



TSA Active Members

Tony Miano, President
Shaun Yunt, Vice-President
Michelle Fedor, Secretary
Lauri Oszakiewski, Treasurer
Linda Cano, Trustee
Jonni Wolfe, Trustee
Steve Abrahamson
Robert Bartelme
Carlos Bejarano
Edward Bond, Jr.
Erich Bonz
Barrett Brickner
Rachael Brickner
Evan Brom
Scott Campbell
Jerry Campos
Linda Cano
Cenita Cassens
Chris Centanni
Rodney Collazo
Kathleen Dooner
Cody Downing
Nicholas Escalante
Amy Estes
Kathy Ferguson
Cynthia Garcia
Suzanne Garrido
Ken Halloran
Megan Harden

Joy Higgins
Ryan Hile
Karen Horner
Alicia Jerger
Natalie Jimenez
Bobbi Jones
Dianna Kalandros
Erin Kirkpatrick
Ana Leason
Robert Lewis III
Gloria McDowell
Kimberly McGoldrick
Mary Mezey
Sabrina Nelson
Kathleen O'Connor
Kara Osburn
Kelly Rafferty
Dawn Ratcliffe
Bonnie Richardson
Kristen Scharlau
Lilliana Urenda
Del Webb
Mark Weber
Jessica Wright

Guest:

Rebecca Strisko, Human Resources
Director

1. **Call to order** – Tony called the meeting to order at 10:00 a.m.
2. **Human Resources Updates – Rebecca Strisko, Human Resources Director**
 - Currently we have 263 vacancies across the city with 43 of them being TSA positions
 - Also looking at retention/why people are leaving
 - Compensation
 - Work environment
 - Telecommuting
 - Supported by City Manager
 - Any changes will go through the Six Sided Partnership

- Update to personnel rules regarding vacation accrual
 - Vacation accrual would be based on ASRS service time
 - Not purchased time
 - Not sold or cashed out time
 - Next update in the Fall
 - There would be no additional bank
 - You would provide HR proof and then you would start accruing at that rate
 - It would affect just the accrual rate no discussion on sabbaticals but probably not
- New employee onboarding participation has doubled
 - Supervisors have done better at evaluating employees during probation period
- Updated exit survey
 - Trying to collect accurate information on why individuals are leaving the City of Tempe
 - Department notified if there is anything of concern. Otherwise just collecting the data

3. Approval of June meeting minutes

- Lauri made a motion to approve the June meeting minutes
- Jonni seconded the motion
- Motion passed 5 to 0

4. MOU Pay Increases

- Make sure you look at your paycheck
 - MOU increase should be on this check
 - August 4 check should have the COLA increase

5. Representative Training

- Training was cancelled and will be rescheduled in August or September

6. Committee Updates

- Six-sided Partnership – no update
- Deferred Compensation – no update
- Health Committee – no update

7. Financial Update

- We had an average of 119.5 members for FY 2022-2023
- AZFCU balance: \$46,976.61
- Templeton balance: \$40,566.34

8. City Budget Discussion

- Lauri presented the following info:
 - Sources of General Fund Revenue (3 Year Average)
 - YTD Budget v. Actuals
 - General Fund
 - Local Taxes
 - Intergovernmental
 - Other
 - Tax revenue statistical report
- We are now budgeting vacant positions at the mid-point of the range as opposed to the old policy which was the bottom

9. Announcements

- The board announced Shaun Yunt will be taking over as president starting October 1, 2023
- The board thanked outgoing president, Tony Miano, for his service

The next meeting is scheduled for 10 a.m. on August 8, 2023, via teleconference

Adjourned 10:45 a.m.

Prepared by:
Michelle Fedor

Reviewed by:
Tony Miano