

# Tempe Supervisors Association

## Representatives Meeting Minutes

10 a.m., Nov. 18, 2014

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 PRESENT**

Keith Burke, President  
Wendy Springborn, Vice President  
Mary Fowler, Secretary  
Jerry Judkins, Treasurer  
Deborah Bair, Trustee  
Bobbi Jones, Health & Wellness Committee  
Mercedes Payne, Diversity Committee  
Jennifer Adams  
Maja Aurora  
DeAndro Baker  
Russell Bayles  
Ginny Belousek  
Denise Brewer  
Kris Schlarlau  
Donna Sullivan-Hancock  
Shawn Wagner

### **GUESTS**

Renie Broderick, Human Resources  
Ken Halloran

### 2. **HR update**

- Renie indicated that Ken is still waiting for the final numbers to determine if TSA met the trigger for a one-time bonus. He should know soon.
- Renie discussed the virtual desktop. This saves money on refreshes.
- Starting in July, the city's contribution to the Fire Department's retirement benefit is increasing from 38 percent to 49 percent. PD is moving from about 34 percent to about 47 percent.
- Renie indicated that elected officials are moving to a 401K plan.
- The ASRS rate may be increasing. The city provides 50 percent.
- Ginny asked about Fire leaving the health system. Renie indicated that it would have an effect, but she said that it was not huge. She will send Keith the actual number. She should receive the final word from Fire on Friday, but the union has indicated that it will leave the health plan in January. Notice that it has been exploring the option has been sent to the city. The city's claims came in lower than the city

anticipated, and they are continuing to come in low. Workman's Comp and retirees will remain with the city.

- The city is exploring joining with other cities to create a larger health plan. Renie played host to a meeting with Chandler, Mesa and Scottsdale.
- Suzanne Olson starts as Benefits Manager on Nov. 24. She has 20 years of experience with benefits mostly in the private sector. Shawn asked if she would be educating staff about HRA. HR is trying to improve the amount of information available on the website.
- Keith asked about filling positions concurrently.
- Renie indicated that the final draft will be available at tomorrow's Six-Sided Partnership Meeting.
- Denise asked about the supervisory classification. There is no minimum number.
- There is an opening for an IT tech and the background check system is in place.
- Shawn praised the ACA system for monitoring part-time hours.
- The group discussed the costs related to hiring employees from Job Bank.

### 3. **Approval of October Meeting Minutes**

Mary Fowler moved to approve the minutes; Wendy Springborn seconded the motion. The motion carried.

### 4. **New Business**

- Supervisors Academy update – These classes are being opened to non-supervisory employees after December. Currently, the program is more of a refresher. TLC/HR is going to look at a Supervisory 101 program geared toward brand new employees.
- December recruitment gathering – Next month's meeting will be a pizza party open to every employee covered by TSA. We will announce the location soon.

### 5. **Old Business**

- Negotiating salaries with internal employees outside of the MOU – Keith indicated that the City Manager can allow such. TSA asked to be notified when these situations happen. TSA is asking for the city to establish specific parameters for these situations. Management is addressing this with the Six-Sided Partnership meeting tomorrow.
- The meet and confer process is starting (UAEA is starting as well).

### 6. **Budget Report**

- TSA has \$7,000+ in the bank account and about \$38,000 in the investment account.

### 7. **Committee Reports**

- **Diversity** – COT scored a perfect 100 on the NEI index for inclusivity.
- **Deferred Compensation** – No report
- **Wellness & Health committee** – Bobbi Jones presented information on the online program for a seven-week diet program. The program can be discounted if completed within the seven weeks. The program deadline for earning points is April 30. Ginny said that the Unity Walk is Jan. 31, and wellness points are available for that.

### 8. **Open Discussion**

- Denise asked about job hazard assessments. She indicated that supervisors have not been included in some of the reviews.

- Keith indicated that TSA board members attended the Chamber of Commerce luncheon and met the new council members. Some of the sit-down meetings have been scheduled with council.
- Donna presented statistics related to city raises compared to the national cost of living.

9. **Adjourn**

The meeting adjourned at 11:49 a.m. The next meeting is scheduled for 10 a.m. on Dec. 9 at the Tempe History Museum.

Minutes submitted by Mary E. Fowler

Minutes reviewed by