



TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock, Vice
President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Tanya Chavez, Trustee-Absent
Steve Abrahamson
Maja Aurora
Britani Bearup
Carlos Bejarano
Bryan Cassens
Suzanne Garrido
Danielle Godreau
Ken Halloran
Megan Harden
Ryan Hile
Cathy Hollow
Karen Horner

Alicia Jerger
Barrett Jurgemeyer
Dreamlyn Johnson
Jennifer Leon
Charles Mezey
Mary Mezey
Tameka Myers
Tarja Nummela
Kathleen O'Connor
Mercedes Payne
Kelly Rafferty
Bonnie Richardson
Annia Salas
Kristen Scharlau
Parrish Spisz
David Tavares
Tom Wilhite
Shawn Yunt

1. **Call to Order:** Mary called the meeting to order at 10 a.m.
2. **Approval of August minutes**
 - Donna moved to approve the August minutes.
 - Tony seconded the motion.
 - The motion carried 4 to 0.
3. **Internal Services Updates**
 - Rebecca Strisko, Deputy Internal Services Director – Human Resources
 - Social Security Tax Deferral for rest of 2020
 - Not forgiveness
 - Pay double in first 4 months of 2021
 - Logistical nightmare
 - AZ cities are opting out
 - Not favorable to employees
 - Supervisor Initiated Intent to Counsel/Discipline Form
 - Not to replace current process
 - Create communication between supervisors and employees who don't have a relationship

- Wellness Program Update
 - Rebecca will have Benefits send out an update
 - Discussing increasing point values
 - Flu shots coming soon
 - Online scheduling system
 - Appointments for social distancing
- Jeremy King, Deputy Internal Services Director – Employee Development
 - Individual Quality Improvement Process – IQIP
 - Knowledge, Connection, Direction
 - Supervisor framework
 - IQIP→Coaching→Counseling→Discipline
 - Performance Reviews
 - Create trust for conversations between supervisor and employee
 - Not going back to e-performance
 - Organizational Benefits
 - Increase communication
 - Accelerate performance measures
 - Focus on core capabilities and values
 - Build supervisor/employee relationship
 - Identify training opportunities
 - Six new educational partnerships
 - Pre-paid tuition reimbursement
 - Tied into IQIP
 - Ambassadors in each department
 - Champion the program
 - Employee driven
 - Engagement
 - October to December Implementation
 - TLC being renamed
 - Tempe Employee Development Center – TEDC
 - Upgraded technology
 - Remodeled
 - Neogov
 - IQIP is the process
 - Neogov is the platform where IQIP lives
 - Performance evaluation system
 - Discussion
 - Supervisors should have coaching skills when they are promoted
 - There should be a program to obtain coaching skills for employees who want to promote
 - Orientation for supervisors

5. Committee Reports

- Diversity
 - Tardeada will be online
 - Videos on city's YouTube channel
 - Tortilla making tutorial
- Deferred Compensation
 - Fund dropped during first quarter because of COVID
 - Second quarter recovered
 - Two funds on watch list
 - Nationwide working on a new website
- Wellness – Covered under Internal Services updates
- Health Committee – no report
- Six-Sided Partnership – Covered under Internal Services updates

6. Financial Update

- 106 members

7. Meeting adjourned: 11:02 a.m.