



Representative Minutes  
10 a.m., Oct. 12, 2021  
Teams Teleconference

**TSA Active Members**

Mary Fowler, President  
Tanya Chavez, Vice President  
Michelle Fedor, Secretary  
Tony Miano, Treasurer  
Britani Bearup, Trustee  
Evan Brom  
Steve Abrahamson  
Maja Aurora  
Carlos Bejarano  
Rebecca Buckhannon  
Debbie Campbell  
Kathleen Dooner  
Kathy Ferguson  
Suzanne Garrido  
Sally Garrison  
Elizabeth Gath  
Ken Halloran  
Megan Hanks  
Christina Hoppes

Dana Janofsky  
Alicia Jerger  
Bobbi Jones  
Richard Martinez  
Mary Mezey  
Dan Montgomery  
Kathleen O'Connor  
Kara Osburn  
Jesus Quintino  
Kelly Rafferty  
Dawn Ratcliffe  
Marie Raymond  
Bonnie Richardson  
Joshua Roffler  
Annia Salas  
Laura Somershoe  
Parrish Spisz  
Wendy Springborn  
Lauri Vickers  
Shawn Yunt

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

**2. Approval of October Minutes**

- Britani moved to approve the minutes
- Tony seconded the motion
- The minutes were approved 4 to 0 with Tanya absent

**3. City Manager Updates**

- This week Council will be meeting in person for the first time since the pandemic started.
- The City has been working on improving rates with vaccination and educational events for the public.
- Employee COVID rates are tracked by HR. Andrew will have Rebecca forward the info to Mary.
- Departments heads are concerned about telecommuting equity. Some positions are not able to telecommute.
- Employees in some positions could telecommute but are being told by supervisors that deputies & directors won't allow it.

- Telecommuting requires less office space and allows employees with diverse abilities to participate in the workforce.
- There is concern over employees “head-hunting” supervisors. Once they’ve had success getting rid of one supervisor they’re motivated to go after the next one.
- Disciplinary actions are taking place without coaching or the IQIP process taking place first.
- How are employees chosen for special assignments or temporary detail? Typically, it is at the discretion of the supervisor of the employee being selected. The merit- based rules don’t apply in these situations.

#### **4. Budget Discussion – Lauri Vickers**

- The city is doing well in terms of cash coming in.
- \$4.8 million above where we were this time last year.
- Hotel, restaurant and retail activities are increasing.

#### **5. Committee Reports**

- Diversity Report: No report
- Deferred Comp: Haven’t met
- Health: Last day to get 15 early bird points is 10/31 in Wellness Program
- Six-sided Partnership
  - Next meeting: Oct. 20, 2021
- Wellness: No report

#### **6. Financial**

- Operating \$40,719 savings \$35,778
- 107 members

#### **7. Member announcements/future agenda items**

- None

Adjourned 10:58