



2016 Quarterly Meeting Minutes

December 3, 2016

Baymont Inn, Jefferson City

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In attendance:

Robert Tripp, State Vice-President

Wendy Brooks, Larry Brooks, Kelly Didriksen, Chuck Wills, Michael Spanberger - SL Chapter

Duke Wrisinger, State Retiree Representative

Craig Trotter, Chris Ordonia, David Sims, Zach Green - SE Chapter

Shawn Nilges, Ryan Melton, Jennifer Smith, Todd Tyler - SW Chapter

Harry Hill, TEAM Lobbyist

Roger Wittler, NW Chapter

Glenda Saunders, Amy Nash, Brandon Cracraft - KC Chapter

Duane Kliethermes, Hal Smith, Zainab Jasim - CD Chapter

NE Chapter absent

Meeting called to order by Robert Tripp, TEAM Interim President at 9:00 am.

Dave Taylor, State Treasurer (absent) – members can send expenses to Dave at his email: dbt19701@gmail.com.

MoDOT Director Patrick McKenna, Chief Engineer Ed Hassinger and Governmental Relations Director Jay Wunderlich all were invited and attended the meeting. Director McKenna was asked to address the group regarding the Commissions proposed pay plan for employees.

Director McKenna began by stating the following: 14% of all MoDOT employees are eligible for Public Assistance. He had Human Resources graph the range of pay for all MoDOT employees. He expected it to be a bell curve, however, salary compression caused most salaries to be within the first four to five steps. This shows we are not a healthy organization, but it's not unusual for state government. Healthy turnover is 6%, we are at 10%.

Employees have an impression that the Commission can make compensation decisions on its own. This is not true. The Commission does have the authority to issue construction contracts without legislative approval. However, our entire budget is submitted to the Senate for appropriations. We need to respect this separation of power. It's critical to separate spending authority from Executive power since we are a republic. The Commission has extraordinary authority with regards to awarding contracts and we don't want to flaunt that by stepping out and doing something different. Funding hasn't kept up with inflation and we cannot solve this overnight. In order to fix our salary issues it would take a hundred and twenty million dollars.

Director McKenna then went on to talk about the 2.4 billion dollar budget, 800 million goes to



construction contract awards, 400 million to cities and counties, that leaves another billion. About 250 million goes to the state General Revenue for the Highway Patrol and the Department of Revenue. 300 million for debt payment, 800 hundred million in construction award and 500 million is the baseline for maintaining our roads operating costs. The 500 million in operation costs have held flat for 15 years. Operating costs are not sufficient or sustainable, need to stabilize. We need to invest in equipment and people. We need to communicate the cost to run a system in the need for an increase. (Edited from 2/25/17 statewide meeting – please see this link for true numbers on amounts spent per category: <http://www.modot.org/guidetotransportation/>)

MoDOT's proposed pay plan has a step increase built into the Fiscal Year 2018 budget for all employees. On an average every three years the state funds a COLA of 2%. The proposed pay plan is a Five-Year Plan which would either be a step increase in the years that the state does not fund a COLA.

The Director then took questions.

Q: MoDOT was considered a-political. How is that now?

A: It is the same. Need to be a-political and stay this way.

Q: What can we do as an Association to help with getting the pay plan funded?

A: We can't be perceived as needy and greedy. We need a competent Workforce. We need to attract and retain workers. In any conversations, focus on what we do and how we do it. Show the value of what we do. Make the case in a respectful manner. Need to show how innovative the organization is, we have the seventh largest transportation system in the nation and the 47th with funding and we have done everything we can do to stretch the dollar. MoDOT is well regarded with other state DOT's, they look to us for best practices.

Q: Working professionally outside of the organization, why can't we do that? For example: Engineers and Technicians.

A: Perception of conflict of interest and property rights of our citizens. MoDOT does not have sovereign immunity. This question is currently under review for certified appraisers we are looking at this now but it's a high hurdle to get past me - it's all about ethics.

Q: Changing the vesting from 10 years back to 5. If that occurs, with the 80 and out come back?

A: Todd Tyler (Retirement Benefits Representative) – There cannot be any increase in benefits if the retirement system is not at least 80% funded.

Q: House Appropriations Budget Committee Meeting with the Association to discuss COLA and Deferred Compensation – would this conflict with MoDOT efforts?



A: We have an open door to communicate efforts between Administration and the Association - we all need to work together.

