

# MC GOVERNANCE

## Staff Council

Thursday, April 20, 2023

Meeting 14

1:00-3:00 PM, via Zoom

## MINUTES

**Members Present:** Matt Wilson (Chair), Ramon De La Cruz (Vice Chair), Nghi Nguyen (Secretary), Lisa Dobbins, Miho Shimizu, Thanh King, Surayya Johnson, Daphne Alfelor, Dwayne Henry, Carla Ammerman, Javon Inman, Bo Chan, and Betsy Leonard

**Liaison:** Joyce Matthews (Proxy: Carroll Rollman)

**Guest(s):**

**Absent:**

### Call to Order

- The regular meeting was called to order at 1:03 pm by Chair Matt Wilson.

### Constituent Concerns

- The In FY17, the college underwent a Compensation Market Study. When the new Compensation structure was implemented on January 1, 2018, the IT Support Specialists suffered a significant blow to their grade. The benchmark compensation packages the company used at the time, should've increased our grades in considering the education, knowledge, skills, and abilities (KSA's) required to perform our jobs successfully. This specific error has caused much dissatisfaction, low morale, frustration, and resentment among the IT Support Specialists.

The Interim Director of Technology, Chris Cusic, Younis Forsyth, RV IT Campus Manager (recent retiree), and my current Supervisor, Youssef Halli, TP/SS IT Campus Manager, have been fighting to rectify this inequitable policy for over (5) years. Our group has had multiple meetings in the past where we've been told that they are still working to get this fixed. We leave hopeful, but nothing materializes. Recently, Chris surfaced this problem again in November 2022 by saying he's yet fighting to get this resolved. Still, there has not been any movement.

Also, I found this on our website for the FY21 Compensation Market Study:

## Administrator and Staff Study Outcome

Update: The outcome and implementation of the FY21 Compensation Market Study for staff and administrators is pending. We will share more information as it becomes available. [Source:

<https://info.montgomerycollege.edu/offices/human-resources/compensation/fy21-market-study.html>]

What does “pending” mean?

Some of my colleagues have left the college because of this and have given up this fight saying HR has “bigger fish to fry” than correct this for us. I completely understand their frustration and seeing that HR has not done anything to correct over the last (5) years, is disheartening. Nevertheless, giving up doesn’t benefit any of us. Furthermore, and sadly, some of my OIT colleagues laughed at the IT Support Specialist group when the new compensation structure and grades were released in FY17 when it did not increase.

This aberration has impacted over (35) IT Support Specialists who have given great technical support, time, and passion to serving the college over the years and needs to be rectified once and for all. Additionally, I am highly interested in receiving an understanding of the methodology the company used to calculate all grades at the college. I am hoping for a resolution and movement on behalf of the IT Support Specialists group to correct our grade and the compensation structure.

## Meeting Minutes

- The April 6 minutes are approved as corrected.

## Chair’s Report

- Dr. Williams will attend Staff Council’s May meeting
- Facilities Master Plan Public Meeting, 5/2, 6 PM, virtual meeting
- Narcan Training, GT, Globe Hall, 4/27, 6 PM
- Love of Teaching Conference, 4/29, Zoom, 9:00 AM-12:30 PM
- Mental Health Project, Week of April 24<sup>th</sup>
- Job Fairs at Rockville (4/21, PE Building, Large Gym) and TPSS (4/27, Student Services Building Atrium)

## Announcements/Future Meeting Agenda Items

- Sign up for Narcan event

## Adjourned at 2:10 PM

- Motioned by Ramon. Surayya Seconded. Unanimously approved.

**NEXT COUNCIL MEETINGS**

Thursday, May 4, 1:00-3:00 PM

Submitted by

Nghi Nguyen, Staff Council Secretary