

# Tempe Supervisors Association

## Representatives Meeting Minutes

10 a.m., Oct. 10, 2014

City Council Chambers – City Hall

1. **Call to Order** - The meeting was called to order at 10:05 a.m. by Keith Burke.

### REPS/MEMBERS PRESENT

Keith Burke, President  
Wendy Springborn, Vice President  
Mary Fowler, Secretary  
Jerry Judkins, Treasurer  
Debbie Bair, Trustee  
Andy Acedo  
Maja Aurora  
Russell Bayles  
Tanya Chavez  
Osvaldo Espinoza  
Tracy Gray  
Donna Hancock-Sullivan  
Shawn Wagner

### GUEST

Andrew Ching, City Manager

2. **Approval of August Meeting Minutes**

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

3. **New Business**

- Negotiating salaries with internal employees outside of the MOU – Keith discussed information that came out of the Six-Sided Partnership meeting related to wage compaction that results from hiring employees in at a higher wage and negotiations when people hire in and when current employees receive additional compensation outside the MOU. Members recommended a process to follow for allowing this situation. Tanya suggested that a TSA and UAEA rep be part of the discussion when these events occur.
- The meet and confer process – TSA has submitted its intent to negotiate for the future year.

4. **City Manager update**

- Andrew discussed the preliminary budget report. End of the year receipts are good and audits came back positive. State law is limiting the city's ability to audit multi-jurisdictional audits. Funding has limited the implementation, so the city will continue tax collection and licensing until January 2016. The state's auditing process will begin in January 2015.

- Jerry asked how Tempe compares with other cities as it relates to other cities. Andrew indicated that Tempe is doing better than Phoenix. Chandler's tax base is doing well and the city has experienced positive growth. Andrew cautioned about carefully providing incentives.
- The long-term forecast numbers are good. Some of this is a result of one-time collections based on the audit; however, the city will not make projections based on non-recurring income. Today's budget projections show an increase in employee compensation; however, the caution is that Tempe is not budgeting any recessionary trends or the large deficits that the state will experience in the future. If that occurs, potentially, the city will have to adjust.
- Growth of future positions - Andrew indicated that those will come, but the city must be responsible. Keith cautioned that department supplemental requests must be balanced with employee compensation.
- Jerry asked when the city will see revenue benefits to offset public safety costs related to the new construction projects. The group discussed the effect on streets, traffic and other departments. Andrew indicated that Marina Heights expects to receive its Certificate of Occupancy in mid-2015.
- Jerry asked how the new council members will affect Andrew's direction.
- Diversity/Human Services – Andrew indicated that because of the process, the city held-off on how to integrate these. Rosa and Naomi are meeting to determine the process.
- Education Coordinator – This position is ready to go. Currently the position is within the Human Services Department; however, it may develop into something that will morph into workforce development. More than one position may be developed.
- City recruitment (internal/external) – The city is moving forward with amendments to the Personal Rules & Regulations process. This practice is not the standard today without approval from the City Manager. The following will be put forward in the next round of Personal Rules & Regulations: Hiring managers can do concurrent recruitments. If there are five or more qualified internal applicants, managers would start there. If the manager determines that he or she is not hiring from the internal applicants, the external applications would be ready to go.
- MAG has been asked to do a special, mid-decade census. The Census Bureau is doing a test census in the most eastern part of Tempe. This is mostly to ensure that the bureau's process works. The bureau is looking to enhance its online component.
- Deb asked about budget priorities that may have arisen from the Council Retreat. There was an Economic Development presentation that introduced the Alexandria project to create an Entrepreneur Network at the Library. Andrew hopes to use current or contracted staffing to meet the needs.
- Keith asked about where the city stands on TSA's trigger. The city is awaiting finalization of the budget. Andrew wants to correctly attribute the dollars.

## 5. Old Business

- City recruitment (Internal/External) – Covered in City Manager update.
- Retiree Health Care – The city accepted the United Health Care plan. Shawn indicated that employees in Group 3 must manage their own health care accounts. Individuals have to allocate current and future funds; otherwise, employees will only

get what the bond yields. Keith indicated that TSA will ask the Six-Sided Partnership to educate employees about this issue.

**6. Budget Report**

- Jerry indicated that there is about \$9,000 in the account.

**7. Committee Reports**

- **Diversity**  
No report
- **Deferred Compensation**  
No report
- **Wellness & Health committee**  
Keith reminded people that the program ends the beginning of May, so be sure to get your points.
- TSA will be represented for the selection of the new Health Benefits Coordinator.

**8. Open Discussion**

- Tanya suggested a meet and greet with the new council members.
- Vacation Codes – The Unplanned Vacation code will not take place. FSK will be replaced with SK.

**9. Adjourn**

The meeting adjourned at 11:29 a.m. The next meeting is scheduled for 10 a.m. on Nov. 18 in the City Council Chambers.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Wendy Springborn and Deborah Bair