



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

**TSA Active Members**

Mary Fowler, President  
Tanya Chavez, Vice President  
Michelle Fedor, Secretary  
Tony Miano, Treasurer  
Britani Bearup, Trustee  
Steve Abrahamson  
Maja Aurora  
Carlos Bejarano  
Evan Brom  
Rebecca Buckhannon  
Amanda Bunger  
Linda Cano  
Kathleen Dooner  
Nicholas Escalante  
Kathy Ferguson  
Rosalino Flores, Jr.  
Sally Garrison  
Megan Hanks  
Megan Harden  
Ryan Hile  
Cathy Hollow  
Karen Horner  
Greg Humphries  
Dana Janofsky

Alicia Jerger  
Bobbi Jones  
Barrett Jurgemeyer  
Mary Mezey  
Tameka Myers  
Dan Montgomery  
Kara Osburn  
Mercedes Payne  
Kelly Rafferty  
Dawn Ratcliffe  
Bonnie Richardson  
Annia Salas  
Kristen Scharlau  
Parrish Spisz  
Wendy Springborn  
Donna Sullivan-Hancock  
Lauri Vickers

**Guests:**

Andrew Ching, City Manager  
Rebecca Strisko, Human Resources  
Director  
Lawrence LaVictoire, Human Resources  
Manager

1. **Call to order** – Mary Fowler call the meeting to order at 10 a.m.
2. **Approval of November Minutes**
  - Tanya moved to approve the minutes
  - Michelle seconded the motion
  - The minutes were approved 3 to 0 with Tony and Britani not present
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3. **City Manager Updates – Andrew Ching**
  - Ken Jones is retiring
  - Tom Duensing will be the interim Chief Financial Officer
  - No immediate plans for additional organizational changes
  - Andrew talked about the city's participation in the Bloomberg Harvard City Leadership Initiative

- The city is committed to looking at our pay scale model to address pay compaction
- Be on the look out for an announcement from Andrew

#### **4. Human Resources Updates – Rebecca Strisko and Lawrence LaVictoire**

- HR has completed the market study and is in the process of uploading to SharePoint and should be available by Thursday, Dec. 16
- Employees have two weeks to complete the review/appeal form
- Reviews no longer go through the departments; submit them directly to HR
- Implementation of any changes will begin on the pay period beginning Dec. 20
- Deadline for vaccine incentive is Jan. 7

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

- Diversity Report: No report
- Deferred Comp
  - Mary encouraged everyone to talk to employees about knowing their benefits
  - Encourage employees to seek professional advice on their benefits
  - From Oct. 2020 to Sept. 2021 the plan showed positive growth
  - Voted on allowing in-service distributions after age 59.5
- Health: No report
- Six-sided Partnership: No report
- Wellness: No report

#### **6. Financial**

- Operating \$43,000, savings \$35,000
  - We do have a situation where we may need to tap into our funds
  - Mary will provide updates
- 110 members

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

- Lauri provided information for:
  - Wages, Holiday and OT for FY 22/23 budget
  - Sources of revenue and how they're doing
  - We're doing well in terms of sales tax, retail, bed tax, and restaurants
  - We are ahead of estimates
- All the related documents are posted in the chat

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

- None

Adjourned 10:45 a.m.

Prepared by Michelle Fedor

Reviewed by Mary Fowler and Tanya Chavez