

**MINUTES OF QUARTERLY MEETING - CITY OF YUMA MERIT SYSTEM BOARD**  
**July 9<sup>th</sup>, 2024**

The City of Yuma Merit System Board held a meeting at the City of Yuma, One City Plaza, Yuma, Arizona on July 9, 2024. William Craft called the meeting to order at 7:07 am.

**Members Present:**

- William Craft
- Cassandra Carrazco
- Sean Allen
- Keli Osborn

**Staff Present:**

- Monica Welch, HR Director
- Adrian Aranda, HR Manager
- Edna Cordova, HR Administrative Assistant

**Approval of Minutes:**

William Craft made a motion, seconded by Cassandra Carrazco, to approve the minutes as submitted from the April 9<sup>th</sup>, 2024 meeting. Voice Vote: Approved (4-0)

**Merit Board Hearing Updates:**

Monica Reported:

No hearing updates and one potential.

**City Updates:**

Monica Reported:

3% / Step 1 (Public Safety) employee pay increases effective July 08, 2024. Tuition Reimbursement increased to \$3,500.00. Forty employees participated in the program during FY 2024. The Tuition Program has improved retention and promotes career growth for employees. City of Yuma has reduced premiums and absorbed rates for 2 out of 3 health plans. General Leave Buy-Back Program will roll out October 2024. Currently working on Mentoring Program and expected to roll out in 2025. Police Department has improved retention, offering referral/ hire bonuses, and Public Safety Technician (non-sworn) positions available.

**Request for Future Agenda Items:**

None

**Adjournment:** The meeting was adjourned at 7:09 AM by William Craft.

Next meeting of the Merit System Board will be held on Tuesday, October 08, 2024.

Respectfully submitted:



Edna Cordova, HR Administrative Assistant

Approved:

  
William Craft, Chairperson