

Early Retirement Cost Savings Estimates

Last Name	First Name	RET/SEP DATE	Incentive	Position Title	Department	Unit	Annual Salary	Cost for 75% of annual salary over 3 yrs. (25% per year)	Position Filled	Replacement	Year 1	Year 2	Year 3	Year 4	Year 5	Year 1	Year 2	Year 3	Year 4	Year 5	
											Replacement Salary	Replacement Salary	Replacement Salary	Replacement Salary	Replacement Salary	2015-16 Fiscal Year Savings	2016-17 Fiscal Year Savings	2017-18 Fiscal Year Savings	2018-19 Fiscal Year Savings	2018-19 Fiscal Year Savings	
Arnold	Donna	7/1/2015	Cash	Dean, School of Arts & Communication	School of Arts & Communication	ADM	\$144,852.00	\$ 108,639.00		VACANT	\$ 128,664.00	\$ 132,528.00	\$ 136,488.00	\$ 140,616.00	\$108,639.00	(\$20,025.00)	(\$23,889.00)		8,364.00	8,364.00	\$81,453.00
Bakhtiet	Raga	12/30/2015	Cash	Director of Mathematics, Engineering & Science Achievement (MESA) Program	School of Mathematics, Science & Engineering	ADM	\$ 81,560.00	\$ 61,170.00		VACANT	\$ 70,668.00	\$ 72,804.00	\$ 75,000.00	\$ 77,244.00	\$61,170.00	(\$9,498.00)	(\$11,634.00)		6,560.00	6,560.00	\$53,158.00
Crow	Steve	12/30/2015	Cash	Vice President for Business & Financial Affairs	Business & Financial Affairs	ADM	\$181,984.00	\$ 136,488.00	01/19/16	Tim Flood	\$ 171,531.00	\$ 176,672.00	\$ 181,984.00	\$ 181,984.00	\$181,984.00	(\$35,043.00)	(\$40,184.00)	(\$45,496.00)	0.00	0.00	(\$120,723.00)
Davis	Terry	12/30/2015	Cash	Dean, School of Health, Exercise Science, Athletics & Applied Technology	School of Health, Exercise Science, Athletics & Applied Technology	ADM	\$144,852.00	\$ 108,639.00	01/19/16	James Spillers	\$ 128,664.00	\$ 132,528.00	\$ 136,488.00	\$ 140,616.00	\$144,852.00	(\$20,025.00)	(\$23,889.00)	(\$27,849.00)	4,236.00	4,236.00	(\$63,291.00)
Mazzarella	Janet	12/30/2015	Cash	Dean, School of Mathematics, Science & Engineering	School of Mathematics, Science & Engineering	ADM	\$140,616.00	\$ 105,462.00	01/25/16	Michael Odu	\$ 128,664.00	\$ 132,528.00	\$ 136,488.00	\$ 140,616.00	\$144,852.00	(\$23,202.00)	(\$27,066.00)	(\$31,026.00)	0.00	0.00	(\$81,294.00)
Tadlock	Stephen	12/30/2015	Cash	Director of Continuing Education & Special Projects	Continuing Education	ADM	\$129,156.00	\$ 96,867.00	01/01/16	Mark Meadows	\$ 129,156.00	\$ 129,156.00	\$ 129,156.00	\$ 129,156.00	\$129,156.00	(\$32,289.00)	(\$32,289.00)	(\$32,289.00)	0.00	0.00	(\$96,867.00)
