

Approving Starting Salary Beyond Step 1
worksheet

Candidate Name: Joseph M. Scharrer_____ For Position: Mechanical Warm Air Heating Inspector

Date: July 24, 2006_ _____ Department: Regulatory Services__ _____

| <u>Category Considered</u> | <u>Minimum Qualifications of Vacancy</u> | <u>Candidate Bringing Qualifications</u> |
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| 1. Previous recent years of very similar work experience | Five (5) years experience as a journeyman or master installer of warm air heating and ventilation systems or as a municipal warm air inspector. This experience must have been obtained within the past ten years. Applicant must currently hold a City of Minneapolis journeyman or master certificate of competency card. Copies of these licenses/certificates must accompany application. | Mr. Scharrer has worked as an installer from July 1989 to the present. Mr. Scharrer possesses a journeyman certificate of competency card with the City of Minneapolis. Documents submitted with his application validate that he currently possess this license. |
| 2. Previous accomplishments in the same areas of responsibilities as the new job | Applicant must conduct field inspections of new and remodeled/alterd warm air heating, air conditioning, ventilation, air handling and smoke control equipment as defined in City ordinances to assure compliance with established State and local codes and standards. | Mr. Scharrer has been a foreman for numerous mechanical contractors since 1992. Part of his duties as foreman would be to ensure that the installation is code compliant prior to calling for the required inspections. |
| 3. Recent relevant educational accomplishments exceeding the job requirements | In order to pass probation applicant must attain and maintain certification as a Mechanical Inspector from a nationally recognized certifying agency. | Although certification was not a requirement to apply for this position Mr. Scharrer has attained the necessary certification as a Mechanical Inspector. In addition, Joseph is a graduate from the St. Paul Technical College. His field of study was in sheet metal. |

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| <p>4. Difficulty in filling the position because of unique skill requirements</p> | <p>The qualifications set forth in the job announcement only allow a select group of individuals to apply. These qualifications are unique to the warm air, air conditioning, and ventilation industry.</p> | <p>To meet the minimum requirements listed on 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.</p> |
| <p>5. Current salary of candidate, if performing a very similar job</p> | <p>The hourly rate for the trade inspectors unit is based on the current contract in effect. This contract currently has 8 steps.</p> | <p>Mr. Scharrer current salary with Doody Mechanical is \$34.68 per hour. Applicant is requesting to start at the 7th step which is \$29.42 per hour.</p> |
| <p>6. Department's capacity to pay for the increased starting salary</p> | <p>yes</p> | <p>yes</p> |
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