



Request for City Council Committee Action from the Department of Regulatory Services

Date: July 13, 2005

To: Council Member Barbara Johnson, Chair
Ways & Means Committee

Subject: Request approval for step 5 for Leslie Blackwell, Mechanical, Warm Air Inspector

Recommendation:

The department of Operations & Regulatory Services requests your approval to hire Mr. Blackwell at step 5, of the salary scale for Inspector, Building Trades, Warm Air Heating, Air Conditioning and Ventilation

Prepared by: Patrick Higgins, Building Official Inspections Services

Approved by: Rocco Forte

Rocco Forte, Asst. City Coordinator, Emergency Preparedness, Regulatory Services

Pam French

Pam French, Human Resources Director

Presenters in Committee: **Patrick Higgins**, Director Inspection Services.

Financial Impact (Check those that apply)

No financial impact - or - Action is within current department budget.

(If checked, go directly to Background/Supporting Information)

Action requires an appropriation increase to the Capital Budget

Action requires an appropriation increase to the Operating Budget

Action provides increased revenue for appropriation increase

Action requires use of contingency or reserves

Other financial impact (Explain):

Request provided to the Budget Office when provided to the Committee Coordinator

Community Impact (use any categories that apply)

Neighborhood Notification

City Goals

Comprehensive Plan

Zoning Code

Other

Please See the Supporting Documents Attached.

Approving Starting Salary Beyond Step 1
worksheet

Candidate Name: Leslie Wayne Blackwell _____ For Position: Mechanical Inspector _____

Date: July 7, 2005 _____ Department: Regulatory Services _____

<u>Category Considered</u>	<u>Minimum Qualifications of Vacancy</u>	<u>Candidate Bringing Qualifications</u>
1. Previous recent years of very similar work experience	Five (5) years experience as a Journeyman or Master	Applicant has work as an instaler of warm air heating and ventilation systems for the past 15 years as a journeyman
2. Previous accomplishments in the same areas of responsibilities as the new job		
3. Recent relevant educational accomplishments exceeding the job requirements	Keeping up to date with changing codes and trade technology	Mr. Blackwell has a Bachelor of Science degree in Business education from the University of South Carolina
4. Difficulty in filling the position because of unique skill requirements	No one qualified that currently is in the City Job Bank.	To meet the minimum requirements listed in the job announcement, one must have hands on experience. Even a registered mechanical engineer would not meet these requirements unless he/she had work in the mechanical trade as an installer.
5. Current salary of candidate, if performing a very similar job	\$ 33.25 per hour as Journeyman installer	Attached to this request is a copy of a recent pay stub from his current employer. Applicant is requesting step 5 which would be less than he currently is making as an installer
6. Department's capacity to pay for the increased starting salary	yes	
Results:		