



Department of Employee Relations

May 13, 2009

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Troy M. Hamblin
Labor Negotiator

To the Honorable
The Committee on Finance and Personnel
Common Council
City of Milwaukee

Dear Committee Members: Re: Common Council File Number 081697

The following classification and pay recommendations were approved by the City Service Commission on May 12, 2009.

In the Health Department, one new position was classified as a Public Health Nurse, PR 666.

In Neighborhood Services, four positions titled Housing Rehabilitation Inspector, PR 553 currently held by Mark Pelzek and Doyle Dempsey was reclassified to Neighborhood Improvement Project Inspector, PR 549.

The job evaluation reports covering the above positions, including the necessary Salary and Positions Ordinance amendments, are attached.

Sincerely,

Maria Monteagudo
Employee Relations Director

MM:fcw

Attachments: 2 Job Evaluation Reports
 1 Fiscal Notes

C: Mark Nicolini, Renee Joos, Marianne Walsh, Troy Hamblin, Nicole Fleck, Joe Alvarado, Bevan Baker Ray Weitz, Victoria Robertson, Yvette Rowe, Raquel Filmanowicz, Arthur Dahlberg, Thomas Mishefske, Brian Kaufman, Mark Pelzek, Doyle Dempsey, Bonnie Strauss, Judy Thorsheim (SIEU), Richard Abelson, John English, Paula Dorsey, Bill Mollenhauer, James Fields and Calvin Lee (DC 48)

JOB EVALUATION REPORT

City Service Commission Meeting: May 12, 2009

This report recommends the classification and compensation level for a new grant-funded position in the Health Department. In reviewing this position, staff analyzed new job descriptions and held discussions with management representatives. The following chart summarizes the recommended change.

Current	Request	Recommendation
New	Public Health Nurse PR 666 (\$43,182-\$53,026)*	Public Health Nurse PR 666 (\$43,182-\$53,026)*

*2006 Rates

No Action Required

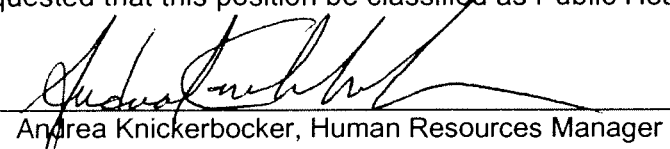
Background


The City of Milwaukee Health Department (MHD) has requested that one new grant-funded position of Public Health Nurse be reviewed for classification purposes. This position will be assigned to the Wisconsin Well Women Program-Wise Women Program which is a pilot grant project for the State of Wisconsin Department of Health Services.

The mission of this program is to provide low-income, underinsured, or noninsured women with the knowledge, skills, CVD screenings, and opportunities to improve their health. The Public Health Nurse assigned to the Wisconsin Wisewoman program of the Wisconsin Well Women unit will be responsible for coordination and case management to improve health outcomes of women in the City of Milwaukee.

This Public Health Nurse will function as part of a multidisciplinary team with the focus on improving the health and medical needs of at-risk women for cardiovascular disease and other chronic diseases. Duties and responsibilities include case management and program data management/reporting. The job description lists the position requirements as a Bachelor's of Science degree in Nursing with one year of related experience preferred.

The nature of the duties and responsibilities associated with this new grant-funded position is consistent with other Public Health Nurse positions within the Milwaukee Health Department. It is therefore requested that this position be classified as Public Health Nurse in Pay Range 666.

Prepared by: 
 Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
 Maria Monteagudo, Employee Relations Director

Job Evaluation Report

City Service Commission Meeting Date: May 12, 2009

Department: Neighborhood Services

Incumbents: Mark Pelzek, Doyle Dempsey

Present	Request	Recommendation
Housing Rehabilitation Inspector PR 553, \$43,910 - \$52,174* *with certifications, up to \$53,740	Study of Position PR 548, \$47,527 – \$55,819	Neighborhood Improvement Project Inspector PR 549, (\$48,478 - \$56,935)
<p>Rationale:</p> <p>Due to the level of responsibility associated with this job—30 to 35 projects per year per Inspector with a total value of \$900,000 to \$1,000,000—and the changes that have taken place in duties and responsibilities, most notably authorization of payments to contractors and inspection of new construction, an upgrade to this job classification is recommended.</p>		

Action Required - Effective Pay Period 7, 2009

In the Salary Ordinance, under Pay Range 553, delete the title “Housing Rehabilitation Inspector” and under Pay Range 549, add the title “Neighborhood Improvement Project Inspector.”

