

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

Attachment PER 1

College	Employee Name	Salary on June 30, 2013*	Requested Salary	Change	% Change	Requested Effective Date	Explanation for Increase
Central Carolina	Brian Merritt	\$72,804	\$100,000	\$27,196	37.4%	6/1/2014	Promoted from Dean to Vice President; salary in range of current college executives. In Mr. Merritt's current role, he supervises several grant funded positions, the academic assistance center, and the college recruiters. In the Vice President role, he will be responsible for all curriculum programs at the college. Mr. Merritt has a PhD and has numerous years of higher education experience. The proposed salary is in range of current college executives.
Central Carolina	Mark Hall	\$57,468	\$70,000	\$12,532	21.8%	6/1/2014	Promoted from Lead Instructor to Acting Provost; salary in range of similar college executives. Mr. Hall currently the Lead Instructor of a program and will be assuming the duties of Acting Provost for Chatham County. The Chatham County Provost is responsible for overseeing all program offerings in Chatham County and the administrative issues of running the various campuses.
Central Carolina	Summerlin Page	\$44,028	\$55,000	\$10,972	24.9%	6/1/2014	Promoted from Instructor to Lead Instructor; salary in range of similar Leads. Mrs. Page will be assuming duties Mark Hall was previously responsible for completing. The Lead Instructor is responsible for hiring adjunct faculty and creating class schedules in addition to teaching duties.
CPCC	Mallory Benz	\$48,932	\$55,172	\$6,240	12.8%	6/1/2014	Mallory Benz Cooke is currently a full-time Communications Specialist, salaried at \$50,156 residing in our salary grade K. Her current salary reflects a 2.5% non-state fund increase to her June 30, 2013 salary. Due to additional duties, her position needs to be reclassified to that of Director of Communications, Grade M, with a recommended salary of \$55,172. With the increase, the new salary for this position is within the salary range of Grade M (\$48,515 - \$76,655) and will place her at the 23.7% percentage of the range. In her new role as Director of Communications, she will serve as the primary contact for all internal and external College communications by working collaboratively with all departments and administration to draft and review messages before distribution. Other additional responsibilities with this role include: Developing comprehensive guidelines for internal and external communications; ensuring intranet is current to keep staff and faculty apprised of college news, information and updates; providing supervision for one professional (exempt) staff member; serving as the marketing account representative for learning, instructional and all support units within the college by developing and implementing marketing plans and creating projects for them; developing and maintaining the CPCC brand and contributing to the style guide as needed. She has more than 15 years of experience in public relations and marketing; eight years of her experience has been in higher education in public relations and marketing. Finally, with the duties and supervisory responsibilities of this role, the workload volume will increase substantially for Ms. Cooke.

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Gaston College	Eric Johnson	\$33,596	\$42,685	\$9,089	27.1%	6/1/2014	<p>This position is reclassified as a result of a re-organization of the Accounting Department that will save the College over \$162,000. The re-organization has been in place on an interim basis for over six months to determine its long-term viability, which has been confirmed. During the interim period, Mr. Johnson has been performing the responsibilities of an Accountant position—including General Ledger and Construction related duties—with an interim salary increase that is significantly less than the salary commensurate with the level of duties and responsibilities of an Accountant position. As part of making this position change permanent, Mr. Johnson's salary grade (from an Accounting Specialist grade 7 to an Accountant grade 10) and \$ salary change would be consistent with the current salary grade for an Accountant position and follows the procedures for how increases are normally awarded per the College's Salary Plan.</p> <p>Additionally, it should be noted that the College has had another Accountant/Payroll position open for competitive application since November 2012 that is also part of the reorganization that will save over \$162,000. To date, this position has been posted 5 times and 13 unsuccessful interviews have been conducted. Mr. Johnson's position change further alleviates the challenge associated with filling key accounting positions in order to realize the \$162,000 savings.</p>
Pitt Community College	Starlena Peel	\$10.30 hr	\$14.61 hr	\$4.31 hr	41.8%	6/1/2014	Employee promoted from part time TA in Human Resources to full time annual Student Support Services Administrative Assistant I. Change in position level incurs additional clerical and administrative responsibilities.
Stanly Community College	Drake, Jeff	\$63,600	\$72,000	\$8,400	13.2%	6/1/2014	Promotion From Grade 10 to Grade 16: Previous position was as Network Infrastructure Manager, and promoted to serve as College's Chief Technical Officer, providing strategic planning for the overall technological needs; maintains and oversee implementation of College's Technology Plan, oversees and evaluates vendor selection; supervises coordination of all departmental schedules, supervises all IT staff and projects; ensures all practices, servers, hardware ,software and licenses are up to date; provides supervision to all area for maintenance of technical equipment and computer labs.
Sandhills CC	Twana McKnight	\$50,004	\$60,000	\$9,996	20.0%	7/1/2014	Twana was the interim director and will now be responsible for the oversight of the Hoke campus facilities, scheduling, security and maintenance as well as day to day operations and supervision of staff. She will also be the community liason assisting in marketing and promotions related to all campus activities.

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Wake Tech	Debbie Parrish	\$34,740	\$50,556	\$15,816	45.5%	6/1/2014	Promotion. Debbie Parrish, has assumed higher level duties as coordinator of the nurse aid department, due to a vacant position. Mrs. Parrish was previously responsible for providing administrative support and assisting in operational activities for the Service Occupations department. In her new role she is solely responsible for generating instructional worksheets for Nurse Aid courses; maintaining student records according to the Division of Facility Services and the NC Board of Nursing regulations; assisting the Nurse Aid Department Head; modifying instructor contracts; and performing class visitations.