

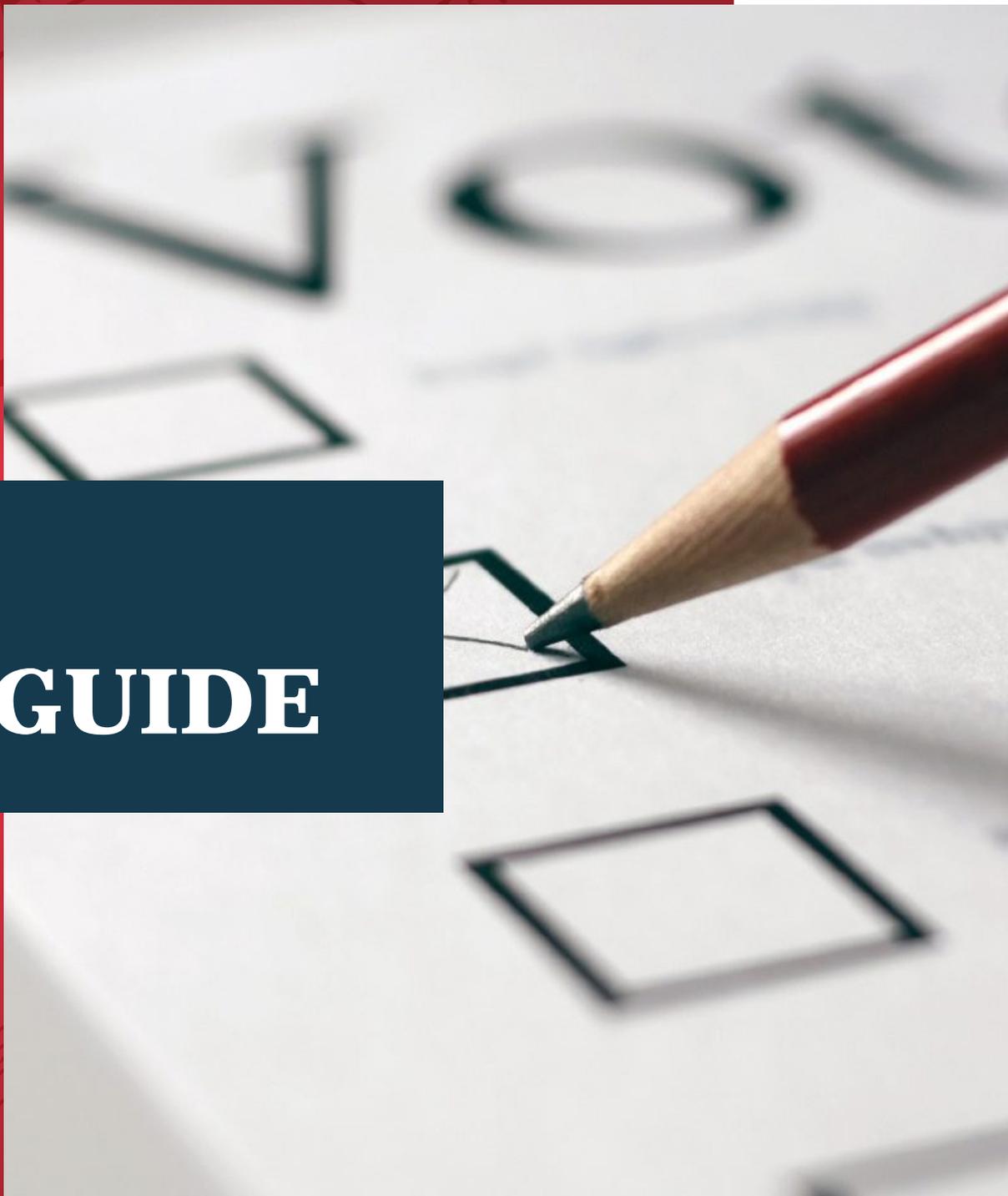
**TEXAS PUBLIC
EMPLOYEES ASSOCIATION**

2021 TPEA ELECTION GUIDE

www.tpea.org

512-476-2691

Toll-Free: 888-367-8732



FAQs

01.

How can I vote?

TPEA developed an open and transparent process for our members to vote electronically, by mail, or in person at the annual meeting. The electronic system allows more members to participate in the annual meeting and is faster, less costly, more efficient. To submit your votes online, check your TPEA-affiliated email and login with the link provided. If you'd like to vote by mail, call TPEA toll-free at 1-888-367-8732 or email us at membership@tpea.org. Ballots must be returned to TPEA offices no later than Monday, May 7, 2021.

