

Tempe Supervisors Association

Representatives Meeting Minutes

10 a.m., July 8, 2014

City Council Chambers – City Hall

1. **Call to Order** - The meeting was called to order at 10:05 a.m. by Keith Burke.

REPS/MEMBERS PRESENT

Keith Burke, President
Wendy Springborn, Vice President
Mary Fowler, Secretary
Jerry Judkins, Treasurer
Debbie Bair, Trustee
Andy Acedo
Donna Sullivan-Hancock
Mercedes Payne

GUEST

Renie Broderick, HR Manager

2. **HR Manager update**

- Renie said that the Human Services Director position closed and had one applicant. HR is awaiting a decision on the HS and COO position. Shelley Hearn is the interim director over Human Services. The Internal Services Director position is closed. This was a competitive reclassification position. Renie was the only applicant. No decisions have been made.
- The group discussed the award of the \$750 bonus and the fact that TSA had asked to share in revenues during negotiations but were denied. The group discussed the process. TSA does not want to return to an adversarial relationship with management.
- Wendy asked if every group stayed within the 1.75% overall compensation. Renie indicated that TOA did fall into the 1.75%. She did not know if Fire did, as well. TSA will ask Ken Jones to provide the numbers.
- Keith clarified that 5% of employee compensation went toward increases in benefit costs for the group. That left 1.25% for step and bonus.
- Renie announced that health claims from last fiscal year are down 11%. She anticipates that this is positive moving forward.
- Renie indicated that the city is looking to develop a methodology about how the employee groups are trending for health claims. Renie will meet with other cities to see if it would be beneficial for Tempe to partner with other cities for some health benefits. Avondale and Apache Junction have created a health trust and is inviting other cities to join. With the Affordable Health Act, there will be more leveling, so joining may be positive.
- Renie said that the city is looking at modeling the Medicare retiree program like it does the pre-Medicare retiree program. This would be less expensive for the city.
- The group discussed the expediency of the hiring process.

- The group discussed the process for retirees returning to work to a full-time benefitted position.

3. **Approval of June Meeting Minutes**

Mary Fowler moved to approve the June minutes; Keith Burke seconded. The motion carried.

4. **New Business**

- City Recruitment Process – TSA met with council members Kolby Granville, Corey Woods and Shauna Ellis, the Diversity Steering Committee and the six-sided partnership regarding expediting the hiring process. Several issues arose, including turnover and vertical diversity (see attached). The issue has been tabled.
- Bonus - The group discussed the \$750 city-wide bonus.

5. **Old Business**

- No report

6. **Budget Report**

- TSA has 59 members.

7. **Committee Reports**

- **Diversity**
No report
- **Deferred Compensation**
No report
- **Wellness & Health committee**
No report

8. **Open Discussion**

- Deb asked if we are able to use the city's mail system to send information to all TSA-eligible employees. The group agreed to send a piece to all eligible members.

9. **Adjourn**

The meeting adjourned at 11:26 a.m. The next meeting is scheduled for 10 a.m. on Aug. 12 in the City Council Chambers.

Minutes submitted by Mary E. Fowler