

HUMAN RESOURCES ADVISORY COMMITTEE REGULAR MEETING

Thursday, September 15, 2022 • 9:00 AM • Daytona Beach Area Convention & Visitors Bureau
126 East Orange Avenue, Daytona Beach, FL 32114 Room: 1st Floor Conference Room

The regular meeting of the Human Resources Advisory Committee was called to order by the Chair, Samir Naran, at 9:10 a.m., September 15, 2022. Jennifer Sims took attendance, and the following members were present: Samir Naran, John Phillips, and Steve Farley.

Guests:

None

Staff Present:

Lori Campbell Baker, Chuck Grimes, and Jennifer Sims

Public Participation

None

Consent Agenda

Samir Naran asked if the Committee had any comments or questions on the Consent Agenda, items a & b. Hearing none, he entertained a motion to approve.

John Phillips motioned to approve the Consent Agenda, items a & b. Second, by Steve Farley. The motion passed 3-0.

DMO Salary & Budget Study 2022

Lori Campbell Baker reviewed the DMO Salary & Budget Study 2022 that Gray Research Solutions conducted for Southeast Tourism Society.

Department Update

2022 Employee Survey Results

The Committee reviewed and discussed the 2022 Employee Survey Results, with employee comments. The Committee then discussed updating the annual performance review raise percentage.

Samir Naran asked if the Committee had any comments or questions on changing the maximum percentage increase for annual performance reviews to 5%. Hearing none, he entertained a motion to approve.

Steve Farley motioned to approve changing the maximum percentage increase for annual performance reviews to 5%. Second, by John Phillips. The motion passed 3-0.

Employee Health Insurance Rates

The Committee reviewed and discussed the 2022 Employee Health Insurance Rates.

Recruitment/Retention Strategies

The Committee reviewed and discussed the current soft-dollar benefits and floating holidays. The Committee would like to review these levels at its next meeting iff the HAAA Board does not approve the suggested change to the maximum percentage increase.

CVB Office Space

The Committee discussed the plan to move offices due to building renovations. The Committee would like staff to look for space in a safe area with a boardroom and ample parking. The location does not need to contain a Visitors Information Center, and it does not need to be located within the City of Daytona Beach.

New Business

None

Adjourn

There being no further business or public participation, the meeting was adjourned at 10:21 a.m.

Submitted by Jennifer Sims, Marketing Systems Manager