Q: Ethics and morale: Vendors/contractors/consultants typically bring in popcorn tins or BBQ platters, are we to refuse these items?

A: We need to have the ability to maintain our professional relationships and also maintain public perception. This could be a barrier to companies starting out. If the policy feels restrictive, it's because it is. I'm willing to accept the decline of morale if that means we avoid the negative public perception and I will speak to anyone about this. These are our core values.

Q: How do I boost the morale of existing employees when folks who have worked here 15 years make as much as new employees?

A: We need to address pay compression structural issue and work towards moving employees to market rate.

Director McKenna, Chief Hassinger and Jay Wunderlich were thanked for attending. Robert then asked Harry Hill to address TEAM.

Harry Hill Update

- Committee Dinner – there is a new chairman, need to speak to him about the Deferred Compensation advancement. Harry asked TEAM for permissions to speak with the new chairman. After discussion, we will table this issue at this time.
- Stated we don't have a good read on the new Governor-elect Greitens, we will need to wait and see how he stands on issues.
- Asked about HB 1422 (4 10-hour days, no vacation required) – TEAM continues to support this. Not sure if it's been pre-filed.
- Harry's concerned about HB1894 (Paycheck Protection Bill) – would require members of associations to renew yearly.
- Harry was asked to get Robert a list of pre-filed bills ASAP.

Todd Tyler – MoSERS Representative

- System is funded at 55% which is an improvement
- Investments this year had a 2% return – were expecting 7 -8%. Ready to make larger investments.
- Currently have \$2 billion in investments.
- Asked retirees at our meeting if there was any backlash on the automatic deductions being eliminated. Not too bad, just have to go to your bank to have them redirect the money where you want it to go.



TEAM Logo Competition

- The board and all members were giving the opportunity to select the finalists for the TEAM Logo Competition. Members voted and the top 7 were selected.
- Wendy and Kelly will get them into a Google Survey and out to all Users for a vote. Only Association members are allowed to vote. Voting ends on December 15th.
- Once the winning logo is known, Wendy and Kelly will verify with the Board regarding the winning selection to see if any minor adjustments should be made to the logo (adding words or modification of colors/addition of color). Will clearly describe TEAM reserves the right to request these minor modifications to the winning selection.
- Need to get the money to the winner before Christmas.

SW Chapter T-Shirts

- T-shirts will have Zipper-merge with new Logo on front/back. Jennifer will send out digital copies to the Board.
- Each Chapter should get back with her on numbers of t-shirts they would like to sell.

Break for lunch – pizza and discussions continued.

Chapter Reports/Information

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- SW Chapter
 - 570 members Districtwide.
 - Added about 27 new members from fall meetings
 - Working on getting t-shirts
- CD Chapter
 - Hal Smith and Zainab Jasim in attendance , CD members may be interested in serving as Chapter officers.
 - 285 members total for CD and CO.
 - Didn't attend Fall meetings.
 - \$12K in accounts
- NW Chapter
 - 230 to 240 members.
 - Need to get interest in TEAM
 - No fall meetings attended
- SL Chapter
 - 270 members Districtwide.
 - Picked up around 40 new members at the fall meetings
 - \$5511 in accounts
 - Filled the board – New Treasurer, Chuck Wills and Delegate, Michael Spanberger at meeting today. V/P Aaron Pemberton and Delegate Tony Rocchio unable to attend.
 - Holiday Happy Hour December 9, 2016 – planning big party for April/May 2017 – Spring Fling.



- SE Chapter
 - 422 members
 - Attended Fall meetings
 - Looking to fill out the board – have a few interested members at meeting today, Chris Ordonia, David Sims, Zach Green
- KC Chapter
 - 234 members – no updates.
- NE Chapter
 - No representation at statewide meeting
 - 187 members.

Motion to adjourn meeting at 1:15 pm and was passed.

Action Items

Who	What	When
Harry Hill	Get Robert the list of bills that have been pre-filed	ASAP
Kelly Didriksen/Wendy Brooks	Get LOGO voting ballot out Statewide to all Users	Monday, December 5, 2016
Kelly Didriksen/Wendy Brooks	Let Board members know winning LOGO for any modifications	December 16, 2016
Dave Taylor	Get Check to member for winning submittal	Before Christmas

Next Meeting – Saturday, February 25, 2017, 9:00 am

Snow Date – Saturday, March 4, 2017, 9:00 am

Baymont Hotel, Jefferson City