

# IMMEDIATE NEED REQUEST

2019-20

*Approved in Cabinet 11/19/19*

*Bill Suggs*



Requested by: (Unit, Department, Division or Vice President)		Dale Vickers	
Location		(Fill-in)	Reviewed By (Signature):
Department or Unit:			
Division:		Information Technology	
Vice President:		Administrative Services	
Date to VP:		Date to Cabinet:	
Outcome:			

Budget Request(s)		Justification for Request(s)	Funds Requested **			Funding Approved
(List in Priority Order)			Amount	One-time	Ongoing	
1.	Salary Adjustments from Restricted Funds: Access/DSPS, Financial Aid, and SSSP	Proposed position salary range changes will affect four personnel in technical positions employeeed or funded by Access, Financial Aid, and SSSP. Affected restricted funded positions are: Systems Analyst/Programmer (Access/DSPS), FA Systems Analyst (Financial Aid), Two Senior Systems Analyst/Programmers (SSSP). Funding is already identified for all positions charged to the general fund.	\$33,364		X	
Account Number(s):						

\*\* Please provide documentation to support the amount requested, such as price quotes from vendor, copy of catalog, etc. Also, include any ancillary costs, such as maintenance, annual software upgrades, etc.

Vickers, Dale

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**To:** Carter, Alexis M.  
**Subject:** IT Salary Review

**From:** Carter, Alexis M. <alexis.carter@mtsac.edu>  
**Sent:** Monday, August 26, 2019 4:24 PM  
**To:** Vickers, Dale <DVickers@mtsac.edu>  
**Subject:** RE: IT Salary Review

Dale,

I noticed a slight error in the below table.

Data engineer was agreed by the committee to be a range A-126. Since this position has not been recruited for yet, the committee does not see an issue with starting with A126 and increasing from there should the recruitment fail.

Please note, this position will be going to Presidents Cabinet tomorrow as a "Data Engineer" at a range A-126.

Best,

**Alexis M. Carter**  
Director, Human Resources Operations & Employee Services

Mt. San Antonio College  
1100 N. Grand Ave  
Walnut, CA 91789  
Phone: 909-274-4455  
[Alexis.carter@mtsac.edu](mailto:Alexis.carter@mtsac.edu)



Complaints of Discrimination, Harassment, Retaliation, Sexual Misconduct, Dating Violence, Domestic Violence, or Stalking can be submitted with the [Online Complaint Form](#).

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**From:** Vickers, Dale <DVickers@mtsac.edu>  
**Sent:** Thursday, August 22, 2019 14:26

To: Carter, Alexis M. <[alexis.carter@mtsac.edu](mailto:alexis.carter@mtsac.edu)>

Subject: RE: IT Salary Review

Thanks Alexis,

This is great News!

We'll work with Fiscal on determining actual costs and then pursue getting the funding lined up.

Take care,

Dale

From: Carter, Alexis M. <[alexis.carter@mtsac.edu](mailto:alexis.carter@mtsac.edu)>

Sent: Thursday, August 22, 2019 10:56 AM

To: Vickers, Dale <[DVickers@mtsac.edu](mailto:DVickers@mtsac.edu)>

Subject: IT Salary Review

Dale,

The Classification Committee reviewed your request to increase the below classified staff salaries. The committee understands the difficulty you have had in recruiting for these positions. In order to remain fiscally conscious, the committee has provided recommendations to the salary grade placements. In order for the committee to move forward, please provide a complete organizational chart marking where the positions fall within the organizational structure, a completed classification request form – section IIB (attached), and financial support confirm from Fiscal Services that your budget can support these changes.

If you have any questions or concerns, please do not hesitate to contact me.

Current Position Title	Proposed Position Title	Current Range	Requested New Range	Committee Recommended Range
Coordinator, Help Desk	Same	A-98	A-113	A-108
Telecommunications Technician	Technician, Telecommunications & Networking	A-107	A-113	A-113
IT Support Technician	IT Support Tech III	A-107	A-113	A-113
Coordinator, Computer Facilities		A-107	A-113	A-113
Lead, Telecommunications Support Technician	Lead Technician, Telecommunications & Networking	A-118	A-124	A-124
Business Analyst	Same	A-120	A-122	A-122
Academic Applications Systems Specialist	Applications / Systems Specialist	A-124	A-126	A-126
Systems Analyst/Programmer	IT Systems Analyst/Programmer	A-124	A-126	A-126
Senior Systems Analyst/Programmer	Enterprise Systems Analyst/Programmer	A-126	A-134	A-134
Data Engineer	Enterprise Data Engineer	A-126	A-136	A-136
Systems Administrator	Enterprise Systems Administrator	A-128	A-134	Currently at A-134
Senior Systems Integrator	Enterprise Systems Integrator	A-130	A-144	A-140
Database Administrator	Same	A-140	A-144	A-144



