



TSA Active Members

Tony Miano, President
Shaun Yunt, Vice-President
Michelle Fedor, Secretary
Lauri Oszakiewski, Treasurer
Linda Cano, Trustee
Jonni Wolfe, Trustee
Maja Aurora
Robert Bartelme
Carlos Bejarano
Adam Berkowitz
Edward Bond, Jr.
Erich Bonz
Rachael Brickner
Evan Brom
Rebecca Buckhannon
Emily Burkett
Scott Campbell
Jerry Campos
Christopher Centanni
Alisha Diaz
Cody Downing
Nicholas Escalante
Kathy Ferguson
Cynthia Garcia
Suzanne Garrido
Shawn Gatson
Derek Grimme
Jordan Guerrero
Ken Halloran
Megan Harden
Joy Higgins

Ryan Hile
Christina Hoppes
Karen Horner
Alicia Jerger
Bobbi Jones
Dianna Kalandros
Ana Leason
Jennifer Leon
Tonya Logan
Richard Martinez
Gloria McDowell
Kimberly McGoldrick
Jeremy Mikus
Daniel Montgomery
Tameka Myers
Sabrina Nelson
Tarja Nummela
Kathleen O'Connor
Kara Osburn
Kelly Rafferty
Dawn Ratcliffe
Aaron Rebman
Bonnie Richardson
Lilliana Urenda
Kimberley Van Nimwegen
Mark Weber
Jessica Wright

Guest:

Rosa Inchausti, City Manager

1. **Call to order** – Tony called the meeting to order at 10:00 a.m.
2. **City Manager Updates – Rosa Inchausti, City Manager**
 - Rosa's priorities based on feedback from the organization and community
 - Community Safety
 - Greg Ruiz to be interim deputy manager over Fire, PD and Community Health and Human Services for one year
 - Pavement Quality
 - Become more neighborhood centric
 - Vacancies, compensation and benefits for the City of Tempe
 - Highest vacancies in PD and MU
 - Most vacancies in UAEA which means TSA does the work

- Market Study will take place in the fall
- Looked at eligibility for retirement
 - Determine where we will need employees in the future
- City of Chandler did a compensation study
 - Rebecca will reach out to Chandler to see if we can use portions of their study
- Compression
 - Hire Above Minimum requests are no longer solving the problem of keeping positions filled
 - HAMs send the wrong message to tenured employees

3. Approval of July meeting minutes

- Lauri moved to approve the July meeting minutes
- Shaun seconded the motion
- Motion passed 5 to 0

4. Committee Updates

- Six-sided Partnership – no update
- Deferred Compensation – no update
- Health Committee – no update

5. Financial Update

- We have 121 members
- AZFCU balance: \$47,556.38
- Templeton balance: \$40,817.22

6. City Budget Discussion

- Lauri presented the following info:
 - Sources of General Fund Revenue (3 Year Average)
 - YTD Budget v. Actuals
 - General Fund
 - Local Taxes
 - Intergovernmental
 - Other
 - Tax revenue statistical report
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7. Announcements

- Shaun announced TSA will be creating subcommittees to work on the MOU and upcoming negotiations
- Members are encouraged to notify HR if their job titles are incorrect prior to the Market Study

The next meeting is scheduled for 10 a.m. on September 12, 2023, via teleconference

Adjourned 10:45 a.m.

Prepared by:
Michelle Fedor

Reviewed by:
Shaun Yunt