

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

**Attachment PER 1  
(Revised 04/24/2014)**

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
A-B Tech	Cris Harshman	\$51,972	\$59,004	\$7,032	13.5%	5/1/2014	Promotion - Grade E9 to E10 - additional responsibilities related to supervision and management of technical support staff.
A-B Tech	Mark Locklear	\$46,524	\$53,004	\$6,480	13.9%	5/1/2014	Promotion - Grade E7 to E8 - new responsibilities, different position - From Systems/Web Administrator to Programmer Analyst II
A-B Tech	Spencer Black	\$31,020	\$36,000	\$4,980	16.1%	5/1/2014	Promotion - Grade E4 to E5 - new responsibilities, different position - From Technical, Audio Visual to Systems Analyst/Technology Services
A-B Tech	Vicki Thompson	\$30,012	\$35,268	\$5,256	17.5%	5/1/2014	Promotion - new responsibilities, different position - From One Stop Assistant to Specialist, Financial Aid - Grade N 9 to Grade N 12
Cape Fear CC	Lauren Wilson	\$40,068	\$45,852	\$5,784	14.4%	6/1/2014	Lauren Wilson is being recommended for a promotion from Financial Aid Coordinator to Assistant Registrar. Lauren is invested in CFCC. She has worked been here for 7 and 1/2 years and is currently working on her Master in Educational Leadership and Management. She has an earnest desire for more and different responsibilities. She is detail-oriented as witnessed by her excellent record in Financial Aid. She knows many of the students and staff at the North Campus, making the transition much easier. Lauren was very poised and professional during the interview and displayed excellent communication skills. The committee feels she would quickly learn the duties of an Assistant Registrar and would be a great asset to the North Campus and CFCC.
Central Carolina	Clint Matthews	\$2,295 **	\$2,848 **	\$553 **	24.1%	5/1/2014	Promoted to replace K. Sasser; increase based on equity (employee currently compensated below other similarly-situated employees)
Central Carolina	Karen Sasser	\$2,935 **	\$3,550 **	\$615 **	21.0%	5/1/2014	Hired into new position with greater responsibilities - now responsible for IT security for entire college
Central Carolina	Lisa Baker	\$4,839 **	\$5,700 **	\$861 **	17.8%	5/1/2014	Hired as new Dean of Health Sciences - promotion from Department Chair

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
CPCC	Marcus Redlinger	\$65,853	\$74,250	\$8,397	12.8%	5/1/2014	A reorganization in our IT Infrastructure and Services area is necessary to better align the College for upcoming changes and demands in software, hardware and telephony. Marcus Redlinger is currently a full time Network Systems Administrator, salaried at \$67,500 residing in our salary grade of M. His current salary reflects a 2.5% non-state fund increase to his June 30, 2013 salary. The College needs to reclassify Mr. Redlinger's job, since he has taken on a number of new, mission critical responsibilities as an Infrastructure Solutions Architect-Core Systems, grade N, with a recommended salary of \$74,250. With the increase, the new salary for this position is within the salary range of grade N (\$54,238 - \$86,781) and will place him at the 61.5 percentile of the range. Offering this salary is appropriate, considering the added job responsibilities. In his current role as a Network Systems Administrator, he is responsible for providing coordination, maintenance, upgrades for computer systems. He is also responsible for administering, evaluating and modifying core systems to assure proper security and operation, planning, coordinating and implementing system software for servers. In his new role, he will have increased responsibilities: He will lead delivery of complex infrastructure solution designs in ITS, create project plans which detail effort and time required and be responsible for successfully executing plans related to core systems. Mr. Redlinger will also assist in development of improved processes to optimize service levels through researching new system (infrastructure) techniques.

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
CPCC	Scott Lewis	\$74,694	\$84,218	\$9,524	12.8%	5/1/2014	A reorganization in our IT Infrastructure and Services area is necessary to better align the College for upcoming changes and demands in software, hardware and telephony. Scott Lewis is currently a full time Supervisor Infrastructure Systems and Services, salaried at \$76,562, residing in our salary grade of N. His current salary reflects a 2.5% non-state fund increase to his June 30, 2013 salary. He has taken on a number of new, mission critical responsibilities as Director Infrastructure Systems and Services, grade O, with a recommended salary of \$84,218. With the increase, the new salary for this position is within the salary range of grade O (\$60,746 - \$104,484) and will place him at the 53.7 percentile of the range. Offering this salary is appropriate, considering the added job responsibilities. In his current role as a Supervisor, Infrastructure Systems and Services, he is responsible for providing oversight to the team which is responsible for architecting, implementing, monitoring and maintaining infrastructure systems and services for the college. In his new role, he will have increased responsibilities: He will develop policies and procedures related to infrastructure systems software and hardware acquisitions, usage, support, security and backup. He will provide oversight to operations and processes related to mission critical systems, coordination of installation and testing software upgrades, network and memory utilization, and development of disaster /recovery procedures. Mr. Lewis will also be responsible for providing budget recommendations to upper management and monitors expenditures against approved budget. This position serves as the backup for the Executive Director of Infrastructure Systems and Services.

