



HAYWOOD COUNTY BOARD OF COMMISSIONERS

AGENDA REQUEST

***Must be presented to the County Manager's Office
NO LATER THAN 5 P.M. FRIDAY 10 DAYS BEFORE THE MEETING***

DATE OF REQUEST: January 20, 2016

FROM: Dr. Bill Skelton, County Extension Director

MEETING DATE REQUESTED: **February 1, 2016**

*Regular meetings: First (1st) Monday of the month at 9:00 am
Third (3rd) Monday of the month at 5:30 pm*

SUBJECT: Salary Increase

REQUEST: Salary increase for County funded Horticulture Extension Agent
(What action are you seeking?)

BACKGROUND:

(Research and justification of proposal and need; Alternatives evaluated; Legal Basis: Outcome-What will be achieved and how will it be measured?)

The NC Cooperative Extension Service/NCSU has raised salaries of early-career agents with Bachelors degrees to \$36,000 retroactive to July 1, 2015. The Horticulture Extension Agent is currently making less than that level. The request is for a \$1000 increase plus the associated increase in employer paid taxes (approximately \$250) to bring that salary to \$36,000.

IMPLEMENTATION PLAN:

(How and when will staff undertake the action?)

FINANCIAL IMPACT STATEMENT: \$1250

(What is the cost? Where is the money coming from? Optional or mandated?)

Optional but will keep the horticulture agent salary in step with others across the state.

SUPPORTING ATTACHMENTS: YES XX NO _____ HOW MANY? 1

LIST:

PowerPoint Presentation: YES _____ NO XX

PERSON MAKING PRESENTATION AT MEETING: Dr. Bill Skelton

TITLE County Extension Director

PHONE NUMBER: 456-3575

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NC STATE UNIVERSITY

Office of West District Director
Mtn. Hort. Crops Res. & Extension Center
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January 5, 2016

William L. Skelton
NCCES – Haywood County
589 Raccoon Rd., Ste. 118
Waynesville NC 28786

Dear Bill:

Per your request I have outlined below the recent State appropriated pay increases and how they impacted Extension employees such as Sarah Scott, who are 100% County paid.

As you know, the State of North Carolina legislated a one-time bonus of \$750 dollars for all current state employees who were employed as of November 1, 2015. This one-time bonus was reflected in the December paycheck.

Because this was a legislated increase for State appropriated employees only, agents who are 100% County paid did not receive this increase.

Additionally, the UNC System was granted flexibility to allow campuses to provide base-salary adjustments for EHRA (“Exempt from the Human Resources Act, “formerly labeled “EPA”) employees. This additional increase impacted a selected group of employees and was effective July 1, 2015, this increase was also reflected in the December paycheck, retroactive to July 1, 2015.

This “flexibility” increase is based on one of the following reasons:

Market: NC Cooperative Extension’s stated commitment to raising the salaries of early-career agents raising Bachelor’s degree agents to \$36,000 and Master’s degree agents to \$42,000.

Market/Equity: a market-related increase to align your salary with similar Agents in your program area

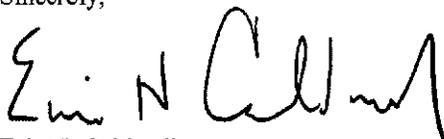
Merit: recognition for your notable contributions that are worthy of merit.

Again, due to the nature of the funding for this “flexibility” increase, Agents who are paid 100% by the County are not eligible.

In Sarah Scott’s case, she would have received the \$750 bonus and the market adjustment moving her salary from the current \$35,000 to \$36,000. If Haywood County was willing and able to make this adjustment on her behalf, it would keep her salary in line with her peers in the organization and help prevent salary compression issues in the near future.

Thank you for your consideration of this request.

Sincerely,



Eric N. Caldwell
West District Extension Director

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