



Innovative Workforce Solutions

**YUMA COUNTY WORKFORCE DEVELOPMENT BOARD -
FINANCE AND PERSONNEL COMMITTEE**

Yuma Private Industry Council, Administration Building
3834 W. 16th Street, Yuma, AZ 85364

Meeting Link:

<https://us06web.zoom.us/j/82952092913?pwd=TVhDR1c4VnNMU1ZLZlc5RGtXWUE3Zz09>

Meeting ID: 829 5209 2913, Passcode: 636583

Phone: +1 253 215 8782 US

February 13, 2023

3:30 p.m.

MINUTES

I. CALL METTING TO ORDER

Maria Chavoya called the meeting to order at 3:31 p.m.

II. PLEDGE OF ALLEGIANCE

Maria Chavoya led the Pledge of Allegiance.

III. ROLL CALL

The roll was called, and those present and absent were:

Members Present (Virtually)	Members Absent
1. Maria Chavoya	
2. Samuel G. Loveless	
3. Antonio Zuniga	
4. Daniel P. Corr	
5. Steven M. Miller	
6. Steve Barba	
7. Nidia Herrera	
8. Patrick Goetz	
9. Adriana McBride	

Thereby a quorum was established.

Staff Present (Virtually)

Beatriz Aguilar, Clerk of the Board

IV. DISCUSSION AND/OR ACTION ITEMS

1. On the Job Training Increase Reimbursement Rate

Nidia Herrera recommended an increase for On-the-Job Training Reimbursement Rate for employers from a 50% to a 75%. The reimbursement was in place during the pandemic as there was a need of employers to participate in on-the-job trainings. If the committee agrees, a stipulation will be added to the training policy to allow board staff to activate the 75% in the future based on availability of funds for youth and adults.

Samuel G. Loveless asked how will it affect the outlay of cash and what would the total amount be. Nidia Herrera replied it will be based on availability of funds and the amount of each contract.

Steven M. Miller asked is there an expiration date for the use of 75%. Nidia Herrera replied it would remain effective until June 30, 2023, it will then be reviewed to decide whether it remains or its deactivated as new contracts will be in place.

A conversation took place regarding the process of an employer participating in on-the-job training and length of time. On the Job Trainings cannot exceed 6 months or more than 1,040 hours.

Steven M. Miller made a motion to approve the On-the-Job Training Increase Reimbursement Rate; seconded by Samuel G. Loveless.

VOICE VOTE: The motion carried 8-0 (Yes: Maria Chavoya, Samuel G. Loveless, Antonio Zuniga, Steven M. Miller, Steve Barba, Nidia Herrera, Patrick Goetz & Adriana McBride).

Recusals: 1 (Daniel Corr)

2. Revised Youth Incentive Payment Policy

Nidia Herrera informed the committee, the incentive payment policy was revised to increase incentives for youth. Youth participants receive incentives for internships, attending workshops, leadership opportunities, etc.

Additionally, a job shadowing service will be added to allow participants to job shadow for 15 days. Participants will select a career path and decide if interested in that career choice. The policy will state that a participant will be allowed two job shadowing's for two different job occupations.

Steven M. Miller made a motion to approve the Revised Youth Incentive Payment Policy; seconded by Samuel G. Loveless.

VOICE VOTE: The motion carried 8-0 (Yes: Maria Chavoya, Samuel G. Loveless, Antonio Zuniga, Steven M. Miller, Steve Barba, Nidia Herrera, Patrick Goetz & Adriana McBride).

Recusals: 1 (Daniel Corr)

A conversation took place on how to attract more participants and marketing, Dr. Corr offered to be part of the solution in attracting more participants and stated the program is welcomed to reach out to the college marketing team.

3. Revised Youth Supportive Services Policy

Nidia Herrera informed the committee, the youth supportive services policy was revised to increase support services such as clothing, gas, tools, etc.

Samuel G. Loveless made a motion to approve the Revised Youth Supportive Services Policy; seconded by Antonio Zuniga.

VOICE VOTE: The motion carried 8-0 (Yes: Maria Chavoya, Samuel G. Loveless, Antonio Zuniga, Steven M. Miller, Steve Barba, Nidia Herrera, Patrick Goetz & Adriana McBride).

Recusals: 1 (Daniel Corr)

4. Revised Training Policy (Incumbent Worker Training)

Nidia Herrera stated the incumbent worker training will be added to the training policy. The incumbent worker training may be used to upskill and avoid layoff aversions for adults.

Steven M. Miller made a motion to approve the Revised Training Policy (Incumbent Worker Training); seconded by Samuel G. Loveless.

VOICE VOTE: The motion carried 8-0 (Yes: Maria Chavoya, Samuel G. Loveless, Antonio Zuniga, Steven M. Miller, Steve Barba, Nidia Herrera, Patrick Goetz & Adriana McBride).

Recusals: 1 (Daniel Corr)

5. YPIC Cost of Living Adjustment/Inflation

Adriana McBride informed the committee, the minimum wage in Arizona increased from \$12.80 to \$13.85. Board staff is requesting the support from the committee to provide a 5% cost of living adjustment to YPIC staff including the Charter High School staff. Numbers have been calculated by the accounting department and are able to provide the increase. If the committee agrees the item will be presented to the full Board and if approved it will be effective as of the day of the Workforce Development Board meeting in March, the cost-of-living adjustment will not include the QUEST staff. A conversation took place regarding the increase percentage, retaining staff and wage compression. The committee requested a competitive wage compensation study.

Samuel G. Loveless made a motion to approve YPIC cost of living adjustment increase of 5%; seconded by Daniel P. Corr.

VOICE VOTE: The motion carried 5-0 (Yes: Maria Chavoya, Samuel G. Loveless, Antonio Zuniga, Daniel Corr & Steven M. Miller).

Recusals: 4 (Nidia Herrera, Patrick Goetz, Adriana McBride & Steve Barba)

Items 1, 2, 3 and 4 have been approved to move forward and will be ratified at the next Workforce Development Board meeting. Item 5 will be presented to the full Board for approval.



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V. GOOD OF THE ORDER

There were no comments for the Good of the Order.

VI. ADJOURNMENT

The meeting adjourned at 4:44 p.m.

Respectfully submitted by Beatriz Aguilar, Clerk of the Board.