

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
SALARY INCREASE GREATER THAN 10% - FY 2013-14**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
A-B Tech	Leah Hampton	\$44,580	\$55,968	\$11,388	25.5%	2/21/2014	Mrs. Hampton moved from a staff position as Coordinator, Academic Learning Center to a faculty position as Interim Chair, Developmental Studies which are two separate pay scales. This position was created due to the former Chair moving into a Dean position, and had been filled for several months by another Chair. This was an internal move and not advertised. Holding a Master's degree and supervisory experience are required for the Chair position and not the role she previously held.
Central Carolina	Greg Hamm	\$4,435 **	\$4,900 **	\$465 **	10.5%	3/1/2014	Chef Hamm's salary is lower than his peers and slightly less (monthly) than his newest employee. This is an equity increase to put him more in line with his peers as well as to move his salary to a higher level than his employee. The amounts shown are monthly amounts. He is a 12 month employee.
CPCC	Kendra Felder	\$27,358	\$39,067	\$11,709	42.8%	2/1/2014	<p>Ms. Felder is a full time Accounting Specialist, salaried at \$30,847 and residing in our salary grade of H. Ms. Felder assumed this position on August 14, 2013 which increased her salary at the time from \$27,358 to \$30,094 salary.</p> <p>In October 2013, the CPCC board of trustees approved CPCC Cabinet's request to award all full-time faculty and staff members a 2.5% salary increase for the 2013-2014 fiscal year. This increase was added to full-time employees' base salaries and was entirely funded by College Institutional funds. When Kendra received the 2.5% increase, her salary then changed from \$30,094.00 to \$30,847.</p> <p>After assuming her Accounting Specialist position, she successfully interviewed and was recommended for a new position of Staff Accountant, with a recommended salary of \$39,067.00 which is the entry level salary. This new position resides in our salary grade of K. In order to be consistent with our process, we must bring Ms. Felder to the minimum of the new salary range.</p>

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CPCC	Shannon Utley	\$29,640	\$39,067	\$9,427	31.8%	3/1/2014	<p>Ms. Utley is currently a full time Course Management Specialist, salaried at \$30,381.00 and residing in our salary grade of H. Her current salary reflects a 2.5% non-state fund increase to her June 30, 2013 salary. She is being recommended for a new position of Course Management Supervisor, with a recommended salary of \$39,067.00 which is the entry level salary of her new grade of K. In order to be consistent with our processes and ensure internal equity, we must bring Ms. Utley to the minimum of the new salary range.</p> <p>In her current role, she assists the departmental supervisor in overseeing operations in the Instructional Course Management Department: processing course origination scheduling documents; assisting with college staff course management process training, including new staff within the departments of the Learning Unit; preparing training materials and maintaining files. In her new role, she will be supervising 3 full-time Course Management Specialists, and overseeing all operational functions for curriculum and basic skills course management and audit records. Internally, Ms. Utley will act as a lead resource to higher level administrative management. She will do this by developing, analyzing, preparing and presenting reports and recommendations upon demand, including real time class enrollment and workload to support CPCC strategic goals. Finally, Ms. Utley will act as a liaison to administrators and staff at the NCCCS systems office, as well as system colleges, for the review, analysis, development and assistance with instructional and non-instructional contracts utilized by all NC community colleges.</p>

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Durham Technical CCC	Andrei George	\$36,600	\$43,200	\$6,600	18.0%	3/1/2014	Promotion from position of Human Resources Generalist to Assistant Director, Human Resources and Affirmative Action Officer. In new position, employee will be the second-in-command for Human Resources Office, serve principal employee relations administrator (working to resolve disputes between employees), supervising secretary/receptionist for Human Resources Office, and reviewing and investigating affirmative action complaints filed by employees. Durham Tech recently established employment categories and salary bands. Andrei's current position is listed as a P 02 (lowest level professional grade position) which has a minimum salary of \$34,400 and a midpoint of \$48,000. His new position is P 03 grade, which has a minimum salary of \$41,300 and a midpoint of \$58,200.
Fayetteville TCC	Holly Silvey	\$41,492	\$49,694	\$8,202	19.8%	3/1/2014	Through the interview of applicants to fill the position of Accounts Receivable Manager, Business & Finance, grade 36, Holly Silvey was promoted from Assistant Accounts Receivable Manager, grade 26, to this position effective Mar 1, 2014. Her current position supervises 2 paraprofessionals, in the new position she will supervise 5 paraprofessionals and 1 professional (who supervises 2 paraprofessionals). There will also be an increase in duties.
Forsyth Tech CC	Lucious B. Oliver, II	\$34,200	\$50,664	\$16,464	48.1%	3/1/2014	Lucious has been an Instructional Design Assistant Technician at our college (paraprofessional level position) since March 2013. The job he applied, interviewed, and was selected for was an Instructional Designer in our college's Center for Transformative Learning (professional level position).