02.

How do TPEA members benefit from electronic voting (e-proxy)?

This "e- voting" or "e-proxy" process benefits members by allowing a transparent and open voting process. It also lowers the costs of voting by not having to travel to the Annual meeting. A proxy is a document used by members of an association authorizing another person (the proxy) to act on their behalf i.e. to vote at the meeting in their absence. You may vote in person at the annual meeting if you have not yet voted electronically.

03.

Who administers and oversees the election?

The Executive Committee of the Board provides oversight of staff, the third-party electronic voting vendor, guidelines, eligibility, and election to ensure compliance. The Executive Committee is also responsible for resolving all disputes.

04.

Who is entitled to vote?

Active members who are state employees or retirees of record and are in good standing at the close of business on April 13, 2021 are eligible to vote. Associate members (non-state employees or retirees) are ineligible to vote.

05.

How will proxies be voted?

Proxies will be voted as you specify. All valid electronic or paper ballots that are received on time will be voted as specified.

06.

Can I vote in-person at the meeting?

Yes. You may vote in-person at the annual meeting.

FAQs, cont.

07.

How do I ask questions at the meeting?

Members as of the record date (April 13, 2021) may submit questions prior to the meeting to member@tpea.org. Members who participate in the virtual Annual Meeting will have an opportunity to submit questions via Zoom during the meeting, beginning shortly after it starts. Members who attend the annual meeting will have an opportunity to ask questions in person at Austin Marriott North, 2600 La Frontera Boulevard, Round Rock, TX 78681. We will try to answer as many questions that comply with the posted rules of conduct as time permits (whether submitted prior to or during the portion of the meeting when questions may be submitted).

08.

How do I obtain a printed copy of the election materials?

If you would like us to send you a printed copy of the election materials, please call us at 512-476-2691 or toll free at 1-888-367-8732 or email membership@tpea.org.

09.

How many votes do I get?

Every voter gets one 'yes' or 'no' vote to accept the full slate of Bylaws changes and one vote for up to six candidates running for the Board of Directors.

10.

How does the Board of Directors election work?

TPEA directors are elected at-large, meaning they are elected to represent the whole membership of the body rather than a subset of that membership. Depending on the result of the vote on the changes to the TPEA Bylaws, either the top 3 or 6 candidates will be elected to the Board of Directors.

11.

Why does the ballot state there will be at least 3 but no more than 6 people elected to the Board of Directors?

The Ballot contains a vote to change the number of Board of Directors from 12 to 15 members to at least six (6) and no more than nine (9) Directors. If the membership approves the Bylaws change, then 3 people will be elected to the Board of Directors, making 9 total Directors. If the Bylaws amendment is not approved, 6 positions will be elected, making 12 total Directors. Presently, there are 3 Directors with a term of office that expires in 2022 and 3 Directors with a term of office that expires in 2023. The amendment would allow 3 Board members to be elected for a term expiring in 2024. TPEA would then have a 9-member Board of Directors, each with a three-year term. One-third of the Directors' terms would expire each year. The Bylaw changes in this election contain a provision repealing the section allowing a person to extend their term for another year.

FAQs, cont.

12.

Why change the number of Directors?

This change aims to make it easier for the Board of Directors to have a quorum to conduct business and make the number of Directors compliant with other Bylaw provisions.

One section of the TPEA Bylaws states that the term of office for a Director is three years, but another section extends the term of office for an additional year for a person elected to the President-Elect's office in the third year of their term. This creates a 4-year term for some Directors. Over time, extending Directors' terms has caused the Board to have a different number of Directors elected each year.

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13.

How will the winners be selected?

The people with the most votes based on the number of available positions will be elected to the Board of Directors unless the person with the most votes causes more than 1/3 of the Board of Directors to be a retiree or from a single state agency.

14.

How do I obtain more information or ask questions?

If you have any questions about the voting process, please contact us at 512-476-2691 or toll free at 1-888-367-8732 or email us at membership@tpea.org.

BOARD NOMINEES



Kerrie Summerfield - Office of the Attorney General

I am a current State of Texas employee and I have worked for the state for over 28 years. My career has been with various agencies and my positions have involved Accounting, Finance and Operational Management. This experience includes managing people and projects. Currently, I work for the Attorney General of Texas. I earned a Bachelor of Business Administration from the University of Texas at Austin. I am interested in being a board member because I want to give back to TPEA for the many years that it has been my source for information and for advocating for state employees.



