



Representative Minutes

10 a.m., Aug. 9, 2016
City Manager's Conference Room – 3rd Floor

1. **Call to order** – Keith Burke called the meeting to order at 10:10 a.m.

PRESENT

Keith Burke, President	Chris Thompson
Jennifer Adams, Vice President	Tom Wilhite
Donna Sullivan-Hancock, Trustee	George Krall
Roger Vermillion	Mercedes Payne

2. **Approval of Meeting Minutes** – Meeting minutes were approved with Jennifer moving for approval and Keith seconding.
3. **Andrew Ching, Guest Speaker** – Andrew discussed the employee survey and the upcoming Council retreat. Notable subjects included:
 - **Employee survey** –Andrew was very happy with the 76% participation rate. He will be sharing the survey results, good or bad, with Council and the Six-Sided Partnership.
 - **Council retreat, major highlights-**
 - The strategic management plan will be rolled out and current Council members will be asked if their strategic goals are addressed. How can they be measured? How can we show Tempe employees where they fit into the “big picture?”
 - Performance evaluations are expected to be discussed including organizational growth for employees.
 - Downtown urban planning and development will be discussed, including zoning, individual’s rights, business expansion, land use, and how to compete with no developable land available
 - Tempe Beach Park will be discussed and how it should be programmed.
 - Housing in Tempe, including workforce housing, will be discussed. Is Tempe too expensive to live in? What are the ratios? When will Tempe be saturated with student housing?
 - Tempe was voted #1 college town in The United States, as relayed from the ASU President.
 - Housing and homelessness will be discussed. There are several issues, including encampment locations, job services, substance abuse, and many others. Should there be a comprehensive “one stop shop” for the homeless in Tempe? Should Tempe consider “non-enforcement” zones? Should Tempe devote more resources?
 - **Question from the floor** - Jennifer asked Andrew how sales tax was going and Andrew relayed that it was “so far, so good.” The level activity is high and there is more in the queue.

4. **New Business**

- **Membership mixer** – Jennifer is working on the next mixer. The date will be sometime in October, on either the 6th, 20th or 27th.
- **Membership report** - The membership for the association has lost two to retirement and promotion. We currently have about 80 members.

5. **Budget Report**

- **Financial Update** – The TSA treasurer was not present. Nothing of significance was noted.

6. **Committee Reports**

- **Labor Management** – We will sit down with Kathryn Baillie to look at other groups for the benefit opener, 2017, and the wage opener, 2018.
- **Diversity** – Most of this was covered in Andrew's report on the Council retreat. There will be an effort to evaluate customer service throughout the City, and the applicable best management practices.
- **Deferred Compensation** – There has not been a meeting since the last update so no new information was provided.
- **Wellness** – No significant updates were discussed but all were encouraged to start getting their points for the next year. Mercedes offered that the Dragon Boat Race offers health points.
- **Health Committee** – No significant update was offered however the committee is working on retirement benefits

7. **Open Discussion** – Nothing of significance was discussed.

The meeting adjourned at 10:46 p.m.

The next meeting is scheduled for 10 a.m. on Sept. 13 in the City Manage Conference Room, Third Floor, City Hall.

Submitted by: Donna Sullivan-Hancock

Reviewed by: Keith Burke