



Representative Minutes
10 a.m. Jan. 14, 2020
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock, Vice-President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Cathy Hollow, Trustee
Maja Aurora

Tanya Chavez
Tarja Nummela
Laura Somershoe
Mike Ulmer
Tom Wilhite

1. **Call to order:** 10:05 a.m.

2. Approval of December Minutes

- Donna moved to approve the December minutes
- Cathy seconded
- Motion carried 5 to 0

3. Committee Reports

- Diversity – Have not met
- Deferred Comp – No new updates
- Wellness – Biometrics screenings coming up
- Health Committee
 - TPA under selection.
 - Still in the confidential stage.
 - Mary reminded everyone about Direct Path
 - Saves money
 - You get money back
- Six-sided Partnership
 - Mary attending Jan. 15 meeting
 - UAEA discussing “Call out”
 - Unsure if this means call back from stand by or calling out sick
 - Sr. management wants internal RRs automatically moved to 2nd interviews
 - Not on this agenda but city manager wants to discuss entire city going to four ten work schedule
 - Other cities have been doing it for a long time
 - Customers get used to it
 - You have to close the building so you can turn off A/C or heat

4. Financial Update

- Tony just starting the tax process
- Haven't received anything from money market account since October
- Looking for new insurance company
- Had a lot of retirements but new employees completing probation
- 96 members for January

5. Member Announcements/Future Agenda Items

- Annual Meeting - February
- Elections starting for trustee, secretary, and president
- Donna will put together the election committee

6. General Discussion

- If you have to talk to an employee:
 - Send an invitation in Outlook
 - Follow up with email
 - Print email out and put in their mailbox
 - Have to put it in writing
- If disciplinary process is unfamiliar TSA rep can sit in with you
- New generation of employee
 - They use their sick time
 - Employees have diverse needs for using time off
- Parental leave
 - Mary discussed the options the six-sided partnership came up with to present to council
- Proposed changes to catastrophic leave
 - Changing name
 - Making available for having a child

7. Adjourn: Meeting adjourned at 10:47 a.m.