



Representatives Meeting Minutes
10 a.m., July 12, 2016
Tempe City Hall, 3rd Floor Conference Room

1. **Call to Order** - The meeting was called to order at 10:09 a.m. by Keith Burke.

REPS/MEMBERS/ELIGIBLE PRESENT

Keith Burke, President
Jennifer Adams, Vice President
Mary Fowler, Secretary
Donna Sullivan-Hancock, Trustee
Tanya Chavez
Bobbie Jones
George Krall
Mercedes Payne

Bruce Smith
Wendy Springborn
Chris Thompson
Lisa Elena Vallejo
Tom Wilhite

GUESTS

Kathryn Baillie, Napier, Coury & Baillie,
P.C.

2. **Approval of June Meeting Minutes**

- Mary moved to approve the minutes; Jennifer seconded. The motion carried.

3. **New Business**

- Market Study – Keith has asked for a list of changes made to the market study based on UAEA challenges. He indicated that, in some cases, updates to the last market study were not made, so values were not correct.
Renie said that there were 12 appeals from UAEA.
- Six-Sided Partnership Review – Keith and Renie discussed the following proposed rule changes. Changes are being sent through the review process and may go to council in August or September.
 - Equal compensation regardless of gender
 - Hiring new employees above the minimum salary
 - Involuntary or voluntary demotion and compensation
 - Ban the Box
 - Compassionate leave
 - FLSA changes
- Renie announced that Kevin Kane is the new Presiding Judge

4. **Old Business**

- Renie discussed the Employee Satisfaction survey. IT has corrected browser issues for employees who could not access the survey. Donna indicated that mailed surveys have not been received to date. Renie will check with Rosa about extending the date for completion. Keith encouraged everyone to complete the survey.

5. **Budget Report**

- Budget Report – Keith reported that membership is solid and he expects that TSA will have more mixers and activities in the coming year.

6. **Committee Reports**

- **Labor Management** – Keith announced that Kathryn is reviewing other MOUs and asked members to submit ideas for the negotiation of benefits in anticipation of next year’s negotiations. Mary indicated that the board will be developing its strategy in November/December, so submit ideas prior to that time.
- **Diversity** – Diversity is looking for mentors.
- **Deferred Compensation** – Tom indicated that one fund has been taken off of the watch list and two remain: Ridgeworth Mid-Cap Value Equity and MFS International New Discovery.
- **Wellness** – Donna reviewed the new Wellness Program requirements.
- **Health Care** – Mary shared the discussion on retiree health care held at the last meeting.

7. **Open Discussion**

- Jennifer asked the group if October would be a good month for the next mixer. She will organize something again at Spokes on Southern Avenue.
- Wendy asked about the Goldwater/Plea case. Kathryn indicated that the issue is in hands of the Arizona Supreme Court, which has no deadline to render a decision.

8. **Adjourn**

The meeting adjourned at 11:06 a.m. The next meeting is scheduled for 10 a.m. on Aug. 9 in the City Hall Council 3rd Floor Conference Room.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Shawn Wagner and Donna Sullivan-Hancock

<http://www.tempetsa.org/>