

Approving Starting Salary Beyond Step 1
worksheet

Candidate Name: Tom Deegan For Position: Problem Properties Manager

Date: May 16, 2005 Department: Regulatory Services

<u>Category Considered</u>	<u>Minimum Qualifications of Vacancy</u>	<u>Candidate Bringing Qualifications</u>
<ol style="list-style-type: none"> 1. Previous recent years of very similar work experience 2. Previous accomplishments in the same areas of responsibilities as the new job 	<p>Seven years of construction code enforcement or leading business innovation and change management.</p>	<p>This candidate has an exceptional level of very similar work experience. He has been detailed as the Interim Problem Properties Manager for 8 months. Mr. Deegan served as the city's Fire Marshal from 1999 to 2004. In this capacity, Fire Marshal Deegan was responsible for Fire Code enforcement and administration. This regularly included working on issues involving construction code enforcement. Marshal Deegan was a leader in business development and change management, working within the Fire Department, and across other city departments to solve problems in which fire safety issues were a factor. Mr. Deegan served as the Fire Department's Deputy Chief of Operations from 1997 to 1999. Among many other leadership and management duties, Mr. Deegan was responsible for inspections of all commercial property within the city to ensure compliance with the Fire Code. Chief Deegan served as the Fire Department's Director of the Fire College from 1995 to 1997, and as Battalion Chief from 1993 to 1995. He served as a Captain from 1985 to 1993, Fire Motor Operator from 1983 to 1985, and Firefighter from 1975 to 1983. In these capacities,</p>

<p>3. Recent relevant educational accomplishments exceeding the job requirements</p>	<p>Bachelor's Degree in Public Administration, Business Administration, housing or equivalent.</p>	<p>among his many duties were to inspect commercial properties and enforce compliance with the Fire Code. Mr. Deegan has an exemplary 30 year career in the Fire Department in which he has been a leader in business innovation and change management. Over the course of this distinguished career, he has developed an unparalleled expertise in the various regulatory codes, and an ability to see solutions where others see problems.</p> <p>Mr. Deegan's extensive experience far exceeds the minimum education requirement of the equivalent of a Bachelor's degree. Additionally, he has nearly completed his course work necessary to obtain his degree in Fire and Building Construction Inspections at Hennepin Tech. He has completed training on Executive Planning and Executive Leadership, and is certified in Fire Inspections and Investigation. Mr. Deegan is also a certified Human Resources Generalist.</p>
<p>4. Difficulty in filling the position because of unique skill requirements</p>	<p>The unique skill requirements of this position have made it very difficult to fill the position. This candidate possesses a rare combination of broad and deep knowledge of regulatory codes that is required to be successful in this position. This candidate has a long and proven track record of leading business innovation and change management.</p>	
<p>5. Current salary of candidate, if performing a very similar job</p>		<p>Requesting Approval to start Mr. Deegan at Step 7, \$84,181.00</p>
<p>6. Department's capacity to pay for the increased starting salary</p>	<p>The Department has the capacity to pay for the increased starting salary without difficulty.</p>	