In the Positions Ordinance, under Department of Neighborhood Services, Neighborhood Improvement Program (NIP), delete four positions of “Housing Rehabilitation Inspector (A) (X)” and add four positions of “Neighborhood Improvement Project Inspector (A) (X).”

Background

Late in November of 2006, the former Commissioner of Building Inspection, [(the head of the Department of Neighborhood Services (DNS)], requested that the job classification of Housing Rehabilitation Inspector be studied, citing the fact that these Inspectors now authorize payments to contractors, something not previously done, in anticipation of new duties and responsibilities associated with the construction of new houses.

In studying this request, staff reviewed written documentation provided by the Department, including a revised job description and a completed job analysis questionnaire. As part of the job study process, an Employee Relations staff member observed and interviewed three Housing Rehabilitation Inspectors in the field as they performed their work. Two Inspectors were observed performing the following work for houses slated for rehabilitation and new construction in progress: examining houses for needed repairs; explaining the program to a home owner; solving a construction problem with a home owner; and obtaining a status reports from contractors and agency representatives. Work products associated with the jobs were also examined, including estimates for rehabilitation and “draws” (authorized payments) to contractors.

Discussions were then held with Brian Kauffman, Neighborhood Improvement Project Manager, and Thomas Mischefske, who was, at the time of these discussions, the acting department head. It should be noted that Mr. Mischefske was the long-time manager of the Neighborhood Improvement Project.

A previous version of this report was acted upon by your Commission on February 17, 2009. Shortly thereafter, we received a letter from affected employees regarding their concerns with the report. As a result, the report was held at a meeting of the Common Council's Committee on Finance and Personnel at the request of the Employee Relations Director, with that any changes in pay be retroactive to the date that would have taken place if the report had not been held. Discussions were then held with employees filling these positions and the acting department head and manager of the Neighborhood Improvement Project. The report submitted here reflects a careful consideration of new information submitted by employees, additional discussions held with management representatives, and new information regarding similar positions in other municipalities.

Duties and Responsibilities

These positions work in the City's Neighborhood Improvement Project (NIP), a federally funded program that enables eligible home owners to have their homes repaired under guidelines established by the Department of Housing and Urban Development (HUD). Funds for this program are administered by the City's Community Development Grants Administration (CDGA). Community housing agencies determine which eligible homeowners will be included in the program and carry out the repair and rehabilitation work with their employees or contractors. The reason that the NIP program exists in the Department of Neighborhood Services, as opposed to City Development or another department, is because many of the homes that are referred to the NIP program have outstanding code violations and the Department of Neighborhood Services is responsible for enforcing the City's building codes.

NIP Housing Rehabilitation Inspectors ensure that the rehabilitation and construction work performed by contractors contains the quality of work and material specified, is reasonably priced, completed within budget, and complies with rules and guidelines established by HUD and the City. As such, these Inspectors perform the technical field and office work needed to carry out the rehabilitation of homes and new home construction. Each Inspector is responsible for approximately 30 to 35 projects per year, with an average cost of about \$31,000, for a total of \$900,000 to over \$1,000,000 annually. This total will increase when the cost of new construction, a new responsibility, is taken into account.

