



Representative Minutes
10 a.m., March 10, 2020
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock - Absent
Michelle Fedor, Secretary
Tony Miano, Treasurer
Cathy Hollow, Trustee - Absent
Andy Acedo
Britani Bearup
Deborah Campbell
Linda Cano

Jennifer Leon
Dan Montgomery
Laura Somershoe
Lauri Vickers
Tom Wilhite

Guest
Kathryn Baillie – Napier, Coury &
Baillie, P.C.

1. Call to order: 10:04 a.m.

2. Approval of February Minutes

- Tony moved to approve the minutes
- Michelle seconded
- Motion passed, 3-0
- Donna and Cathy absent

3. Committee Reports

- Deferred Comp:
 - Nationwide update
 - Quarterly report broken down by employee group
 - Look for trends
 - Working on making sure the data is accurate
 - Retirees are being approached by outside advisors to take their money out of city accounts
- Diversity
 - Have not met
 - Mayor's Disability Awards April TCA
 - Ticketed event
- Wellness:
 - Biometrics are done
 - If you still need it you can go to a lab
 - Contact HR
- Six-sided Partnership
 - Meet next month (April)
 - Renie & Ken met with council on group 2 & 3
 - Got some legal advice from E-session
 - People are waiting to hear if they should retire or wait for beneficial changes
 - Mary asking if they could make some sort of announcement

4. Elections

- Today is deadline for getting nomination form to election committee by 5 p.m.
- If there is more than one person nominated for a position, there will be an election
- If there is only person, he, she or they will be seated

5. MOU Negotiations

- Finished yesterday (3/9)
- No details yet
 - Renie has to update language
 - Kathryn will review
 - Mary Fowler will send out for ratification
 - Most changes were to clarify language

6. Financial Update

- Tony provided update of balances
- Five new members joined at the annual meeting
- We have more than 100 members, but there are some retirements and promotions that will decrease that number. Likewise, new employees will come on board.

7. File security/Employee termination

- If an employee is leaving:
 - Make sure they don't move confidential files to a public drive
 - You can have access to their files via IT

8. Member announcements

- Market study
 - Not everyone has gotten a response on their challenge
 - Mary advised a vacancy is a good time to look at the job description
 - HR is telling people they are not doing their challenges correctly
 - More detailed instructions on what to do
 - Review of benchmark jobs
- Laura asked about OT and CBK
 - TSA is addressing in the MOU
 - Issue with interpretation of the rule
 - Wait to see how UAEA MOU addresses
- Employee Appreciation
 - July 18 at Big Surf

9. Adjourned: 10:45 a.m.

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