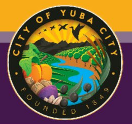




Building Inspection Compensation Adjustments

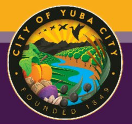


Ben Moody
Public Works and Development Services Director



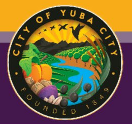
Need

- Significant increase in commercial and residential projects, including 300-400 houses for Summer 2022
- Building Inspector II to retire in September
- Intend to overfill to capture institutional knowledge and experience
- Highly competitive field in both public and private sectors
- Neighboring agencies have recently increased compensation and provided incentives to fill inspector positions



Compensation Adjustments

- **Increases:**
 - **14.83% Building Inspector I**
 - **20.00% Building Inspector II**
- 22%-33% below market median per compensation study in January 2021 and 14 agency regional base-study in February 2022
- Creates a 15% ratio within the series
- Without successful recruitment, will need to hire consultants at approximately 60% above in-house rates



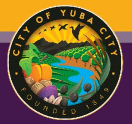
Fiscal Impact

\$28,300 Annually – Account No. 1920 (Building)

Building Inspector I: \$11,400

Building Inspector II: \$16,900

- Two flexibly staffed positions – may be less if both staffed at Building Inspector I level
- Funded in part by building permit and inspection fee revenue
- Reduce or eliminate need for consultant services



Recommendation

A. Adopt a Resolution authorizing the Finance Director to amend the salary schedule to reflect compensation adjustments to the Building Inspector classifications within the Development Services Department.

B. Authorize the Finance Director to make budget adjustments as necessary.