



Representative Minutes  
10 a.m., Nov. 9, 2021  
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  
Charlie Bladine  
Erich Bonz  
Evan Brom  
Rebecca Buckhannon  
Linda Cano  
Ann DiDomenico  
Nicholas Escalante  
Kathy Ferguson  
Suzanne Garrido  
Ken Halloran  
Megan Hanks  
Joy Higgins  
Ryan Hile

Christina Hoppes  
Dana Janofsky  
Alicia Jerger  
Bobbi Jones  
Richard Martinez  
Mary Mezey  
Jeremy Mikus  
Dan Montgomery  
Tarja Nummela  
Kathleen O'Connor  
Kara Osburn  
Victoria Quinonez  
Dawn Ratcliffe  
Bonnie Richardson  
Annia Salas  
Laura Somershoe  
Parrish Spisz  
Wendy Springborn  
Donna Sullivan-Hancock  
Lauri Vickers  
Shawn Yunt

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

2. **Approval of October Minutes**

- Tanya moved to approve the minutes
- Tony seconded the motion
- The minutes were approved 5 to 0

3. **Human Resources Director Updates – Rebecca Strisko**

- Wellness Survey results
  - Going out for RFP
  - What can we do to make program better?
  - Technology issues
    - Points not be awarded properly
  - Changes in earning points not being communicated

- Group 2 domestic partner subsidy
  - Nationwide oversees HRA reimbursements
  - Nationwide treating dependents differently than the city
    - City following HCA
    - Nationwide following IRS
    - Signed new agreement for dependents to be treated same as the city
    - Nationwide will continue to not recognize domestic partners
    - Six sided going to review city's definition of domestic partner to ensure it is what we want
- SK time for vaccinated employees getting COVID
  - Families First Coronavirus Response Act expired in December 2020
  - City extended it to March 2021
  - We know how to mitigate the virus and avoid getting sick
    - Masks, vaccines, virtual meetings
    - At some point we have to start treating it like a regular illness
- Market Study Update
  - Will be sent out for review in the next few weeks
  - Lawrence in HR will be sending out
- Remote Work – employees who telecommute 100% of the time
  - The directors want to have employees report to the office if necessary
  - Some employees don't have the option to telecommute at all
  - We're a local government not a nationwide corporation
- Vision Plan out for RFP
  - Looking for a better provider for vision plan

#### **4. Committee Reports**

- Diversity Report: No report
- Deferred Comp: Haven't met
- Health
  - Addressed in HR updates
- Six-sided Partnership
  - Addressed in HR updates
- Wellness: No report

#### **5. Financial**

- Operating \$43,090, savings \$35,125
- 111 members
- We need a new TSA computer
  - We will send out a Survey Monkey for membership approval

#### **6. Budget Discussion – Lauri Vickers**

- The city is doing well in terms of cash coming in.
- Up \$2 million in sales tax over last year
- Revenue up 16.3% due to restaurant, retail and hotel activity

- Residential rental revenue isn't doing as well
  - Could be decreased ASU presence
  - People not renting and moving in with family
- General Fund doing better than last ten years
- Unassigned fund balance is at 23% of revenue for year 5 of the long-range forecast which is within the policy (between 20 – 30%)
- Lauri posted all the related documents in the chat

**7. Member announcements/future agenda items**

- None

Adjourned 10:45 a.m.