
STAFF CONGRESS

Northern Kentucky University Highland Heights, Kentucky 41076

**STAFF CONGRESS AGENDA
Thursday, March 15, 1990
University Center 108**

- I. Call to Order**
- II. Approval of February minutes**
- III. President's Report**
 - 1. Executive Committee
 - 2. Resignations
- IV. Standing Committee Reports**
 - 1. Benefits: Elaine Shafer
 - 2. Constitution & Bylaws: Ron Rieger
 - 3. Credentials & Elections: Peg Goodrich
 - 4. Liaison: George Hadesty
 - 5. Policies: Shirley Garrett
- V. University-Wide Committees:**
 - 1. Food Service Advisory: Rieger/Goodrich
 - 2. Library Automation: Peggy Vater
 - 3. Parking & Traffic Control: Edith Hill
 - 4. Salary Consultant: Janet Krebs
 - 5. Wellness Program: Sue Roth
 - 6. Women's Center: Virginia Stallings
- VI. Ad-hoc Committees:**
 - 1. Scholarship: Sandi Cunningham
- VII. Old Business**
- VIII. New Business**
- IX. Adjournment**

STAFF CONGRESS

Northern Kentucky University Highland Heights, Kentucky 41076

STAFF CONGRESS MINUTES

MARCH 15, 1990

UNIVERSITY CENTER 108

Members Present: Margaret Burlew, Lillian Conrad, Sandi Cunningham, Ruth Enzweiler, Shirley Garrett, Peg Goodrich, Donna Gosney, Chuck Harmon, Marilyn Henderson, Edith Hill, Sandy Jackson, Barb Martin, Lola Moore, Sue Roth, Shirley Scharf, Marjorie Scheller, Elaine Shafer, Virginia Stallings, Glenn Strausbaugh, Peggy Vater, Linda Wright.

Members Absent: Gary Easton, Shirley Gallichio, George Hadesty, Howard Hoffman, Jeannine Holtz, Diane Hunley, Janet Krebs, Margaret Lester, Donna Messer, Jeff Morehead, Karen Ogburn, Ron Reiger, Tom Skinner, Gladys Smith, Barb Thomes.

I. Call to Order: Meeting was called to order at 1:05 p.m. with a quorum present.

II. Minutes of February 8 approved as received.

III. President's Report: Donna Gosney
Executive Committee: Meeting postponed until next week.

A letter was received from Dr. Boothe thanking Staff Congress for our efforts in support of the convocation center. We were able to get 414 petition signatures. A letter from Representative Joseph Meyer and a Kentucky Post article were distributed.

A listing of House Education Committee members was distributed. Staff Congress members are urged to contact these individuals in support of House Bill 463.

The Regents Award committee will meet to establish criteria.

Resignations: Linda Fisher, February 1990; Barbara Thomes, March 1990; no further appointments will be made this term, as only three months remain.

IV. STANDING COMMITTEES

Benefits: Elaine Shafer.

Expecting information from another financial planning firm. Will forward a recommendation to Congress in April.

Policies: Shirley Garrett.

Nothing further has been received on the vacation accrual proposal. Committee will meet next week to review recommendations from Personnel on implementing portions of the consultant's report.

V. UNIVERSITY-WIDE COMMITTEES

Food Service Advisory: Peg Goodrich reported the University's food service contract expires June 30, 1990. A committee will be formed to review proposals.

Library Automation: Peggy Vater. Contract negotiations are in process with BTLS. Work is underway on the data base.

Wellness Program: Sue Roth. The program is now located on the first floor of the Health Center. Everyone is urged to return the equipment survey as soon as possible.

Women's Center: Virginia Stallings. Reviewed accomplishments during 1989 and Women's Week. Suggestions for future workshops are welcome.

VI. AD-HOC COMMITTEES

Scholarship: Sandi Cunningham. The committee is now complete, with a student being named to serve. Criteria will be publicized next week.

VII. Old Business: Elaine Shafer reported the committee hopes to purchase the plaques next week and have them in place sometime in April.

Personnel Director Search Committee: Virginia Stallings. The committee has received over 140 applications; the top three candidate names will be given to administration in early April.

Public Safety Director Search Committee: Donna Gosney will attend the first meeting with this committee.

VIII. New Business: None.

IX. Adjournment: There being no further business, motion to adjourn was made and seconded at 1:35 p.m.

Next Staff Congress Meeting: April 12, 1990, U.C. BALLROOM, 1:00 p.m.