Jimmy Teal - Texas Department of Transportation (TXDOT)

I came to TXDOT as a construction inspector in 2019. I currently do bridge inspections on the I-35 project in Waco. I am a Safety Point Of Contact (SPOC) in my Area Office and received the Outstanding Safety Award for my district. I have been married for 13 years and have three dogs and two cats. I enjoy volunteering when I can and helping others succeed. I enjoy classic cars, collecting guitars, and spending quality time with my family.



Dana Douglass Swan - Texas Commission on the Arts

My name is Dana Swann and I currently serve as the Executive Assistant for the Texas Commission on the Arts. I handle administrative duties in direct support of the Executive Director and nine commissioners from all over the State of Texas. I also serve as the American with Disabilities (ADA) coordinator for the agency, as well as the Creative Forces Initiative Liaison which joins arts and the military. I have been a long-time member of the Governor's Texas Commission for Women. My 30 years of administrative experience include executive level support at the City of Austin and the The University of Texas System.

I received my Associates of Arts from Austin Community College in December of 2020 (at the young age of 59) and I am currently enrolled at Texas State University in San Marcos pursuing a Bachelors of Communications Degree.

On a personal note, I have jumped out of a plane, done dog sledding in Minnesota, skied in Alaska, and swam with the dolphins in Florida. I love to travel and consider myself adventurous, caring, and a people person. I'm also a native Texan and I have three beautiful grandchildren.

If chosen, I will work hard to make sure that everyone is represented. Retirement is planning, progress, details, and something we all look forward to, but it can also be intimidating. I will bring energy and a can do attitude to the table - I don't know it all, but I am ready, willing, and able to learn!

BOARD NOMINEES, cont.



Doug Jennings, Texas Department of Licensing and Regulation (TDLR)

Doug Jennings has over a decade of experience in public service, and believes that state employees need a strong voice to protect their interests against the constant threat of budget cuts, pension reductions, and mandatory retirement delays. If elected, Doug will serve as a tireless advocate for state employees and will adhere to the highest ethical standards.

Doug joined TDLR as an assistant general counsel in 2016. He is primary counsel for several licensing programs, but also works in several other areas such as ethics, rulemaking, and legislative drafting.

Before joining TDLR in 2016, Doug served as Assistant Attorney General for the small island state of Yap, part of the Federated States of Micronesia. While in Yap, Doug provided guidance and counsel to the governor and several state agencies while also serving as a prosecutor. Prior to that, Doug held the position of Senior Attorney for the Mississippi Secretary of State's Division of Policy and Research. In this position, Doug worked with legislators and prominent citizens to improve the state's business and commercial laws.

Doug received his Bachelor of Arts from Vanderbilt University in 2000, and worked as a journalist in Washington, DC before entering law school. Doug received his J.D., magna cum laude, from the University of Mississippi School of Law in 2005, and a master of laws in international legal studies from the New York University School of Law in 2007.

Doug lives in South Austin with his girlfriend Erin and two teenagers.



Dennis Flannigan - Texas Workforce Commission (TWC)

I currently work in the McKinney Tax Office for TWC. I have an MBA in Finance from LeTourneau University and a BS in Management from St. Louis University. I have prior board experience from having served on Chamber of Commerce, The Tarrant County Private Industry Council and United Way. I have experience in both the private and public sectors. I believe the biggest challenge facing management and employees is communication. Employees need to know they can have effective, honest dialogues with their employers.



Salomon Pinzon - Texas Comptroller of Public Accounts

Salomon Pinzon is a retired officer of the Texas Army National Guard. He was born in McAllen and he is 100% bilingual in English and Spanish. He received his undergraduate degree from the University of Texas – Pan American and a master's degree from Trident University International. Salomon is also a graduate of the U.S. Army Command and General Staff College. As an Army officer, Salomon served in numerous leadership assignments from platoon leader to primary staff officer. His last duty station was in Austin where he served as the Officer in Charge for the Joint Operations Center of the Texas Military Department. After 22 years of military service, Salomon retired and wanted to continue to serve the State of Texas and on March 2020 joined the Texas Comptroller of Public Accounts where he is a Contract Manger for the Statewide Procurement Division. Salomon wants to apply his experience to serve the public employees of Texas. He has the ability to listen to complex problems and develop strategies to implement courses of action to find solutions. Salomon lives in Pflugerville and is married to Lili and they both have one son, Diego, who is a Junior in high school.

