

Tempe Supervisors Association

Representatives Meeting Minutes

10 a.m., Dec. 8, 2015

City Council Chambers

1. **Call to order** – Keith Burke called the meeting to order at 10:03 a.m.

PRESENT

Keith Burke, President
Jennifer Adams, Vice President
Shawn Wagner, Treasurer
Mary Fowler, Secretary
Donna Sullivan-Hancock, Trustee

Maja Aurora
Tanya Chavez
Brad Fuller
Ken Halloran
Cathy Hallow
Chris Kabala
Lisa Lloyd
Kerri Logan

Mercedes Payne
Donna Rygiel
Kristen Scharlau
Bruce Smith
Wendy Springborn
Chris Thompson
Roger Vermillion
Tom Wilhite

GUESTS

Andrew Ching, City Manager
Marge Zylla,
Kathryn Baille, Napier, Coury &
Baillie, P.C.

2. **City Manager Update: Andrew Ching**

- Andrew discussed a “retooling” of the Diversity Office. Strategic planning and performance evaluations will be added to the office’s duties.
- He discussed the city’s financial forecast and strategy and frustrations related to employee compensation. He suggested a review of the compensation package related to fairness and sustainability to prevent an accordion effect in good and bad times. One idea is to use a three-level approach involving Step, COLA and Performance-based adjustments.
- He shared information on the IT restructuring.

3. **Legislative Report: Marge Zylla**

On Dec. 3, the council supported the principles that Marge will be advocating for the session. The session begins Jan. 12. She discussed Proposition 123, local pre-emption bills, permitting, tax implementation bills, PSPRS and legislative plans for the session. She discussed an unexpected surplus (cash flow) that the legislature will address. We will have a better view once the governor presents his budget. Marge includes a summary of bills in Friday packets and welcomes feedback from

employees.

She discussed the renter's bill that was killed.

4. Approval of November Meeting Minutes

Mary moved to approve the November minutes; Jennifer seconded. The motion carried.

5. Six-Sided Partnership recap

- Keith discussed the Finalizing Hiring Practices Guidelines, specifically outlining "ban the box." Mary added that listing professional qualifications will be crucial when determining interview selections.
- Safe Haven update (using SOLVE)
- Andrew outlined the city's position on personal licensure and legal representation. The city will research indemnification insurance.
- Keith presented information about the outside employment issue.

6. New Business

- Mayor/Council meetings with TSA/UAEA – the board has met with Corey and Robin and will meet with Joel on Friday.
- New Representatives – Mary presented information on the new representatives.
- Representation of non-active members – Jennifer indicated that the board has decided to represent non-active members one time; this includes consultations.
- Keith presented information on WHL, VA, SK end of year payouts.
- Part-time, benefitted health care benefits – the city is reviewing this policy.
- Annual TSA Member Recruitment and Representatives meeting will be from 11 a.m. to 1 p.m. on Jan. 12, Library Program Room A. Mercedes, Kerri and Tanya offered to help.

7. Old Business

- Market Study Review – TSA met with HR on Nov. 7 and reviewed job families. The group is waiting for more information.

8. Budget Report

- Shawn reported that TSA has 67 members, but the group will show a deficit as a result of the forensic audit. Investments took a hit in the third quarter.

9. Committee Reports

- Labor Management - MOU Negotiations. Keith asked for suggestions for negotiated items.
- Diversity – Mercedes indicated that the group will meet today at 3 p.m.
- Deferred Compensation - The city's fund balance dropped by about 3.5%. People in the PIMCO fund will be asked to move to another fund.
- Wellness & Health Committee – there has been no meeting.

10. Open Discussion

- Shawn reminded people to review temporary, non-benefitted hours.
- Ken asked about the benefit of the forensic study that estimated an \$11 million surplus vs. the city's \$7 million estimate. The forensic study did not take the \$4 million expense for the Town Lake dams into consideration.

11. Adjourn – The meeting adjourned at 11:45 a.m. The next meeting is scheduled for 11 a.m. to 1 p.m. on Jan. 12 in Library Program Room A.

Submitted by Mary Fowler; Reviewed by Shawn Wagner.