Respectfully Submitted,

Linda P. Wright

Linda P. Wright
Secretary/Treasurer



FYI: Linda Wright

Northern Kentucky University
Highland Heights, Kentucky 41076-1448
(606) 572-5100

February 23, 1990

Dear Friends:

Despite what some of the media have been reporting, the convocation center for northern Kentucky and NKU IS ALIVE AND WELL!

We are in day-to-day contact with legislative leadership, and we are as optimistic as ever. The Northern Kentucky Legislative Caucus has been listening to the support coming out of our cities and counties, and they encourage us to keep up the good work.

Our effort now needs to be concentrated on the House Appropriations and Revenue Committee, and the Senate Appropriations and Revenue Committee.

Please continue your calls and letters in support of the convocation center. It is a project that will surely benefit all of northern Kentucky.

Thank you for your help.

Sincerely,

A handwritten signature in cursive script that reads "Leon E. Boothe". The signature is written in dark ink and is positioned above the typed name.

Leon E. Boothe
President

pb

For Your Information:

Linda Wright
Staff Congress Executive Committee

February 20, 1990

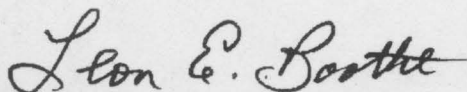
These letters were sent to Northern Kentuckians who are members of the various Boards to which Dr. Boothe belongs.

Dear :

Some of my key staff and I had a very constructive meeting with the Northern Kentucky Caucus on Wednesday morning, February 14, 1990. I stressed in the strongest terms possible the need for the Convocation Center for Northern Kentucky University and its service region. The Caucus has indicated their support for this project but mentioned that not many Northern Kentuckians had contacted them. The project has great importance to the University and will be of tremendous help to the economic development of Northern Kentucky. You will find enclosed a statement reflecting some of the thoughts of the University in this regard.

You are an opinion maker and shaper for this community, and I am, therefore, asking you to write or call your legislative representative as well as any other legislators you may know personally from the rest of the State. Each of you know how important Northern Kentucky University has been to the growth and economic development of this region and what it means to the overall future as well as the quality of life for our community. I hope and trust that the Northern Kentucky area will not again be a stepchild of the State on this issue that is so important to the University and the region. Thank you in advance for your help. It is essential that the contact be done as quickly as possible because the next two weeks are critical. Time is of the essence. Thanks, again, for your continued support of Northern Kentucky University.

Sincerely,



Leon E. Boothe
President

mjh

Enclosure

NKU Convocation Center

Northern Kentucky University fully and unequivocally supports a convocation center for its Highland Heights campus. NKU remains the only campus among the State's universities to be without such a facility. The convocation center would not only positively impact the programs of the University, but would also serve the entire Northern Kentucky community and positively impact the economic development of the region. Given the proven growth of the University and the region, this center will serve the University and the region for the foreseeable future, and will provide much needed additional parking for a campus that is largely commuter.

Academic Impact

- Convocations and major lecture programs
- A single university commencement
- Professional academic assemblies
- Cultural events and concerts sponsored by NKU
- High school college fairs

Community Impact

- Cultural events and concerts sponsored by community groups
- High school commencements
- Regional and state-wide meetings
- Use as an exhibition center

Athletic Program Impact

- Adequate facilities for NKU athletic competition
- Playoff site for local, regional, and state high school tournaments
- Use for athletic festivals

For Your Information:

Linda Wright
Staff Congress Executive Committee

February 21, 1990

These letters were sent to Northern Kentuckians who are members of the various Boards to which Dr. Boothe belongs.

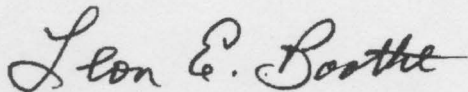
Dear :

As you may have seen from recent press stories, the drive for the Convocation Center has been greatly reinvigorated due in large part to the responses from the Northern Kentucky community. In my seven years at Northern Kentucky University, there has not been another project that has caught the positive interest of our region to this extent. I have received many unsolicited phone calls asking how individuals can help. This same sentiment has also been echoed repeatedly in recent days in private conversation and at public functions.

