



Representative Minutes
November 13, 2018, 10 a.m.
City Hall 3rd Floor Conference Room

1. Call to order – Mary Fowler called the meeting to order at 10:01 a.m.

TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock, Vice-
President
Bruce Smith, Treasurer
Michelle Fedor, Secretary
Cathy Hollow, Trustee
Maja Aurora
Linda Cano
Bobbi Jones

Cody Lowe
Mercedes Payne
Kelly Rafferty
Kristin Scharlau
Wendy Springborn
Shawn Wagner
Tom Wilhite

2. Approval of the October meeting Minutes

- Donna moved to approve the minutes; Bruce seconded the motion. The motion carried 5 to 0.
Ayes: Mary, Donna, Bruce, Michelle and Cathy.
Nays: None

3. Internal Services Update – Renie Broderick, Internal Services Director

- OPEB – Six Sided Partnership and Healthcare Committee will be meeting, unsure of date
 - Discussed:
 - Inflationary increase
 - Moving 6/09 employees to Group 2
 - Probably won't see any numbers until next year
 - Ken and Renie presented OPEB at work study to ask council for direction
- Employee survey
- Performance management
 - Committee meeting 11/14 to review results of employee survey
 - RFI for what technology is available for performance management
 - Employees requested more feedback and accountability
 - Supervisors are not feeling supported when holding employees accountable
 - There should be positive as well as negative entries in e-logs
 - Directors haven't really discussed the employee survey as of yet
- City reorg
 - Haven't heard anything yet
 - Andrew will be talking to employees in PW
 - PW is considered too big of a department
 - Andrew, Ken and Steven meet on Mondays at 10 a.m.

4. Committee Reports

- Diversity
 - Postcards for MLK nominations have gone out
 - Diversity Walk is coming up
- Deferred Compensation
 - Held 9/6 quarterly meeting
 - Aligned HRA funds with 457 and 401K
 - Lower fees/keep funds that are performing well
 - RFQ for one provider for all three
 - Asking for a breakdown of investment activity for TSA
- Wellness
 - The committee went on a field trip to the provider's office
 - Provata is still working on providing trackers
 - There is a temporary Fit Bit available
- Health Committee
 - LTD and STD benefits are not changing. Disability time does interrupt ASRS time.
 - Still working on catastrophic leave
 - If you leave and you're not 50, you're not group 2 or 3 because you are not ASRS eligible
- Six-sided Partnership
 - No new updates
 - UAEA has a new president, Laura Truett
 - Working jointly with UAEA on SK policy for Solid Waste
- Labor Management
 - Notified the city we want to open the MOU for working conditions and benefits.
- If you have any ideas, let us know

5. Financial Update

- We have 99 members

6. Member Announcements/Future Agenda Items

- What about an informal meeting with Kathryn to discuss wills?
- Discussing possible monthly lunch for one member to meet with Andrew
 - Or maybe just coffee
 - Maybe Andrew goes to the employee's area
 - Send ideas to Donna

7. Adjourn

- Meeting adjourned at 11:12 a.m.

The next meeting is scheduled for 10 a.m. on December 19, 2018 in the 3rd floor Conference Room of City Hall.

Submitted by: Michelle Fedor

Reviewed by: Mary Fowler

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