Zamora-Aguilar	Beatrice	12/30/2015	Cash	Dean, School of Counseling & Student Support Programs	Counseling & Matriculation	ADM	\$144,852.00	\$ 108,639.00	01/13/16	Jonathan King	\$ 121,308.00	\$ 124,944.00	\$ 128,664.00	\$ 132,528.00	\$ 136,488.00	(\$12,669.00)	(\$16,305.00)	(\$20,025.00)	12,324.00	12,324.00	(\$24,351.00)
Alvarez	Teresa	12/30/2015	Cash	Admissions & Records Supervisor	Admissions & Records	CSEA	\$ 84,888.00	\$ 63,666.00	05/18/16	Suzanne Woods	\$ 65,184.00	\$ 68,112.00	\$ 71,184.00	\$ 74,400.00	\$ 77,736.00	(\$1,518.00)	(\$4,446.00)	(\$7,518.00)	10,488.00	10,488.00	\$7,494.00
Aquino	Froilan	12/30/2015	Cash	Pool Maintenance Technician	Maintenance	CSEA	\$ 58,788.00	\$ 44,091.00		VACANT	\$ 52,236.00	\$ 54,360.00	\$ 56,520.00	\$ 58,788.00	\$44,091.00	(\$8,145.00)	(\$10,269.00)		2,268.00	2,268.00	\$30,213.00
Baier	Leonila	12/30/2015	Cash	Administrative Secretary II	School of Mathematics, Science & Engineering	CSEA	\$ 58,788.00	\$ 44,091.00	01/19/16	Maria Martinez Lozano	\$ 58,788.00	\$ 58,788.00	\$ 58,788.00	\$ 58,788.00	\$ 58,788.00	(\$14,697.00)	(\$14,697.00)	(\$14,697.00)	0.00	0.00	(\$44,091.00)
Berrios	Carlos	10/15/2015	Cash	Custodian-Evening	Custodial	CSEA	\$ 44,784.00	\$ 33,588.00		VACANT	\$ -	\$ 37,896.00	\$ 39,396.00	\$ 40,992.00	\$33,588.00	\$33,588.00	(\$4,308.00)	5,388.00	5,388.00	\$73,644.00	
Brown	Mark	12/30/2015	Cash	Senior Financial Aid Specialist	Financial Aid	CSEA	\$ 68,172.00	\$ 51,129.00	04/13/16	Adrienne Chun	\$ 70,584.00	\$ 73,440.00	\$ 73,440.00	\$ 73,440.00	\$73,440.00	(\$19,455.00)	(\$22,311.00)	(\$22,311.00)	5,268.00	5,268.00	(\$74,613.00)
Buch	Federico	12/18/2015	Cash	Custodian-Evening	Custodial	CSEA	\$ 45,924.00	\$ 34,443.00		VACANT	\$ -	\$ 37,896.00	\$ 39,396.00	\$ 40,992.00	\$34,443.00	\$34,443.00	(\$3,453.00)	6,528.00	6,528.00	\$78,489.00	
Bugzavich	Tom	12/30/2015	Cash	Publications Associate	Marketing, Communication, Community & Governmental Relations Office	CSEA	\$ 73,440.00	\$ 55,080.00	06/06/16	RECLASSIFIED - Marketing Communications Associate - Ernesto Rivera	\$ 56,040.00	\$ 58,272.00	\$ 60,600.00	\$ 63,024.00	\$ 65,544.00	(\$960.00)	(\$3,192.00)	(\$5,520.00)	10,416.00	10,416.00	\$11,160.00
Campa	Martha	12/30/2015	Cash	Administrative Secretary II	Counseling & Matriculation	CSEA	\$ 54,576.00	\$ 40,932.00	03/14/16	Amal Omari Derringer	\$ 44,856.00	\$ 46,668.00	\$ 48,516.00	\$ 50,472.00	\$ 52,476.00	(\$3,924.00)	(\$5,736.00)	(\$7,584.00)	4,104.00	4,104.00	(\$9,036.00)
Figuera	Joseph	12/30/2015	Cash	Director Food Services/ Contracts Food Program Projects	Food Services	SUPR	\$117,060.00	\$ 87,795.00		VACANT	\$ 91,140.00	\$ 95,244.00	\$ 99,528.00	\$ 104,004.00	\$87,795.00	(\$3,345.00)	(\$7,449.00)		17,532.00	17,532.00	\$112,065.00