Specific duties and responsibilities include the following:

- Discussing the program, the rehabilitation process, and repairs needed with homeowners
- Inspecting properties chosen for rehabilitation, determining what needs to be repaired or replaced, and documenting these items with notes and photographs.
- Preparing a written scope of work and cost estimate for each project using field notes, measurements, photographs, and other information available.
- Authorizing construction permits
- Inspecting rehabilitation work and new construction for all systems and structures, including carpentry, electrical, plumbing, and heating/ventilating, to assure that repairs and new construction is in conformity with the scope approved for each project and adherence to City and federal rules and guidelines.
- Authorizing payments to contractors for work completed.
- Preparing and authorizing written change orders and associated cost estimates and addendums as needed
- Inspecting properties to approve change orders and addendums completed, assuring that costs are reasonable.
- Preparing reports and correspondence relating to individual project activity and housing agency activity.

Knowledge, Skills, Abilities, and Competencies

The job analysis also included an assessment of the knowledge, skills, abilities, and competencies required for successful job performance. The most noteworthy of these are as follows:

- Knowledge of residential rehabilitation processes, methods, and materials
- Knowledge of residential housing systems, including plumbing, heating and ventilating, and electrical
- Ability to apply knowledge of building codes and construction practices to examine work and materials and detect deviations from plans, codes, and standard construction practices.
- Ability to work effectively with contractors, home owners, representatives from community organizations, construction workers, members of the public, Inspectors from other sections of DNS, team members, managers, and others
- Ability to assert one's authority in an appropriate manner
- Ability to identify code violations and health and safety issues
- Knowledge of residential building codes
- Knowledge of the processes, methods, and materials associated with the construction of new residential housing
- Knowledge of federally funded housing program regulations
- Ability to understand and follow program protocols while working independently in the field and office
- Ability to work as part of a team and maintain good working relationships with multi-cultural, multi-disciplinary staff and public
- Ability to travel to construction sites
- Ability to accurately inventory the repairs and renovations that need to be completed
- Ability to create accurate scopes of work and cost estimates

Employees who enter this job are required to have the following certifications and licenses upon appointment or within 6 months of hire:

- Certification in one and two-family residential construction
- Certification as a Wisconsin Lead Risk Assessor
- Valid Wisconsin driver's license (at time of hire)

The job analysis indicates that the learning curve for this job is approximately 2 years, meaning that it would require 2 years for a well qualified employee to become fully versed in all aspects of the job and fully proficient in performing its duties and responsibilities. As indicated in a 2003 posting, the minimum requirements for this job were previously stated as status as a Code Enforcement Inspector II with the City. Required certifications could be earned within 6 months on the job. The current job description, as written by the Department of Neighborhood Services, incorporates the recent changes in duties and responsibilities that have taken place in the job, and outlines new, higher level requirements commensurate with those new duties and responsibilities.

Changes in Duties and Responsibilities

During the recent past, the duties and responsibilities associated with this job have changed. They are as follows:

Authorization of payments to contractors

Housing Rehabilitation Inspectors now authorize all payment requests from contractors. In doing so, they attest that the work completed has been done in accordance with the written scope of work and construction standards and that payment requests are appropriate for the quantity and quality of work

completed. While work is in progress, Inspectors must also monitor the funds available for each project to ensure that sufficient funds are available to complete the work.

Authorization of change orders and addendums

These positions now have the authority to approve change orders and addendums that impact the cost of each project. This was formerly done by the Manager of the section.

New construction

Beginning in the spring of 2007, employees in these positions became responsible for monitoring new residential construction, something that was not previously performed. Home construction costs for each residence are anticipated to from \$75,000 to \$225,000.

Reinspection of homes

Reinspections are now carried out over a span of years, as required by the HOME Partnership Program.

Support of community housing agencies

As the result of funding received late in 2008, Inspectors will work with the Milwaukee Christian Center and any other approved agency to inspect properties to identify building code violations and potential lead-based paint hazards, prepare written scopes of work and cost estimates, and monitor the rehabilitation activity, and conduct a final inspection.

Homeowners Down Payment Program

Inspectors will perform code compliance inspections of properties identified for purchase by first-time buyers.

