



Representative Minutes
10 a.m., Sept. 14, 2021
Teleconference

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

TSA Active Members

Mary Fowler, President
Tanya Chavez, Vice-President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Britani Bearup, Trustee
Brenda Abney
Steve Abrahamson
Maja Aurora
Erich Bonz
Evan Brom
Jerry Campos
Linda Cano
Kathleen Dooner
Kathy Ferguson
Cynthia Garcia
Suzanne Garrido
Elizabeth Gath
Dani Godreau
Jordan Guerrero
Ken Halloran
Megan Hanks
Joy Higgins
Cathy Hollow
Christina Hoppes
Karen Horner
Dana Janofsky

Alicia Jerger
Bobbi Jones
Jennifer Leon
Richard Martinez
Mary Mezey
Jeremy Mikus
Dan Montgomery
Tameka Myers
Kathleen O'Connor
Kara Osburn
Mercedes Payne
Jesus Quintino
Kelly Rafferty
Denise Rentschler
Bonnie Richardson
Josh Roffler
Annia Salas
Larry Schmalz
Laura Somershoe
Parrish Spisz
Donna Sullivan Hancock
David Tavares
Lauri Vickers
Mark Weber
Shaun Yunt

2. Human Resources Updates – Rebecca Strisko, Human Resources Director, and Lawrence LaVictoire, Human Resources Manager

- HR is awaiting legal guidance on how the executive order on vaccine mandates will or will not affect the city. No info yet.
- PD offering hiring incentives for new police officers to compete with other cities that are doing the same thing.
- Other departments are struggling to fill positions, but hiring incentives are not citywide.
- Discussion of the next market study
 - HR does not just use JIMS
 - Used more for locating jobs with similar names
 - HR reaches out to the other cities to get their most updated pay plans and job descriptions

- HR also searches for matches for positions that didn't have a match in previous market studies
- The market study is not a one-for-one comparison
 - There are benchmark positions, ones that most cities have, like Administrative Assistant. Then market group positions are tied to those benchmarks, such as other positions with clerical tasks.
 - Contact HR if you think your position is being compared to the wrong position
 - HR will work with departments on updating job descriptions as needed
- Changes to Wellness Program
 - As previously discussed, some employees not happy with changes
 - Why aren't some employees participating?
 - TOA and UAEA have the least amount of participation
 - Is it because of technology?
 - Fitbits don't sync
 - Not willing to provide medical background/security concerns
 - Survey out for TOA then UAEA and maybe rest of the city
 - TSA has high participation
 - Supervisors can encourage employee participation at staff meetings and assist with getting them on there
 - No plans to scrap Wellness Program
- Discussion of Group 3 HRA benefit
 - Employees get an initial \$14,000ish in their HRA and then \$175ish a month which can be invested like 401k.
 - Many employees are unaware of this benefit
 - For medical needs during retirement
 - A fact sheet would be nice
 - Setting up a beneficiary is completely separate from your deferred comp beneficiary
 - Beneficiaries are IRS eligible dependents
- Personnel Rule Changes
 - Internal Services is disbanded so language updated to HR Department
 - Neutralized gender language
 - Summary in news story coming to the Bridge
 - Email Mary if something needs to be fixed or is confusing
 - She will bring it up at the Six-Sided Partnership meetings

3. Approval of August Minutes

- Tanya moved to approve the August minutes; Michelle seconded the motion. The motion carried, 4-0 with Britani not present for the vote.

4. City Budget Discussion – Lauri Vickers

- Lauri presented budget information including:
 - FY 20-21 year-to-date general fund adopted budget v. actuals
 - Local taxes
 - Intergovernmental
 - Other
 - FY 20-21 year to date revenue projections v. actuals
 - Local taxes
 - Intergovernmental
 - Other
 - 3-year average of sources of revenue
 - 30 to 45 day lag time on receiving funds from Dept. of Revenue

5. Committee Reports

- **Diversity** – No report
- **Deferred Compensation** – Looking for a new rep for this committee
 - Mary asked to update the plan
 - Currently we can only access funds if we separate from the city instead of at age 59.5 unless there is a hardship
- **Wellness** – discussed earlier in meeting with Rebecca
- **Health Committee** – discussed earlier in meeting with Rebecca
- **Six-sided partnership** – did not meet

6. Financial Update Tony Miano

- We have \$41,122 in our operating/bank account.
- We have \$35,949 in our long-term Templeton savings.

7. Member Announcement/Future Agenda Items

8. Adjourn

- Meeting adjourned at 11:08 a.m.

The next meeting is scheduled for 10 a.m. on Oct 12, 2021, via teleconference.