

**APT Advisory Committee (APTAC)
Called Meeting Notes
February 25, 2004**

Members Present:

Denise Simpson
June Broadstreet
Jimmy Knoum
Mary Pena
Barbara Thompson
Sheila Cudd
Vicky Andrews

Members Absent:

David Andrus

Meeting called to order at 12:10 p.m. by Denise Simpson.

ISSUE 1: Salary Schedule Changes

- At present, Regent Dorothy Spann is reportedly researching what she perceives to be inequities in DMC salary schedules, particularly pertaining to salary maximums reached by about 190 College employees.
- Once College employees reach the top step in their respective grades, they will not receive any further raises in salary barring cost-of-living adjustments. Spann's point of view is that this policy does not reward loyalty on the part of employees that have remained with the College for many years.
- Argument is made that perhaps APTAC should wait to see how agenda for the next Board meeting reads. If discussion and possible action on the salary schedule issue is an agenda item, then APTAC should ask the Board for the opportunity to represent APT employee interests by reviewing any proposal to alter the salary schedule.
- Currently, APT employees are capped at 20 steps in each grade. Employees are encouraged to seek advancement by applying for higher-grade positions.
- Vickie Natale is on hand to provide information to APTAC about this issue.
 - Natale explains that increases to employee salary occur as step increases and increases due to inflationary factors. Both increases are based on percentages of that employee's current salary.
 - She supposes that Regent Spann may advocate flat-rate salary increases, thereby giving all employees the exact same amount of money as an increase to their salary. This would have the effect of benefiting lower-grade employees more than higher-grade, as well as newer employees more than employees that have been with the College for a long time.
 - This would not, however, offer any benefit to employees who have reached the top of their grade, who are thought to be the crux of Spann's concern about the salary schedule.

- Discussion of the premise of salary schedules, which place a top-end value on a given position, as well as a minimum value. These represent the minimum and maximum that the College is willing to pay for a given position.
- Without such maximums in place, a situation could exist where a position with few educational and/or certification requirements could end up with a comparable salary to a position that may require a terminal degree or highly specialized or technical credentials.
- A possible change of great concern involves eliminating steps, which would have a collapsing effect on the salary ranges. The lower end of the schedule would come up, but the upper end would remain the same.
- Point is made that Regent Spann may not wish to make changes to faculty salary schedules, instead focusing on APT and/or Classified employees.
- Discussion takes place of various ways to alter salary schedules and the probable effects and consequences of doing so. There is general agreement that much of the discussion is centered on supposition of how this issue may be presented to the Board, by Regent Spann or others.
- **APTAC agrees by consensus to observe the Board agendas for the next several meetings to see if this issue is made into an agenda item, at which time APTAC will discuss what position to take and how to make that position known.**

Meeting adjourned at 1:20 p.m. by Denise Simpson.