



**TSA Active Members**

Mary Fowler, President  
Donna Sullivan-Hancock, Vice  
President  
Michelle Fedor, Secretary  
Tony Miano, Treasurer  
Tanya Chavez, Trustee  
Steve Abrahamson  
Maja Aurora  
Carlos Bejarano  
Evan Brom  
Rebecca Buckhannon  
Debbie Campbell  
Linda Cano  
Mica Corporaal  
Kathy Ferguson  
Suzanne Garrido  
Sally Garrison  
Danielle Godreau  
Megan Hanks  
Megan Harden  
Ryan Hile  
Cathy Hollow  
Dana Janofsky  
Alicia Jerger  
Dreamlyn Johnson

Bobbi Jones  
Jennifer Leon  
Brooks Louton  
Eileen May  
Gloria MacDowell  
Charles Mezey  
Mary Mezey  
Tameka Myers  
Kara Osburn  
Mercedes Payne  
Kelly Rafferty  
Marie Raymond  
Denise Rentschler  
Bonnie Richardson  
Joshua Roffler  
Annia Salas  
Kristen Scharlau  
Larry Schmalz  
Parrish Spisz  
Wendy Springborn  
David Tavares  
Lauri Vickers  
Mark Weber  
Tom Wilhite  
Jonni Wolfe  
Shawn Yunt

1. **Call to Order:** Mary called the meeting to order at 10 a.m.
  
2. **Approval of November minutes**
  - Tony moved to approve the November minutes.
  - Mary seconded the motion.
  - The motion carried 3 to 0.
  
3. **City Manager Updates – Andrew Ching, City Manager**
  - Values Tour is continuing
  - Encouraging employees to continue working from home
    - 100 positive COVID cases among employees so far
    - Pausing reopening efforts

- City's Values will be more prominently featured on The Bridge
- Status on bringing back positions
  - Can we streamline bringing back cut positions?
  - We froze positions rather than eliminated so they are not truly lost and can be unfrozen when financial conditions dictate
  - There may be exceptions
    - Instead of bringing back Park Ranger program, add positions to Humans Services to address homelessness in the parks
    - We have to respond to Council Priorities
    - So positions could be added before others are unfrozen
  - Unfreezing a position v. submitting a supplemental
    - Was the frozen position done so because the work is no longer a priority?
    - Can that position be eliminated for the new higher priority being requested in the supplemental?
    - Like expanding Human Service v. bringing back Park Rangers
  - How will frozen positions in one department be prioritized with expanding positions in a department that had little to no cuts?
    - A frozen position isn't necessarily less of a priority but was frozen because it happened to be vacant
    - The longer it remains vacant, departments figure out how to do the work without it
    - Not all departments have the same size budgets
    - It would depend on circumstances. Is it being generated by Council direction or department discretion? We would have to weigh those things.
- Status of vacant Internal Services Director position
  - Being filled by Ken Jones, Deputy City Manager and department deputies for indefinite future
  - Have not had in depth discussion
  - No current plans to fill
  - Working on higher priorities, COVID, Mayor's new programs
- UAEA and TSA not part of hiring panel for Employee Development Manager
  - Deals with entire work force
  - A person just appeared in the position
  - More communication
  - Andrew will follow up on why that didn't happen
- Employee Survey
  - Came out positive but there were comments, will they be addressed?
  - Creation of Employee Development is a result of addressing previous comments
  - Will compile and determine greatest need for attention

## 5. Committee Reports

- Diversity – no report
- Deferred Compensation
  - Had meeting on Dec. 3 to go over 3<sup>rd</sup> quarter report
  - 5.2% increase in fund
  - 112 person decrease in participation
    - Maybe retirements
  - 15.6% increase in contributions and roll overs into fund
  - 41% decrease in distributions
  - 17 new enrollments
  - 127 people increased contributions
  - Vote to search for replacement for bond that has been on watch for a while
  - Placed an international fund on watch because of style drift.
- Wellness – no report
- Health Committee
  - TSA has asked for analysis on Wellness Program savings to healthcare program but we have not received anything
  - Employees have learned about unknown health condition, diabetes etc...
- Six-Sided Partnership – no report

## 7. Financial Update

- \$37,125 in Templeton Savings Account
- \$35,011 in AZFCU Operational Expenses
- 107 members

## 8. Meeting adjourned: 11:05 a.m.