6:00 p.m. - Meeting  
Chick-fil-A  
4944 Kingston Pike  
Knoxville, 37919  
Topics: Recap of RA Door Prizes (2)  
For info, contact: Betty Beal (865) 622-1679 or Pat Kline (865) 216-9360

### Marion

Thursday, July 7  
5:30 p.m. - Dinner  
6:00 p.m. - Meeting  
Raphel's Italian Restaurant  
4725 Main Street  
Jasper, 37347  
Meal paid by Chapter  
Topic: RA 2016 update Door prizes.  
Please RSVP (email preferred) to Ingrid Long by July 3rd to schedule available seating.  
For info, contact: Ingrid Long (423) 942-2238 x 108 Ingrid.R.Long@TN.gov

### CHAD

Monday, July 11  
Details pending

### Southwest

Thursday, July 14  
Details pending

### Shelby County

Wednesday, July 20  
5:30 p.m.  
Benjamin L. Hooks Library  
3030 Poplar Ave  
Memphis, 38111  
Topic: Planning Meeting  
Five \$5 door prizes  
For info, contact: Calvin Lewis (901) 212-4621

### Pioneer

Thursday, August 4  
11:30 a.m.  
DCS  
802 Gibson Rd.  
Trenton, 38382  
Lunch provided by chapter  
For info, contact: Carrissa Coleman (731) 222-0225

### TWS

Tuesday, August 9  
6:30 p.m.  
Olive Garden  
401 S. Mt. Juliet Rd.  
Mount Juliet, 37122  
Meal paid by Chapter  
Topic: TSEA Business  
For info, contact: Bill Bledsoe

Have a co-worker who wants to join TSEA? Have them fill out the application below and send by mail to: TSEA, 627 Woodland St., Nashville, TN, 37206 or by Fax to: 615-242-6329

Please complete form and mail

8-13

## Tennessee State Employees Association Membership Application

Membership dues deduction authorization. **Please Print.**

Name \_\_\_\_\_ Social Security Number \_\_\_\_\_

Department \_\_\_\_\_ Job Title \_\_\_\_\_

Facility or location \_\_\_\_\_

I, the undersigned, hereby authorize the State of Tennessee to deduct, from my pay, membership dues each month and pay such dues to the Tennessee State Employees Association, which is a qualified state employee association.

I, the undersigned, understand that this authorization is to become effective immediately. I understand that I may revoke this authorization by written notification at any time. Any deductions made from my compensation within thirty (30) days of the effective date of this authorization shall be refunded by the association if revocation is made within such thirty (30) day period. I also understand that the amount of membership dues deduction may increase or decrease if the association approves an increase or decrease in dues in accordance with its bylaws and rules of procedure. Upon notification to me by the association of an increase or decrease in dues, I understand that I will again have an opportunity to revoke this authorization and receive a refund equal to one month's dues if revocation is made within a thirty (30) day period from the date of notification. I understand that my membership payroll deduction will continue until after the association receives my written notification of cancellation.

Your membership is valid only as long as deductions are being withheld from your pay. If your dues deductions cease for any reason, complete another application form and mail to TSEA for reinstatement. Upon retirement maintain your membership in TSEA by deductions through the TCRS.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Social Security Number \_\_\_\_\_ Last name \_\_\_\_\_ First name \_\_\_\_\_ MI \_\_\_\_\_

Work e-mail address \_\_\_\_\_ Home e-mail address \_\_\_\_\_

Home address \_\_\_\_\_

City \_\_\_\_\_ ST \_\_\_\_\_ Zip Code \_\_\_\_\_ Home Phone \_\_\_\_\_

Work Facility \_\_\_\_\_ Work Phone \_\_\_\_\_ Extension \_\_\_\_\_

Work Address \_\_\_\_\_ Fax Number \_\_\_\_\_

Work City \_\_\_\_\_ ST \_\_\_\_\_ Zip Code \_\_\_\_\_ 5-Digit Dept. # \_\_\_\_\_ 8-Digit Employee ID# \_\_\_\_\_

Gender:  Male  Female Birth year \_\_\_\_\_ Hire Date (month and year) \_\_\_\_/\_\_\_\_/\_\_\_\_

Home County \_\_\_\_\_ Work County \_\_\_\_\_

Mark one:  Payroll deduction  Cash membership - available on 6 or 12 month basis. (Dues enclosed.)

I wish to be a member in the chapter where (choose one):  I live.  I work.

