



Minutes Tempe Merit System Board June 2, 2023

Minutes of the Tempe Merit System Board Meeting hosted virtually via Cisco WebEx on Friday June 2, 2023 at 9:00 a.m.

Boardmembers Present:

Lori Messer
Bill Munch
Johnny Tse

Board Members Absent:

None

City Staff Present:

Rebecca Strisko, Human Resources Director
Sarah Jenkins, Management Assistant II

Chair Tse called the meeting to order at 9:33 a.m.

1. Consideration of Meeting Minutes

Motion by Bill Munch to approve the March 28, 2022 Board Meeting Minutes and the March 28, 2022 Executive Session Meeting Minutes; second by Lori Messer. Motion passed unanimously on a voice vote 3-0.

Ayes: Chair Tse, Boardmembers Munch and Messer

Nays: None

Absent: None

2. Motion to Adjourn to Executive Session

No Executive Session was held.

3. Discuss and Approve Revisions to the City of Tempe Personnel Rules

Chair Tse asked Board Secretary Rebecca Strisko to address this item.

Ms. Strisko said that the proposed Personnel Rule amendment is interesting because not everyone supports this change. This proposal came out of a Workforce Readiness Council Committee last fall. At a work study session, the full Council directed staff to look into having an out-of-state medical leave policy, specifically for medical procedures that are not legal or provided in the state of Arizona. At Council's request, Human Resources (HR) took the topic to the Six-Sided Partnership for review and discussion. The proposal before the employee groups was if an employee is going to have an out-of-state medical procedure, they would receive an additional two days of leave in conjunction with sick leave that could be used for travel. At the October meeting, the Six-Sided Partners did not like this proposal citing concerns such as the administration of the program and equity among employees. In addition, the members believe that the current leave programs are sufficient to cover this type of situation.

Ms. Strisko said that HR's concerns lie in the administration of the program. As shown in the proposed language, the primary purpose of the travel must be for the medical procedure and not personal travel that has a medical component added on. The Six-Sided Partnership did not support the proposed Personnel Rule revision but if Council wished to move forward with the change that there should not be any enforcement around it. Ms. Strisko said that the proposed language before the Board today is:

Regular, full-time employees may be eligible for up to two (2) days of paid leave per calendar year in conjunction with the use of sick time or other time covered under FMLA for the purpose of travel for out of state medical procedures. The number of hours of leave regular employees shall receive is based on the employee's normal work schedule for the leave day requested. In order to be eligible, the primary purpose of the travel must be to obtain the medical procedure for self, or a family member as defined under the FMLA.

Chair Tse opened the item for discussion.

Ms. Messer asked if there are limitations and provided a personal example. She had to travel to three different states to determine which specialist would be the best provider (California, Texas, and Minnesota). In this case, is it two days per illness or two days per trip? Ms. Strisko said that it is two days per calendar year. Ms. Messer asked if documentation would have to be provided by the employee. Ms. Strisko said that was an issue with Six-Sided. HR wanted some parameters around the policy without diving too deeply into an employees' medical situation. The compromise is that only HR would be able to code this type of leave and the employee would have to attest that they are traveling out of state for a medical procedure and the primary purpose of the travel is for the medical procedure. Ms. Messer said that she does not have an issue with this proposed change. There was general discussion on the current city leave programs.

Mr. Munch said that he believes the program is not equitable and does not support the proposed revision. Ms. Strisko said that was also a concern brought up by the Six-Sided Partnership. Chair Tse said this proposal is a council-directed action to add two additional sick days for medical treatment; the financial impact is not substantial, nor will there be a lot of employees who use the program. Ms. Messer agrees with Chair Tse. Mr. Munch asked if any other cities had a similar policy? Ms. Strisko said no other cities have this type of policy. This stems from the political climate and what medical procedures were going to be allowed in Arizona. There was no further discussion.

Motion by Bill Munch to deny the proposed revisions to the City of Tempe Personnel Rules; No second.
Motion did not carry.

Motion by Boardmember Messer to approve the revisions to the City of Tempe Personnel Rules; second by Johnny Tse. Motion passed on a voice vote 2-1.

Ayes: Chair Tse, Boardmember Messer
Nays: Boardmember Munch
Absent: None

4. Future Meeting Date

Chair Tse said that the next meeting is scheduled for June 27, 2023

5. Future Agenda Items

There were no future agenda items discussed.

6. Public appearances

There were no public appearances.

Adjournment

Motion by Bill Munch to adjourn the meeting; second by Lori Messer. Motion passed unanimously on a voice vote 3-0.

Ayes: Chair Tse, Boardmembers Munch and Messer

Nays: None

Absent: None

The meeting adjourned at 9:52 a.m.

Rebecca Strisko

Rebecca Strisko (Nov 13, 2023 12:44 MST)

Rebecca Strisko, Local Board Secretary

Merit Board Minutes

Final Audit Report

2023-11-13

Created:	2023-11-13
By:	Sarah Jenkins (sarahje@tempe.gov)
Status:	Signed
Transaction ID:	CBJCHBCAABAA20ZkZ_Dv2OG1Bgmsn_9JZXOk8eeYqrEw

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2023-11-13 - 6:25:02 PM GMT- IP address: 164.50.248.105
-  Document emailed to rebecca_strisko@tempe.gov for signature
2023-11-13 - 6:25:38 PM GMT
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2023-11-13 - 6:25:44 PM GMT- IP address: 52.206.70.14
-  Signer rebecca_strisko@tempe.gov entered name at signing as Rebecca Strisko
2023-11-13 - 7:44:48 PM GMT- IP address: 164.50.248.100
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Signature Date: 2023-11-13 - 7:44:50 PM GMT - Time Source: server- IP address: 164.50.248.100
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