Forbes	Jo	12/30/2015	Cash	Microcomputer Lab Coordinator	Instructional Technology Support	CSEA	\$ 79,056.00	\$ 59,292.00		VACANT	\$ 65,292.00	\$ 67,896.00	\$ 70,584.00	\$ 73,440.00	\$59,292.00	(\$6,000.00)	(\$8,604.00)		8,472.00	8,472.00	\$61,632.00
Frias	Ana	12/30/2015	Cash	Chief Lead Food Production	Food Services	CSEA	\$ 45,924.00	\$ 34,443.00		VACANT	\$ 40,800.00	\$ 42,456.00	\$ 44,124.00	\$ 45,924.00	\$34,443.00	(\$6,357.00)	(\$8,013.00)		1,800.00	1,800.00	\$23,673.00
Gomez	June	7/7/2015	Cash	Library Assistant	Evaluations & Veterans Services	CSEA	\$ 32,348.25	\$ 24,261.19	11/16/15	Benita Ghura	\$ 25,294.50	\$ 26,317.50	\$ 27,373.50	\$ 28,462.50	\$ 29,601.00	(\$1,033.31)	(\$2,056.31)	(\$3,112.31)	3,885.75	3,885.75	\$1,569.56
Gonzales	Patricia	12/30/2015	Cash	Evaluator	Evaluations & Veterans Services	CSEA	\$ 64,896.00	\$ 48,672.00		VACANT	\$ 53,568.00	\$ 55,692.00	\$ 57,936.00	\$ 60,240.00	\$48,672.00	(\$4,896.00)	(\$7,020.00)		6,960.00	6,960.00	\$50,676.00
Gorton	Lari	12/30/2015	Cash	Payroll Technician	Payroll Services	CSEA	\$ 66,516.00	\$ 49,887.00	12/03/15	David Stuckey	\$ 54,660.00	\$ 56,844.00	\$ 59,148.00	\$ 61,464.00	\$ 63,926.00	(\$4,773.00)	(\$6,957.00)	(\$9,261.00)	5,052.00	5,052.00	(\$10,887.00)
Holtz	Tom	12/30/2015	Cash	Lead Plumber	Maintenance	CSEA	\$ 68,172.00	\$ 51,129.00	04/13/16	Erik Duke	\$ 67,200.00	\$ 69,864.00	\$ 72,544.00	\$ 75,240.00	\$68,172.00	(\$16,071.00)	(\$18,735.00)	(\$14,415.00)	0.00	0.00	(\$49,221.00)
Jimenez	Efrain	12/30/2015	Cash	Gardener	Grounds	CSEA	\$ 42,648.00	\$ 31,986.00		VACANT	\$ 37,896.00	\$ 39,396.00	\$ 40,992.00	\$ 42,648.00	\$31,986.00	(\$5,910.00)	(\$7,410.00)		1,656.00	1,656.00	\$23,978.00
Jones	William	12/30/2015	Cash	Veterans Services Specialist	Evaluations & Veterans Services	CSEA	\$ 60,240.00	\$ 45,180.00	01/13/16	Robert Stretch	\$ 53,568.00	\$ 55,692.00	\$ 57,936.00	\$ 60,240.00	\$ 60,240.00	(\$8,388.00)	(\$10,512.00)	(\$12,756.00)	0.00	0.00	(\$31,656.00)
Macaraeg	Samuel	12/30/2015	Cash	HVAC Mechanic	Maintenance	CSEA	\$ 63,288.00	\$ 47,466.00	05/18/16	Ronald Pascual	\$ 49,524.00	\$ 51,504.00	\$ 5,461.00	\$ 57,936.00	\$ 60,240.00	(\$2,058.00)	(\$4,038.00)	\$42,825.00	5,352.00	5,352.00	\$47,433.00
Marin	Maria	12/30/2015	Cash	Clerical Assistant III	Student Services	CSEA	\$ 45,924.00	\$ 34,443.00		VACANT	\$ 40,800.00	\$ 42,456.00	\$ 44,124.00	\$ 45,924.00	\$34,443.00	(\$6,357.00)	(\$8,013.00)		1,800.00	1,800.00	\$23,673.00
