



Representative Minutes
October 8, 2019 10 a.m.
City Hall 3rd Floor Conference Room

TSA Active Members

Mary Fowler, President-Excused Absent
Donna Sullivan, Vice-President-Absent
Michelle Fedor, Secretary
Bruce Smith, Treasurer
Cathy Hollow, Trustee-Absent
Britani Bearup
Linda Cano

Kevin Devery
Jennifer Leon
Brooks Louton
Tony Miano
Dan Montgomery
Laura Somershoe
Michael Ulmer
Lauri Vickers

1. **Call to Order** – Michelle Fedor called the meeting to order at 10:04 a.m.
2. **Approval of September meeting minutes**
With 3 board members being absent we did not have a quorum and did not vote on the minutes.
3. **City Manager Updates – Andrew Ching, City Manager**
 - Performance Management Module
 - Supervisor expectations
 - More effective conversations with employees
 - Align organization and employees with priorities and performance measures
 - Andrew is going to have conversations with all the work groups
 - Discuss mission statement and values
 - Reinforce the idea that no matter where we are in the organization we are expected to live up to our values
 - Our values are more than words on a poster
 - Give employees the opportunity to meet with Andrew
4. **Committee Reports**
 - **Diversity** – No report
 - **Deferred Compensation** – No report
 - **Wellness** – No report
 - **Health Committee** – No report
 - **Six-sided Partnership** – Meeting October 16

5. Financial Update

- Membership down due to retirements and promotions
- We have a positive monthly cash flow.

6. Member Announcements/Future Agenda Items

- Kevin won lunch with Andrew.
- Treasure voting is open
- TSA Member mixer November 21, at Spokes on Southern

Adjourn: 10:49 a.m.

The next meeting is scheduled for 10 a.m. on November 12, 2019 in the 3rd Floor Conference Room of City Hall.

www.tempe.tsa.org