While it is important that individuals continue to let the Caucus know of their support, our legislative delegation feels that it is more critical now to let major legislative leaders know of the community support. You will find enclosed a list of critical individuals who need to hear from leaders such as yourself. If you cannot contact all of these people, the ones marked with an asterisk are important. I have been impressed with the mobilization of Louisville regarding the fifty million dollars they want for their airport. I fervently hope that our area will arise equally to the task in being supportive of this community project, the Convocation Center.

You should have received under separate cover a position paper from the University. Should you need another one, please call my office at 572-5123. Thank you in advance for helping to bring equitable treatment to Northern Kentucky.

Sincerely,



Leon E. Boothe
President

mjh

Enclosure

Appropriations and Revenue - House

(*) Representative Joseph Clarke, Chair
420 Boone Trial
Danville, KY 40422

(606)236-4064 home
(606)236-2240 work

Representative Walter Blevins, Vice-Chair
1024 Gregory Court
Morehead, KY 40351

(606)784-1388 home
(606)743-1212 work

Representative Carl Nett, Vice-Chair
901 Eastern Parkway
Louisville, KY 40217

(502)637-9919 home

Representative Danny Ford, Vice-Chair
P.O. Box 143
Mt. Vernon, KY 40456

(606)256-4446 home
(606)256-5229 work

Representative Joseph Barrows
152 Stout Avenue
Versailles, KY 40383

(606)873-9768 home
(606)873-3341 work

Representative Lawrence Clark
5913 Whispering Hills Bld
Louisville, KY 40219

(502)968-3546 home

Representative Freed Curd
1607 Sycamore Street
Murray, KY 42071

(502)753-5841 home
(502)753-9378 work

Representative Kenneth Harper
P.O. Box 17717
Crestview Hills, KY 41017

(606)341-1270 work

Representative Thomas Jones
401 Sunset Drive
Lawrenceburg, KY 40342

(502)839-3914 home
(502)839-4527 work

Appropriations and Revenue - House Cont.

Representative Marshall Long
P.O. Box 505
Shelbyville, KY 40065

(502)633-3621 home
(502)633-3181 work

Representative Roger Noe
111 N. Third Street
Harlan, KY 40831

(606)573-9456 home
(606)589-2145 work

Representative William Rapier
115 Parkview Drive
Bardstown, KY 40004

(502)348-3596 home
(502)348-9223 work

Representative William Smith
2085 Barren River Road
Bowling Green, KY 42101

(502)782-1294 home
(502)843-3294 work

(*) Representative Pete Worthington
R. R. #1
Box 131
Ewing, Ky 41039

(606)267-3281 Home
(606)232-3034 work

Representative Mark Brown
170 Washington Street
Brandenburg, KY 40108

(502)422-4225 home
(502)422-2101 work

Representative Lowell Cline
P.O. Box 266
Olive Hill, KY 41164

(606)286-2643 home
(606)286-6220 work

Representative Charles Hancock
514 Murray Street
Frankfort, KY 40601

(502)223-3662 home
(502)227-2666 work

Representative Robert Heleringer
14209 Glendower Dr.
Louisville, KY 40245

(502)245-7173
(502)499-7549

Representative James LeMaster
1400 Vine
Center Tower
Lexington, KY 40593

(606)987-7873
(606)231-8500

Representative Harry Moberly
P.O. Box 721
Richmond, KY 40475

(606)624-2731 home
(606)624-2896 work

Representative Clarence Noland
P.O. Box 364
Irvine, KY 40336

(606)723-2254 home

Representative Ernesto Scorsone
167 W. Main
804 First National Bldg.
Lexington, KY 40507

(606)254-3681 home
(606)254-3766 work

Representative Richard Turner
1292 Early Burkes Rd.
Tompkinsville, KY 42167

(502)427-4233 home

Other Legislative Leaders

* John A. "Eck" Rose
President Pro Tem of Senate
P.O. Box 511
Winchester, KY 40391

