

Tempe Supervisors Association

Representatives Meeting Minutes

10 a.m., Aug. 12, 2014

City Council Chambers – City Hall

1. **Call to Order** - The meeting was called to order at 10:14 a.m. by Keith Burke.

REPS/MEMBERS PRESENT

Keith Burke, President
Wendy Springborn, Vice President
Mary Fowler, Secretary
Debbie Bair, Trustee
Tom Wilhite, Deferred Compensation
Andy Acedo
Maja Aurora
Donna Hancock-Sullivan
Shawn Wagner

GUEST

Andrew Ching, City Manager

2. City Manager update

- Andrew discussed the active recruitment for the Human Services position. Keith asked why the city is going outside for the HS position. Andrew indicated that two of the positions were competitive re-classes, which were the result of the elimination of positions. The HS position is new, so it was an open recruitment. Andrew indicated that this is not a reflection of the one internal candidate application received.
- Andrew discussed the COW item regarding internal/external recruitment. He said that, most likely, there will be a draft change to the personnel rules and regulations; however, there is a lot of vetting being done.
- HR is looking at the use of overtime and policies, which is mostly related to UAEA and Public Safety. HR is examining at what point it makes sense to pay overtime vs. hiring full-time. Keith asked if anyone is looking at the calculation, and said he believed it was just the staffing issue. Andrew indicated that Tempe is not following the strict FSLA standard.
- Keith asked for an update on the final budget numbers for Fiscal 2013-14. Andrew indicated that numbers were slightly less than expected because of the bonus given to employees. Total revenue versus projected revenue will be a little higher. The loss of the temporary sales tax will draw down of the fund balance. He indicated that the city is expecting a \$5 million spend down. The bond rating remained stable. Tempe received the highest rating by two of the three; Tempe was rated just a bit lower by one. This will keep the interest rate on Tempe's debt in balance. The city is watching the TPT reform. If the level of audit function that the city is used to drops, Tempe will feel it.
- Wendy asked why Tempe received designation as one of the Top Ten least recoverable cities.

- Andrew asked if the bonus meant something to employees. He heard positive comments. He heard that the bonus had both symbolic, as well as practical implications.
- The City Council retreat is Sept. 12.

3. Approval of July Meeting Minutes

Mary Fowler moved to approve the July minutes; Wendy Springborn seconded. The motion carried.

4. New Business

- Keith discussed MOU Comparisons outside the \$750 bonus. The following shows recurring and non-recurring increases for each employee group.

	Fire	TOA	UAEA	TSA	SMT	CON	Averages
Recurring Increases in MOU's	2.32%	2.00%	1.27%	1.81%	1.67%	1.65%	
One-time Increases in MOU's	0.46%	0.00%	0.50%	0.04%	0.00%	0.23%	
Total Compensation Increases in MOU's	2.78%	2.00%	1.77%	1.85%	1.67%	1.88%	
\$750 Bonus Already Included in Fire's MOU		0.63%	1.08%	0.83%	0.51%	0.70%	
Total	2.78%	2.63%	2.85%	2.68%	2.18%	2.58%	2.62%
Total Recurring	2.32%	2.00%	1.27%	1.81%	1.67%	1.65%	1.79%
Total Non-recurring	0.46%	0.63%	1.58%	0.87%	0.51%	0.93%	0.83%

- Fire may be stepping away and joining a new health care system, which would have negative implications on Tempe employees.
- Tom asked the effect of the Goldwater Institute studies on issues of inequity in benefits.
- Keith presented an update on Medicare Retiree benefits.

5. Old Business

- TSA will send out a survey seeking input on members' opinions on internal-external recruitment and concurrent recruitment.
- Bonus – Keith checked and everyone who received a bonus did...four people in our group of 201 were topped out.

6. Budget Report

- No report.

7. Committee Reports

- **Diversity**

No report

- **Deferred Compensation**

Tom indicated that the funds that replaced poorly performing funds are doing better. The city has a better deal with Nationwide now because costs are better. People should be seeing more transparency of fees being charged. The city tracks fund performance and is adding more predictive tools, so the committee may be able to more readily identify funds in trouble. He discussed the new Pro Custom option with the money manager.

- **Wellness & Health committee**

The Medical Plan was to the good \$2.3 million in 2013-14. Dental was over budget and Life Insurance was under. Overall, the health plan was \$2.4 million to the good. Retiree Health Care was \$120,000 under budget. After the deficits from previous years, the city is \$1.76 million to the good. The group discussed where the surplus goes. Keith discussed the movement to put the money in a trust, which is being discussed by the committee.

8. Open Discussion

- Tom asked about flex class status as it relates to the Civil Engineering opening in Community Development. Shawn asked about the movement from Recreation Coordinator to Senior Recreation Coordinator. Debbie discussed the benefits of keeping the flex class status for supervisors as it relates to the difficulty in the process of reclassification. Tom discussed employee retention related to flex classes.

9. Adjourn

The meeting adjourned at 11:41 a.m. The next meeting is scheduled for 10 a.m. on Sept. 9 in the City Council Chambers.

Minutes submitted by Mary E. Fowler