Miranda	Patricia	12/30/2015	Cash	Financial Aid Specialist	Financial Aid	CSEA	\$ 60,240.00	\$ 45,180.00		VACANT	\$ 53,568.00	\$ 55,692.00	\$ 57,936.00	\$ 60,240.00	\$45,180.00	(\$8,388.00)	(\$10,512.00)		2,304.00	2,304.00	\$30,888.00
Montalvan-Toth	Rebecca	12/30/2015	Cash	Financial Aid Specialist	Financial Aid	CSEA	\$ 64,896.00	\$ 48,672.00		VACANT	\$ 53,568.00	\$ 55,692.00	\$ 57,936.00	\$ 60,240.00	\$48,672.00	(\$4,896.00)	(\$7,020.00)		6,960.00	6,960.00	\$50,676.00
Pedroza	Rosana	12/30/2015	Cash	Instructional Lab Coordinator-Chemistry	School of Mathematics, Science & Engineering	CSEA	\$ 75,240.00	\$ 56,430.00		POSITION ELIMINATED 05/17/16					\$56,430.00	\$56,430.00	\$56,430.00	75,240.00	75,240.00	\$319,770.00	
Polite	Janet	12/30/2015	Cash	District Buyer	Procurement, Central Services & Risk Management	CSEA	\$ 63,288.00	\$ 47,466.00	04/14/16	James Martinez	\$ 49,524.00	\$ 51,504.00	\$ 53,568.00	\$ 55,692.00	\$ 57,936.00	(\$2,058.00)	(\$4,038.00)	(\$6,102.00)	7,596.00	7,596.00	\$2,994.00
Richardson	Carlos	12/30/2015	Cash	Instructional Lab Technician-Fine Arts	School of Arts & Communication	CSEA	\$ 50,200.00	\$ 37,650.00	05/18/16	Craig Hill	\$ 44,640.00	\$ 46,410.00	\$ 48,280.00	\$ 50,200.00	\$ 50,200.00	(\$6,990.00)	(\$8,760.00)	(\$10,630.00)	0.00	0.00	(\$26,380.00)
Rocha	Yolanda	12/30/2015	Cash	Senior Project Clerk	CalWORKS	CSEA	\$ 45,924.00	\$ 34,443.00		VACANT	\$ 40,800.00	\$ 42,456.00	\$ 44,124.00	\$ 45,924.00	\$34,443.00	(\$6,357.00)	(\$8,013.00)		1,800.00	1,800.00	\$23,673.00
Sevilla	Lourdes	12/15/2015	Cash	Center Operations Supervisor, Higher Education Center at Otay Mesa	Higher Education Center, Otay Mesa	SUPR	\$ 80,592.00	\$ 60,444.00	01/04/16	Christine Degano	\$ 78,204.00	\$ 81,720.00	\$ 85,404.00	\$ 89,244.00	\$78,204.00	(\$17,760.00)	(\$21,276.00)	(\$24,960.00)	8,652.00	8,652.00	(\$81,300.00)
Tassi	Jane	12/30/2015	Cash	Instructional Assistant II	School of Language & Literature	CSEA	\$ 48,951.00	\$ 36,713.25		POSITION ELIMINATED 05/17/16					\$36,713.25	\$36,713.25	\$36,713.25	48,951.00	48,951.00	\$208,041.75	
Trujillo	Debbie	12/30/2015	Cash	Evening Director	Human Resources	SUPR	\$129,204.00	\$ 96,903.00		VACANT	\$ 108,360.00	\$ 113,232.00	\$ 118,308.00	\$ 123,648.00	\$96,903.00	(\$11,457.00)	(\$16,329.00)		10,896.00	10,896.00	\$90,909.00
Vidal	Kindu	12/30/2015	Cash	Admissions & Records Technician	Admissions & Records	CSEA	\$ 51,972.00	\$ 38,979.00		VACANT	\$ 43,968.00	\$ 45,720.00	\$ 47,532.00	\$ 49,428.00	\$38,979.00	(\$4,989.00)	(\$6,741.00)		4,440.00	4,440.00	\$36,129.00
