



Representative Minutes
10 a.m., Jan. 10, 2023
Teams Teleconference

TSA Active Members

Tanya Chavez, President
Tony Miano, Vice President
Michelle Fedor, Secretary
Lauri Oszakiewski, Treasurer
Steve Abrahamson
Maja Aurora
Robert Bartelme
Carlos Bejarano
Charlie Bladine
Ed Bond
Rachael Brickner
Rebecca Buckhannon
Amanda Bunger
Emily Burkett
Craig Caggiano
Jerry Campos
Linda Cano
Suparna Dasgupta
Kathleen Dooner
Nicholas Escalante
Kathy Ferguson
Suzanne Garrido
Ken Halloran
Megan Harden
Joy Higgins
Christina Hoppes
Karen Horner
Dana Janofsky
Alicia Jerger

Bobbi Jones
Dianna Kalandros
Jennifer Leon
Cassandra Mac
Gloria McDowell
Mary Mazey
Kathleen O'Connor
Kara Osburn
Jesus Quintino
Kelly Rafferty
Dawn Ratcliffe
Aaron Rebmann
Denise Rentschler
Bonnie Richardson
Annia Salas
Kristen Scharlau
Tina Sleeper
Lilliana Urenda
Jonni Wolfe
Jessica Wright

Guests:

Rebecca Strisko, Human Resources
Director
Jeremy King, Deputy HR Director,
Employee Development

1. **Call to order** – Tanya Chavez call the meeting to order at 10:01 a.m.
2. **Employee Development Update – Jeremy King, Deputy HR Director, Employee Development**
 - Connect Program
 - Required for new employees
 - Available to all employees
 - Connect 101 – Communication, Teamwork
 - Connect 201 – Development, Equity and Inclusion
 - Connect 301 – Customer Focus, Problem Solving
 - RISE Program
 - Crucial Conversations
 - Getting Things Done

- LEAD Program
 - Rebranded/renamed Supervisor Academy
 - Lead From Any Level cohort
- Crucial Conversations for Accountability
- Trauma Aware Tempe
 - De-escalation strategies
 - How trauma impacts people/community
- Professional Resiliency & Self Care
- Tuition Reimbursement
- Educational Partnerships
- Employee Development Book Club
- Employee Development Day
 - April 25

3. Human Resources Update – Rebecca Strisko, Human Resources Director

- Compensation discussion at recent Work Study Session
 - Practices as a whole
 - Should changes be made to the Market Study?
 - Salary ranges
 - Retention/Recruitment identified as a Strategic Priority
- Continuing discussions being held by HR, Finance, Chief Diversity Officer, Budget, Departments and City Manager
- HR looking at strategies for retention

4. Approval of December meeting minutes

- Lauri moved to approve the December minutes
- Tony seconded the motion
- Motion passed 4 – 0

5. Committee Reports

- Deferred Compensation – no update
- Healthcare – no update
- Six-sided Partnership – no update
- Wellness – no update

6. Financial Update – Lauri Oszakiewski

- \$42,950 in operating account
- \$40,500 in savings account
- 119 members

7. City Budget Discussion – Lauri Oszakiewski

- Lauri presented the following info:
 - 3-year average of General Fund Revenue
 - YTD adopted budget v. actuals
 - Tax revenue statistical report

8. Member Announcements/Future agenda items

- Trustee position open
- Anyone interested in completing the term should contact Tanya

The next meeting is scheduled for 10 a.m. on Feb. 14, 2023, via teleconference

Adjourned 11:07 a.m.

Prepared by:
Michelle Fedor

Reviewed by:
Tanya Chavez