



TSA Active Members

Mary Fowler, President
Donna Sullivan-Hancock, Vice
President
Michelle Fedor, Secretary
Tony Miano, Treasurer
Cathy Hollow, Trustee
Steve Abrahamson
Maja Aurora
Britani Bearup
Carlos Bejarano
Erich Bonz
Evan Brom
Debbie Campbell
Linda Cano
Tanya Chavez
Ann DiDomenico
Kathy Ferguson
Suzanne Garrido
Sally Garrison
Dani Godreau
Ken Halloran

Megan Hanks
Ryan Hile
Dana Janofsky
Alicia Jerger
Barrett Jurgemeyer
Jennifer Leon
Brooks Louton
Cassandra Mac
Mary Mezey
Daniel Montgomery
Tameka Myers
Katie O'Connor
Kelly Rafferty
Marie Raymond
Larry Schmalz
Tina Sleeper
Parrish Spisz
Wendy Springborn
David Tavares
Lauri Vickers
Tom Wilhite
Shawn Yunt

1. **Call to Order:** Mary called the meeting to order at 10 a.m.
2. **Approval of May minutes**
 - Donna moved to approve the May minutes.
 - Tony seconded the motion.
 - The motion carried 5 to 0.
3. **City Manager Updates – Andrew Ching, City Manager**
 - Reopening – Tentative date of June 15.
 - We will create as safe of an environment as we can.
 - We chose a later date than other cities so we could examine the data.
 - We've seen an increase in positive Covid-19 cases.
 - Looking at what safety measures we can put in place for reopening.
 - Do people feel safe returning to work?
 - Employee recommendations have been reviewed and implemented.

- Budget rumors/facts.
 - Cutting FY 20/21 budget by 7 percent.
 - No furloughs or pay freezes.
 - Going forward with MOU increases.
 - Freezing vacant positions.
 - We don't know to what degree of a downturn or recovery we will experience.
- Cares Act Funding
 - One-time money of \$22 million for public safety personnel.
 - Hopefully be able to use previously designated funds for other budget items.
 - Haven't met with council yet but a meeting is coming up.
- Andrew acknowledged the flexibility and resilience of employees through this Covid-19 pandemic.

4. Strategic Management Updates - Rosa Inchausti, Strategic Management/Diversity Director and Jonae Harrison, Equity and Inclusion Manager

- Right to Breath – new program
- Involves everyone
- Mayor and Council interested in issuing a statement or public gesture regarding George Floyd and the protests.
- Met with Human Relations Council, African American Advisory Board, East Valley NAACP and Equity in Action to determine what would be the appropriate response.
- Three-part program:
 - Failure analysis – what were the contributing factors?
 - Data – how do we use the data we have in a collaborative way?
 - Financial Inclusion – How do we create the ability to save or become homeowners?
- Please provide feedback to Rosa.

5. Parental Leave Update

- Renie and Kathleen Broman presented Six-Sided Partnership proposal to Council.
- Catastrophic leave has been changed
 - Any FMLA eligible situation:
 - First 30 days would be employee's time.
 - Second 30 days would be on the City's time.
 - Third 30 days would be back on your own time.
 - Moves up the city time from 60 days to 30 days.
 - Must go to Merit Board and then Council for approval.

6. Committee Reports

- Diversity – Looking at moving Tardeada to virtual event around Oct. 4.
- Deferred Compensation – Policies updated to include HRAs.
- Wellness – Because of Covid-19 everyone in the health insurance is getting the \$25 discount.
- Health Committee – meeting coming up.
- Six-sided Partnership – meeting tomorrow.

7. Financial Update

- 102 members.
- Sent records to True Blue Tax for audit.

8. Announcements

- Mary and the board thanked outgoing board member Cathy Hollow for her service as Trustee.
- Email Michelle if you attended the meeting via phone so we get your name in the attendance.
- If you have any ideas for the board to bring to management, please let us know.

9. Meeting Adjourned: 11:04 a.m.