

Tempe Supervisors Association

Representatives Meeting Minutes

10 a.m., March 11, 2014

Don Cassano Room - Tempe Transit Center

1. **Call to Order** - The meeting was called to order at 10:08 a.m. by Keith Burke.

REPS/MEMBERS PRESENT

Keith Burke, President

Wendy Springborn, Vice President

Mary Fowler, Secretary

Andy Acedo, Trustee

Bobbi Jones, Health & Wellness

Mercedes Payne, Diversity

Roni Alexander

Denise Brewer

Kenneth Crossland

Donna Sullivan-Hancock

GUESTS

Renie Broderick, Human Resources

2. **HR update**

- The city is in negotiations with TOA and Fire and will be negotiating with TSA once requested documents are supplied by Ken Jones and HR.
- Updates to the Personnel Rules and Regulations is "moving along." Rule Four will be taken to the Directors and Rules Five and Six are in process.
- The Supervisor's Academy began in February. HR is happy with the attendance, and feedback has been positive.
- Keith asked if the city has been hiring new positions. Renie indicated that Ken Jones has assured that all positions represent a "zero sum gain." Current, vacant positions are being filled, some positions are being combined, and some are being reclassified. Any new positions have to be created through supplementals. Renie is not aware of any increases to the number of positions. The Fire Department is hiring about 13 positions as replacements for retiring personnel.
- Department Heads submitted about \$3 million in supplementals, which will come out of the same pot of money that is available for employee wages and benefits.

3. **Approval of February Meeting Minutes**

- Mary asked for clarification regarding the discussion of taking a \$2,500 payout instead of Tuition Reimbursement. The discussion related to an annual payment and not a one-time payment.

4. **New Business**

- No report

5. **Old Business**

- None

6. Budget Report

- No report

7. Committee Reports

- **Diversity** – Mercedes distributed the Human Rights Campaign Index (Mercedes has copies of the report). This is a voluntary analysis to see where the city is in its commitment to diversity. She indicated that last year's score may have precipitated the city's recent adoption of the anti-discrimination ordinance.

The committee is investigating a "gross up" in domestic partner benefits for same-sex couples to counter state tax implications.

The city is continuing to analyze the effects of offering transgender benefits. There would be an increased overall health care premium. Committee members are discussing other procedures that would be included as a result of this proposal.

The next Women in Networking topic is Women's Health on April 18.

The Mentoring program will begin soon.

Jon O'Connor presented information to the committee about 2013 exit interviews. In 2013, 120 people left the city; 60 of those were retirees. Mercedes has copies of the exit interview report.

- **Deferred Compensation** –
No report

- **Wellness & Health committee** – Bobbi reported that three companies remain to provide the city's pharmaceutical coverage. All three promote "Narrow Network" offerings, which restrict prescription purchase to one provider (like Walgreens or CVS). TSA is not favoring such as many individuals want a choice in their options.

Bobbi noted that Walgreens prices allegedly vary from store to store, so people should comparison shop.

The city will continue the mail order option; 65 percent of the city's prescriptions are delivered via mail order.

8. Open Discussion

- Wendy attended Ken Jones' budget presentation to City Council. Ken used an example of a 1.2% recurring increase (STEP) and a 0.4% one time (Bonus) to illustrate how it affected the long range planning. She has heard that the estimated increase in PSRS costs was 38 to 42 percent but it could

rise to as high as 60 percent. She reminded members that we knew there would not be as much available this year, and that is why we negotiated for a larger amount last year.

9. Adjourn

The meeting adjourned at 11:15 a.m. The next meeting is scheduled for 10 a.m. on April 8 at the Westside Community Center.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Wendy Springborn