

# Jackson County Extension Salary Raises

From District Extension Director (DED) Kelley Heimstra..."

"In anticipation of the upcoming EHRA salary increases, I would like your input/suggestions as to who might be noted from your EHRA employees as deserving of a merit increase, and/or noted for a retention, equity, or market increase. Please provide me your NCSU-paid EHRA employees who you believe deserve a merit increase, and any that might fall into the other category of R/E/M, along with written justification as to why. Please note that we cannot give increases across the board, and I will be weighing each county list among all of those submitted across the district. Please know that I will depend heavily on your recommendations but as you know with limited \$\$\$ available not all EHRA employees will receive a raise even if you submit their name and a justification."

I provided Agent recommendations to DED and the outcome was a raise for one agent in our county based on DED's and NCSU Extension Formula. **NOTE: DED recommended CED for raise.** I asked DED why some got raises and others did not, her reply below....

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..." Not everyone could receive raises. So with Merit I took the recommendation from each county County Extension Director (CED), I also gave agents that had decent EPAT (Staff Evaluations) scores and made below 40,000 a raise. Then I looked at degree, #years and compared to similar salaries. If someone was low, I gave. Then finished with top EPAT scores that were not already getting raises."

## Salary Raise Break-Down

Christie Bredenkamp. 250 state / 250 county

Rob Hawk 1230 state / 1230 county

Christy \$125 from Jackson and \$125 from Swain

Rob \$615 from Jackson and \$615 from Swain

Requesting \$125 for Christy from Jackson and \$615 for Rob for County Portion of Salary Raise