



Representative Minutes  
July 10, 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  
Tanya Chavez, Vice-President  
Michelle Fedor, Secretary  
Bruce Smith, Trustee  
Erich Bonz  
Linda Cano

Mercedes Payne  
Kelly Rafferty  
Wendy Springborn  
Tom Wilhite

**2. Approval of June Minutes**

- Michelle moved to approve the June minutes; Donna seconded the motion. The motion carried.

**3. Committee Reports**

- **Diversity** – Past participants in the mentoring program received a survey to provide feedback. The new program will begin soon. Participants are being solicited.
- **Deferred Compensation** – Met June 7. The group is reviewing the addition of target date funds. The committee asked Nationwide for reports that identify participation by employee groups. The city will issue an RFP in February 2019 requesting hiring a single record keeper for the HRA, 401K and 457 accounts. Nationwide and the HRA have aligned their funds.
- **Wellness** – Discussion regarding points for activities in addition to walking. Carly, the new rep, will be doing some outreach.
- **Health Committee** – Didn't meet
- **Six-Sided Partnership** – Will be discussing recruitment guidelines next week.

**4. Financial Update**

- Donna provided updated financial information.

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

- Performance Management
  - The program was on hold while Internal Services looked at utilizing ADP.
  - Employee groups have been asked to provide reps to participate.
  - Process will take some time.

- What are some possible requirements?
  - Accountability
  - 360 Feedback
  - If tied to compensation increases, must be objective, measurable, specific...
- There was criticism last time even with employee participation.
- Employee retirement groups
  - Discussion on changing Group 3 employees who were here before July 2009 to Group 2.
  - TSA has requested info to determine cost.
  - An actuary would need to determine the cost.

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

## **7. Adjourn – 11:09 a.m.**

The next meeting is scheduled for 10 a.m. on August 14, 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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