Analysis

The job analysis indicates that changes in duties and responsibilities, particularly those associated with authorizing payments to contractors and involvement with new construction, have increased the level of responsibility associated with this job classification. Each Inspector authorizes interim payments and the final payment to each contractor or community agency for a total of approximately \$1,000,000 annually. This total will increase when the cost of new housing is taken into account.

The minimum requirements for the job have also increased, as indicated on the revised job description and confirmed through a job analysis. Whereas entry into this job previously required status as a Code Enforcement Inspector II with the City, new minimum requirements, as written by the Department of Neighborhood Services, include a combination of education and experience equivalent to a bachelor's degree in a related field.

Other factors affecting the level of these positions are contacts with others—a critical job performance factor—the ability to accurately estimate the cost of projects, and the ability to monitor funds for projects. In terms of oral communication, Housing Rehabilitation Inspectors must be able to explain technical issues to homeowners and others in simple understandable terms as well communicate with contractors and housing professionals. Finally, as with other Inspectors in the department, Housing Rehabilitation Inspectors must be able to say “no” to contractors and others and apply their authority in an appropriate manner. This competency involves assertiveness and the ability to be tactful.

Employees currently filling these positions compared their jobs to Housing Rehabilitation Specialists (Pay Range 548) in the Department of City Development (DCD). These Specialists assist landlords in obtaining loans to bring their properties in conformance with building codes by scoping out work to be performed and awarding contracts. Similarities exist between these two groups in terms of the nature of nature of work performed and the responsibility for authorizing payments to contractors. The current

rate of pay for these positions in the Department of City Development in Pay Range 548 is \$47,527 - \$55,819, in 2006 rates.

The job analysis indicates, however, that the work performed by Housing Rehabilitation Inspectors is broader scope in that DNS Housing Rehabilitation Inspectors are much more closely involved with inspecting work in progress and interacting with all interested parties, including contractors, home owners, and representatives of agencies. Like the DCD positions, Rehabilitation Inspectors now have the responsibility of authorizing payments to contractors, something that was not previously part of the job.

Housing Rehabilitation Inspectors also compared their jobs to the work performed by Building Construction Inspectors, Electrical Inspectors, and Plumbing Inspectors in DNS. Although Housing Rehabilitation Inspectors examine all rehabilitation and repair work, including carpentry, construction, plumbing, electrical work, and heating/ventilating work, the purpose of their inspections is not to enforce building codes per se but to ensure that the work conforms to the scope of work authorized and adheres to federal HUD (Housing and Urban Development) guidelines. Other "trades" inspectors in the Department of Neighborhood Services—Electrical Inspectors, Plumbing Inspectors, and Building Construction Inspectors—have the authority to approve or disapprove work completed on NIP projects (as well as all other permitted work in the City). This is an important difference between the inspection work performed by Housing Rehabilitation Inspectors and Electrical Inspectors *et al.*

In terms of pay, entry-level Electrical Inspectors, Building Construction Inspectors, Boiler Inspectors, Construction Materials Inspectors, Elevator Inspectors, and Sprinkler Construction Inspectors at the "I" level are all compensated at the same rates, in the same pay range. The minimum rate for this group, in 2006 rates, is \$48,478 annually and the maximum rate is \$56,935 annually. The maximum rate of pay for Housing Rehabilitation Inspectors is currently \$53,740 annually.

Like Housing Rehabilitation inspectors, the employees filling the aforementioned Inspector jobs are represented by the same bargaining unit, District Council 48, AFL-CIO. Plumbing Inspectors are represented by a separate bargaining unit, Plumbers' Local Number 75, and have negotiated different, higher-level rates of pay. Following is a discussion of the duties and responsibilities of Electrical Inspectors, Boiler Inspectors, and Building Construction Inspectors. These jobs were chosen for comparison because they are all compensated in the same pay range and are represented by the same bargaining unit. The job classification of Plumbing Inspector was not chosen as a basis of comparison because Plumbing Inspectors are represented by a different bargaining unit, work under a different labor contract, and have negotiated different rates of pay,