(606)744-4338 home

* Joe Wright
Majority Floor Leader
Star Route
Harned, KY 40144

(502)756-5678 home

* Donald J. Blandford
Speaker of the House
4701 King Road
Philpot, KY 42366

(502)729-4786 home

Economic Development and Tourism - House

(*) Representative Dorothy Priddy, Chair 9001 Wippoorwill Road Louisville, KY 40229	(502)969-8148	home
Representative James Callahan, Vice-Chair 101 Bonnie Lynn Terrace Southgate, KY 41071	(606)781-1232 (606)441-7400	home work
Representative Anne Northup, Vice-Chair 3340 Lexington Rd. Louisville, KY 40206	(502)897-3061	home
Representative Chester Gregory, Vice-Chair 1220 Pear Orchard Road Elizabethtown, KY 42701	(502)897-3061 (502)765-4655	home work
Representative Rocky Adkins Box 688 Sandy Hook, KY 41171	(606)738-4242 (606)928-3433	home work
Representative Lawrence Clark 5913 Whispering Hills Bld Louisville, KY 40219	(502)968-3546	home
Representative Mark Farrow 2785 Stamping Ground Road Stamping Ground, KY 40379	(502)535-6104 (502)863-6288	home work
Representative John Harper Route 2, Box 336 Preston Highway Shepherdsville, KY 40165	(502)957-4467 (502)955-7326	home work
Representative Richard Lewis 1100 Main Street Box 430 Benton, KY 42025	(502)527-9312 (502)527-1343	home work

Representative James Maggard
197 Collier Avenue
Jackson, KY 41339

(606)439-2366 home
(606)439-2366 work

Representative Ray Mullinix
208 Baker Street
Burkesville, KY 42717

(502)864-3881 home
(502)433-7192 work

Representative Thomas Riner
1143 E. Broadway
Louisville, KY 40204

(502)584-3639 home

Representative Henry Walker II
Suite 430
7300 Turfway Rd.
Florence KY 41042

(606)341-9064 home
(606)283-0515 work

Representative John Bronger
3500 Robin Drive
Louisville, KY 40216

(502)448-3097 home

Representative Lowell Cline
P.O. Box 266
Olive Hill, KY 41164

(606)286-2643 home
(606)286-6220 work

Representative Charles Geveden
P.O. Box 518
Wickliffe, KY 42087

(502)335-3683 home
(502)335-3186 work

Representative Thomas Jensen
P.O. Box 641
London, KY 40741

(606)864-9772 home
(606)878-8845 work

Representative June Lyne
10904 Clarksville Rd.
Olmstead, KY 42265

(502)726-3076 home

Representative Paul Mason
380 Hazard Road
Whitesburg, KY 41858

(606)633-7532 home
(606)633-4961 work

Representative Aaron Pritchett
9632 Corydon Geneva Rd.
Henderson, KY 42420

(502)533-6276 home

Representative Calvin Smith
Route 1 Box 27
Grand Rivers, KY 42045

(502)898-7787 home
(502)362-8661 work

Appropriations and Revenue - Senate

* Senator Michael Moloney, Chair
259 W. Short Street
2nd Flr, Northern Bk Bldg
Lexington, KY 40507
(606)268-1784 home
(606)255-7946 work

* Senator Nicholas Kafoglis, Vice-Chair
1008 Newman Drive
Bowling Green, KY 42101
(502)843-4127 home
(505)781-3414 work

Senator Benny Bailey
Box 849
Hindman, Ky 41822
(606)785-5327 home
(606)785-3164 work

Senator Charles Berger
P.O. Box 764
Harlan, KY 40831
(606)573-2962 home
(606)337-3047 work

Senator Pat McCuiston
147 Main Street
Pembroke, KY 42266
(502)475-4232 home
(502)466-5633 work

Senator Edward O'Daniel
333 East Main Street
Springfield, KY 40069
(606)336-7962 home
(606)336-3901 work

Senator Art Schmidt
134 Winters Lane
Cold Spring, KY 41076
(606)441-5555 home

Senator David Williams
P.O. Box 666
Burkesville, KY 42717
(502)864-2640 home
(502)864-5636 work

Senator Joseph Wright
Star Route
Harned, KY 40144
(502)756-5678 home

Education - House Cont.

Representative Thomas Jones
401 Sunset Drive
Lawrenceburg, KY 40342

(502)839-3914 home
(502)839-4527 work

Representative Stephen Keith
Route 8, Box 216
Manchester, KY 40962

(606)598-6538 home

Representative Thomas Kerr
5415 Old Taylor Mill Rd.
Taylor Mill, KY 41015

(606)356-1344 home
(606)431-2222 work

Representative Pearl Lefevers
General Delivery
Kettle Island, KY 40958

(606)337-5988 home
(606)337-2388 work

Representative William Lile
11304 Frenchrone Drive
Valley Station, KY 40272

(502)935-6874 home

Representative Clayton Little
H.C. 83
Box 385
Virgie, KY 41572

(606)639-4694 home
(606)639-4048 work

Representative Harry Moberly
P.O. Box 721
Richmond, KY 40475

(606)624-2781 home
(606)624-2896 work

Representative William Rapier
115 Parkview Drive
Bardstown, KY 40004

(502)348-3596 home
(502)348-9223 work

Representative Walter Richards.
817 Culpeper Street
Bowling Green, KY 42103

(502)842-6731 home
(502)781-9946 work

Representative Ernesto Scorsone
167 W. Main
804 First National Bldg.
Lexington, KY 40507

