

Tempe Supervisors Association

Representatives Meeting Minutes

11 a.m., Dec. 9, 2014
Tempe History Museum

1. **Call to Order** - The meeting was called to order at 11:10 a.m. by Wendy Springborn.

REPS/MEMBERS/EMPLOYEES PRESENT

Wendy Springborn, Vice President
Mary Fowler, Secretary
Jerry Judkins, Treasurer
Deborah Bair, Trustee
Bobbi Jones, Health & Wellness Committee
Mercedes Payne, Diversity Committee
Jennifer Adams
Charles Bladine
Hector Gonzalez
Tracy Gray
Lee Anne Mueller
Oliver Ncube
Jill Rasmussen
Larry Schmalz
Pete Smith
Donna Sullivan-Hancock
Lisa Vallejo

GUESTS

Andrew Ching, City Manager
Cassidy Crossen, Napier, Coury & Baille
Eric Wilson, Napier, Coury & Baille

2. **City Manager update**

- Andrew provided an update of the city's financial status. He indicated that the city just reviewed the long-range forecast. The city is projecting slightly larger increases for salaries. Unforeseen circumstances, council priorities and supplementals can change these numbers. Andrew is cautious about adding staff at the detriment of current staff. Jerry asked about legislative bills that might deter from the financial growth of the city. Andrew indicated that the looming state deficit can affect the budget. Such activity usually begins in January.
- Andrew has not given direction to department heads related to supplementals.
- Oliver asked whether the city could get back to a 5% pay plan (steps). Andrew explained the difficulty of executing the model. He indicated that the meet and confer groups could negotiate a pay plan over the years. Oliver asked how the city could be competitive when new employees are not able to move much within the pay range. Andrew said that he is hearing complaints about the latitude being given to new hires.

- Wendy 35 hires came in above the minimum
- Andrew confirmed that the amount put into the long-range budget was for all compensation. Donna presented labor statistics related to the cost of goods/cost of living and compared them to increases employees have been given.
- Andrew indicated that wage stagnation is in no way unique to Tempe, but that raises are not keeping ground with COLA.
- The group discussed morale issues related to bargaining power as it relates to the employee groups.
- Andrew indicated that the loss of Fire in the health insurance plan could represent a negative impact on the city. This, however, is being mitigated through the negotiation for the exit.
- Oliver asked about the city's plan for secession planning. Andrew shared his model for reinventing the Professional Development Club to address this.
- Jerry asked about the reorganization. Andrew indicated that the city is just about finished. The Education Coordinator and Deputy Human Services positions are in process.
- Bobbi asked about feedback on Tempe 311. Andrew said that it is positive overall; however, having two locations has added a few challenges. Bobbi indicated that the program has lessened Community Services' ability to support internal customers.

3. **Open Discussion**

- The group discussed strategies for increasing membership.
- The group discussed a financial audit. The group supported joining PD and UAEA in hiring James Cell to conduct an audit. The cost will be between \$5,000 and \$10,000 and split between the groups.
- Representatives from Napier, Coury & Baillie presented information on benefits of TSA membership.
- The organization is in the process of rewriting the by-laws and will address the rep issue.

4. **Approval of November Meeting Minutes**

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

5. **New Business**

- Six-Sided Partnership update – The current focus is on the Personnel Rules & Regulations rewrite.
- Negotiation ideas – The group discussed the following.
 - Price for Inflation for HRA
 - Deferred Compensation Increase
 - Auto-Load
- Public Works Supervisors - Table

6. **Old Business**

- No discussion

7. **Budget Report**

- No report.

8. **Committee Reports**

- **Diversity** – No report.

- **Deferred Compensation** – No report.
- **Wellness & Health committee** – Bobbi for that.

9. **Adjourn**

The meeting adjourned at 1:25 p.m. The next meeting is scheduled for 10 a.m. on Jan. 13 at Tempe City Hall.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Wendy Springborn