9.132% of your monthly dues will go toward political action to help elect lawmakers who value public services and the employees who provide those services. If you prefer that percentage to go instead toward other government relations activities, please check this box.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Recruiter signature \_\_\_\_\_ Last four digits of SS# \_\_\_\_\_

615-253-1115  
bill.bledsoe@tn.gov

### Shelby County

Wednesday, August 17  
5:30 p.m.  
Benjamin L. Hooks Library  
3030 Poplar Ave  
Memphis, 38111  
Topic: Retirement Luncheon (TBD)  
Five \$5 door prizes  
For info, contact: Calvin Lewis (901) 212-4621

## TSEA promotes Lisa Moffett to Membership Manager

With over 22 years of service as the East Tennessee Field Representative for TSEA, Lisa Moffett has been promoted to Membership Manager.

"I love our phenomenal membership and look forward to serving them in my new role," Moffett said.

Lisa received a B.A. in Political Science from ETSU where she was a member of the Delta Zeta Sorority and the ETSU Alumni Mentoring Program. She is currently a member of the Tennessee Lobbyist Association.

Please take a moment to welcome Lisa into her new role with TSEA. We know she will continue to be a great asset to our members and our association.





# TSEA hires Randy Stamps as executive director

TSEA's board of directors recently selected Randy Stamps as our new executive director. Stamps takes over the position from LaTanya McAdoo, who has served as interim executive director since last April. The selection was made at the March meeting of TSEA's board of directors after a regional search and interview process during which Stamps served as government affairs director for the association.

"It's my privilege to announce Randy Stamps as our new executive director," TSEA President Bryan Merritt said. "Randy has an impressive political background working directly as a Legislator and in Party support roles. I personally have every confidence in him and believe our board has made a fantastic choice."

Stamps served as state representative for the 45th District for five terms, from 1988-1998. He also served as

political director for the Tennessee Republican Party from 2003-2009, as well as policy and research counsel to the TN House of Representatives. Most recently, Stamps has been the government affairs director for TSEA since 2014.

"I have talked and visited with state employees across our state, I am well aware of the many challenges facing our members, and I am honored to lead the team of professionals at TSEA," Randy Stamps



said. "Tennessee is blessed to have dedicated, hardworking professionals serving our state,

and I plan to continue to using my contacts and experience as both a legislator and legislative staffer to fight for all state employees."

"It is with great excitement that I relinquish the duties of executive director to Randy Stamps," TSEA Interim Executive Director LaTanya McAdoo said. "Two years ago, when he joined our staff, Randy quickly established his commitment to TSEA's mission and to our members.

During that time, through his humility, he also earned the respect of the TSEA board and staff. Randy's expertise and respect on the Hill is a remarkable benefit that, like Randy, is a great asset for TSEA. He will lead this association forward!"

Randy Stamps earned his law degree from Pepperdine University and holds a bachelor's degree in Government Public Administration from Lipscomb University.

2016

## REPRESENTATIVE ASSEMBLY

JUNE 16-18

COOL SPRINGS MARRIOTT  
FRANKLIN, TENNESSEE

RA delegates, make your plans today to attend the 42nd Annual TSEA Representative Assembly scheduled for June 16-18 at Cool Springs Marriott in Franklin, TN. The first contact delegate notices were mailed to chapter presidents informing chapters of the number of delegates they can bring to the RA. Actual registration materials will be mailed to chapters by April 27 (at the latest) with a **deadline for delegate registration for guaranteed annual leave and hotel lodging on Wednesday, May 25**. Chapters are already meeting to select the delegates they will send to represent their chapter at the RA.

There are great events scheduled at this year's RA. At the Board of Directors meeting that will be an opportunity to hear and discuss the legislative session outcomes with the Board of Directors and Executive Director Randy Stamps and information about on-going issues that affect state employees. And TEAM will begin discussion of the first round of legislative endorsements for this election cycle. On Friday, TSEA is planning a panel of representatives from the Depts. of Human Resources, Finance & Administration and the Governor's office to talk with you about pay raises and market adjustments for employees. Also there will be chapter officers training to better equip our chapter officers for the coming year and continue with TEAM Local Coordinator training by the TEAM PAC on the role and responsibilities for coordinators.

Even with all the hard work planned as part of the RA, there will be time for some RA fun. You will want to attend the TEAM Convention and 35th birthday celebration as there will be many surprises for those attending TEAM's celebratory convention. And, then more fun at the awards celebration and the Friday night dance with music provided by DJ Tim.

On Saturday, delegates have the responsibility of approving the budget for TSEA operation during the next fiscal year as well as voting on Bylaws or policy recommendations.

For more information, including a tentative schedule of events, please visit our website at [tseonline.org](http://tseonline.org).

The Co-Worker is published by the Tennessee State Employees Association with the intent to advise and inform Association membership. The TSEA Executive Director has reviewed and approved this issue and is the final authority on its content.

Co-Worker