



Representative Minutes  
August 14, 2018 10 a.m.  
City Hall 3<sup>rd</sup> Floor Conference Room

1. **Call to order** – Mary Fowler called the meeting to order at 10:03 a.m.

**TSA Active Members**

Mary Fowler, President  
Michelle Fedor, Secretary  
Bruce Smith, Trustee  
Brenda Abney  
Maja Aurora  
Linda Cano  
Cathy Hollow

Jordan Reardon  
Wendy Springborn

**Guest:**

Kathryn Baillie, Napier, Coury &  
Baillie, P.C.

2. **Guest - Council Member Jennifer Adams**

- Items discussed:
  - Field Services investigation
  - Employee Survey
    - Needs questions regarding senior management
  - Work Culture
    - Improving current culture
    - Training for managers and above hired externally
  - Advancing through pay ranges
  - Group 2 and 3 proposed changes
  - Flex schedules
  - Some employees being given more opportunities than others
  - HR and senior management not referring to MOU during disciplinary actions or other decisions

3. **Approval of July Minutes**

- Mary moved to approve the July minutes; Michelle seconded the motion. The motion carried unanimously.

4. **Committee Reports**

- **Diversity** – No report
- **Deferred Compensation** – No report, will meet September 6
- **Wellness** – No report, but the app is currently down
- **Health Committee** – Discussed Groups 2 and 3
- **Six-Sided Partnership** – Jon O'Connor is working on rule revisions and language updates

## **5. Financial Update**

- Donna was absent but Mary mentioned we are doing well

## **6. Member Announcements/Future Agenda Items**

- There is a survey online re: seniority related to lateral transfers.
- Tanya is taking a leave of absence from TSA while on special assignment in Public Works.
- Board changes:
  - Donna will be interim Vice President
  - Bruce will be interim Treasurer
  - Deadline for submitting names for Trustee is August 17, 2018
- City Council Retreat Info:
  - ASU Fulton Center, 4<sup>th</sup> Floor, Lincoln Conference Room 6440, 300 E. University Dr.
  - September 21, 2 p.m. to 5 p.m.

## **7. Adjourn – 11:22 a.m.**

The next meeting is scheduled for 10 a.m. on September 11, 2018, in the 3<sup>rd</sup> Floor Conference Room of City Hall.

Submitted by: Michelle Fedor

Reviewed by: Mary Fowler

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