

**SPA Staff Council
2003-04 Annual Report
Claudia Davis, Chair**

Resolution concerning salary increases for state employees

The SPA Staff Council signed a resolution along with the other 15 constituent campuses in the UNC system asking the N.C. General Assembly to grant to all state employees a \$2,000 salary increase for 2004-05. We received \$1,000 or 2.5%, whichever is the higher amount. We will continue to band together to get decent salary increases.

Statewide Staff Council Meeting

A statewide staff council meeting was held at UNC-G on March 9th. Lauren Whitaker was our representative. The theme was “Being Your Best with Limited Resources.”

Staff Service Award

The recipient of the 2004 NCSA Staff Service Award for \$500 was Alice Cook from IT. Alice is currently a part-time employee at NCSA.

Staff Council Meeting with President Broad

Council representatives from the 16 constituent institutions were invited to meet with President Molly Broad and Dr. Leslie Winner in the fall of 2003 to discuss the most pressing issues on the campuses. The predominant issues were low pay and low morale. Currently, the same issues are at the forefront on all the campuses.

Career Banding

N.C. State is leading the pack on career banding. The other campuses are watching results before hopping on the bandwagon. IT positions and some campus police positions are being used for banding. Career banding is something we should keep an eye on.

Equity Study

In conjunction with the EPA-NT Chair, our request for an internal equity study was submitted to the Chancellor. The Chancellor took the request to Human Resources and the results were taken forward to the Budget Advisory Council to develop a plan to address inequities in the 2004-2005 plan.

The issues that confront SPA state employees this year are the same as last year – low wages and low morale. Employees need to feel valued. One of the goals of the Staff Council this year will be to try and find ways to help increase morale on campus.