(606)254-3681 home
(606)254-5766 work

Representative Mike Ward
1905 Deer Park Avenue
Louisville, KY 40205

(502)451-4888 home
(502)451-3867 work

Members
Education - House Committee

HB 403
~~HB 403~~ - S.C.
seaton
Regents

Representative Roger Noe, Chair
111 N. Third Street
Harlan, KY 40831

(606)573-9456 home
(606)589-2145 work

Representative Patricia Freibert, Vice-Chair
659 Tateswood Drive
Lexington, KY 40502

(606)269-1279 home

Representative Louie Mack, Vice-Chair
271 Burke Road
Lexington, KY 40511

(606)252-7872 home

Representative David Hourigan, Vice-Chair
Route 1 Box 69
Gravel Switch, KY 40328

(502)692-4253 home
(502) 692-6066 work

Representative Caroline White, Vice-Chair
129 School Street
Barbourville, KY 40906

(606)546-3557 home

Representative Joseph Barrows
152 Stout Avenue
Versailles, KY 40383

(606)873-9768 home
(606)873-3341 work

Representative Russell Bentley
HC 80, Box 3020
Topmost, KY 41862

(606)447-2439 home
(606)447-2521 work

Representative Walter Blevins
1024 Gregory Court
Morehead, KY 40351

(606)784-1388 home
(606)743-1212 work

Representative Lindell Casebier
10807 Marcitis Road
Louisville, KY 40272

(502)935-4085 home
(502)454-8626 work

Representative Freed Curd
1607 Sycamore Street
Murray, KY 42071

(502)753-5841 home
(502)753-9378 work

STATE SENATE

March 5, 1990

Dear Ms. Gosney:

Joseph U. Meyer
State Senator

JUM:kd

1.1.21 explain

Compromise puts NKU arena in shooting range

By John C.K. Fisher
Kentucky Post staff reporter

A compromise between Gov. Wallace Wilkinson and House Democratic leaders has revived a proposed \$19 million, 9,000-seat convocation center and basketball arena at Northern Kentucky University.

"Of course I'm delighted. This has been our first priority all along," said NKU President Leon Boothe.

The arena/convocation center is part of a \$100 million economic development bond issue that lawmakers agreed to support in exchange for Wilkinson's support of a sales tax increase. House

leaders say the compromise package is likely to pass.

Boothe wants a new facility to replace Regents Hall, which seats 2,500 people.

Northern is forced to hold four graduation ceremonies because Regents Hall is too small, said University spokesman Rick Meyers. And Boothe said the new convocation center could serve as a hub for business, school and other meetings in Northern Kentucky.

"We will have an opportunity for regional and statewide meetings. High schools will also be able to use it," Boothe said.

Wilkinson and legislative Democrats agreed Friday to compromise on the governor's billion-dollar plan to pay for education.

The compromise calls for a penny increase in the sales tax instead of Wilkinson's proposal for a tax on services and higher taxes on cigarettes.

Wilkinson dropped his promise to veto an increase in the general sales tax while legislative leaders agreed to back Wilkinson's \$600 million road-bond issue and his \$100 million economic development bond.

The governor had committed himself to building the convocation center after

his election in 1987.

But lawmakers haggled over the need to build the facility amid talks of a possible National Basketball Association franchise moving to Northern Kentucky.

Boothe and others lobbied hard for the facility and had considered scaling back the convocation center to a 7,500-seat building to make it more palatable to lawmakers.

Boothe said several sites are available on campus but none has been chosen. He hopes the facility can be completed by the middle of 1992.

"It takes a year to get the design and


two years to build," he said.

Andy Furman, sports personality for WLW Radio in Cincinnati, has been working with Lexington developer Dudley Webb to bring an NBA franchise to Northern Kentucky.

He said Friday that the convocation center "is great for Northern Kentucky."

