

WORKPLACE CLIMATE SURVEY INITIATIVE

## Post-Survey Results Steering Committee Meeting

Friday, April 15, 2016

8:30 a.m. - 10:00 a.m.

Old Jail Conference Room  
125 E. Court Street, Ithaca, NY

### SUMMARY/MINUTES

**Present:** Christina Dravis, Stephen Wright, Tom Knipe, Joe Mareane, Paula Younger, Jannica Moskal, Doug Perine, Lisa Holmes, Leslyn McBean-Clairborne, Amie Hendrix

1. Tom Knipe opened the meeting at 8:30 a.m.
2. Approval of Meeting Summary/Minutes from last meeting.
3. Pay stub message
  - i. Next paystub message: *May is Older Americans Month*
4. "Cup of Joe with Joe" Update
  - a. Attendance is up & down, no real pattern.
  - b. People like learning about each other and what other departments are doing.
  - c. Employees would like more cross-training to achieve the ability to move up.
  - d. There is a desire to bring employees together across departments to learn from each other.
5. Focus Group Update-Paula Younger
  - a. The facilitators are in report prep mode. Their contract is through May 15<sup>th</sup>.
6. County Corridors Update
  - a. A monthly reminder will be sent out so employees will check the website more frequently.
7. Priority: Employee Engagement & Recognition
  - a. Summer Picnic-A picnic in addition to the 25 year club dinner
    - i. Discussion about a committee to plan the picnic and who would be on the committee. Doug, Steve and Christine would be part of committee and reach out to others to join them such as Heather Buck and recruit a few more.
  - b. Technical Affinity Groups-cross-department get-togethers. Start with new-hires and rotate departments. An opportunity to share information and training.
  - c. Joe will bring Department Heads up to speed via email. Maybe Brenda Crosby could help, Department Heads can suggest the deputy groups and open house idea.
  - d. Other ideas for employee recognition: put out accomplishments to legislature, add a "Thumbs Up" column to Corridors.
8. Next priority? Recommendation from the steering committee regarding diversity & inclusion infusion. Put something in corridors about the status of the committee. Christina and Tom will put together.
9. Adjourn-10:04 a.m.

*Get involved. Be proactive. Stay engaged.*

