



Department of Employee Relations

Tom Barrett
Mayor

Maria Monteagudo
Director

Michael Brady
Employee Benefits Director

Deborah Ford
Labor Negotiator

January 12, 2015

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

Dear Committee Members:

Re: Common Council File Number 141393

The following classification and pay recommendations will be submitted to the City Service Commission on **January 13, 2015**. We recommend these changes subject to approval by the City Service Commission.

In the Assessor's Office, one new position is recommended for classification to Assessment Operations Director, Pay Range 1JX.

In the Department of City Development, one position of Commercial and Residential Rehabilitation Manager, Pay Range 1FX is recommended for reclassification to Housing Programs Manager, Pay Range 1FX and one new position is recommended for classification to Economic Development Specialist, Pay Range 2GX.

In the Mayor's Office, one position of Staff Assistant to the Mayor-Senior, Pay Range 2HX is recommended for reclassification to Staff Assistant to the Mayor, Pay Range 2GX.

In the Department of Neighborhood Services,


Two new positions are recommended for classification to Special Enforcement Inspector, Pay Range 2EN.

One new position is recommended for classification to Neighborhood Improvement Project Inspector, Pay Range, 3ON.

Several positions in the construction trades inspection classifications are recommended for a footnote regarding recruitment flexibility.

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

Sincerely,



Maria Monteagudo
Employee Relations Director

MM:fcw

Attachments: 2 Job Evaluation Reports
Fiscal Note

C: Mark Nicolini, James Carroll, Dennis Yaccarino, John Ledvina, Deborah Ford, Nicole Fleck, Mary Reavey, Steven Miner, Richard Marcoux, Martha Brown, Judy Allen, Maria Prioretta, Patrick Curley, Dennis Yaccarino, Arthur Dahlberg, Thomas Mishefske, Lynne Steffen, Boyd McCamish, Kenneth Wischer, Daniel Panowitz, Calvin Lee, Penni Secore (DC 48), Steve Breitlow (Loc #75), Dan Bukiewicz and Julie Plagge



JOB EVALUATION REPORT

City Service Commission Meeting Date: January 13, 2015

Assessor's Office

Current	Request	Recommendation
New Position	Assessment Operations Director PR 1JX (\$80,442 - \$112,627)	Assessment Operations Director PR 1JX (\$80,412 - \$112,627) Recruitment at \$95,800

Department of City Development

Current	Request	Recommendation
Commercial and Residential Rehabilitation Manager PR 1FX (\$62,338 - \$87,270)	Housing Programs Manager PR 1FX (\$62,338 - \$87,270)	Housing Programs Manager PR 1FX (\$62,338 - \$87,270)
New Position	Economic Development Specialist PR 2GX (\$51,469 - \$72,063)	Economic Development Specialist PR 2GX (\$51,469 - \$72,063)

Mayor's Office

Current	Request	Recommendation
Staff Assistant to the Mayor-Senior PR 2HX (\$54,865 - \$76,806)	Study of Position	Staff Assistant to the Mayor 2GX (\$51,469 - \$72,063).

Department of Neighborhood Services

Current	Request	Recommendation
Two New Positions	Special Enforcement Inspector PR 2EN (\$52,750 - \$61,952) Two Positions	Special Enforcement Inspector PR 2EN (\$52,750 - \$61,952) Two Positions
New Position	Neighborhood Improvement Project Inspector PR 3ON (52,750 - \$63,810)	Neighborhood Improvement Project Inspector PR 3ON (52,750 - \$63,810)

Action Required - Effective Pay Period 1, 2015 (December 21, 2014)

In the Salary Ordinance, under Pay Range 1FX, delete the title "Commercial and Residential Rehabilitation Manager, and add the title "Housing Programs Manager; under Pay Range 1JX add the title "Assessment Operations Director (1)" with the footnote to read: "(1) Recruitment is at \$3,684.62 (\$95,800.12)."; under Pay Range 2GX, add the title "Staff Assistant to the Mayor"; under Pay Range 2HX, delete the title "Staff Assistant to the Mayor-Senior".

In the Positions Ordinance, under the Assessor's Office, Assessment Division, Real Property, add one position of "Assessment Operations Director"; under Department of City Development, General Management and Policy Development Decision Unit, Housing Development, delete one position of "Commercial and Residential Rehabilitation Manager (X)(Y)" and add one position of "Housing Programs Manager (X)(Y)".

