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# MINUTES

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TALENT DEVELOPMENT WORKGROUP  
DECEMBER 13, 2016, 1:30 TO 3:00 PM  
ATRIUM TRAINING ROOM – 625 COURT STREET

## **Present:**

Chris Crist, Library; Natalie Dillon, Child Support Services; Amy Dyer, Health and Human Services Agency; Will Ferrier, District Attorney's Office; Makayle Neuvert, Health and Human Services; Gina Rowland, Human Resources; Tracie Olson, Public Defender's Office; Steve Rea, Assessor, Clerk-Recorder, Elections; Raymond Rivera, Health and Human Services Agency; Lana Shramenko, Health and Human Services Agency; and Kimberly Villa, Community Services.

## **Not Present:**

Katrina Beedy, Talent Development Team Intern; Vanessa Gonzalez-Lee, Human Resources; Ginger Hashimoto, Health and Human Services; Suzanne Ramalia, Sheriff's Department; and John Young, Agricultural Commissioner/Sealer of Weights & Measures

## **Introductions**

- Makayle was recognized for their hard work on the Yes Team webpages with her own personalized Difference Maker Duck.

## **Website Update (Makayle)**

### ➤ **Employee Reaction**

- Makayle informed the group that she has not received any formal employee feedback, she is excited about the pages, feedback received thus far and employee reaction.
  - *Action Item: Makayle will lead subcommittee to update content and maintain the Yes Team Pages and also encourage employees to send links to articles or videos to provide content for the pages.*
  - *Action Item: Lana will ask Employee Council for feedback*
  - *Action Item: Gina will send Yes Team logo with link to the group so they can add it to their email signature*
  - *Action Item: Posters will be distributed throughout the County to encourage employees to visit the Yes Team pages*
  - *Action Item: A "Go To" function was suggested so it is easier to find the Yes Team web pages, Will and Makayle will look into that.*
  - *Action Item: Makayle will add Yes Team link on Inside Yolo and also include it under the "What's New" Content*

### ➤ **Google Analytics**

- Will and Chris offered to help Makayle figure out the analytics. See how many hits the pages receive, how they search to get there, how much time is spent viewing the pages

➤ **Inside Yolo**

- Inside Yolo being updated soon. Makayle asked for group to review and provide feedback

**Video Update (Gina)**

- Currently working on 2 videos
  - The Yolo Way video featuring County Administrator, Pat Blacklock
  - Recruitment video featuring current employees (about 30 employees filmed), very powerful video
  - Release party once completed

**Employee Engagement Survey Results (Gina)**

- Survey results will be reviewed by Department Heads on December 13, 2016.
  - 678 (58.5%) employees participated in the survey
  - Results will be shared once the Department Heads have finished reviewing and analyzing the results

**Employee Engagement Fund (Natalie and Gina)**

- Natalie shared a draft proposal that will give departments the opportunity to apply for funds to implement employee engagement activities
  - Departments who did not participate in County employee engagement survey are not eligible for funds
  - Considering CAO being part of the approval process for funds to hold departments accountable
    - *Action Item: Members will review the proposal and send any feedback to Natalie*

**Infor Talent Management Update (Gina)**

- No update

**2017 Goals and Planning**

- January meeting focus
  - Update charter, tie to Strategic Plan
  - Using time together during meetings to do work
    - *Action Item: Gina will check if "Go To Meetings" or "Webex" is available as a forum for team communication outside of regularly scheduled meetings*

**Other Topics**

- **Recognition**

- Will brought up idea of coins to give employees to use as time off. The group also discussed the idea of doing something similar like the Catastrophic Leave where employees can donate hours.
- Yolo County Apparel that can be bought with the recognition coins.
- *Action Items: Natalie will give access to Kim and Raymond to the Talent Development Folder*

**Next Meeting: January 25<sup>th</sup>, 2017**