

Approving Starting Salary Beyond Step 1
worksheet

Candidate Name: Patrick W Byrne For Position: Professional Engineer

Date: 6/01/06 Department: Public Works

<u>Category Considered</u>	<u>Minimum Qualifications of Vacancy</u>	<u>Candidate Bringing Qualifications</u>
1. Previous recent years of very similar work experience	Four (4) years of engineering experience	Patrick brings 26 years of urban municipal engineering experience in Minnesota to the position. And 21 years of his experience has been as a more senior engineer with corresponding responsibilities on both the design side and the development side, including site plan review. Pat is a Professional Engineer, licensed to practice in Minnesota. The skills and experience Pat has in urban municipal engineering will assist him to meet the community and the Department needs for site plan review, construction inspection and supervise construction inspection training in Minneapolis.
2. Previous accomplishments in the same areas of responsibilities as the new job		Pat has 10 years of experience of Site Plan Review for sewer utilities and has five years of experience with GIS technology for sewer utilities.
3. Recent relevant educational accomplishments exceeding the job requirements	Bachelor's Degree in Civil Engineering or a closely related field.	He has a Bachelor's degree in Civil Engineering from the University of Minnesota

4. Difficulty in filling the position because of unique skill requirements	This position was reposted; there were only 7 qualified applicants; however 5 of the 7 were qualified for three other positions that were open concurrently for the same grade level of engineer.	The department did not receive very many qualified applicants for this position. The Department is finding it difficult to obtain and retain experienced and qualified engineers at this grade level. Pat's skills and experience exceed the requirements the Department was looking for to fill this position.
5. Current salary of candidate, if performing a very similar job	\$73,098 (Step 6)	His current salary is \$76,634.
6. Department's capacity to pay for the increased starting salary	The department's budget can accommodate this increase in pay for the position.	
Result:		