



Representative Minutes
September 10, 2019 10 a.m.
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President
Donna Sullivan, Vice-President
Michelle Fedor, Secretary
Cathy Hollow, Trustee
Brenda, Abney
Maja Aurora

Jennifer Leon
Brooks Louton
Mercedes Payne
Somerton Sibrian
Laura Somershoe
Mercy Carreras

1. **Call to Order** – Mary Fowler called the meeting to order at 10:02 a.m.

2. **Approval of August meeting minutes**

Bruce moved to approve the minutes. Cathy seconded the motion.
The motion carried 5 to 0.

3. **Internal Services Updates – Renie Broderick, Internal Services Director**

- Employee Development Deputy Director
 - There are seven internal applicants
 - Interviews are on Monday
 - There will be second interviews and an employee forum
 - This position will be responsible for performance management
 - They will not have any direct reports and will be focused on all levels across the city
- Neo Gov Update
 - Will be different from e-Plan.
 - There will be a connection to performance measures
 - Probably won't start training until January
 - Someone from Neo Gov will come in and train staff
 - Areas will have autonomy to set up how they want
- HR Staffing
 - Karen D was working in Clerk's Office but will be going back to HR
 - There are recruitments in HR, IT, and Procurement
 - There are vacancies everywhere.
 - New positions are needed everywhere

4. Committee Reports

Diversity – there has not been a meeting. Jenny Leon is the rep.

- The Strategic Management and Diversity Office will be putting out information for what employees should do if they are abducted by ICE
- The Tardeada is October 6, 2019

Deferred Compensation

- Everything goes through Nationwide
- Voya is gone now
- Should be better for group 3

Wellness – No report

Health Committee

- Mary and Bruce sat in on Medicare provider meetings
- There were two bids
- Supplemental cost has been reduced
 - Makes Health Fund more robust
 - City pays in less and sometimes we get a premium “holiday”

Six-sided Partnership - No meeting

- Senior management wants to move diverse candidates rated “Reserve Recommend” to go through to second interviews automatically
 - We would be losing hiring supervisor discretion
 - The recruitment process should encourage diverse candidates at the very beginning.

Financial Update

- Membership down to 105
- There have been promotions and retirements, but we are still in good shape
- We have a positive monthly cash flow.

Member Announcements/Future Agenda Items

Bruce is retiring. Who wants to be treasurer? Please let Mary know by 9/13 if you are interested.

Mercedes won lunch with Andrew.

Adjourn: 10:50 a.m.