Williams	Bertha	12/30/2015	Cash	Administrative Secretary II	School of Language & Literature	CSEA	\$ 58,788.00	\$ 44,091.00	03/09/16	Nirfa Hernandez	\$ 44,856.00	\$ 46,668.00	\$ 48,516.00	\$ 50,472.00	\$ 52,476.00	(\$765.00)	(\$2,577.00)	(\$4,425.00)	8,316.00	8,316.00	\$8,865.00
Ybarra	George	7/1/2015	Cash	Custodian-Evening	Custodial	CSEA	\$ 44,784.00	\$ 33,588.00	07/09/15	Rene Galvan	\$ 36,792.00	\$ 38,280.00	\$ 39,816.00	\$ 41,400.00	\$ 43,056.00	(\$3,204.00)	(\$4,692.00)	(\$6,228.00)	3,384.00	3,384.00	(\$7,356.00)
Atwater	Jonathan	12/30/2015	Cash	Professor	School of Mathematics, Science & Engineering	CSEA	\$ 95,475.00	\$ 71,606.25	08/18/16	Megan Eckles	\$ -	\$ 49,789.00	\$ 52,074.00	\$ 54,359.00	\$ 56,642.00	\$71,606.25	\$ 71,606.25	\$ 21,817.25	43,401.00	41,116.00	\$249,546.75
Azevedo	Paul	12/30/2015	Cash	Professor	School of Health, Exercise Science, Athletics & Applied Technology	CSEA	\$104,338.00	\$ 78,253.50		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$10,190.50	\$ 10,190.50	\$ 7,904.50	31,707.00	29,422.00	\$89,414.50
Bakhtiet	Nouna	12/30/2015	Cash	Professor	School of Mathematics, Science & Engineering	CSEA	\$101,020.00	\$ 75,765.00		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$7,702.00	\$ 7,702.00	\$ 5,416.00	28,389.00	26,104.00	\$75,313.00
Bloch	Maya	12/30/2015	Cash	Counselor	School of Counseling & Student Support Programs	CSEA	\$114,770.00	\$ 86,077.50		VACANT	\$ 74,870.00	\$ 77,384.00	\$ 79,895								

Early Retirement Cost Savings Estimates

Last Name	First Name	RET/SEP DATE	Incentive	Position Title	Department	Unit	Annual Salary	Cost for 75% of annual salary over 3 yrs. (25% per year)	Position Filled	Replacement	Year 1	Year 2	Year 3	Year 4	Year 5	Year 1	Year 2	Year 3	Year 4	Year 5	
											Replacement Salary	Replacement Salary	Replacement Salary	Replacement Salary	Replacement Salary	2015-16 Fiscal Year Savings	2016-17 Fiscal Year Savings	2017-18 Fiscal Year Savings	2018-19 Fiscal Year Savings	2018-19 Fiscal Year Savings	
Cazares	Norma	12/30/2015	Cash	Counselor	School of Counseling & Student Support Programs	SCEA	\$118,478.00	\$ 88,858.50		VACANT	\$ 74,870.00	\$ 77,384.00	\$ 79,895.00	\$ 82,406.00	\$ 84,919.00	\$13,988.50	\$ 13,988.50	\$ 11,474.50	\$ 38,583.00	\$ 36,072.00	\$114,106.50
Creason	Gary	7/1/2015	Credit	Professor		SCEA	\$ 92,664.00	\$ 69,498.00	08/18/16	Michael Speyrer	\$ -	\$ 49,789.00	\$ 52,074.00	\$ 54,359.00	\$ 56,642.00	\$69,498.00	\$ 69,498.00	\$ 19,709.00	\$ 40,590.00	\$ 38,305.00	\$237,600.00