## Salary and Benefits Projection Based on Status Quo FY 2019-20

## IT CLASSIFICATION CHANGES (RE-RANGE) as of 9-18-19

Job Title	Position #	General Unrestricted Fund				Restricted Fund			
		Existing Range	Proposed Range	Additional Cost	Additional Budget Needed in 2020-21 (2) Annual H & W Increase Tier Rate	Existing Range	Proposed Range	Additional Cost	Additional Budget Needed in 2020-21 (2) Annual H & W Increase Tier Rate
		Salary and Benefits (1)	Salary and Benefits (1)			Salary and Benefits (1)	Salary and Benefits (1)		
Coordinator, Help Desk		A-98	A108	From A-98 To A108				From A-98 To A108	
VACANT, Step 3 (was J.Grier)	CA9890	102,654	111,970	9,316	3,714				-
Telecommunications Technician		A-107	A-113	From A-107 To A-113				From A-107 To A-113	
VACANT, Step 3 (Tifrea, Chris)	CA9719	110,996	116,987	5,991	3,712				-
Galatiano, Marcell	CA9900	139,617	147,157	7,540	5,142				-
IT Support Technician		A-107	A-113	From A-107 To A-113				From A-107 To A-113	
Magdaleno, Raul	CA9411	126,544	133,933	7,389	715				-
Saunders, Cliff (Existing 113)	CA9748	161,300	161,300	-	5,142				-
Nagamine, Daryl	CA9799	141,127	149,204	8,077	1,091				-
Monteith, Greg	CA9805	126,562	133,743	7,181	1,091				-
Aponte, Brandon	CA9829	110,994	109,327	(1,667)	3,714				-
Imes, Rowena	CA9832	133,781	140,962	7,181	5,142				-
Francisco, Ian	CA9906	136,687	144,491	7,804	1,091				-
Coordinator, Computer Facilities		A-107	A-113	From A-107 To A-113				From A-107 To A-113	
Conrad, Mark	CA9334	108,479	113,255	4,776	1,091				-
Long, Karen	CA9665	125,475	132,797	7,322	715				-
Rawlings, Bill	CA9760	144,298	152,570	8,272	1,091				-
McRae, Kendall	CA9814	133,471	141,077	7,606	1,091				-
Truong, Sean	CA9860	119,193	126,129	6,936	715				-
Jackson, Robert	CA9864	151,791	160,079	8,288	5,142				-
Hutton, Bob	CA9870	140,494	148,531	8,037	1,091				-
Gallardo, Antonio	CA9899	132,398	139,938	7,540	1,091				-
Elkoussy, Kamilla	CA9915	65,093	68,797	3,704	550				-
Stubbe, Robert	CA9971	142,092	149,783	7,691	5,142				-
Lead, Telecommunications Support Technician		A-118	A-124	From A-118 To A-124				From A-118 To A-124	
Alexandrescu, Victor	CA9791	122,262	128,948	6,686	3,712				-
Business Analyst		A-120	A-122	From A-120 To A-122				From A-120 To A-122	
Patel, Krupa	CA9319	130,705	135,815	5,110	5,142				-
Suarez, Pedro	CA9340	128,681	134,533	5,852	1,091				-
Duffy, Pattie	CA9389	131,198	137,344	6,146	715				-
Tran, David (FA Business Analyst)	CA9405	138,189	140,768	2,579	1,091				-
Garcia, Hector	CA9424	142,352	147,987	5,635	5,142				-
Academic Applications Systems Specialist		A-124	A-126	From A-124 To A-126		A-124	A-126	From A-124 To A-126	
Nguyen, Rick	CA9988	154,948	157,931	2,983	715				-
VACANT, Step 3, Approved NRA Phase 10	CA0001	128,953	131,270	2,317	3,714				-
IT Systems Analyst/Programmer		A-124	A-126	From A-124 To A-126		A-124	A-126	From A-124 To A-126	
Kuo, Alice	CA9316	118,128	124,109	5,981	715				-
Gordon, David	CA9317	118,413	127,533	9,120	1,091				-
Gomes, Caron (Counseling)	CA9328	126,200	131,266	5,066	3,712				-
Heflin, Brian (ACCESS/DSPS)	CA9432			-		141,491	150,852	9,361	1,091

