

# HUMAN RESOURCES ADVISORY COMMITTEE REGULAR MEETING

Tuesday, March 3, 2020 • 9:00 AM • Daytona Beach Area Convention & Visitors Bureau  
at 126 E. Orange Avenue, Daytona Beach, FL 32114

The regular meeting of the Human Resources Advisory Committee was called to order by the Steve Farley at 9:14 a.m., March 3, 2020. Attendance was taken by Christy Zimmerman, and the following members were present: John Phillips and Steve Farley. Samir Naran was absent.

## **Guests:**

Bob Davis

## **Staff Present:**

Lori Campbell Baker, Christy Zimmerman, Chuck Grimes, and Tabitha Nanney

## **Consent Agenda**

Steve Farley asked if the Committee or the public had any comments or questions on the Consent Agenda, item a. Hearing none, he entertained a motion to approve Consent Agenda item a.

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Steve Farley made a motion to approve the Consent Agenda. Second, by John Phillips. The motion passed 2-0.

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## **Department Update**

### **AUE Update**

#### **Staffing Options**

In response to Samir Naran's question from the last meeting, Chuck Grimes said that County Legal's Laura Coleman reported that the CVB must stay with the County's choice on staffing agencies.

#### **Loss Ratio**

Grimes reported that he contacted AUE, who contacted Florida Health Care (FHC) and they do not provide Loss ratios to small groups.

#### **Employee Wellness Program Pricing and Options**

Grimes reported that he contacted FHC providers, and they do not provide wellness programs to small groups.

#### **Employee Survey Results**

Lori Campbell Baker reported on the results of the employee survey, and it was put out to the employees with a 1-5 rating with a 59% participation. Overall results were good with some areas that need work.

#### **Employee Benefits Comprehensive Pie Chart**

One of the survey take-a-ways was that employees might not fully understand the total value of their benefits packages. Grimes reported that he would meet with each employee to present a personalized report in the form of a pie chart summary.

#### **Other CVBs' Benefits**

Campbell Baker detailed what other CVBs in our competitive set are offering for benefits.

#### **Employee Performance Evaluation Forms**

Campbell Baker asked the Committee if there are any goals, measurables our quantitative goals they would like to add. Committee discussed that the current evaluation form does meet the requirements for an executive director evaluation and that we could look into other formats.

The Committee discussed that goals could tie in with the advertising agency and bed tax dollars. Campbell Baker will ask that each HAAA Board submit one to five strategic goals. John Phillips suggested reaching out to other DMOs to see if they would share their executive director evaluations form. Tabitha Nanney will reach out to other DMOs for that information.

## **New Business**

None

## **Public Participation**

None

## **Adjourn**

There being no further business or public participation, the meeting was adjourned at 9:53 a.m.

Submitted by Christy Zimmerman, Executive Assistant