



Representative Minutes
10 a.m., Feb. 8, 2022
Teams Teleconference

TSA Active Members

Mary Fowler, President
Tanya Chavez, Vice President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Britani Bearup, Trustee
Steve Abrahamson
Maja Aurora
Carlos Bejarano
Charlie Bladine
Evan Brom
Rebecca Buckhannon
Amanda Bunger
Craig Caggiano
Jerry Campos
Ann DiDomenico
Kathleen Dooner
Nicholas Escalante
Amy Estes
Kathy Ferguson
Suzanne Garrido
Ken Halloran
Joy Higgins
Cathy Hollow
Dana Janofsky
Alicia Jerger
Dreamlyn Johnson

Sharletha Johnson
Bobbi Jones
Jennifer Leon
Gloria McDowell
Mary Mezey
Jeremy Mikus
Daniel Montgomery
Tameka Myers
Sabrina Nelson
Tarja Nummela
Kathleen O'Connor
Kara Osburn
Mercedes Payne
Jesus Quintino
Marie Raymond
Bonnie Richardson
Annia Salas
Kristen Scharlau
Tina Sleeper
Parrish Spisz
David Tavares
Lauri Vickers
Mark Weber

Guests:

Sarah Kwong, Sr. HR Analyst

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

2. **HR Direct Path Updates – Sarah Kwong, Sr. HR Analyst**

- Direct Path information can be found on the HR SharePoint site on the Bridge
- Benefits include:
 - Advocacy service
 - They can answer any medical or dental claims
 - They will do the research for you
 - Transparency research
 - Cost Comparisons
 - Provider
 - Clinic Quality
- Employees can receive money back if they save the city money

3. Approval of January meeting minutes

- Tony moved to approve the January minutes
- Tanya seconded the motion
- The motion passed 5 - 0

4. Committee Reports

- Diversity: No report
- Deferred compensation: the change allowing us to take in-service distributions at 59 and a half is now in writing
- Healthcare
 - There will be a negligible increase in premiums to improve the vision benefit
- Six-sided partnership
 - City is recognizing retention and recruitment issues, which are getting worse
 - Many temp positions have a lot of responsibility for the wages
 - City manager asked for some criteria to possible increase a current employee's pay when the get passed by a new employee hired above the minimum
 - ASRS is a declining benefit, no COLAs or keeping up with inflation
- Wellness
 - Time to schedule bio-metric screenings.

5. Financial

- \$44,185 in operating account
- \$35,326 in savings account
- May have to utilize funds for outside legal council with other employee groups

6. Budget Discussion

- Lauri presented:
 - Year to date General Fund revenue
 - Year to date General Fund Adopted Budget vs. Actuals
 - Tax revenue statistical report
 - The city is \$7.3 million above revenue projections

7. Elections

- President, secretary and trustee are up for election
- Linda Cano and Jenny Leon will be sending out info on running for office

8. Member announcements/future agenda items

- If you hire a Group 1 or 2 retiree back as a temp/part-timer, they can't make claims on flexible spending accounts while they are working per the IRS

Adjourned 10:53 a.m.

Prepared by Michelle Fedor

Reviewed by Mary Fowler

