

# HR HAPPENINGS

## Welcome New Employees!

Please welcome these new regular employees who joined us between November and January!

**Sonya Liadis**  
HR Business Partner

**Christopher Robles**  
Custodian- Prescott



January 31, 2020

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Happy YC employees at Convocation, Jan. 8, 2020!



## Comp Study for Grades 1 to 8 has been completed!

Each year, Human Resources reviews compensation for a subset of employees to ensure that YC is compensating our employees fairly and competitively. This year, we looked at grades 1 – 8, which covered 119 employees. Some of the areas we look at when we do a comp study are:

- Market comps – Are we competitive for this job in this area?
- Pay equity – Are we internally equitable in how we compensate employees doing the same job?
- Scope of job – Have the job duties changed or expanded significantly?
- Grade - Is the job in the right grade?

This year we also looked at:

- Minimum wage compression
- Changes in the Fair Labor Standards Act
- Insuring YC offers a livable wage

In grades 1–8, we were pleased to find that many of our employees were already being compensated fairly; for employees who did receive a market adjustment, the new pay rate is on paychecks today!

We had a lot of positive reaction to our process this year, thanks in large part to the hard work of Lisa Rhodes, Lisa Merrifield, Sonya Liadis, Julie Garver, and Duane Ransom.

Here is one email received by CHRO Emily Weinacker:

*“Just a quick note to thank you and your staff for your professionalism and support. In all of my years here, I’ve never received a comprehensive response to JAQ submissions or any position-related questions. I just really appreciate the work that you do and communications from you!”*

**Yavapai**  
COLLEGE



## Roger Runyan Employee Career Enhancement Award

The *Roger Runyan Employee Career Enhancement Award* (sponsored by the *Yavapai College Foundation*) provides financial assistance to regular full-time staff employees of Yavapai College actively seeking increased professionalism and effectiveness through educational enrichment opportunities. Past scholarship winners were seeking academic degrees at the AA, BA, MA or PhD level.

Access the application information/form on the Human Resources website on the Training & Development Home page or click:

[Roger Runyan Career Enhancement Application Form](#)

Return completed application form and materials to the Human Resources office by Friday, February 28, 2020.



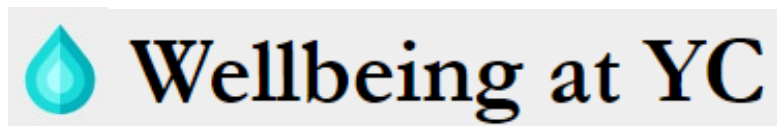
**THANK YOU** for participating in the Pave the YC-Way Employee Satisfaction Survey

We will receive the results in 8 -10 weeks and will be sharing results broadly. We had great participation as shown below.

Group	Number
Faculty	113
Administrators	37
Staff	286
<b>Total</b>	<b>436</b>

Location	Number
Prescott	305
Verde Valley/Sedona	66
CTEC/Chino	30
Prescott Valley	28
<b>Total</b>	<b>429</b>

**Note:** Demographic questions were optional, therefore the totals are not the same.



### Take Part in Telecoaching!!

Telecoaching consists of private, one-on-one telephonic or Zoom video calls with a WELCOAZ Health Coach. Our new health coach, Victoria Barrios, can provide information and motivation about lifestyle, goals and interests, and help you develop your own wellness success plan.

[Check out the flyer](#) to learn how to schedule your appointment. (This is a no-cost covered benefit available to all employees -- full-time, part-time, temporary, everyone!)