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College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
CPCC	Shari Kimlinger	\$57,495	\$64,827	\$7,332	12.8%	5/1/2014	A reorganization in our IT Infrastructure and Services area is necessary to better align the College for upcoming changes and demands in software, hardware and telephony. Shari Kimlinger is currently a full time Infrastructure Coordinator, salaried at \$58,933 residing in our salary grade of M. Her current salary reflects a 2.5% non-state fund increase to his June 30, 2013 salary. She has taken on a number of new, mission critical responsibilities as Project Lead Infrastructure, grade N, with a recommended salary of \$64,827. With the increase, the new salary for this position is within the salary range of grade N (\$54,238–\$86,781) and will place her at the 32.5 percentile of the range. Offering this salary is appropriate, considering the added job responsibilities. In her current role as an Infrastructure Coordinator, she is responsible for technical and administrative task related to planning, implementing and maintaining campus data infrastructure and IP networking system. She is also responsible for administration of numerous infrastructure systems, networking equipment and communication devices at the college. In her new role, she will have increased responsibilities: She will create project plans detailing expected level of effort and time required to complete, create detailed specifications in accordance to the requirements, and execute project plans by properly communicating with team and delegating assignment to them. Ms. Kimlinger will also maintain her former duties and responsibilities held as an Infrastructure Coordinator in this new role which will substantially increase the workload volume in this position.
Craven Community College	Cynthia Ensley	\$33,852	\$52,000	\$18,148	53.6%	3/1/2014	Cynthia is being promoted from Executive Assistant to the Vice President of Havelock/Cherry Point (Level 71) to the Executive Assistant to the President (Level 75). Due to her vast experience serving as an Executive Assistant to two CEO's in the private sector along with experience and knowledge working with an managing governing boards, the midpoint of Level 75 is warranted. midpoint of a level 75 per our Mercer Salary guidelines is \$52,000).
Craven Community College	Penny Cleland	\$33,300	\$42,500	\$9,200	27.6%	3/1/2014	Penny is being promoted from a WFD Data Coordinator (Level 71) to the Executive Assistant to the Vice President for Administrative Services (Level 72). Her vast experience serving in various positions at Centurylink, including administrative support, Trainer and Supervisor, the midpoint of level 72 in the Mercer guidelines is warranted (midpoint of a level 72 per our Mercer Salary guidelines is \$42,500).

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Craven Community College	Robin Matthews	\$62,076	\$72,000	\$9,924	16.0%	5/1/2014	Promoted to Interim Dean of Workforce Development from Director of Occupational Extension, Workforce Development. He will supervise all aspects of Workforce Development to include programs at both college campuses. The dean position is 4 levels above his current position and falls within the salary guidelines documented in our salary plan.
Pitt CC	Taylor Frye	\$7	\$10	\$3	42.9%	5/1/2014	Current position is Technical Assistant for Human Services Department. Increase in duties assigned to position. Additional duties and responsibilities include technical support for 7 faculty members, primary support for Human Services Chair. Increased administrative duties include primary contact and liaison for inquiries related to Human Services department. Collects and enters data related to department daily operations. Also assists with completion of curriculum forms. Increased use of technology including additional responsibilities with regard to database development and implementation. Increased responsibilities to multi-task on a daily basis related to specific departmental projects.
Richmond CC	Robert Taylor	\$50,592	\$92,610	\$42,018	83.1%	5/19/2014	Mr. Taylor was selected for the Vice-President of Workforce & Economic Development position. His prior position was Director for Workforce & Economic Development, which reports to the VP of W.E.D. He will be responsible for all functions of this area including con. ed., basic skills, SBC, customized industrial training, and HRD.
Rockingham	Cathy Carter	\$29,700	\$36,000	\$6,300	21.2%	4/25/2014	Ms. Carter was promoted from CE Records Specialist (Level 6) to Program Accountability Specialist (Level 9). She will replace an employee who has resigned. The college is saving money overall because Ms. Carter and another employee are assuming the job duties of the terminated position. In other words, the college will turn three positions into two positions with this promotion.
Rowan-Cabarrus Community College	Dr. Carol Scherczinger	\$69,384	\$86,730	\$17,346	25.0%	5/1/2014	Dr. Carol Scherczinger was promoted (through posting and selection) from a program chair to the Dean of Science, Math, Biology and Information Technology. Her credentials are exceptional, having had experience in a university setting as well as in industry. Dr. Scherczinger is a highly qualified faculty who has been at Rowan-Cabarrus for some time and as a result, her salary is lower due to compression from the many years in the state system with no increase. Had Dr. Scherczinger been an external candidate, we would have had to offer at least this amount and potentially more to secure her talents for RCCC. With this in mind, we respectfully request that you approve our increase request.