BOARD NOMINEES, cont.



Richard Hildreth - Texas Parks and Wildlife Department (TPWD)

Before moving to Texas, Rich served two terms as Mayor of Pacific Washington. He helped form the first Regional Fire Authority, served on the Board of Directors for 5 years, and was appointed by the Governor to serve on the Washington State Emergency Management Council. Since moving to Texas, Rich has worked to help Texans recover from the May and October 2015 flood events, Hurricane Harvey and now serves as the Emergency Management Program Coordinator for TPWD.



Brittney Kruse - Texas Medical Board

I have been employed with the Texas Medical Board for 3 years and currently serve as a Licensure Supervisor. My education includes a Bachelor's degree in Sociology with a minor in Business from the University of Texas at Austin and an Associate's Degree in Paralegal Studies from a community college in Baltimore, Maryland. I currently live in the Austin area with my husband, mother-in-law, and three pets (who all love to join in on as many video calls as they can wiggle their way into).

Prior to joining the state workforce, I worked with a variety of non-profit sector facilities, and love the calling I have to serve the citizens of Texas. Everyone should have an opportunity for their voice to be heard, and it would be a privilege to represent both current and former employees through legislative advocacy, training, and other projects. I strongly believe in the value of hard work and dedication, and know that state agency employees can - and should - be a powerhouse for change in both their agencies and the State as a whole. It is important to push towards progress and work to recruit and maintain high-quality employees for our state agencies.

I look forward to working with TPEA to create space for new opportunities and projects, both for new state employees deciding to settle into a career, and for retirees who have worked tirelessly to help the citizens of Texas throughout their valued years of service.



Lisa Thomas - Texas Department of Transportation (TXDOT)

I, Lisa Thomas, am an office Manager at The Texas Department of Transportation. With 15 years of experience in Business Administration with the department. I have led projects involving auditing, human resources, and emergency management on a daily, weekly, and monthly basis. I have worked with our contracts department, to ensure that contractors are written, executed, and processed in a time fashion. I have received a Culinary Arts degree for San Jacinto College as well and obtaining a Business & Technology degree from MTI College of Business. In my spare time, I volunteer to feed the homeless and use my culinary skills where needed. During my down time, I like to read, meditate, and take local day trips to family and friends to find out little gems of our city and neighboring cities have to offer.

BOARD NOMINEES, cont.



Meg Thurman - Office of Attorney General, Child Support Division

I graduated from Principia Collage with a B.A. in Communications in June 1999 and started working with the Office of the Attorney General Child Support Division in Nov 1999 through a temp service. I was hired directly with the State in January 2001 and have worn many hats during my 20 years here, mostly in Customer Service. Shortly before our mandatory telecommute directive, I was promoted and transitioned to the Financial Department.

I've been actively involved in my community since 1999 by sitting on various committees and/or Boards for the Wichita Falls Citizens Police Academy, Wichita Falls Citizens Fire Academy, and Backdoor Theatre. I was honored to have participated in Leadership Wichita Falls.

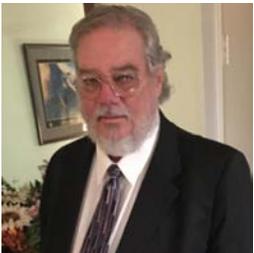
Outside of work, I'm currently digitizing historical documents that were damaged in a flood last summer at Backdoor and have been a long-time volunteer on the Hotter 'n Hell Hundred Steering Committee. My recent lobby experience with the non-profit group, Cyclists in Suits, had a deep impact on me. Being able to share with Senators and Representatives concerns for the safety & well being of cyclists and pedestrians was invigorating, hopeful and fun! I hope to humbly represent the hard-working employees that keep this great state running and protect our retirees who have dedicated so much of their lives to others.



Elvis Leunguen - Texas Railroad Commission

Elvis Leunguen joined the Railroad Commission of Texas in 2019 as Engineering Specialist. Prior to this role, he held various positions in the oil and gas Industry. In fact, he worked for another oil and gas regulatory agency in the country and was employed by the largest service company in the country as a Frac Engineer. He will graduate with an MBA in Finance from the University of Texas Permian Basin at the end of Spring 2021. Elvis lives in Midland, Texas.