Assessor's Office

Current: **New Position**
Request: **Assessment Operations Director PR 1JX**
Recommendation: **Assessment Operations Director PR 1JX**

The basic function of this position is to assist the Assessment Commissioner and the Chief Assessor with all duties necessary for the Assessment Division, to have direct responsibility for the operations of the Assessment Division, and to collaborate with the Administrative Division on property assessment systems and computer applications. Duties and responsibilities include the following:

- 30% Supervise the process for determining assessments of all real and personal property and the status of exempt property; determine and communicate assessment policies, procedures and best practices; review and evaluate assessment law changes and modify Department policies accordingly; find ways to maintain or improve assessment quality while reducing costs; coordinate the development and implementation of improvements to the Department's computerized systems; resolve the more complex issues in meetings with attorneys, tax representatives, private appraisers and taxpayers; facilitate and coordinate with the Chief Assessor preparations for assessment appeals before the Board of Review and Circuit Court; evaluate and supervise special projects in the Assessment Division; coordinate the assessments of manufacturing properties with the State Department of Revenue; coordinate the solid waste unit count investigations for the Department of Public Works; make recommendations on granting or denying exemption status; and, as a member of the Board of Assessors, review and make decisions on valuation recommendations presented by appraisers and managers.
- 25% Assist the Commissioner of Assessments and the Chief Assessor in formulating the Department's strategic plan, policies, programs and budgetary needs; recommend additions and changes to the Employee Handbook, and create and maintain on-line manuals documenting the use of computerized systems, department procedures and City policies; set deadlines and schedules to meet objectives, monitor progress, and modify plans and staffing as needed; form, lead and/or participate on special teams to accomplish goals and objectives of the Department; make decisions on hiring, promotions and discipline regarding Assessment Division staff, and arrange for and provide training and coaching on an individual and group basis.
- 25% Manage staff in the Assessment Division; monitor and evaluate progress toward Division goals and communicate results to staff; identify and create a plan and training schedule under the direction of the Chief Assessor; insure that staff are informed of and that they comply with changes in the law and procedures; review recommendations for large group and sub-neighborhood value adjustments; and review proposed neighborhood boundary changes.
- 15% Manage for timely completion of Assessment appeals; work with staff to develop efficient customer-friendly procedures for communicating with taxpayers; plan for distribution of Assessment Appeal Request Forms and monitor progress on the completion of all appeals; conduct Board of Assessor meetings in the absence of the Commissioner and Chief Assessor; and advise and assist staff on complex or special issue cases before the Board of Review.
- 5% Provide information to other government bodies and to private individuals and organizations; provide expert testimony; respond to aldermanic requests or referrals;

and represent the Department at neighborhood meetings, professional organizations and educational institutions.

Minimum requirements include a bachelor's degree in Business Administration, Engineering, Economics, Real Estate or related area; five year of experience in high-level assessing and appraising; supervisory experience in a large assessment office; experience with the methods and requirements for setting up a mass appraisal program; certification at the Assessor II level by the Wisconsin Department of Revenue; and a Broker's License.

This new position will assist the Commissioner and the Chief Assessor with overall leadership of the Assessment Division in the Assessor's Office and will be responsible for operations. This position is similar to the position of Supervising Assessor that was eliminated in 2010 as part of the budget process. At that time the Supervising Assessor position was in Pay Range 11 which is roughly equivalent to the current Pay Range 1HX. Since then the three positions of Assessment Division Manager, which will report directly to this new position, have been reallocated from Pay Range 1FX to Pay Range 1GX due to a workload that has increased in volume and complexity.

The change in work that has affected the Assessment Division Managers will also affect this new position. These changes include the fact that Circuit Court hearings are no longer based only on the record made at the Board of Review. As a result Senior Property Appraisers take a much more active role in preparing for the hearings including researching information; creating and compiling documents with charts, graphs, photographs and quantitative data; and writing lengthy reports. The Assessment Division Managers oversee and assist with these preparations and this new position will be responsible for this extensive preparation for litigation and be involved with the most complex and difficult cases.

With the changes in duties and responsibilities we recommend the pay range for this new position be higher than Pay Ranger 1HX, the level for the previous position of Supervising Assessor. In reviewing the rates of pay of other positions in the Department and the issue of pay compression we recommend the requested level of 1JX. We also recommend a recruitment rate of \$3,684.62 (\$95,800.12) which is 3% above the maximum of the pay range for the three Assessment Division Manager positions that are direct reports. This is consistent with the recruitment rate for the Assessment Division Managers which is also 3% above the maximum of their direct reports. With this recommendation the management and professional positions in the Assessment Division would be as follows:

Classification	PR	Min	Max	Footnote	
Chief Assessor	1LX	\$91,404	\$127,962		
Assessment Operations Director*	1JX	\$95,800	\$112,627		
Assessment Division Manager* Three positions	1GX	\$86,189	\$93,010		
Senior Property Appraiser • Designated as Project Lead • Designated as Lead Appraiser	2HN	\$63,232	\$75,899	\$79,694 \$79,694	\$83,679
Property Appraiser (Underfill Title) • Designated as Project Leader	2DN	\$49,568	\$59,498	\$62,473	

*Minimum rate reflects the recruitment rate.