Electrical Inspectors inspect wiring and electrical equipment in existing new commercial and residential buildings for compliance with appropriate codes. They conduct inspections based upon complaints, investigate accidents, and investigate electrical fires. When necessary, they issue legally enforceable orders and testify in court against owners for failure to correct violations. The minimum requirements for an Electrical Inspector I are as follows: 6 years of experience in electrical construction work (minimum of 1,000 hours per year); or a bachelor's degree in electrical engineering and 3 years of experience in electrical construction; or 3 years of experience in electrical construction and possession of a credentials as a registered professional engineer, registered architect or certified designer of electrical systems; or other specific equivalent combinations of education and experience. Electrical Inspectors may be promoted to the II level when they complete specified levels of work experience and education.

Boiler Inspectors inspect new, existing, and repaired boilers and pressure vessels internally and externally to ensure their safe operation. They check calculations for allowable limits of pressure and strength of joints, stays, braces, and rivets; examine plans for electronically operated and monitored boilers; inspect refrigeration installations; enforce and explain provision of the Stationary Engineers' and

Boiler Operators' License Law; collect evidence for license law violations to be submitted for court action; and advise engineers and boiler operators regarding engine room safety. When necessary, they issue legally enforceable orders and testify in court against owners for failure to correct violations. The minimum requirements for Boiler Inspector I are as follows: a bachelor's degree in engineering and 1 year of experience in the design, construction operation or inspection of high pressure boilers or other specific combinations of education and experience. Boiler Inspectors may be promoted to the II level when they complete specified levels of work experience and education.

Building Construction Inspectors inspect a wide variety of commercial buildings and structures to ensure compliance with State codes and City ordinances. Examples of commercial structures include banks, grocery stores, "big box" stores, office buildings, gas stations, apartment buildings, and convenience stores. Building Construction Inspectors also research commercial building codes, UDC codes, and City ordinance to determine compliance and resolve complaints. They identify faulty or inadequate construction methods and code violations during on-site inspections. In cases of noncompliance, they draft and send legally enforceable orders to owners and owners' representatives to correct violations. If necessary, they testify in court against owners for failure to correct violations. They also inspect vacant buildings that are dilapidated, fire damaged or in such disrepair as to be dangerous or unfit for habilitation. These types of buildings may need to be condemned or razed.

The minimum requirements for a Building Construction Inspector I are 5 years of experience in building construction as an inspector, carpenter, steam-fitter, sheet metal worker, construction superintendent or contractor; or a bachelor's degree in architecture, engineering, building construction or closely related field and one year of experience in building construction. Like similar Inspectors, Building Construction Inspectors may be promoted to the II level when they complete specified levels of work experience and education.

Following are rates of pay for Electrical Inspectors, Building Construction Inspectors, Boiler Inspectors, Construction Materials Inspectors, Elevator Inspectors, and Sprinkler Construction Inspectors:

**Rates of Pay for Electrical Inspector I, Boiler Inspector I,
Building Construction Inspector I, and Related Jobs**
2006 rates

1	2	3	4*	5
\$48,478	\$51,827	\$53,667	\$55,276	\$56,935

*Recruitment may be up to the fourth step of the range. Official rates of pay are biweekly.

Considering the changes that have taken place in the level of responsibility and knowledge/skill associated with Housing Rehabilitation Inspector job classification, an upgrade of this group is warranted. Additionally, there is some indication that other municipalities equate this job classification with the entry level of "trade's inspectors" such as the job classification of Electrical Inspector I and Building Construction Inspector I in the City of Milwaukee. Due to the increase in responsibility and knowledge/skill associated for this job group and new information obtained from other municipalities, we recommend that these positions be classified and compensated in the same pay range as Electrical Inspector I, Building Construction Inspector I, and Boiler Inspector I in Pay Range 549.

