



Representative Minutes
10 a.m., May 10, 2022
Teams Teleconference

TSA Active Members

Mary Fowler, President
Tanya Chavez, Vice President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Britani Bearup, Trustee
Steven Abrahamson
Andy Acedo
Maja Aurora
Carlos Bejarano
Charlie Bladine
Eric Bonz
Evan Brom
Rebecca Buckhannon
Amanda Bunger
Sharonda Campista
Linda Cano
Cenita Cassens
Kathleen Dooner
Amy Estes
Kathy Ferguson
Suzanne Garrido
John Hagan
Ken Halloran
Megan Harden
Joy Higgins
Dana Janofsky
Alicia Jerger

Dreamlyn Johnson
Barrett Jurgemeyer
Jennifer Leon
Gloria McDowell
Evelyn McNeill
Mary Mezey
Jeremy Mikus
Tameka Myers
Sabrina Nelson
Kathleen O'Connor
Kara Osburn
Mercedes Payne
Kelly Rafferty
Denise Rentschler
Joshua Roffler
Kristen Scharlau
Somerton Sibrian
Tina Sleeper
Parrish Spisz
Donna Sullivan-Hancock
Jonni Wolfe

Guests

Rebecca Strisko, Human Resources Director
Kathryn Baillie, Napier, Coury & Baillie, P.C.

1. Call to order – Mary Fowler call the meeting to order at 10 a.m.

2. Human Resources Updates – Rebecca Strisko, Human Resources Director

- Senior management, TSA and UAEA have discussed ways to investigate our current salary model to see if it is still effective
 - What is sustainable?
 - What rewards employees?
 - What retains employees?
- We've been looking at the Hire Above Minimum (HAM) process
 - The city manager reviews and authorizes Hire Above the Minimum requests.
 - If an external employee is brought in above current employees, what criteria can be used to increase current employees pay?
 - New hire is making more than incumbent
 - Compare years of experience in that field, including before coming to Tempe
 - The market for that position has moved faster than the average market rate and faster than COLA increases
 - What salary would it take to hire the incumbent today?

- Credentials incumbent achieved since they started
 - Should a committee make the decision? Or provide info for Andrew to make the final decision to increase the incumbent's pay?
- Concerns about 10% increase for promotions
 - Is it enough?
- Open enrollment is underway
 - Passive enrollment – if you have no changes you don't need to do anything, unless you request childcare and health reimbursement

3. Approval of the April Minutes

- Mary moved to approve the April minutes
- Tanya seconded
- Approved 3 – 0 with Tony and Britani absent

4. Negotiation Update

- Voting is open to ratify the MOU
 - Mary sent out a link
- TSA unit members will get the following increases if not topped out:
 - 3% step
 - .5% market adjustment
 - 3% COLA year 22/23
 - 2% COLA year 23/24
 - 1% COLA year 24/25
- If topped out:
 - 3% COLA
 - 2.5% bonus
- Increases will be over two pay periods:
 - 3.5% starts July 8
 - COLA starts Aug. 5

5. Committee Reports

- Diversity
 - Ginny Belousek is back on a part time temporary basis
- Deferred compensation
 - Did not meet but we are still looking for a rep
- Healthcare
 - Did not meet but we are looking for a rep
 - Premiums are not increasing this year
- Six-sided partnership
 - No meeting
- Wellness
 - Britney is attending the RFP presentations

6. Financial Update – Tony Miano

- No report – Tony absent
- 113 members

7. Member announcements/future agenda items

- Kathryn provided an update on the Goldwater Institute's anti-union bill
 - Passed house and senate to become a bill
 - Employees can't lobby against employers at the legislature while being paid by employers
 - Doesn't apply to Police and Fire

The next meeting is scheduled for 10 a.m. on June 14, 2022, via teleconference

Adjourned 11:08 a.m.

Prepared by Michelle Fedor
Reviewed by Mary Fowler

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