BC IT Director Recommendation related to the four additional IT positions being requested at the District Office

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Background
This recommendation is in response to the District Office IT Position proposal that was presented to Academic Senate on Wednesday February 22, 2017. During that meeting I was asked to express my opinion on the request for new positions. Based on my response, the Academic Senate president asked if I could provide a formal written recommendation back to Senate. This document is to satisfy that request.

During the 2015-16 academic year, the district wide IT management team (district and campuses) worked together to develop a request for four additional District Office IT positions. Two were management positions and two were classified positions. The two classified positions were a Systems Administrator I and a Network Engineer. The two management positions were IT Customer Support Manager and Associate Director of Enterprise Applications. In addition, there was a Project Manager position that was funded but not hired. During the process of recommending these four positions to the campuses and the president it was made clear that more positions would be needed but the four requested positions would be hired first and evaluate the impact before moving forward.

Gary Moser was not involved in the previous request for new positions but was hired after that decision was made. Since Gary has been with KCCD he has done his own evaluation of the needs of DO IT department and has determined the need for four additional classified positions. Three of those positions would be ERP Analysts and one would be a security position reporting to the Director of IT Security. The proposal has been discussed in the district-wide IT Directors meeting and my same proposal/recommendation was shared in that meeting. The proposal for four additional IT positions was presented by Gary on February 22nd to Academic Senate.

Alternate Proposal
First, I would like to express that I support the District Office probably needs the four additional positions. For me, this is a timing issue. The agreement we made with the presidents, chancellor, and our campus was we would hire all of the positions, let the dust settle, and then evaluate additional needs. My biggest concern is that one of the four previously requested positions has still not been hired. Additionally, the Project Manager position that has been on the books for the last 2-3 years has also not been hired. I have a difficult time recommending moving forward with the four new positions when not all of the previous positions have been filled. Based on Gary's assessment that he needs three new ERP positions and the security position, my recommendation would be to use the funding from the Project Manager position to fund an ERP position for this year and then spend the next year evaluating the impact once all the positions are hired and providing a new proposal next year. This would give some pressure relief to the ERP team with one additional person and would also give Gary more time to determine the needs of his team for next year once all the remaining positions are hired.