



**Request for City Council Committee Action  
From the Department of Regulatory Services**

Date August 15, 2006  
To Council Member Paul Ostrow, Chair  
Ways & Means Committee

**Subject Request approval for step 5 of Plumbing Inspector, for Scott Eggen**

**Recommendation**

The Department of Operations & Regulatory Services requests your approval to hire Mr. Scott Eggen's at, step 5, of the salary scale for Plumbing Inspector, Construction Code Services, in the Inspections Unit.

Prepared by: Patrick Higgins, Building Official, Construction Code Services

Approved by: \_\_\_\_\_  
Henry Reimer, Director, Inspection Services

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

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Pam French, Human Resources Director

Presenters in Committee: Allan D. Olson, Manager, Construction 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

## **Background**

We are seeking to fill the position of Plumbing Inspector in the Construction Inspections Unit with the top candidate for the position, Scott Eggen. Due to the fact that his level of education and directly related experience exceeds the minimum requirements for the job, we are seeking approval to offer him 5<sup>th</sup> step of the Plumbing Inspector pay scale.

To obtain the necessary minimum requirements listed on the job application one must be a highly trained individual with hands on experience. We believe starting him at Step 5 is a reasonable request.

## Approving Starting Salary Beyond Step 1

Candidate Name: Scott Eggen

For Position: Plumbing Inspector

Date: August 15, 2006

Department: Regulatory Services – Construction Inspections

<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 in installation, repair and the service of plumbing and gas systems/piping and equipment or a municipal plumbing inspector.	Candidate has over 9 years of related work experience. The last 3.5 years as a Journeyman/Foreman. He currently possesses a Minneapolis journeyman plumber/gasfitter competency card.
2. Previous accomplishments in the same areas of responsibilities as the new job	Applicant must conduct field inspections of new and remodeled/altered plumbing systems as defined in City ordinances and State Statutes	Mr. Eggen has been a journeyman/foreman for the past 3.5 years. 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 a Minnesota Master Plumber License or certification as a Plumbing Inspector from a nationally recognized certifying agency	Scott is a graduate from technical college. His field of study was in plumbing.
4. Difficulty in filling the position because of unique skill requirements	The qualifications set forth in the job announcement only allow a select group of individuals to apply. These qualifications are unique to the plumbing industry	To meet the minimum requirements listed on the job announcement one must have hands on experience. Even a registered engineer would not meet the requirements unless he/she had worked in the plumbing field.
5. Current salary of candidate, if performing a very similar job	The hourly rate for the trade inspectors unit is based on the current contract in effect. This contract currently has 8 steps.	Mr. Eggen current salary with Plymouth Plumbing Inc. is \$28.60 per hour. Applicant is requesting to start at the 5 <sup>th</sup> step which is 26.69 per hour.
6. Department's capacity to pay for the increased starting salary	Yes	Yes

