



Representative Minutes  
10 a.m., Dec. 10, 2019  
City Hall 3<sup>rd</sup> Floor Conference Room

**TSA Active Members**

Mary Fowler, President  
Donna Sullivan, Vice-President  
Michelle Fedor, Secretary  
Tony Miano, Treasurer  
Cathy Hollow, Trustee  
Britani Bearup  
Bobbi Jones  
Laura Somershoe  
Tom Wilhite  
Jonni Wolfe

1. **Called to order:** Mary called the meeting to order at 10:02 a.m.
  
2. **Approval of November Minutes**  
Donna moved to approve the minutes. Cathy seconded.  
The motion carried 5 to 0.
  
3. **Renie Updates:**
  - **Market Study Update**
    - Employees have until end of December to appeal
    - HR gets about 30 – 35 appeals
    - If you are at the bottom of your range, you get an increase in January
    - If you are at the top of your range, you will get an increase in July
    - Appeals are based on duties not job title
    - Provide all your relevant documentation
  
  - **New Sup Academy**
    - Renie has a list of names scheduled to attend
    - Is it getting communicated down that Directors, Deputies, Managers are “mandatory?”
    - People currently in the old program should be done in six months
  
  - **Premis One**
    - Doing AV updates in council chambers
    - Ken Jones approved funds for TLC classroom technology upgrades
    - Employees will be able to skype into classes

- **Time Management**
  - Renie is one of the employees participating in parallel testing
  - Checking for discrepancies in the two systems (paper and new system)
  - Absence Management is just for days and time off not OT or CBK
  - PD has a special paperless system that may not be applicable to everyone
  - More responsibility for supervisors and employees on their leave balances
  - Also works with FMLA
  - Not a mechanism for ensuring minimum staffing
  
- **Renie reminded us about the holiday open house**
  
- 4. Committee Reports**
  - **Diversity** – No report
  
  - **Deferred Comp**
    - Combined funds almost hit \$200 million
    - 94% participation in funds
    - Voya will be replaced with Nationwide in January for Group 3 HRA
    - Galloway will be a separate contract
    - More financial wellness coaching
  
  - **Wellness**
    - Look for info on upcoming biometrics
    - Some items you can call Direct Path and get some cash back
  
  - **Health Committee**
    - Michelle gave an update on the selection process for a vendor for voluntary insurance
  
  - **Six-sided Partnership-didn't meet**
  
- 5. Financial Update**
  - Tony gave update of balances and expenses
  - 3 new people joined
  - People coming off probation
  
- 6. Announcements:**
  - 2020 Annual Meeting
    - 11:30 a.m. to 1:30 p.m.
    - Feb. 2, 2020
    - Library Program Room A

**Adjourn:** Meeting adjourned 11:01 a.m.