

WORKPLACE CLIMATE SURVEY INITIATIVE

**Post-Survey Results Steering Committee Meeting**

**Friday, April 29, 2016**

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

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

**SUMMARY/MINUTES**

**Present:** Christina Dravis, Joe Mareane, Paula Younger, Jannica Moskal, Doug Perine, Lisa Holmes, Amie Hendrix, Amy Guereri

1. Christina Dravis 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: *National Police Week is May 15-21*
4. "Cup of Joe with Joe" Update
  - a. Still moving along
5. County Corridors Update
  - a. Classified Ads-Is it an issue to have these listed on Corridors? There was a consensus that we will keep the Classifieds in and make sure the disclaimer is up to date.
6. Priority: Diversity & Inclusion
  - a. Christina Dravis talked about mentioning D&I in New Hire orientation to help people understand what it is.
  - b. Discussion moved to the 25 year club dinner as Personnel is getting ready to send out the invitations.
  - c. Summer Picnic discussion- The question was posed: will there be recognition of employee anniversaries at the picnic?
    - i. Consensus was that there will be recognition of employee anniversaries.
    - ii. The Union will have money to contribute to the picnic
    - iii. Members from the Post-Survey Results Steering Committee will convene a meeting for Summer Picnic planning.
    - iv. Departmental tours-Joe will be bringing to the Department Head meeting.
    - v. "Gold Star" system-Amy will put together a summary of a system that the County could potentially use for recognition.
    - vi. Discussed a designated employee parking space a recognition idea.
    - vii. Other incentive ideas were discussed, such as clothing, mugs, pens, etc.
    - viii. Amy will research some ideas on front-line supervisory recognition skills. Including possible round table discussions and group trainings.
7. Adjourn-10:00 a.m.

*Get involved. Be proactive. Stay engaged.*

