

# Tempe Supervisors Association

## Representatives Meeting Minutes

11 a.m., Jan. 12, 2016

Tempe Library, Program Room A

1. **Call to Order** - The meeting was called to order at 11:13 a.m. by Keith Burke.

### REPS/MEMBERS/ELIGIBLE PRESENT

Keith Burke, President  
Jennifer Adams, Vice-President  
Shawn Wagner, Treasurer  
Mary Fowler, Secretary  
Donna Sullivan-Hancock, Trustee  
Mercedes Payne, Diversity Committee  
Bobbi Jones, Health Committee  
Tom Wilhite, Deferred Comp Committee  
Brenda Abney  
Patricia Alcala  
Kirsten Alger  
Maja Aurora  
Allison Burke  
Tanya Chavez  
Colleen Concannon  
Michelle Fedor  
Cynthia Garcia  
Jodie Garth  
Megan Hanks  
Catherine Hollow  
Barrett Jurgemeyer  
Jeremy King  
Richard King  
Chris Kabala  
Kerri Logan  
Doug McDonald

Anthony Miano, Jr.  
Jeremy Mikus  
Michelangelo Molina  
Lee Ann Mueller  
Jill Rasmussen  
Bonnie Richardson  
Patty Russell  
Ramon Saiz  
Gloria Sanchez  
Kristen Scharlau  
Larry Schmalz  
Laura Somershoe  
Chris Thompson  
Lisa Vallejo  
Andrea Vasile  
Roger Vermillion  
Lily Villa  
Mark Weber

### GUESTS

Robin Arredondo-Savage, Tempe City Council  
Kathryn Baille, Napier, Coury & Baillie, P.C.  
Tony Cani, Mayoral Aide  
Mark Mitchell, Mayor

2. **Mayor/Council**

- Mayor Mitchell and Robin Arredondo-Savage thanked group for the services staff provides. The group discussed the following:
  - Difficulties supervisors have gaining support for holding employees accountable
  - Improving all-way communication
  - Effects of “council one-offs”
  - Utilizing resources
  - Lack of resources available to ensure resident involvement and input into city projects.
  - Minimizing reactive, complaint-driven decisions and increasing pro-active, thoughtful planning. Are we training residents to complain?

- Incentive programs for saving the city money
- Wages: attrition/retirement effects
- Employee survey
- Ranking Quality of Life as part of the supplementals and the importance of community and department collaboration
- The Mayor and Councilmember stressed the importance of staff and management expressing what can be done and will talk to the City Manager about finding ways to open communication that welcomes truthful discourse. They encouraged membership in TSA to show solidarity and strength. They asked that members echo the messages the board is taking forward.
- Councilmember Arredondo-Savage led a discussion about leveraging the community.
- Councilmember Arredondo-Savage discussed how construction is a one-time hit to the city coifs versus a recurring benefit.
- Mayor Mitchell discussed State of Arizona Legislative decisions that may affect cities. He indicated that while the state has not implemented the transaction privilege tax policy, it will, and cities do not know how that will affect budgets.

### 3. **TSA Benefit Presentation**

- Keith and Jennifer reviewed the benefits of membership in TSA.

### 4. **Approval of December Meeting Minutes**

- Mary moved to approve the minutes; Keith seconded the motion. The motion carried.

### 5. **New Business**

- Members who may not be comfortable asking questions of Management or Mayor/Council are welcome to send questions in advance to the board.
- In an effort to improve the intimacy of the TSA Rep meetings, the group will move to the Large Conference Room on the Third Floor of City Hall for future meetings.
- Keith reminded members to send any ideas they may have to the board related to employee parking in the downtown.

### 6. **Old Business**

- Keith indicated that Jon O'Connor will bring Rules & Regulations changes to the Six-Sided Partnership. Mary reminded members to let the board know if they have any input on the changes related to the Grievance Process or Save Haven guidelines.
- Professional Licenses – TSA continues to discuss indemnification with the Six-Sided Partnership
- The TSA and UAEA boards have met with Councilmembers Arredondo-Savage, Woods and Navarro and are working on meeting with Councilmembers Kuby, Granville and Shapira and Mayor Mitchell.
- Shawn explained that part-time, benefitted employees in health care group three can qualify for the one-time HRA deposit and monthly stipend once they accumulate 20,800 hours.

### 7. **Budget Report**

- Shawn provided a budget report and indicated that he will have more information about the investment account when tax documents are provided. He is beginning the tax-filing process.

### 8. **Committee Reports**

- **Labor Management** – Keith asked for input on what members wish to see in the MOU and asked for ideas for negotiations.

- **Diversity** – Mercedes provided an overview of Tempe’s participation in Challenge Day for Youth activities.
- **Deferred Compensation** – No report.
- **Wellness & Health committee** – Keith reminded the group that registration for biometric screening is underway.

9. **Open Discussion**

- Mary reminded TSA-eligible employees that they can join TSA through PeopleSoft or download an application from the TSA website.

10. **Adjourn**

The meeting adjourned at 12:48 p.m. The next meeting is scheduled for 10 a.m. on Feb. 9 in City Hall’s 3<sup>rd</sup> Floor Conference Room. Councilmembers Joel Navarro and Corey Woods are scheduled to attend.

Minutes submitted by Mary E. Fowler

Minutes reviewed by Donna Sullivan-Hancock

<http://www.tempetsa.org/>