

# Tempe Supervisors Association

## Representatives Meeting Minutes

10 a.m., April 12, 2016

3<sup>rd</sup> Floor Conference Room, Tempe City Hall

1. **Call to Order** - The meeting was called to order at 10:03 a.m. by Keith Burke.

### REPS/MEMBERS/ELIGIBLE PRESENT

Keith Burke, President  
Jennifer Adams, Vice-President  
Shawn Wagner, Treasurer  
Mary Fowler, Secretary  
Donna Sullivan-Hancock, Trustee  
Maja Aurora  
DeAndro Baker  
Tanya Chavez  
Cathy Hollow  
Bobbie Jones  
Chris Kabala  
George Krall  
Kerri Logan

Lisa Loyd  
Mercedes Payne  
Wendy Springborn  
Chris Thompson  
Roger Vermillion  
Mark Weber  
Tom Wilhite

### GUESTS

Keith Smith and Billy Vickers, both of  
Internal Audit  
Suzanne Olson and Sarah Kwong, both of  
Human Resources

2. **Internal Audit update – Keith Smith and Billy Vickers**

- Keith Smith presented information on the Tempe Integrity and Tempe Ideas and Innovations website. Visit the city's homepage and look for the "Tempe Employee view" link. A question arose about whether part-time, temporary and contract employees are covered under the Whistleblower Guideline. Here is Jon O'Connor's response:

Yes – to the extent that this guideline refers to federal state and local law then it would cover anyone directly employed by the City and while strictly speaking, temporary employees are not afforded the same rights as regular employees, they are still covered by all laws related to this guideline and City practice has always been to address issues raised by temporary employees and afford them any appropriate protection. When you refer to contract employees, if you are referring, for example, to someone employed by a third party vendor such as Corporate Job Bank, if they raised a valid concern relative to their City of Tempe workplace, then they would be protected. Remember, even outside of the City processes, anyone can file a claim of retaliation with the EEOC or AZ Attorney Generals office and I don't believe those entities would care too much about the employment arrangement – they would be focusing on the issue and the impact on the individual filing. Long answer, but hopefully that provides some additional context.

3. **Approval of March Meeting Minutes**

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

4. **New Business**

- None

## 5. **Old Business**

- TSA Elections – Voting for President and Secretary closes on April 13.
- TSA Employee Survey – Donna presented results. The Board will take the results into consideration during negotiations.

## 6. **Budget Report**

- Shawn provided a budget report; TSA has 73 members. He has coordinated a member mixer from 4 to 7 p.m. on April 28 at Spokes on Southern.

## 7. **Committee Reports**

- **Labor Management** – Keith reported that the Board has had two meetings with management regarding negotiations.
- **Diversity** – Mercedes discussed the subcommittee for strategic planning, mentor/mentoree applications, Ban the Box, Women in Networking and the City Attorney’s efforts to create language regarding transgender use of public restrooms.
- **Deferred Compensation** – Tom discussed the need for ongoing education. Wendy asked for a ticker symbol for each of the funds.
- **Wellness** – Suzanne Olson reported that April 30 is the last day to complete Biometric Screening.
- **Health** – Suzanne Olson and Sarah Kwong discussed increases in health care premiums for the coming year. The Health Care Committee reviewed three options. Based on input from employee groups, department heads, etc., increases in premiums were preferable over plan changes that would cost the city. She explained that Employee Only and Employee-Child plans carry less risk. There will be adjustments in the Family and Employee-Spouse coverage to reflect the associated risk. This ensures that folks in the “lower risk” plans are not carrying any financial load for the other groups.

## 8. **Open Discussion**

- Tanya discussed SOLVE and asked for management to define roles for employees seeking support.

## 9. **Adjourn**

The meeting adjourned at 11:40 a.m. The next meeting is scheduled for 10 a.m. on May 10 in the City Hall Council 3<sup>rd</sup> Floor Conference Room.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Donna Sullivan-Hancock

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