

WORKPLACE CLIMATE SURVEY INITIATIVE

Post-Survey Results Steering Committee Meeting

Friday, May 13, 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, Thomas Knipe, Doug Perine

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: *May is Mental Health Awareness Month*
4. "Cup of Joe with Joe" Update
 - a. Many employees say they appreciate the Years of Service certificates.
5. County Picnic
 - a. Looking at potential weekdays in August at Stewart Park, 3-7 pm
 - b. Committee consists of Doug Perine, Christina Dravis, Steve Wright, Heather Buck (Personnel), Nina Saeli (Health Dept). Need to meet & decide catering (no alcohol) and entertainment (carnival-style games? Band?)
6. Priority: Diversity & Inclusion
 - a. Joe Mareane discussed departmental tours/open houses at the Department Heads meeting and received interest for possibly a countywide public open house in April 2017.
 - b. New Employee Orientation Tours can be organized monthly or quarterly.
 - c. County "Store" to allow employees to purchase Tompkins County logo items
 - i. Online store can be set up to sell polo shirts, jackets, mugs, hats, etc.
 - ii. Employees can purchase items directly from the website
 - iii. County could also purchase items to give employees as recognition
 - iv. Logo items would allow employees to feel like they are part of the County
 - d. Engage communities by developing artwork for each community
 - e. Bring employees together
 - i. Employee yearbook
 - ii. Battle of the bands
 - iii. Interdepartmental softball teams, bocce teams
 - iv. Community clean up days
 - v. T-shirts, perhaps different colors for each department
 - vi. "Free Schools" offered to employees by employees, such as bike repair, quilting/knitting, art instructions, disaster preparedness
 - vii. Will need a planning committee to help organize these events annually
7. Next Steps
 - a. Need to update matrix and pick out "Top Ten" things we should do as a County
 - b. Need to publicize other items also implemented through Steering Committee
8. Adjourn-10:00 a.m.

