



Representative Minutes  
10 a.m., Nov. 12, 2019  
City Hall 3<sup>rd</sup> Floor Conference Room

**TSA Active Members**

Mary Fowler, President  
Donna Sullivan, Vice-President  
Michelle Fedor, Secretary  
Bruce Smith, Treasurer  
Cathy Hollow, Trustee  
Maja Aurora

Brittani Bearup  
Bobbi Jones (and Klieo)  
Laura Somershoe  
Lauri Vickers  
Tom Wilhite

1. **Call to Order** – Mary Fowler called the meeting to order at 10 a.m.

2. **Approval of October meeting minutes**

Bruce moved to approve the minutes. Cathy seconded the motion.  
The motion carried 5 to 0.

3. **Internal Services Updates – Renie Broderick, Internal Services Director**

Update on Supervisors Academy becoming mandatory

- Will not be an MQ on supervisory job descriptions
- Will not be required in order to promote
- Will be a new condensed cohort format to promote networking
- Specific to Tempe
- Can WUD continue to send employees to AGTS Supervisory Academy instead?
  - Renie will have to think about it
- It will be hard for some supervisors to get away
- Will be mandatory for managers, deputies and directors

Employee Development Deputy Director

- Jeremy King is the new Employee Development Deputy Director
- Reports directly to Renie
- Jeremy is currently gathering info and meeting with senior management
- There will also be a training coordinator and temporary admin assistant
- The office will be located on the 3<sup>rd</sup> floor of the 525 building

Parental Leave

- Council interested in gaps in the current leave programs
- Continuing discussion with Six-Sided Partnership

HR Staffing Updates

- Jon O'Connor's last day is Feb. 1.
- Karen Doncovio has taken a position in the City Clerk's Office

**4. Committee Reports**

**Diversity – No Report**

**Deferred Compensation**

- Projected to save \$840,000 in fees over the next 5 years.
- Voya is gone; everything is under Nationwide
- Oppenheimer was low-performing and has been replaced by Vanguard

**Wellness**

- RFP out through the end of December for Third Party Administrator

**Health Committee**

- RFP responses for voluntary insurance are being reviewed

**Six-sided Partnership - No meeting**

**Financial Update**

- Membership down due to retirements and promotions

**5. Member Announcements/Future Agenda Items**

- 2020 Annual Meeting
- 11:30 a.m. to 1:30 p.m.
- Feb. 2, 2020
- Library Program Room A
  
- Tony Miano won the election for Treasurer. The board thanked outgoing Treasurer, Bruce Smith for his dedicated service.
  
- Brittani won lunch with Andrew

**Adjourn: 11:05 a.m.**