

# HUMAN RESOURCES ADVISORY COMMITTEE REGULAR MEETING

Tuesday, December 3, 2019 • 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 Chair Samir Naran at 9:04 a.m., December 3, 2019. Attendance was taken by Christy Zimmerman and the following members were present: Samir Naran, John Phillips and Steve Farley. None were absent.

## **Guests:**

Bob Davis and Andrea Case

## **Staff Present:**

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

## **Consent Agenda**

Samir Naran asked if the Committee or the public had any comments or questions.

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Motion by Steve Farley to approve the Consent Agenda item a. Second by John Phillips. Motion passed 3-0.

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## **New Business**

### **Wellness Program**

Naran introduced Andrea Case from Premier Hospitality, who detailed their company's wellness initiatives and answered questions. The Committee discussed how a wellness program could help reduce annual healthcare costs. Chuck Grimes will work with AUE Staffing in researching wellness programs available, including costs and ways to encourage participation. He will report at the January 22, 2019 HAAA Board meeting.

### **Strategy for Future Benefits Increase**

The Committee requested that staff research the benefits strategies of other CVBs – including how much of employees' annual health care increases is covered by the organization - and bring that data to the January HAAA meeting for discussion on how to move forward.

### **Finance Position Update**

Lori Campbell Baker reported that the CVB is currently interviewing to fill the HR Finance Assistant position.

### **Executive Director Evaluation**

The Committee was provided with blank performance evaluation forms, as well as copies of the December 2018 evaluation. The committee reviewed each section of the addendum, adjusted the scores and added goals. The draft evaluation will be presented at the January HAAA Board for a vote.

Naran asked if the Committee or the public had any comments or questions.

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Motion by Steve Farley to recommend a 3% salary increase. Second by John Phillips. Motion passed 3-0.

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## **Public Participation**

None

## **Adjourn**

The meeting was adjourned at 11:15 a.m.

Submitted by Christy Zimmerman, Executive Assistant