Mr. Leunguen believes that the well-being of workers is key to achieving above-average results in the workplace. As a result, Elvis shares TPEA's mission to promote and preserve quality benefits for state employees and retirees and has no doubt that he will be a good TPEA Board of Directors member if elected.



Curtis Green - Office of the Attorney General (Retired)

After being Honorably Discharged from the U.S. Navy, I began my career in municipal law enforcement. I worked for two municipal agencies in the Dallas area for a little over 18 years, then worked for 21 years in the field of healthcare fraud as an investigator for Medicare contractors and over 6 years as an Investigative Manager for the Dallas Field Office of the Attorney General's Medicaid Fraud Control Unit. My team was comprised of 10 investigators and 3 auditors to cover 42 counties.

BOARD NOMINEES, cont.



Rosezita Jones - Texas Department of Criminal Justice (TDCJ), Parole Division

I started my work journey at age 15 working for McDonald's. I then worked 26 years as a Chicago Police Officer. I retired as a Sergeant. While working as a Chicago Police Officer, I noticed problems in the community. I organized a nonprofit organization to help the citizens of Chicago in obtaining employment, education and housing. I now work as a Parole Officer for TDCJ. My goal in life is to help and serve people. If elected to the Board, I would love to continue my journey working and helping others.



Dan Maxwell - HHSC, DADS (Retired)

A TPEA member since the 1970s, I bring a wealth of experience and institutional knowledge to the TPEA Board. I have 9 years total experience on this Board. I've been among the state workforce at UT Southwestern Medical School, SFA University, and Lufkin State Supported Living Center. Retired since 2010, I have been President of the Retirees Chapter since 2015.

I have received the following volunteer awards:

- 2009 DADS Vision Award
- 2014 DADS Vision Award
- 2019 HHSC Volunteer of the Year Award



Marypurra Napoleonhill - Texas Department of Criminal Justice (TDCJ)

There is no photo or bio for this candidate.

BOARD NOMINEES, cont.



Herman Mason - Comptroller of Public Accounts

Herman Mason works for the Comptroller, serving as the Indirect Taxes team's area manager. His responsibilities include:

- Establishing goals and objectives,
- Coordinating and evaluating business functions,
- Developing and monitoring budgets.

In his previous role with the Comptroller, he served as the Indirect Tax team's supervisor. Herman developed program guidelines, procedures and policies. He started his career with the agency in Taxpayer Services. After spending five years there, he worked in Project, Planning and Implementation, where he analyzed and implemented legislation for franchise tax, hotel occupancy tax, and miscellaneous taxes. Herman transitioned to Franchise Tax Analyst before returning to Taxpayer Services as a team lead.

Herman served as a board member for the Black American Comptroller Employees Association for six years and as the president for two years. While serving on the board, Herman organized fundraisers for Back-to-School, Family Eldercare Fan, and Coats for Kids. He also chaired the annual Black American Comptroller Employees Association annual scholarship luncheon committee. As the board's president, he grew the membership base and increased the annual scholarship award amounts.

While working full-time, Herman earned a bachelor's degree in business administration from Huston-Tillotson University, where he graduated with honors.

Herman is a good candidate for the TPEA Board because he is goal-oriented and has a strong work ethic. His various leadership roles make him a diverse leader. He's able to establish and build relationships with people with different backgrounds. He has the spirit of change and looks for opportunities to tackle challenges.

BYLAWS CHANGES

Article & Section	Proposed Change	Summary
<p>Article IV, SECTION 3 - Board of Directors, VOTING RIGHTS AND AUTHORITY</p>	<p>The Board of Directors shall consist of at least twelve (12) <u>six (6)</u> Directors and no more than fifteen (15) <u>nine (9)</u> Directors, the exact number to be determined by the Board of Directors.</p>	<p>This change aims to make it easier for the Board of Directors to have a quorum to conduct business and make the number of Directors compliant with other Bylaw provisions.</p> <p>One section of the TPEA Bylaws states that the term of office for a Director is three years, but another section extends the term of office for an additional year for a person elected to the President-Elect's office in the third year of his or her term. This creates a 4-year term for some Directors.</p> <p>Over time, extending Directors' terms has caused the Board to have a different number of Directors elected each year.</p>
<p>Article IV, SECTION 5: Board of Directors, ELECTIONS: Active members of the Association shall elect Directors at the annual meeting.</p>	<p>No more than one-third (1/3) of the Directors may be an employee of the same state agency. No more than one-third (1/3) of the Directors may be a retiree of a state agency. <u>A nominee's or Board member's agency and retirement status shall be determined at the time of the election.</u></p>	<p>Adds a provision setting the election as the time to determine compliance with this section.</p>

BYLAWS CHANGES, cont.

