

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
SALARY INCREASE GREATER THAN 10% - FY 2014-15**

**Attachment PER 1**

College	Employee Name	Salary on July 1, 2014*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Asheville-Buncombe Technical Community College	Lindsay Smith	\$29,412	\$35,268	\$5,856	19.9%	12/1/2014	<b>Promotion</b> - Technician, Cash Receipts, Grade N8 to Receivables Technician, Grade N12
Central Carolina Community College	Deb McNeill	\$29,640	\$32,892	\$3,252	11.0%	12/1/2014	<b>Promotion</b> from Administrative Specialist to Help Desk Support; duties changing from office support to providing help desk support and scheduling to the college.
Central Piedmont Community College	Jill Lutz	\$57,720	\$65,000	\$7,280	12.6%	12/1/2014	<b>Promotion</b> - Jill Lutz is currently a Director of Workplace Learning in our salary M. She is being recommended for a new position Executive Director Skills Initiative with a recommended salary of \$65,000. This is a 12.6% increase from her current salary and is 9.7% within the O salary grade. In order to be consistent with our processes, ensure internal equity, and offer competitive market pricing in the metro area for this position, we are recommending this salary for Ms. Lutz. In her current role as a Director of Workplace Learning, she is plans, initiates, and manages all activities of the College's work-place learning and cooperative education programs; develops and implements goals and objectives and administers policies and procedures. In her new role, she will provide leadership and management for CPCC's Center for Energy Training (CET), including strategic planning, coordination among deans at the College as well as the external Energy Executive Leadership Group (EELG), chartered by The President.
Coastal Carolina Community College	Gregory Becker	\$4,507	\$5,190	\$683	15.2%	1/1/2015	<b>Promotion</b> - Upon the retirement of the college's Information Systems Supervisor, Mr. Becker will move from a nine (9) month faculty position to a twelve (12) month Information Systems Director position. His salary will be consistent with the college's board-approved salary plan.
Fayetteville Technical Community College	Robert Antil	\$60,117	\$70,823	\$10,706	17.8%	11/1/2014	The decision was made to combine the Director of Library Services and the Director of Student Learning Center into one position. Through upward mobility, Robert Antil was promoted from Director of Library Services, grade 43, to Director of Library Services and Student Learning Center, grade 46, effective November 1, 2014. His new position comes with increased responsibilities as he will now be responsible for two departments. Mr. Antil will supervise all of Library Services and the Student Learning Center to include staff and daily operations.

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Pitt Community College	Leanora Dowling	\$8.40	\$10.20	\$1.80	21.4%	12/1/2014	Current part-time tutor that has earned an associates degree and is moving from peer tutor to professional tutor status. Administrative duties will also increase slightly. Pay increase commensurate with current pay scale for associate degree tutor's at \$10.20hr.
Pitt Community College	Vashon Alexander	\$8.50 hr	\$12.00 hr	\$3.50 hr	41.2%	1/1/2015	Reorganization and realignment of all TA hourly positions in the Construction and Industrial Technology (CIT) Division. Approved through new Dean of CIT, Mark Faithful, and Vice President of Academic Affairs, Dr. Thomas Gould.
Wake Technical Community College	Amanda Brown	\$26,260	\$31,572	\$5,312	20.2%	12/1/2014	Adjustment for additional higher level duties: Amanda is receiving higher level duties and title change from Instructional Support Assistant II to Assistant to the Senior Dean/ Instructional Support and Coordinator due to business need. Previously in her role as Instructional Support Assistant, she was responsible for providing clerical support to the ILC Department, to include administrative support processes such as payroll documentation, purchasing departmental supplies, tracking inventory, and maintaining marketing updates. In her new role as the Assistant to the Senior Dean/ Instructional Support Coordinator, she is responsible for providing administrative support to the Senior Dean by preparing contracts, solving division issues in regards to monthly payroll and budget balances. She is also responsible for assisting with special projects, interpreting financial reports and applying the data to maintain budget balances.
Wake Technical Community College	Melania Aquirre-Rabon	\$66,460	\$73,424	\$6,964	10.5%	12/1/2014	Adjustment for additional duties: Melania is receiving additional duties due to the resignation of the Administrative Department Head for Fine Arts. As Administrative Department Head/Foreign Language, Melania is responsible for coordinating all instructional and academic activities, supervising curriculum course development and performing the duties of instructor. The additional duties that will be acquired from the resignation of the Department Head for the Fine Arts are similar to include: recruiting, interviewing and hiring full-time and adjunct faculty; contributing to the development of the division wide effectiveness. This would be in addition to what she would have to also do for the Foreign Language Department. She would plan and conduct faculty orientations for this department and assign instructor departmental classes. Monitor and approve all requests, respond to student requests and perform duties of instructor for both departments Fine Arts and Foreign Language.

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<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
Central Piedmont Community College	Jonathan Moss	\$34,169	\$39,067	\$4,898	14.3%	11/1/2014	Jonathan Moss is currently an Information System Analyst II in our IT department. He currently resides in our salary grade of "I". He is being recommended for the new position of Information Analyst III with a recommended salary of \$39,067.00. This is a 14.33% increase from his current salary and is at the entry level of our salary grade of "K". In order to be consistent with our processes, ensure internal equity, and to offer a competitive salary in the Charlotte metro area for this position, we are recommending this salary for Mr. Moss. In his current role, he is responsible for responding to inquiries and requests from users for assistance with the college's computer systems and desktops, by identifying problems, troubleshooting and providing solutions to users. In his new role, he will provide higher third level support to users, focusing on root causes, and performing in depth system and infrastructure analysis. Tasks may involve designing, installing, programming, troubleshooting and maintaining user's hardware and software. Mr. Moss is uniquely qualified for this position due to the experience and training he has gained as part of the IT team. The sooner we can place Mr. Moss into this position, the better IT will be able to service our users at arguably one of the busiest times of the year for us.

\*Or last pay period in FY 2013-14 (includes \$1,000 Legislative Increase)

\*\* Monthly rate of pay