

Tempe Supervisors Association

Representatives Meeting Minutes

10:04 a.m., April 14, 2015

City Council Chambers – Garden Level City Hall

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

REPS/MEMBERS/ELIGIBLE PRESENT

Keith Burke, President
Wendy Springborn, Vice President
Mary Fowler, Secretary
Deborah Bair, Trustee
Mercedes Payne, Diversity Committee
Bobbi Jones, Health Committee
Jennifer Adams
DeAndro Baker
Ginny Belousek
Tanya Chavez
Brad Fuller
Ken Halloran
Cathy Hollow

Douglas McDonald
Tony Miano
Ramon Saiz
Kristen Schlarlau
Bruce Smith
Donna Sullivan-Hancock
Chris Thompson
Lisa Vallejo

GUESTS

Council Members
Robin Arredondo-Savage
Corey Woods

2. **Councilmember update**

- Robin Arredondo-Savage discussed reinvestment in employees (staff travel, professional development). She asked how departments are doing related to morale and efficiencies.
- Discussion ensued regarding fire pensions and justification of costs. The drop program went away for new hires in fire.
- Robin indicated that the council needs to review each of the MOUs and push back if they see discrepancies.
- Members expressed the need to close the gap between benefits related to each of the employee groups.
- Robin asked what departments need for their departments.
- Members discussed cost of living reductions, doing more with less, more positive workings interdepartmentally, burn-out, loss of good employees... .
- Corey asked whether COLA or hiring would solve the issues. Corey asked staff to let the council members know when they have asked for new activities and duties that create hardship on the workgroup. He wants to know when staff is getting stretched to the limit.
- Members suggested implementing an employee satisfaction survey, reclassifications of staff, hiring necessary employees an appropriate pay rates and sales tax initiatives.
- Discussion ensued regarding step increases. In the past, an employee could top out in seven years. Now, it is closer to 20.

- Corey asked if there is a way to determine how much money is needed to catch up employees. If he asked for a sales tax, he would want a number to ensure the amount is accurate.
- Robin indicated that the council should make it a priority to look internally. Corey committed to looking at the relationship between new programs and the expense it puts on staff.
- Corey discussed his impressions of the Council Retreat. He listed parks, economic development, public safety, social justice, and internal issues as the council's top priorities. He listed employee satisfaction is a priority. He committed to looking at projects and gaging them in terms of what they will do to the budget.
- Members asked if the rumors are true that executive management received raises. Corey did not know but will check and let us know the outcome.

3. **Approval of March Meeting Minutes**

Wendy Springborn moved to approve the minutes; Deborah Bair seconded. The motion carried.

4. **New Business**

- The TSA MOU requires the city to provide dedicated bulletin boards for every work area. Representatives should be putting materials on the board: Agendas – Representative lists. Contact Mary if your work area does not have a dedicated TSA bulletin board in your work area.

5. **Old Business**

- Recap – City Council Retreat – Wendy confirmed Corey's description of the meeting. She indicated that economic development and parks were the priority. There was no discussion of employees.
- Election update – Today is the deadline for nomination forms. Get them to Mary by 5 p.m. today. Expect to see an election link in the next few days.

6. **Budget Report**

- No report

7. **Committee Reports**

- **Labor Management** – Keith indicated that we have negotiations today. Deborah indicated that all TSA knows is what Ken has taken to council in the long range.
- **Diversity** – Strategic planning sessions will happen on April 22 and May 2. The Diversity Dialogue program has two more sessions. Mercedes gave a report on the exit interviews. She discussed Rachel's Challenge Day (anti-bullying).
- **Deferred Compensation** – No report
- **Wellness & Health committee** – Bobbi reported that the city has fewer health claims than in previous years. Employees have until April 30 to earn points to have the \$20 health fee waived. Keith mentioned that the health and wellness committees may be merged.

8. **Open Discussion**

- Mercedes indicated that there are meetings on April 29 and 30 in the Library for group three health employees.

9. **Adjourn**

The meeting adjourned at 11:41 a.m. The next meeting is scheduled for 10 a.m. on May 12 in the City Council Chambers at City Hall.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Wendy Springborn and Keith Burke