



Representative Minutes
May 14, 2019 10 a.m.
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President
Donna Sullivan, Vice-President
Michelle Fedor, Secretary
Cathy Hollow, Trustee
Kristi Griffin
Cody Lowe
Tarja Nummela

Kelly Rafferty
Laura Somershoe
Wendy Springborn
Jonni Wolfe
Shaun Yunt

1. **Call to order** – Mary Fowler called the meeting to order at 10:01 a.m.
2. **Approval of the April meeting minutes**
Michelle moved to approve the minutes; Cathy seconded the motion. The motion carried 3 to 0
Ayes: Mary, Michelle and Cathy
Nays: None
Absent: Bruce
Donna arrived after the vote
3. **Kathleen Broman – HR Manager, Benefits**
 - Open enrollment 5/13 – 5/31
 - Passive – if you do nothing, nothing changes
 - Employees who waive benefits must do that every year
 - There will be cost increases
 - 2.58% increase
 - The new handbook has more info
 - ER copay has increased by \$50
 - Out of pocket max is increasing by \$1,000 for both options
 - 13% increase for dental
 - DHMO plan is less expensive
 - But has limitations on which dentists you can go to
 - May 21 – Dental Lunch and Learn
 - Mediflex contributions are increasing
 - MD Live copay is \$10 – sign up before you get sick
 - Any qualifying changes occurring outside of Open Enrollment must be submitted within 30 days of the event
 - Wellness website is back up and running
4. **Election Results**
 - This item was placed on the agenda to announce the results
 - A discussion started on the contested Vice President election

- A request was made to the Special Elections Committee to have a run-off. The decision to accommodate this request will be left to the membership. Mary tabled the discussion until the results of that election take place. Voting ends on 5/23.
- The election committee is consulting with Kathryn.
- Bruce Smith ran unopposed and has been elected Treasurer of the Tempe Supervisors Association. The board thanked outgoing Treasurer Donna Sullivan Hancock for her service.

5. OPEB Update

- The options were submitted to Council and these were voted for:
 - Make benefits for part-time regular employees more attainable
 - Annual inflationary adjustments for Group 3 HRA contributions
 - Annual inflationary adjustments to Group 2 Medicare benefits
 - Minimum benefit for Group 2 who leave the city prior to retirement
- The TSA board met with individual Councilmembers prior to the vote to make them aware of our concerns
- They also met with Ken Jones – he was instructed to do more investigation

6. Committee Reports

- **Diversity absent**
- **Deferred Compensation**
 - Committee reviewing proposals for record keepers for the 401k/457/HRA accounts
- **Wellness - no update**
- **Health Committee covered under OPEB update**
- **Six-sided Partnership**
No report
- **Labor Management**
 - Vote on MOU ratification
 - Didn't look at wages
 - Negotiated every year on a 5-year contract. We probably won't this next time.
 - 2021 for next wage re-opener
 - We got on Parking Committee
 - Deferred comp increases
 - Indemnification – language added to outlining the city's practice of defending employees against third party claims
 - Sabbatical updated to allow take second week after 15 years instead of 20
 - Retirement cash-out – removed language preventing employees under disciplinary action from receiving the benefit.
 - Uniform allowance increased to match UAEA.
 - Work schedule – a reason must be provided when changing work schedules
 - Supervisor never gets a meeting when there is an investigation unless extenuating circumstances
 - Council working on parental leave
 - Might have to match with council priorities and strategic initiatives
 - Is there a way to deal with chronic complainers? Employees who lodge unfounded complaints again supervisors?
 - We're not disciplining for false complaints

7. Rep Training

- Tempe History Museum
- From 10 a.m. to 2 p.m.

8. FY 2019-2020 Budget Presentation

- Donna presented the FY 2019/2020 budget

9. Member Announcements/Future Agenda Items

- Wendy won lunch with Andrew

10. Adjourn

Meeting adjourned at 11:20 a.m.

The next meeting is scheduled for 10:00 a.m. on June 11, 2019, in the City Manager's conference room on the 3rd floor of City Hall.

Submitted by:
Michelle Fedor

Reviewed by:
Mary Fowler

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