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Rowan-Cabarrus Community College	Julie Harvell	\$31,272	\$45,814	\$14,542	46.5%	5/1/2014	Ms. Harvell was promoted (through posting and selection) to the role of Chief GED Examiner which is a C41, exempt position from her most recent role as a testing specialist B21, non-exempt position. While this increase is unusually high, it should be noted that Ms. Harvell had the education and professional experience required for this position; she was displaced from a C41 exempt position that was eliminated due to position reductions/consolidations in 2011. Desiring to stay with the college, she posted into the B21 Testing Specialist role which allowed her to gain additional technical proficiency in testing and successfully post into the Chief GED examiner role for RCCC. Since the Director of Testing left RCCC in January 2014, Ms. Harvell has been instrumental in providing leadership and stability in the Testing Center. We respectfully request that you consider and approve the increase as identified.
Southwestern CC	Darian Greene	\$17 hr	\$19 hr	\$2 hr	11.8%	5/1/2014	Met the set requirements for Level I instructor and passed his certification exam. He will begin instructing in higher level courses on May 1st.
Southwestern CC	Travis Hedden	\$19 hr	\$22 hr	\$3 hr	15.8%	5/1/2014	Obtained his Fire Fighter Instructor Qualification and passed his qualification exam. He will begin instructing in higher level courses on May 1st.
Tri-County CC	Julia Hall	\$30,136	\$38,000	\$7,864	26.1%	5/1/2014	Position change (promotion) to Payroll/Accounting Technician. Position level is three above current position level as Asst to VP/Cashier/Billing Specialist.
Wake Tech	Rebecca Neagle	\$72,300	\$83,100	\$10,800	14.9%	5/1/2014	Promotion. Ms. Neagle, has assumed higher level duties as a result of taking on the responsibility of Dean of Arts, Humanities and Social Sciences. Ms. Neagle is responsible for developing a division-wide institutional effectiveness plan and assessment plans for general education core competencies and student learning outcomes; assisting in the recruitment and selection and orientation of division, department heads, faculty and staff. She will work with the registrar's office to ensure students are awarded appropriate transfer credits. She assures internal and external collaboration and communication with students, other community college areas, system office, business industry and other external agencies.

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<b>Under the authority granted to him by the State Board, President Ralls approved the following requests</b>							
Central Carolina	Kristy Baggett	\$14 hr	\$24 hr	\$10 hr	71.4%	4/1/2014	Took on new position with greater responsibilities - moved from student testing to Web site development; salary in range with other Directors
FTCC	Dwight Smith	\$26,160	\$29,595	\$3,435	13.1%	4/1/2014	Through the interview of applicants to fill the position of Financial Aid Technician, Fort Bragg, grade 15, Dwight Smith was promoted from a Records Clerk, grade 10, to this position effective Apr 1, 2014. His new position comes with increased responsibilities. Mr. Smith will be assisting with Financial Aid processing at the Fort Bragg Campus location.
Gaston College	Jennifer Nichols	\$59,093	\$67,382	\$8,289	14.0%	4/1/2014	The requested increase is the result of a reorganization of the Student Services and Enrollment Management Division effective 4/1/14. The specific change will combine two director-level positions, Director of Counseling and Director of Admissions and Enrollment Management. The Director of Admissions and Enrollment Management has been vacant since ~July 2013. Each position was a grade 16. The two positions have been combined into one position and re-titled Director - Enrollment Management and Counseling and re-graded to a 17 due to additional duties (i.e., responsibility for two departments). The reorganization will result in an overall budget savings while allowing greater flexibility to better serve and support students. The proposed salary change (i.e., Grade 16 to 17) is consistent with the College's salary plan and procedures, but will exceed the 10% ceiling, thus requiring this request.

\*Or last pay period in FY 2012-13

\*\* Monthly rate of pay