

CUNY BOT Testimony 4-1-24

March 31, 2024

To Whom It May Concern:

I write to testify in support of the argument for more steps on the full-time salary scale.

I have worked for over twelve years in an Assistant to HEO line, and while I could be censured for want of ambition, I could also be praised for my dedication. I have had a good home for the past many years, and had not thought to move, preferring to place my ambition elsewhere.

By now, the majority of jobs that are on the HEO Assistant line offer salary ranges that are below what I currently earn. With the passing time, my salary incrementally grows, which should be a blessing, but which, paradoxically, has this negative effect of placing me out of positions for which I might be considered, given that the advertisement of a certain salary rate also signals an intention not to pay a higher one.

This is the reason why I testify in support of the argument for more steps. I have already made a request for reclassification within my department, but it has been answered by the Director with the reply that the budget does not allow for it, even as both he and my supervisor, who is his direct report, recognize my good work and say so. The Director and a loyal employee of his from his former place of work, for whom he created a new Assistant to HEO line, have themselves been newly hired over the past two years, which suggests that, while he might be in good faith in his reply, he fails to perceive the unfairness of it.

So, with reclassification blocked, it is clear that I must pursue the path of “up and out” as the only route to promotion. Adding steps in the salary scale would allow me more time to do so without running into the Assistant to HEO salary cap, and I need the time on account of the diminishing number of HEO Assistant positions available at my current salary rate.

I have always been of the view that, if CUNY is intended as a vehicle to propel students into the middle class, the same should hold true for its faculty and staff members, so that I think it is a reasonable request to allow for continued growth in a position in which I have excelled while waiting for an opportunity for a forced choice to present itself.

Thank you.

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