Article & Section	Proposed Change	Summary
<p>Article IV, SECTION 8: Board of Directors, VACANCY</p>	<p>(a) When a Director position is vacant, and the remainder of the three (3) year term is greater than one year, the Board of Directors shall as expeditiously as possible conduct an election to fill the vacancy. The election shall be held in accordance with the provisions of this Article. If the remaining term of the vacant Director's office is less than one (1) year but greater than six (6) months, the Board of Directors may elect appoint a qualified replacement at its next regularly scheduled meeting. A qualified candidate would be identified by the President and submitted to the Board. If the remaining term is equal to six (6) months or less, the position shall may remain vacant until the next regularly scheduled election.</p>	<p>This change prevents vacancies on the Board of Directors when multiple positions become vacant during a fiscal year.</p>
<p>Article IV, SECTION 10: Board of Directors, ELIGIBILITY</p>	<p>(b) A Director whose term ends in the fiscal year shall not be eligible for election to office. It is expressly provided that if any Director is elected to the office of President-Elect to serve as such in the third year of his or her term, then his or her position as a Director shall be automatically extended for the following year during which he or she shall serve as President.</p>	<p>This change eliminates the one-year term extension for the President-Elect of the Board of Directors.</p>
<p>Article VI, SECTION 1: Officers</p>	<p>The officers of the Association shall be President, President-Elect, Vice President /President-Elect, Secretary, and Treasurer.</p>	<p>The primary duty for the President-Elect is to prepare for becoming President the following year. The primary duty of the Vice President is to preside at meetings when the President is unavailable. Combining the President-Elect and Vice President positions into one position is efficient and accomplishes the purpose of each position.</p>
<p>Article VI, SECTION 3: Officers, VICE PRESIDENT/ PRESIDENT-ELECT</p>	<p>The Vice President/President-Elect shall attend all meetings stated in Section 2 and shall <u>preside in the absence of the President. In the event the President can no longer fulfill the duties, the Vice President will assume the office of President. The Vice President/President-Elect shall become</u> prepared for assuming the duties and responsibilities of the office of President at the beginning of the next fiscal year.</p>	<p>This change is tied to the change in Section 1 where the Vice President and President-Elect positions are combined.</p>

BYLAWS CHANGES, cont.

Article & Section	Proposed Change	Summary
<p>Article VI, SECTION 4: Officers, VICE PRESIDENT</p>	<p>The Vice President shall preside in the absence of the President, in the event the President can no longer fulfill the duties, the Vice President will assume the office of President.</p>	<p>Provision is moved to Section 3, where the Vice President and President-Elect positions are combined.</p>
<p>Article VI, Sections 4-10</p>	<p>Article IV, Section 4-9 5-10</p>	<p>Renumbered all sections in Article IV after Section 3</p>
<p>Article VI, SECTION 45: Officers, TREASURER</p>	<p>The Treasurer shall be responsible for all the monies and securities of the Association. The Treasurer shall keep regular books in the office of the Association and all monies of the Association shall be deposited in such depositories as shall be selected by the Executive Committee. In addition, the Treasurer shall perform all duties usually pertaining to that office or delegated by the Board of Directors or Executive Committee. All checks must have two (2) signatures. One shall be that of the Treasurer, or that of another Officer designated by the Executive Committee. The other signature shall be that of the Executive Director, or that of another member of the staff as designated by the Executive Director. The Treasurer, other officers, and employees who handle Association funds shall be under bond.</p>	<p>Modernize the provision to allow for electronic banking. The TPEA Treasurer continues to oversee financial transactions. The Board policies and procedures dictate the expenditure approval process.</p>
<p>Article VI, Section 56: OFFICERS, Election</p>	<p>The Board of Directors shall elect <u>three (3)</u> four (4) officers of the Association following the Board of Directors election at the annual meeting. The officers to be elected are: <u>Vice President/President-Elect, Vice President,</u> Secretary, and Treasurer, each for a term of one year. The <u>Vice President-Elect</u> automatically assumes the position of <u>President's position</u> on the first day of the fiscal year following completion of his or her year of service as <u>Vice President-Elect</u>.</p>	<p>Section number change: this change is tied to the changes in Sections 1 & 3 where the Vice President and the President-Elect positions are combined.</p>