



Representative Minutes  
December 12, 2017 10 a.m.  
City Hall 3<sup>rd</sup> Floor Conference Room

1. **Call to order** – Mary Fowler called the meeting to order at 10:06 a.m.

**TSA Active Members**

Mary Fowler, President  
Tanya Chavez, Vice-President  
Michelle Fedor, Secretary  
Bruce Smith, Trustee  
Maja Aurora  
Cathy Hollow  
Bobbi Jones  
Shawn Parlich  
Kelly Rafferty  
Jordan Reardon  
Jack Richards

Wendy Springborn

**GUESTS**

Andrew Ching, City Manager  
CJ D'Angelo, Wellness Coach  
Kathryn Baillie, Napier, Coury &  
Baillie, P.C.

**ABSENT**

Donna Sullivan-Hancock, Treasurer

2. **Approval of November Minutes**

- Bruce moved to approve the November minutes; Tanya seconded the motion. The motion carried.

3. **Committee Reports**

- **Diversity** – No report.
- **Deferred Compensation** – No report. Tom Wilhite will provide a report in January.
- **Wellness** – CJ D'Angelo, the onsite wellness coach provided by Provata, gave an overview of the wellness program.
- **Health Committee** – LTD and STD programs are still under discussion.

4. **City Manager's Report – Andrew Ching, City Manager**

- This is Andrew's last TSA Rep meeting before negotiations start.
- The city is not anticipating any recessionary trends for the next 2 – 3 years.
- Salary and wages should be competitive/sustainable and not be dependent on economic cycles.
- The City will conduct community and business surveys.
- The employee survey will be on alternate years from the community and business surveys.

5. **By Laws Update**

- Updated by-laws are available on the TSA website.

6. **Budget Report**

- We are well within our budget.
- We have 85 members.

**7. Labor Management update**

- Re-opener negotiations will start on December 19, 2017.
- The board has meetings scheduled with each Council Member.

**8. Member Announcement/Future Agenda Items**

- February's meeting will be the annual TSA recruitment lunch at the Tempe History Museum, 809 E Southern Ave (near Rural Rd, next to the Tempe Public Library).
- Please contact Tanya if you are interested in volunteering to help.

**9. Adjourn**

- Meeting adjourned at 11:13 a.m.

The next meeting is scheduled for 10 a.m. on January 9, 2017, in City Hall's 3<sup>rd</sup> floor Conference Room.

Submitted by: Michelle Fedor

Reviewed by: Mary Fowler

[www.tempetsa.org](http://www.tempetsa.org)