Boothe didn't know if the convocation center would later expand to include additional seats for an NBA franchise. However, Wilkinson has indicated he would support an NBA team for Northern Kentucky.

To: Shirley Garrett
Staff Congress - Benefits Committee

From: Karen Ogburn 
Acting Director Personnel

RE: Vacation/Annual Leave
Terminal Vacation/Annual Leave

Date: February 5, 1990

To answer your concerns:

1. Time frame to use excess accrual, I am writing Dr. Scholes a memo that would recommend that employees have until July 1, 1991 to use their excess days.

2. That an employee may only use during a twelve month period the amount of vacation that can be accrued in twelve months. If the amount of maximum accrual is reduced to twelve months, this section is redundant and should be omitted. If it is not removed for whatever reason, then I would recommend that this section be waived until July 1, 1991.

CC: Dr. G. Scholes

March 2, 1990

RECOMMENDATIONS
FORTUNATO STAFF REVIEW COMMITTEE

Carol Crowley	representing	Administration
Janet Krebs		Staff Congress
Rick Meyers		University Relations
Mary Rauen		General Administration
Mary Ryan		Academic Affairs
Greg Stewart		Student Affairs
Karen Ogburn		Personnel Services

The Staff Review Committee has agreed to the following:

EVALUATIONS

1. Different formats should be developed for Performance Evaluations for Exempt and Non-exempt.
2. Three levels of performance standards should be used instead of five. Unsatisfactory, Satisfactory, Excellent
3. Evaluations should be signed off by the next level supervisor (at least a department head) prior to the appraisal.

STAFF SALARIES

1. Probationary period of 90 days will remain the same for both exempt and non-exempt.
2. The non-exempt will continue to start at the probationary rate, except in rare cases where the department may request that the employee start at the base.
3. Pay for non-exempt should be based on the University's pay policy which includes general, longevity, merit and the development of a step-system.
4. Exempt positions should continue to start at the established base rate for the position, only in rare circumstances allow for exceptions based on market. (usually up to 10% in most cases)
5. Annual percentages should be allocated across the board with total pools equal for both exempt and non-exempt.
6. Steps and/or midpoints and maximum pay rates should be established for all positions. However, if anyone is currently at the maximum they should still receive an increase (grandfathered).
if merit is available from supervisor.
7. Promotional ladders are not really feasible at this institution at this time.
(not longevity)

Promotion from within.

meet 4/3

*Pool office
& let Shirley
know Tuesday.*

*- 5 levels
- merit
over
maximum
- explain
steps*

RECLASSIFICATION

1. Develop our own point system and have the grades dependent upon responsibilities and duties, not market reflected.
2. Reduce the number of grades and have more differences between the grades to reflect an actual progression.
3. Reevaluate all positions in accordance with point system.
4. Provide funds for reclassification from a central pool.
5. Continue to have a Reclassification/Reorganization Review Committee consisting of President's staff and Personnel Services, which will evaluate if positions should be reviewed. This committee does not make reclassification decisions, only if the position should be reevaluated.
6. Reclassification and Reorganizations will be reviewed on a quarterly basis with the effective date of reclassification to be the first of the following quarter.
7. Approval must be sought by administrators to add significant job responsibilities to classified positions, so that employees will not be given duties and responsibilities far beyond their classification without compensation.

Reclassification

1.a Develop a point system.

1.b Use the current evaluation/comparison system.

2.a Hire outside consultant to develop system

2.b Develop our own system.

3.a Develop point system, reevaluate all positions.

3.b Continue series and use the system we have now.

4.a Provide funds for reclass under a central pool.

4.b Let department come up with their own reclass money.

5.a Form a committee to review requests for reclass

5.b Use the system of the personnel department deciding.

6.a Have individual reclassifications at all times.

6.b Limit the times when reclassifications can be requested.

7.a Reduce the number of job grades and have more difference between them.

7.b Keep what we have.

8.a Administrators must have approval to add significant job responsibilities and make sure the person will be paid.

8.b Let administrator add as they will responsibilities, and hope that the position will get reclassified in the future.

9.a If a person reaches the maximum, no increase to be given until the maximum is greater than the employees salary.

9.b The employee will receive a smaller percentage increase.

9.c The employee will receive an increase like everyone else based on the classification.

10.a Promotional ladders should not be established.

10.b Promotional ladders should be addressed where it would be feasible.