Felan-Gonzales	Sylvia	12/30/2015	Cash	Counselor	School of Counseling & Student Support Programs	SCEA	\$118,478.00	\$ 88,858.50	05/18/16	Art Guaracha	\$ -	\$ 74,870.00	\$ 77,384.00	\$ 79,895.00	\$ 82,406.00	\$88,858.50	\$ 88,858.50	\$ 13,988.50	\$ 41,094.00	\$ 38,583.00	\$271,382.50
Goodwin-Colbert	Valerie	7/1/2015	Credit	Professor		SCEA	\$100,648.00	\$ 75,486.00		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$7,423.00	\$ 7,423.00	\$ 5,137.00	\$ 28,017.00	\$ 25,732.00	\$73,732.00
Guadiana-Costa	Dinorah	12/14/2015	Credit	Professor	School of Language & Literature	SCEA	\$104,338.00	\$ 78,253.50		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$10,190.50	\$ 10,190.50	\$ 7,904.50	\$ 31,707.00	\$ 29,422.00	\$89,414.50
Holmes	Mary	7/1/2015	Cash	Professor		SCEA	\$104,338.00	\$ 78,253.50		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$10,190.50	\$ 10,190.50	\$ 7,904.50	\$ 31,707.00	\$ 29,422.00	\$89,414.50
Horlor	William	12/30/2015	Cash	Professor	School of Social Sciences, Business & Humanities	SCEA	\$107,707.00	\$ 80,780.25		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$12,717.25	\$ 12,717.25	\$ 10,431.25	\$ 35,076.00	\$ 32,791.00	\$103,732.75
Justice	Walter	12/30/2015	Cash	Professor	School of Health, Exercise Science, Athletics & Applied Technology	SCEA	\$102,007.00	\$ 76,505.25		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$8,442.25	\$ 8,442.25	\$ 6,156.25	\$ 29,376.00	\$ 27,091.00	\$79,507.75
Kirkwood	Carla	12/30/2015	Cash	Center for International Studies Program Faculty Coordinator	International Programs	SCEA	\$129,248.40	\$ 96,936.30		VACANT	\$ 68,063.00	\$ 77,384.00	\$ 79,895.00	\$ 82,406.00	\$ 84,919.00	\$28,873.30	\$ 28,873.30	\$ 19,552.30	\$ 49,353.40	\$ 46,842.40	\$173,494.70
Pentlescu	Mark	12/30/2015	Credit	Professor	School of Arts & Communication	SCEA	\$ 97,758.00	\$ 73,318.50		VACANT	\$ 68,063.00	\$ 70,349.00	\$ 72,631.00	\$ 74,916.00	\$ 77,200.00	\$5,255.50	\$ 5,255.50	\$ 2,969.50	\$ 25,127.00	\$ 22,842.00	\$61,449.50
Salahuddin	Sherilyn	12/30/2015	Cash	Learning Disabilities Specialist	Disability Support Services	SCEA	\$118,478.00	\$ 88,858.50	07/13/16	Rianna Vargas	\$ 54,766.00	\$ 57,280.00	\$ 59,793.00	\$ 62,306.00	\$ 64,817.00	\$34,092.50	\$ 34,092.50	\$ 31,578.50	\$ 58,685.00	\$ 56,172.00	\$214,620.50
Vaughan	Vivien	12/30/2015	Cash	Professor	School of Social Sciences, Business & Humanities	SCEA	\$101,020.00	\$ 75,765.00	08/18/16	Diane Palmer	\$ -	\$ 49,789.00	\$ 52,074.00	\$ 54,359.00	\$ 56,642.00	\$75,765.00	\$ 75,765.00	\$ 25,976.00	\$ 48,946.00	\$ 46,661.00	\$273,113.00
TOTALS															\$1,175,000.99	\$246,798.99	(\$112,300.01)	\$875,786.15	\$838,094.15	\$813,443.20	