



MONROE CITY COUNCIL

Agenda Bill No. 20-029

SUBJECT:	<i>Revise position classification of Building Inspector</i>
-----------------	---

DATE:	DEPT:	CONTACT:	PRESENTER:	ITEM:
2/11/2020	Human Resources/ CDD	Ben Warthan/ Ben Swanson	Ben Warthan	New Business #4

Discussion: 2/11/2020

Attachments: N/A

REQUESTED ACTION: Authorize new market pay adjustment for Building Inspector position.

POLICY CONSIDERATIONS

The City Council is responsible for the budget and policy. Should the City Council increase the pay range for the Building Inspector position to attract qualified applicants?

DESCRIPTION/BACKGROUND

At the end of 2019 the Building Inspector (Jim Sherwood) retired. Prior to Mr. Sherwood's retirement the City starting recruiting for a replacement. The City received over 50 applications for the Building Inspector position and interviewed the most qualified candidates. Of 50 applicants, only five held the minimum requirements for an interview. During the interview process the most qualified applicants noted the pay range was low for the position and the candidates declined the position.

The City currently covering this vacancy with a part-time building plan reviewer and a contract building inspector. The contract inspector is typically reserved for overflow inspections; however, due to the inspection volume and lack of a Building Inspector the contract inspector is working between 30-40 hours a week. This is a short term solution with limitations and challenges.

The Mayor and staff are asking for authorization to offer a market pay increase for the Building Inspector position. The amount would be \$600 per month to attract qualified applicants. This amount would be separate from the base salary and would not rise by COLA.

FISCAL IMPACTS

Cost is \$7,200 per year.

TIME CONSTRAINTS

N/A

ALTERNATIVES

Do not authorize market pay and ask Mayor to direct staff to identify other alternatives.