Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the PIMA COUNTY/TUCSON WOMEN'S COMMISSION and to the general public that the
PIMA COUNTY/TUCSON WOMEN'S COMMISSION
Will hold the following meeting which will be open to the public

Pima County/Tucson Women's Commission FULL
COMMISSION MEETING
Wednesday, September 16 at 5:30 PM 240
N Court Ave., Tucson AZ 85701

Meeting Minutes (Approved)

1. Call to order/roll call – Meeting called to order at 5:35 p.m.
   Commissioners present: Goodman, Callie, Chmel, Boyle, Muney, Frogge, Higgins, Gallardo, Hofmeyr, Ginter, Slanaker, Sykes
   Commissioners absent: Clark, Hughes-Juan, Martin
   Guests present: Marla Jirak, Tameron Collins, Matthew Larsen, Martha Dirken (sp), Laura Dent, Dawn Bell, Leanne Hernandez, Mary Lee

2. Review of Councilwoman Regina Romero memorandum – Tameron Collins, Human Resources Administrator, City of Tucson – Collins, Larsen, Dirken (sp) spoke on the equal pay initiative as it relates to the City of Tucson. A handout of the City's research and current pay comparisons was distributed. Based on their research, the City's pay equality is pretty balanced according to Collins. The City's HR process is in place with 3-4 sets of eyes looking at pay equality for each new hire salaries are public record. Collins noted salary gaps can be based on legally defendable gaps i.e. time on job, seniority, experience, etc. The City's next step is to look at vendor contracts for compliance with equal pay. Higgins suggested looking at median instead of averages in their pay research. Hofmeyr asked if Pima County is doing anything comparable. D. Bell requested percentage by gender of each job position.

3. Review of Bylaws --
   a. Meeting attendance – Goodman reviewed the bylaws whereby a Commissioner can only miss 4 consecutive Commission meetings before being removed from the Commission. Muney asked for clarification of quorum. Goodman responded eleven.
   b. Committee attendance – Goodman reviewed the bylaws whereby a Commissioner can only miss 3 consecutive committee meetings before removal from the committee.

4. Strategic Plan Development --
   Dr. Marla E. Jirak, Business Consultant/Coach, reviewed the "run rules" and facilitated the strategic planning process for Commissioners as we work to create a two-year strategic plan. Commissioners reviewed and discussed the current mission statement. Some commissioners would like to see the mission statement updated; shortened. Hofmeyr noted we can change the

mission statement via our bylaws. Any changes were tabled at this time and deferred for future discussion.
We reviewed three current goals and discussion ensued to change selected words, but the goals remained viable to the Commission's vision moving forward to 2016-2018.
A fourth goal was added to encompass Operations i.e. phone, website and other logistical issues pertaining to the Commission.
Jirak distributed a handout from Chair Goodman with possible Commission projects.
A brainstorming session followed and Commissioners shared their own ideas for projects, plans, etc. and posted them to the board under each goal.
In the interest of time, it was decided to table discussion of all the ideas until the next meeting when we will identify which projects we would like to accomplish and/or work toward in the next two years.
Jirak will summarize all the ideas under each of the goals to facilitate our next discussion. Callie suggested we facilitate the goal/project decision-making process by using the "M&M in the Jar" approach to keep it more manageable and productive.

Current committees and members were reviewed and include:
Finance: Callie (chair), Frogge and Goodman
Marketing/Outreach: Chmel (chair), Ginter (co-chair), Muney, Gallardo. Public Relation and Speaker's Bureau subcommittee: Goodman
Research, Policy and Advocacy: Higgins and Boyle Chair ?? It was decided to table discussion of the Research, Policy and Advocacy subcommittees until a later date.
Nominating: Hofmeyr, Muney, Sykes and Goodman (interim chair) Operations (aka Building): Goodman, Sykes and volunteer Tobias

Muney brought up fundraising as an area of focus for the Commission. Sykes noted Muney gives $3,000 annually to the Commission. Muney elaborated on the IRS program that she uses to make this donation and this might be a vehicle for other 70+ year old donors to make donations to the Commission. Goodman stated she will donate $500 to the Commission and proposed that each Commissioner should do the same. Discussion was tabled until the next meeting. Muney suggests we look into a volunteer administrative assistant or intern.

5. New Business –
    a. Recruitment of new commissioners - Goodman noted we have five empty seats on the Commission. Discussion ensued. We need to recruit new Commissioners based on the needs of the Commission to create a diverse body.
    b. Nominating committee chair – Goodman agreed to chair the nominating committee in the short term.

6. Announcements –
Since we voted in a new executive committee, Goodman motions that we add executive committee officers Goodman (chair), Hughes-Juan (vice chair) and Callie (treasurer) as authorized Commissioners to conduct business on behalf of the Women's Commission to include the credit union bank account with Tucson Old Pueblo Credit Union. Higgins seconds. Motion passed.
Muney noted there is a public meeting 9/19/2015 to discuss the Pima County Bond Election. The topic of the Earned Sick & Safe referendum came up. Goodman asks for a motion. Muney

moves we join the coalition. Hofmeyr seconds. A brief discussion ensues and it was decided to table discussion and action on this until our next meeting when we have more information. Information on this referendum will be distributed to Commissioners for review before the next meeting.

Goodman presented Dr. Marla Jirak with a token of our appreciation for facilitating the Commission's 2016-2018 strategic planning session.

7. Call to the public – **NO COMMENTS.**

8. Adjournment – Hofmeyr motions to adjourn. Muney seconds. Meeting adjourned at 8 p.m.

Persons with a disability may request reasonable accommodation by contacting the PC/TWC at (520) 624-8318. Request should be made at least 48 hours before the scheduled meeting to allow time to arrange the accommodation.