



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

**TSA Active Members**

Tanya Chavez, President  
Tony Miano, Vice President  
Michelle Fedor, Secretary  
Lauri Oszakiewski, Treasurer  
Britani Bearup, Trustee  
Brenda Abney  
Steve Abrahamson  
Maja Aurora  
Carlos Bejarano  
Charlie Bladine  
Erich Bonz  
Rebecca Buckhannon  
Emily Burkett  
Craig Caggiano  
Linda Cano  
Cenita Cassens  
Nicholas Escalante  
Amy Estes  
Kathleen Ferguson  
Megan Harden  
Joy Higgins  
Christina Hoppes  
Karen Horner  
Dana Janofsky  
Alicia Jerger  
Dreamlyn Johnson  
Sharletha Johnson  
Jennifer Leon  
Robert Lewis III

Tonya Logan  
Cassandra Mac  
Evelyn McNeill  
Jeremy Mikus  
Dan Montgomery  
Sabrina Nelsen  
Kathleen O'Connor  
Kara Osburn  
Jesus Quintino  
Kelly Rafferty  
Dawn Ratcliffe  
Marie Raymond  
Denise Rentschler  
Bonnie Richardson  
Joshua Roffler  
Annia Salas  
Kristin Scharlau  
Tina Sleeper  
Rachel Valdez  
Jonni Wolfe  
Shaun Yunt

**Guests:**

Rebecca Strisko, Human Resources  
Director  
Lawrence LaVictoire, Human Resources  
Manager

1. **Call to order** – Tanya Chavez call the meeting to order at 10:01 a.m.
2. **Human Resources Update – Rebecca Strisko, Human Resources Director**
  - Velicia McMillan-Humes is the new Chief Diversity Officer starting October 17
  - Human Resources Diversity will work closely on future recruitments
  - Human Resources will be looking at where specialized/specific recruitments are posted
    - Publications
    - Department memberships
    - Professional organizations
    - Weekly meetings with Rebecca, Velicia and Jeremy King will take place
  - Employee demographics dashboard
    - Data broken down by departments

- Internship program
  - Currently focused on filling full time positions
  - HR is available to assist departments
- We don't have a lot of required training
  - Looking at increasing diversity and other training
- Rebecca formed a Compensation Committee
  - Other members:
    - Lisette Camacho, Financial Services Director
    - Mark Day, Budget Director
    - Velicia McMillan-Humes, Chief Diversity Officer
  - Looking at equity across the city
  - Comes down to cost to the city and the budget
- Employee retention
  - Most of the 20-30 year service awards PD and Fire
    - They promote internally and have an established career path
    - Additional benefits kick in based on longevity
- Telecommuting
  - Director preference sometimes conflicts with sustainability
  - There is not a one size fits all approach
- Determining pay ranges for new/reclassified positions
  - HR checks to see if a market match exists
    - Need at least 3 of 7 matching cities used in the Market Study
    - Do other positions need to be moved to this benchmark position
  - If no market match exists
    - Review entire job
      - Focus on structure of department
      - Other positions doing similar work
      - Position in the organization
  - HR follows up/works with department and then goes to budget

### **3. Approval of November meeting minutes**

- Lauri moved to approve the August minutes
- Tony seconded the motion
- Motion passed 5 – 0

### **4. Committee Reports**

- Deferred Compensation – no update
- Healthcare – no update
- Six-sided Partnership – no update
- Wellness – no update

### **5. Financial Update – Lauri Oszakiewski**

- \$42,000 in operating account
- \$37,100 in savings account
- 117 members for month of September

## **6. City Budget Discussion – Lauri Oszakiewski**

- Lauri presented the following info:
  - 3-year average of General Fund Revenue
  - YTD adopted budget v. actuals
  - Tax revenue statistical report

## **7. Member Announcements/Future agenda items**

- Tanya Chavez, TSA President, announced Lauri Oszakiewski is the new TSA Treasurer

The next meeting is scheduled for 10 a.m. on Nov. 8, 2022, via teleconference

Adjourned 11:15 a.m.

Prepared by:  
Michelle Fedor

Reviewed by:  
Tanya Chavez