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Attachment PER 1

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Robeson	Carolyn Hunt	\$14.75 hr	\$21.00 hr	\$6.25 hr	42.4%	3/1/2014	Currently she is employed as a PT teacher assistant for College and Career Readiness. She obtained her Bachelor's of Arts December 7, 2013. If approved she will be moved to a PT instructor at \$21.00 an hour, in accordance with our part-time salary scale.
Rockingham	Joy Chappell	\$38,004	\$57,000	\$18,996	50.0%	2/21/2014	Ms. Chappell was promoted from HR Specialist (Level 9) to the Direct of Human Resources (Level 17). She was selected for the position after doing a search for the best candidate. Ms. Chappell was already in the position on an interim basis prior to her promotion.
Wake Tech	Diane Cardamone	\$54,765	\$73,980	\$19,215	35.1%	3/1/2014	Promotion. Ms. Cardamone, in addition to her current role, has assumed the duties of a vacant position as a result of a retirement. Ms. Cardomone will assume direction of two program areas which will now be combined. She will now serve as the Nurse Aid Department Head which now includes the Service Occupation program. She will direct, supervise and promote the Continuing Education Certified Nursing Assistant and Service Occupation departments. Her duties will also include working with industry to provide training and promote courses; maintain working relationships with the Department of Corrections and other entities; and recruit instructors for both program areas. Wake Tech will not be filling the vacant position.
Wake Tech	Kimberly Jackson	\$41,820	\$52,860	\$11,040	26.4%	3/1/2014	Promotion. Ms. Jackson has assumed new higher level duties due to reorganization. In her previous role she was responsible for providing administrative and technical support for the Senior Director, ordered supplies, maintained syllabi and submitted monthly payroll reports. In her new role, she is now responsible for managing projects supporting the employment of students. She is also responsible for hiring and training managers; designing and maintaining program evaluations for data collection and analysis; and promoting public interest in STEM careers through outreach.

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Wake Tech	April Wilson	\$31,140	\$34,500	\$3,360	10.8%	3/1/2014	Promotion. Ms. Wilson has assumed new higher level duties due to business need. Ms. Wilson was previously responsible for setting up standard course equivalencies; assist in evaluating processes and recommending modifications to departmental workflow and for accuracy; and prepare transcript evaluations. The additional duties include buiding and maintaining program of study requirements in Colleague; troubleshooting all issues relating to programs of study; and serving as the liaison between admissions and advising to ensure updates are sent to pertinent staff regarding programs of study and all program communications.

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Under the authority granted to him by the State Board, President Ralls approved the following requests

College of The Albemarle President Ralls approved	Elizabeth White	\$25,944	\$33,420	\$7,476	28.8%	2/10/2014	Promotion - Elizabeth is currently employed as the Administrative Assistant for Basic & Transitional Studies. The college advertised the position of Lead Accounts Payable Coordinator & Elizabeth applied/interviewed for the position. She has been recommended based on her bachelor's degree & work experience - she has worked with the college for 10 years. Her current position is rated as a 6 & the new position is an 8 due to the requirements of the position.
Gaston College President Ralls approved	Juanita Gunnell	\$73,219	\$81,342	\$8,123	11.1%	2/1/2014	The requested increase is the result of a posted competitive job search for a Dean of Health and Human Services. The successful candidate is a current employee who was the former Associate Dean for Health and Human Services/Instructor-Dietetic Programs, which was a faculty position. The successful candidate met all the necessary requirements and had the requisite credentials. The promotion will reclassify the person from a faculty to a staff, which is a salary grade 19 per the College's established salary plan. The requested new salary is an annual salary. Generally, the additional duties associated with transferring from an assistant dean to a dean include providing academic and administrative leadership for the health and human services division, supporting the achievement of the division's stated goals to realize the mission of the College, and managing, coordinating and supervising daily operations and functions of the division including overseeing 42 faculty and staff employees.

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Gaston College President Ralls approved	Susan Gutowski	\$31,833	\$35,850	\$4,017	12.6%	2/1/2014	<p>The requested increase is the result of a posted competitive job search for an Administrative Assistant to the Dean-Arts and Sciences. The successful candidate is a current employee who was the former Secretary-Arts and Sciences. The successful candidate met all the necessary requirements and had the requisite credentials. The promotion will reclassify the person from a salary grade 5 staff position to a salary grade 7 staff position per the College's established salary plan. The requested new salary is an annual salary.</p> <p>The additional duties associated with transferring from a Secretary to an Administrative Assistant include assuming additional responsibility for curriculum and catalog changes, coordinating departmental schedules of course offerings, preparing division schedules, assisting with student registration, coordinating transcript evaluations, and reporting academic data.</p>
Gaston College President Ralls approved	Ungina Perkins	\$42,740	\$49,789	\$7,049	16.5%	2/1/2014	<p>The requested increase is the result of a reorganization of the Student Services and Enrollment Management Division. This increase will reclassify the position of Assistant Director-Financial Aid from a salary grade 10 staff position to a salary grade 12 staff position and is consistent with the College's salary plan and procedures. The reorganization has added the responsibility of the day-to-day administrative supervision of the financial aid functions to the position. The overall reorganization is budget positive.</p>

*Or last pay period in FY 2012-13

** Monthly rate of pay