



**TSA Active Members**

Mary Fowler, President  
Donna Sullivan-Hancock, Vice  
President  
Michelle Fedor, Secretary  
Tony Miano, Treasurer  
Tanya Chavez, Trustee  
Brenda Abney  
Steve Abrahamson  
Maja Aurora  
Britani Bearup  
Erich Bonz  
Evan Brom  
Rebecca Buckhannon  
Debbie Campbell  
Jerry Campos  
Linda Cano  
Mica Corporaal  
Nicholas Escalante  
Kathy Ferguson  
Megan Hanks  
Megan Harden  
Ryan Hile  
Cathy Hollow  
Karen Horner  
Dana Janofsky  
Alicia Jerger

Dreamlyn Johnson  
Bobbi Jones  
Barrett Jurgemeyer  
Levon Lamy  
Jennifer Leon  
Brooks Louton  
Richard Martinez  
Eileen May  
Gloria McDowell  
Mary Mezey  
Jeremy Mikus  
Tameka Myers  
Glenda Nichols  
Kelly Rafferty  
Marie Raymond  
Bonnie Richardson  
Joshua Roffler  
Annia Salas  
Katherine Schoepe  
Parrish Spisz  
Wendy Springborn  
David Tavares  
Lauri Vickers  
Mark Weber  
Tom Wilhite  
Shawn Yunt

**1. Call to Order:** Mary called the meeting to order at 10 a.m.

**2. Approval of October minutes**

- Donna moved to approve the October minutes.
- Tanya seconded the motion.
- The motion carried 5 to 0.

### **3. Internal Services Updates – Rebecca Strisko, Deputy Internal Services Director – HR**

- Working on updated telecommuting policy with Jeremy King, Mark Whittenburg and Braden Kay
- ASU looking at best practices and results of their survey on what to include in our policy.
- Employees commuting outside of Arizona
  - City is not a national employer
  - Tax implications vary by state
  - Previous telecommuting policy stated you have to be available to come into work
  - Working out of state would have to be approved by department director and Rebecca
    - Not allowed unless an emergency
      - Snowed in out of state
      - Caring for family member
    - Employees have a stake in the community
- Flu shots still available through pharmacy
- Re-opening – status quo
- HR not involved with approving funding for frozen positions.
  - Budget Dept and City Manager have these discussions

### **4. Wellness Program – Tammy Milhon, Human Resources Specialist**

- New wellness guide is going to be emailed
- Some changes made to earning points
  - Flu shot bumped from 10 to 30 points
  - Ten points for doing online health risk assessment
    - Five extra points for doing it early
  - Vision is 10 points
  - Added skin cancer screening
- New portal – WebMD
- Walking challenge in either December or January
- Working on getting previous biometrics to new portal

### **5. MOU Negotiations**

- Will be negotiating a new contract.
  - 5-year agreement runs out on June 30, 2021
  - Email ideas to the board along with supporting arguments

## **6. Committee Reports**

- Diversity – no report
- Deferred Compensation – next meeting Dec. 3
- Health Committee - postponed
- Wellness Committee – Michelle is now the rep for TSA
- Six-Sided Partnership – monthly COVID-19 meetings are ongoing

## **7. Financial Update**

- Account balances are doing well but can easily be wiped out by one big case
- 106 members

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

- Due to COVID-19 we haven't been able to get together for membership drive or member mixer
- If you have an idea on what we can do let Donna know

## **9. Meeting adjourned at 10:42 a.m.**