

Office of Human Resources
Your Resource to Excellence

Office of Human Resources (OHR) – Classification

Montgomery College's Classification unit is responsible for managing staff pay systems. This involves the determination and recommendation of changes to the salary structure, the establishment and classification of job classes and the assignment of positions to the job classes. In addition, the employees of this unit ensure that the College complies with the federal, state and county laws related to pay.

Four employees provide advice and support to employees at the College, Phill Daniels, Human Resources Manager, Sharon Parker, Human Resources Specialist, Toni Ogden, Human Resources Associate, and Patricia Holland, Human Resources Specialist. Patricia is involved in compensation matters affecting the Office of Information Technology. Recently, these four individuals have been working with the Compensation Focus Group and Hendricks and Associates in redesigning the classification and compensation systems and developing tools and other resources to improve the effectiveness of our programs.

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Phill Daniels

Phill Daniels, Human Resources Manager, oversees the work of the unit. He first came to Montgomery College in 1986, serving as a Compensation Analyst. In 1994, he left the College to serve as the Compensation Manager and Director at United Way of America, Kaiser Permanente, and Navy Federal Credit Union. He returned to Montgomery College in 2004. In addition to managing a Compensation function at the College, he has served as an instructor with the American Compensation Association, International Foundation of Employee Benefit Plans and Society for Human Resources Management where he trains other Human Resources professionals in the principles and practices of the field. Phill can be reached at phillip.daniels@montgomerycollege.edu or ext. 75351.

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Sharon Parker

Sharon Parker, Human Resources Specialist, is a twelve year employee of Montgomery College. She began her employment with the formerly named Reading and ESL department on the Rockville Campus before joining the Human Resources team. Her functional area of expertise is classification/compensation. In this role, she is responsible for establishing and maintaining all position data, conducting job analyses

and job evaluations, reviewing and processing other pay matters such as temporary salary increases, interpreting college policies and procedures, federal and state laws which impact the classification compensation field, including the Equal Pay Act, Title VII of the Civil Rights Act, the Fair Labor Standards Act, Americans with Disabilities Act, etc., completing wage and salary surveys conducted by organizations outside the College and by the Office of Human Resources, and providing guidance and consultation to college employees and outside organizations about a variety of classification/compensation and other personnel matters. She holds a Bachelor's degree in Business Administration and is a Certified Compensation Professional. Her professional memberships include the International Public Management Association for Human Resources (IPMA-HR), and the College and University Professional Association of Human Resources (CUPA-HR). Sharon can be reached at sharon.parker@montgomerycollege.edu or ext. 77206.

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Toni Ogden

Toni Ogden, Human Resources Associate, provides administrative, clerical, and technical support to the Classification and Compensation functional area and assists with special projects such as the current Collegewide Classification and Compensation System Review. She has been with Montgomery College for 6 ½ years, three of which have been in the Employment/Recruitment functional area. She is a Montgomery College Alumna, has Certificates in HR and Supervisory Management, a Letter of Recognition in Diversity Management, and is currently enrolled in Montgomery College's Tapestry 1: Certificate Program in Basic Multicultural Skills. She is pursuing a bachelor's degree in English and will graduate from the University of Maryland, University College in 2010. Toni can be reached at toni.ogden@montgomerycollege.edu or ext. 71725.