

Tempe Supervisors Association

Representatives Meeting Minutes

10 a.m., Sept. 9, 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
Bobbi Jones, Health & Wellness Committee
Mercedes Payne, Diversity Committee
Tom Wilhite, Deferred Compensation Committee
Andy Acedo
Kris Schlarlau
Shawn Wagner
Steve Faye

GUEST

Renie Broderick, HR Manager

2. **Approval of August Meeting Minutes**

Mary Fowler moved to approve the August minutes; Jerry Judkins seconded. The motion carried.

3. **New Business**

- CPM – The new policies were discussed. The city is requiring a 50-50 split between employees and the city for time off. Renie indicated that people who were selected previously but were not allowed to attend would have to resubmit if they were interested in attending in future sessions.

4. **HR Manager update**

- Renie said that there were 90+ applicants for the Human Services position. Eight are being interviewed today. The panel has external representation, as well as internal staff. There will be an employee forum next week.
- Deb asked about how to code yesterday's weather event. Renie indicated that anyone who came in should not be docked. If there were no-shows, people should have to use vacation time. The emergency number on the back of newer badges was not activated for information.
- Keith asked about the status of the background checks for IT. There is a meeting this afternoon on the topic. Renie indicated that the background checks will effect contract and part-time employees.

- Internal/External recruitment – Renie has a meeting with the COW committee, Andrew Ching and Ken Jones this week. Her sense is that there is not support from the City Council to move forward on an open recruitment.
- Retiree Health Care update – There is a meeting next Thursday. The Health Care Committee will review the RFPs at that meeting. Renie discussed the impetus for sending out an RFP. Shawn asked if any changes have been given to considering to compensating for the escalators. Renie indicated that there was never the intention to give Group 3 and 2 the same benefit. The intention was to phase out retiree health insurance for employees. The group discussed the benefits of Group 1 and 2. Mesa and Tempe are the only cities in the valley that have employer-provided retiree healthcare. Scottsdale and Chandler employees can purchase plans. Jon O'Connor and Sarah Kwong are the HR contacts for retiree health care.
- New Payroll Codes – Renie explained the new payroll codes and the impetus for creating them. There is no longer an allotment for family sick.
- The group discussed classifications related to different divisions and their titles. For instance, the “coordinator” position in Community Services has different ranges and responsibilities.

5. **Old Business**

- City recruitment – Keith indicated that TSA is split related to recruiting internally and externally. The vote was 17-12 in favor of going outside.
- Retiree Health Care – Keith discussed some of the issues that are surrounding discussions.

6. **Budget Report**

- Jerry indicated that there is about \$8,000 in the account.

7. **Committee Reports**

- **Diversity**

Mercedes reported that there is a meeting tomorrow. External recruiting will be a topic.

- **Deferred Compensation**

Tom reported on the quarterly meeting. He asked if there has been any feedback about Nationwide's new reporting. Please refer people to Tom so he can report back to the company. Shawn talked about the new Pro Account.

- Steve asked whether employees are required to take vacation to meet with Jason.

- **Wellness & Health committee**

Bobbi reminded people to download the training schedule even if you do not sign up for the marathon.

8. **Open Discussion**

- The group discussed the concept of unscheduled vacation. Shawn asked why this concept was not vetted among the employee groups. Keith will ask for some written clarification and will ask that it is put back on the six-sided agenda.

- Some supervisors indicated that they are not receiving support from their supervisors to deny unscheduled time off.
- The group discussed the shift bidding process for vacant positions. Precedent was sent in the Court related to this issue in the past.

9. **Adjourn**

The meeting adjourned at 11:39 a.m. The next meeting is scheduled for 10 a.m. on Oct. 14 in the City Council Chambers.

Minutes submitted by Mary E. Fowler