## Salary and Benefits Projection Based on Status Quo FY 2019-20

## IT CLASSIFICATION CHANGES (RE-RANGE) as of 9-18-19

Job Title	Position #	General Unrestricted Fund				Restricted Fund			
		Existing Range	Proposed Range	Additional Cost	Additional Budget Needed in 2020-21 (2)	Existing Range	Proposed Range	Additional Cost	Additional Budget Needed in 2020-21 (2)
		Salary and Benefits (1)	Salary and Benefits (1)		Annual H & W Increase Tier Rate	Salary and Benefits (1)	Salary and Benefits (1)		Annual H & W Increase Tier Rate
Lee, Charlie (A&R Systems Analyst - same job desc)	CA9639	139,975	142,659	2,684	715				-
Zhang, Heather (FA Systems Analyst - same job desc)	CA9521			-		153,289	156,031	2,742	5,142
<b>Senior (IT) Systems Analyst/Programmer</b>		<b>A-126</b>	<b>A-134</b>	<b>From A-126 To A-134</b>		<b>A-126</b>	<b>A-134</b>	<b>From A-126 To A-134</b>	
Sin, Tedy Tjung	CA9335	123,607	136,410	12,803	715				-
Heasley, Bev (SSSP Budget)	CA9437			-		145,388	156,897	11,509	715
Yin, Joanna	CA9680	166,360	179,017	12,657	3,712				-
Zhao, Betty	CA9685	142,659	156,897	14,238	715				-
Doan, Jimmy	CA9713	143,726	150,876	7,150	5,142				-
Su, Jean	CA9855	148,812	160,321	11,509	1,091				-
Castillo, Alan	CA9881	115,837	127,792	11,955	715				-
Tan, Wilton	CA9968	154,045	165,390	11,345	5,142				-
Bharadwaj, Vimi	CA9979	157,900	170,169	12,269	1,091				-
<b>Data Engineer</b>		<b>A-126</b>	<b>A-136</b>	<b>From A-126 To A-136</b>				<b>From A-126 To A-136</b>	
<b>VACANT, Step 3, Approved NRA Phase 10</b>	CA9278	131,268	143,582	12,314	3,712				
<b>Senior Systems Integrator</b>		<b>A-130</b>	<b>A-140</b>	<b>From A-130 To A-140</b>				<b>From A-130 To A-140</b>	
Frank, Kenneth	CA9436	151,615	158,990	7,375	1,091				
<b>Database Administrator</b>		<b>A-140</b>	<b>A-144</b>	<b>From A-140 To A-144</b>				<b>From A-140 To A-144</b>	
Vorster, Werner	CA9545	184,550	191,350	6,800	5,142				
Riley, Chris	CA9978	175,739	182,613	6,874	715				
<b>Total</b>		<b>5,929,168</b>	<b>6,245,600</b>	<b>316,432</b>	<b>104,811</b>	<b>440,168</b>	<b>463,780</b>	<b>23,612</b>	<b>6,948</b>
<b>General Unrestricted Total Additional Cost</b>		<b>5,929,168</b>	<b>6,245,600</b>	<b>316,432</b>		<b>-</b>	<b>-</b>	<b>-</b>	
<b>Restricted Total Additional Cost</b>		<b>-</b>	<b>-</b>	<b>-</b>		<b>440,168</b>	<b>463,780</b>	<b>23,612</b>	<b>6,948</b>

## Assumptions:

(1) Includes One-time health and welfare tier rates negotiated from 7/1/19 to 12/31/19 and Ongoing tier rates negotiated from 1/1/20 to 6/30/20.

(2) Additional Budget needed for Ongoing 2020-21 tier rates.

## Morales, Kate

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**Subject:** FW: CA9984 - Database Adm<<RE: Vacant position Salary?

**From:** Lam, Christine <cslam@mtsac.edu>  
**Sent:** Monday, October 7, 2019 4:53 PM  
**To:** Morales, Kate <kmorales@mtsac.edu>  
**Cc:** Royce, Rosa <rroyce@mtsac.edu>  
**Subject:** RE: CA9984 - Database Adm<<<RE: Vacant position Salary?

Hi Kate

Here is the funding for CA9984:

FY 2019-20 \$101,245 (Salary and benefits from November 2019 to June 2020). The budget of July to October was absorbed by District as vacancy saving.

FY 2020-21 \$148,857 (Salary and benefits from July 2020 to June 2021)

Let me know if you have question.

Thank you.



### Christine Lam

Fiscal Specialist  
Fiscal Department

✉ [clam@mtsac.edu](mailto:clam@mtsac.edu)

📞 [909-274-5428](tel:909-274-5428)

📍 Building: 4, Room: 1375

**Mt. San Antonio College**  
1100 N. Grand Ave.,  
Walnut CA 91789  
[www.mtsac.edu](http://www.mtsac.edu)

*All the salary projections will take three business working days to process.*