

Tempe Supervisors Association

Representatives Meeting Minutes

10:05 a.m., Jan. 13, 2015

City Council Chambers – Garden Level City Hall

1. **Call to Order** - The meeting was called to order at 10:07 a.m. by Keith Burke.

REPS/MEMBERS/ELIGIBLE PRESENT

Keith Burke, President
Wendy Springborn, Vice President
Jerry Judkins, Treasurer
Mary Fowler, Secretary
Deborah Bair, Trustee
Bobbi Jones, Health & Wellness
Committee
Mercedes Payne, Diversity Committee
Tom Wilhite, Deferred Compensation
Committee
Andy Acedo
Jennifer Adams

Maja Aurora
Denise Brewer
Marjorie Davis
Donna Hancock-Sullivan
Lisa Lloyd
Kerri Logen
Douglas McDonald
Chris Thompson
Kristen Schlarlau
Roger Vermillion

GUEST

Renie Broderick, Human Resources

2. **HR update**

- Health insurance premiums - HR will review claim's history for premium amounts for 2015-16. The process takes several months. Renie is optimistic about costs remaining stable because the city has had lower claims. Keith asked if last year's surplus will be used toward next year's claims so we can keep costs low. Renie believes that we will not have to raise rates. We need to have \$2.5 million dollars as a three-month reserve. Renie does not know the per-employee health care expense heading into negotiations.
- Renie indicated that the firefighters leaving the city's health care plan will impact the city by raising costs. The estimate is \$300,000, which management has indicated it will pay outside of negotiable benefits.
- Renie indicated that the Affordable Health Care impacts have been implemented. The 30-hour rule is the only issue with which the city is dealing.
- The Life Insurance provider is up for bid.
- Deborah asked about doing an employee satisfaction survey. Renie advised the Board to approach the topic at the Six-Sided Partnership. The group was mixed on the effectiveness of a survey.
- Mayor and Council members have agreed to attend TSA meetings. Joel is scheduled for February; Kolby will attend in March. UAEA members will be invited to attend this part of the meeting.
- Renie talked about IT efforts. The next big push for refresh is to install zero technology in the Water Division. Additionally, IT is looking to address WiFi challenges in the Tempe Library.

- Rules and Regulations rewrite - The Six-Sided Partnership is meeting tomorrow. The review is almost complete. Once complete, employees will have a month to review the rules on SharePoint.

3. **Approval of December Meeting Minutes**

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

4. **New Business**

- Public Works Supervisors – Keith explained that TSA reviews position changes.
- Mayor and Council update – Keith updated the group on meetings with Robin, Kolby, Corey, Mark and Joel. The board will schedule meetings with David and Lauren once they are sworn in on Thursday.
- Representative Elections – TSA will announce election processes in February.

5. **Old Business**

- Negotiations – Keith announced that PD is no longer a partner in a joint-audit with UAEA and TSA. As a result, an audit of city financials would cost each group about \$5,000 instead of \$3,000. The group is in favor of joining UAEA in an audit.
- Ideas for negotiations:
 - Expand tuition reimbursement to include more than college credit.
 - Ask to increase the deferred comp and 401K match.
- Wendy discussed the TSA By-Law revisions.

6. **Budget Report**

- TSA has \$8,000+ in the bank account and about \$37,000 in the investment account.

7. **Committee Reports**

- **Diversity** – MLK activities are taking place on Monday and the Unity Walk will be Jan. 31.
- **Deferred Compensation** – Tom Wilhite discussed the Dec. 14 quarterly meeting. He indicated that funds have increased from \$127 million last year to \$140 million this year. He discussed the Pro Account. The committee is discussing changing the investment philosophy related to the tools it uses to evaluate funds. The group is looking for tools to monitor funds on an ongoing basis.
- **Wellness & Health committee** – Bobbi announced that registration is currently open for Biometric Screening.

8. **Open Discussion**

- Wendy announced that Public Works will be scheduling a labor management meeting. The group agreed to invite dues-paying TSA members only.

9. **Adjourn**

The meeting adjourned at 11:35 a.m. The next meeting is scheduled for 10 a.m. on Dec. 9 in the City Council Chambers at City Hall.

Minutes submitted by Mary E. Fowler
Minutes reviewed by Wendy Springborn