



Representative Minutes
September 11, 2018 10 a.m.
City Hall 3rd Floor Conference Room

1. Call to order – Mary Fowler called the meeting to order at 10:02 a.m.

TSA Active Members

Mary Fowler, President
Michelle Fedor, Secretary
Bruce Smith, Treasurer
Catherine Hollow, Trustee
Maja Aurora
Linda Cano
Mercedes Payne

Kelly Rafferty
Jordan Reardon
Wendy Springborn
Sue Taaffe
Jonni Wolfe

2. Internal Services Updates – Renie Broderick, Internal Services Director

- Wellness: Provata was bought by Stay Well.
 - Points are on the website now.
 - Problem with activity trackers overheating.
 - There is no plan on how to get a replacement yet.
 - This may affect the walking challenge programs.
 - There are no scales for the weight loss program.
 - The Wellness Program may have to go out for bid.
- Almost time for budget season – again.
- The first performance management meeting will be held September 20.
 - Reps from all sides will be included.
 - They will meet every other week.
- Rules/ Six-Sided update:
 - Military leave.
 - Employees do not use VA for interviewing in other departments.
 - Holiday options for part time employees.
- Employees can use city vehicles for union business.
- Recording conversations
 - In AZ, only one person has to know.
 - In the City, all parties should know.
 - Management can't refuse to be recorded.
 - The city is considering a rule that would require supervisors and managers to allow recording. They could not cancel a meeting just because someone was recording.
- Interview Panels
 - Draft updates to the recruitment and selection guidelines are making the rounds.
 - Establishing panels
 - Special training for panelists
 - Friends
 - Concerns about external panelists

- A Council Code of Conduct will be on the ballot.
 - If it passes, Council will be able to vote other members off.
- An art tax will be on the ballot.
- The new ruling regarding using 401K plans to repay student loans has been sent to the Deferred Compensation Committee.
- No updates on Groups 2 and 3.

3. Approval of August Minutes

- Michelle moved to approve the August minutes; Bruce seconded the motion. The motion carried unanimously.

4. TSA Board Update

- Cathy Hollow is the interim trustee.
- Sue Taaffe is a new rep.

5. Committee Reports

- **Diversity**
 - Mary reported that the committee discussed the city's flex time policy.
 - Councilmember Adams is part of a group bringing a Pride Celebration to Tempe.
 - The group will continue to work on its strategic plan.
- **Deferred Compensation** – No report
- **Wellness** – Did not meet
- **Health Committee** – Did not meet
- **Six-Sided Partnership** – Did not meet

6. Financial Update

- Bruce indicated that TSA has added one more member and membership stands at 95.

7. Member Announcements/Future Agenda Items

- Jonni asked if the city is moving forward with changing Group 2 and Group 3 Health Insurance.
- Mary will be attending the Council Retreat and suggested that others attend, as well.

8. Adjourn – Meeting adjourned at 11:08 a.m.

The next meeting is scheduled for 10 a.m. on October 9, 2018, in the 3rd Floor Conference Room of City Hall.

Submitted by: Michelle Fedor

Reviewed by: Mary Fowler

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