Considering the impact of enforcement duties associated with "trade's inspectors," we do not, however, think that it would be appropriate to compensate Housing Rehabilitation Inspectors at the same level as fully experienced journey-level Electrical Inspectors, Boiler Inspectors or Construction Inspectors. In addition, because labor market conditions for Housing Rehabilitation Inspectors differ somewhat from that of "trade's inspectors," we do not think that it is necessary to allow recruitment of a new Housing Rehabilitation Inspector up to the fourth step of the pay range.

The following chart shows relative levels of compensation for Building Construction Inspector I and II, the current classification of Housing Rehabilitation Inspector, and proposed pay range for Housing Rehabilitation Inspector, with the new title of Neighborhood Improvement Project Inspector.

**Rates of Pay for Building Construction Inspector I and II
 And Current and Proposed Rates for Housing Rehabilitation Inspector
 2006 Rates**

Title	PR	Min	Max
Building Construction Inspector II	PR 589	\$55,276	\$62,214
Building Construction Inspector I	PR 549	\$48,478	\$56,935
Proposed <i>New title: Neighborhood Improvement Project Inspector</i>	PR 549	\$48,478	\$56,935
Current Housing Rehabilitation Inspector	PR 553	\$43,910	\$53,740

Official rates of pay are biweekly.

Additional Pay Considerations

The current pay range and related footnotes, as seen in the Salary Ordinance for Housing Rehabilitation Inspectors in DNS, is shown below:

**Current Rates of Pay
 Housing Rehabilitation Inspector
 Pay Range 553, 2006 rates**

					Special Attainment Steps*		
1	2	3	4	5	6*	7*	8*
\$43,910	\$45,347	\$46,898	\$48,478	\$52,174	\$52,696	\$53,218	\$53,740

Official rates of pay are biweekly.

*Special Attainment Steps: Employees in these job classifications who complete at least one year of service at the fifth step and who attain and maintain one or more of the following certifications shall receive an additional increment as specified below provided the employee meets the criteria specified for each additional increment:

- Uniform Dwelling Code Construction certification
- Pass the National Fire Academy Five Core Courses for the State Fire Inspectors Certification Program (or State Fire Inspection Certificate when available)
- Commercial Building Code Certification
- Effective Pay Period 22, 2000, employees in these job classifications who are not at the fifth step and who attain and maintain all three of the certifications specified shall advance one additional step in the pay range

As indicated, employees earn special pay steps when they attain certain certifications. Discussions with the Department indicated that these pay steps no longer function as intended because employees possess these certifications when they are promoted into these positions. For that reason, the new pay range into which these positions will be placed will not contain any footnotes.

The new rates of pay for these Rehabilitation positions will be as follows:

**Proposed New Pay Range
For Neighborhood Improvement Housing Inspector
Pay Range 549, 2006 rates**

1	2	3	4	5
\$48,478	\$51,827	\$53,667	\$55,276	\$56,935

Official rates of pay are biweekly.

As can be seen, this pay range to which Rehabilitation Inspectors will be allocated will not contain any special attainment steps.

Job Title

In order to more clearly identify these positions with the Neighborhood Improvement Project and distinguish them from other positions in the City service, it is recommended that they be retiled from Housing Rehabilitation Inspector to **Neighborhood Improvement Project Inspector**.

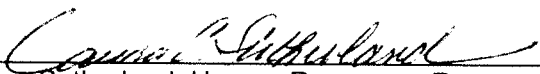
Minimum Requirements

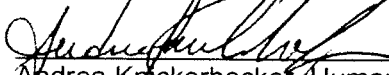
If this recommendation is approved, these Housing Rehabilitation positions will have the same rates of pay as Building Construction Inspectors I, Electrical Inspector I, Boiler Inspector I *et al.* For that reason, it is recommended that the minimum requirements for the job be reevaluated by the Employee Relations' Staffing Division.


Recommendations

Due to an overall increase in responsibility and level of knowledge and skill required, we recommend that the job classification of Housing Rehabilitation Inspector, PR 553, be reclassified to Neighborhood Improvement Project Inspector, Pay Range 549.

