



Representative Minutes
10 a.m., Mar. 14, 2023
Teams Teleconference

TSA Active Members

Tanya Chavez, President
Tony Miano, Vice President
Michelle Fedor, Secretary
Lauri Oszakiewski, Treasurer - Absent
Linda Cano, Trustee
Steve Abrahamson
Maja Aurora
Carlos Bejarano
Ed Bond
Evan Brom
Emily Burkett
Jerry Campos
Alisha Diaz
Ann DiDomenico
Kathleen Dooner
Cody Downing
Amy Estes
Kathleen Ferguson
Rosalino Flores, Jr.
Kenneth Halloran
Megan Harden
Joy Higgins
Christina Hoppes
Karen Horner

Greg Humphries
Dana Janofsky
Alicia Jerger
Barrett Jurgemeyer
Dianna Kalandros
Jennifer Leon
Tonya Logan
Richard Martinez
Evelyn McNeil
Mary Mezey
Tameka Myers
Sabrina Nelson
Kathleen O'Connor
Kara Osburn
Kelly Rafferty
Dawn Ratcliffe
Aaron Rebmann
Jack Richards
Shaun Yunt

Guests:

Rebecca Strisko, Human Resources
Director

1. Call to order – Tanya Chavez call the meeting to order at 10:00 a.m.

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

- Just hired a new Sr. HR Analyst
- Also have a new HR Technician
- Skill Bridge Program
 - Program for military veterans to get jobs adjust to civilian work environment
 - Funded by federal government
 - If your department has interest contact Abe McCann, Veterans Services Coordinator, and he can find a match for your project
- Redesigning exit interviews
 - Will have something to present at the April 6-Sided Partnership meeting
- April 25 is Employee Development Day
 - Agenda will come out as we get closer

- Wage compression
 - In the final stages of formalizing steps to address equity
 - Department would have to come to HR to make an argument regarding equity
 - Would look at individual pay rates if there is an issue regarding retention and recruitment
 - The way the Market Survey is conducted is not going to change
 - It would be expensive to move all employees with the range
 - Employees whose salaries were frozen in 2009-10 are still lagging
 - Loyal employees who stay and work hard are not getting the same financial incentives as new hires
 - It is on the departments to review because HR does not have the resources to do pay reviews

3. Approval of February meeting minutes

- Tony moved to approve the February minutes
- Linda seconded
- Motion passed 4 to 0 with Lauri being absent

4. Committee Reports

- Deferred Compensation – No report
- Health Committee
 - RFP for EAP wrapping up – meeting in April to discuss
 - 1% increase in medical and 3% increase in dental premiums which could be offset by the health fund balance but that could lead to a bigger incremental increase in the future
- Six-sided Partnership – No report
- Wellness - No report

5. Financial Update

- 120 members
- AZFCU balance: \$43,569
- Templeton \$41,658

6. Member Announcements/Future agenda items

- No elections for Treasurer and Vice President are required
 - We only had one nominee for each position
 - Tony will remain VP
 - Lauri will remain Treasurer

The next meeting is scheduled for 10 a.m. on April 11, 2023, via teleconference

Adjourned 10:47 a.m.

Prepared by:
Michelle Fedor

Reviewed by:
Tony Miano