We further recommend that this action be made effective Pay Period 7, 2009, the date these changes would have become effective if the Department of Employee Relations had not asked that the report be held at the meeting of the Committee on Finance and Personnel.

Prepared by: 
Laura Sutherland, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Maria Montezagudo, Employee Relations Director

CITY OF MILWAUKEE FISCAL NOTE

A) Date: 5/13/09

File Number: 081697
 Orig Fiscal Note Substitute

Subject: Classification and pay recommendations approved by the City Service Commission on May 12, 2009

B) Submitted By (name/title/dept/ext.): Sarah Trotter, Human Resources Representative/Dept. of Employee Relations/X2398

C) Check One: Adoption of this file authorizes expenditures
 Adoption of this file does not authorize expenditures; further Common Council action needed. List anticipated costs in Section G below.
 Not applicable / no fiscal impact.

D) Charge to: Departmental Account (DA) Contingent Fund (CF)
 Capital Projects Fund (CPF) Special Purpose Accounts (SPA)
 Perm. Improvement Funds (PIF) Grant & Aid Accounts (G & AA)
 Other (Specify)

E) Purpose	Specify Type/Use	Account	Expenditure	Revenue	Savings
Salaries/Wages:	<i>Classification and pay recommendations for new or changed positions in the 2009 budget in the Health Department and DNS.</i> <i>(See attached spreadsheet for details)</i>		<i>(See attached spreadsheet)</i>		
Supplies:					
Materials:					
New Equip:					
Equip Repair:					
Rollups (.2045):					
Totals					

F) For expenditures and revenues which will occur on an **annual** basis over several years check the appropriate box below and then list each item and dollar amount **separately**.

<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	
<input type="checkbox"/> 1-3 Years	<input type="checkbox"/> 3-5 Years	

G) List any anticipated future costs this project will require for completion:

H) Computations used in arriving at fiscal estimate:
(See attached spreadsheet for details)

Please list any comments on reverse side or attachment and check here *(See attached)*

**Department of Employee Relations
Fiscal Note Spreadsheet**

Finance & Personnel Committee Meeting of May 20, 2009
City Service Commission Meeting of May 12, 2009

NEW COST FOR 2009

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal
1	Health	New Position	NA	Public Health Nurse	666	N/A	N/A	N/A	N/A	N/A
2	Neighborhood Services	Housing Rehab Insp (Step 1)*	553	Neighborhood Impr Housing Insp*	549	\$43,910	\$48,478	\$7,028	\$1,437	\$8,465
1	Neighborhood Services	Housing Rehab Insp (Step 5)*	553	Neighborhood Impr Housing Insp*	549	\$52,174	\$53,667	\$1,148	\$235	\$1,383
5	Neighborhood Services	Housing Rehab Insp (Step 8)*	553	Neighborhood Impr Housing Insp*	549	\$53,740	\$55,276	\$1,182	\$242	\$1,423
								\$9,358	\$1,914	\$11,271

*2006 Rates

Assume changes are effective Pay Period 7 (March 22, 2009)

PROJECTED NEW COST FOR FULL YEAR

No. Pos.	Dept	From	PR/SG	To	PR/SG	Present Annual	New Annual	New Cost	Rollup	Total Rollup+ Sal
1	Health	New Position	NA	Public Health Nurse	666	N/A	N/A	N/A	N/A	N/A
2	Neighborhood Services	Housing Rehab Insp (Step 1)	553	Neighborhood Impr Housing Insp	549	\$43,910	\$48,478	\$9,136	\$1,868	\$11,004
1	Neighborhood Services	Housing Rehab Insp (Step 5)	553	Neighborhood Impr Housing Insp	549	\$52,174	\$53,667	\$1,493	\$305	\$1,798
5	Neighborhood Services	Housing Rehab Insp (Step 8)	553	Neighborhood Impr Housing Insp	549	\$53,740	\$55,276	\$1,536	\$314	\$1,850
								\$12,165	\$2,488	\$14,653

Totals may not be to the exact dollar due to rounding.