We agree with the requested title of Assessment Operations Director as it reflects the responsibility of operations for the Assessment Division and is consistent with titles of other high

level City positions in the same pay range such as Disease Control and Environmental Health Services Director and Port Operations and Trade Director.

It is therefore recommended that this new position be classified as Assessment Operations Director in Pay Range 1JX (\$80,442 - \$112,627) with a minimum recruitment rate of \$3,684.62 (\$95,800.12).

Department of City Development

Current:	Commercial and Residential Rehabilitation Manager	PR 1FX
Request:	Housing Programs Manager	PR 1FX
Recommended:	Housing Programs Manager	PR 1FX

The Department of City Development has requested a new title for the current position of Commercial and Residential Rehabilitation Manager. This position works with programs that foster housing and neighborhood redevelopment; and recommends and implement policies and programs that facilitate development, financing, and City investments. Duties and responsibilities include:

- 15% Provide overall supervision and direction to housing and neighborhood redevelopment staff.
- 15% Develop and maintain partnerships with local community organizations, lenders, residents, and other stakeholders to support the City's housing and neighborhood redevelopment activities.
- 10% Seek and develop outside sources of funding to leverage resources for City housing initiatives.
- 10% Serve as the department's liaison to policy makers and represent the department before the Common Council for issues relating to the department's neighborhood housing activities.
- 20% Oversee programs insure efficient operation, compliance with guidelines and reporting requirements and goals.
- 10% Assist in preparing the annual budget for the department's housing and neighborhood redevelopment activities.
- 10% Recommend policies and programs that benefit Milwaukee's neighborhoods.
- 10% Coordinate and serve as liaison to the Board of Directors of the Neighborhood Improvement Development Corporation.

Minimum requirements include a Bachelor's degree in business, real estate development, public policy or related field and five years of experience coordinating and supervising neighborhood redevelopment activities and programs.

This position in the Department of City Development fosters housing and neighborhood redevelopment and recommends and implements policy and programs that facilitate development, financing, and City investment. The incumbent of this position seeks and manages significant federal, city grant funds, and private funds to support housing developments and neighborhood redevelopments. The position oversees staff that implement housing programs that operate in Milwaukee neighborhoods. The position also works closely with City and State policymakers, and other stakeholders including nonprofits, real-estate and development professionals and financial institutions.

We recommend a change in title for this position to Housing Programs Manager in Pay Range 1FX with no change in pay range.

Current:	New Position	
Recommended:	Economic Development Specialist	PR 2GX

The basic function of this position is to coordinate economic development initiatives in the City of Milwaukee's neighborhood commercial districts. Duties and responsibilities include the following:

- Develop building inventories and identify strategic development opportunities within selected commercial districts; and develop new and innovative strategies for commercial development throughout the City
- Organize business owners and neighborhood business groups in commercial districts and prepare and develop Business Development workshops for them.
- Prepare marketing materials and establish working relationships with commercial real estate brokers to market neighborhood commercial district opportunities
- Research and contact local, regional and national retailers regarding location opportunities in the City's neighborhood commercial districts
- Establish and maintain active communication with members of the Common Council regarding development initiatives and concerns in their district; and appear before public bodies and community organizations to articulate issues and positions of the Department of City Development and the City of Milwaukee
- Increase knowledge of regulatory and legislative issues and programs through study and professional development; and evaluate annual operating plans for Business Improvement and Neighborhood Improvement Districts
- Identify challenges to enhancing neighborhood commercial districts and propose thoughtful solutions to those challenges; and perform other duties as assigned.

Minimum requirements include a bachelor's degree in Urban Planning, Economics, Urban Affairs, Business Administration, Real Estate, or related field; and three years of program formulation and project implementation in the area of urban planning or economic development.

Currently there are three positions in the City with the requested classification of Economic Development Specialist in Pay Range 2GX. All are located in the Department of City Development. Two are in the Neighborhood and Business Development Section and one is in the Real Estate and Development Section and works on the Development Team in the Commissioner's Office. This new position will be located in the Neighborhood and Business Development Section and will have duties and responsibilities comparable to the two other positions of Economic Development Specialist in that Section.

It is therefore recommended that this new position be classified as Economic Development Specialist in Pay Range 2GX (\$51,469 - \$72,063).

Mayor's Office

Current:	Staff Assistant to the Mayor-Senior	PR 2HX
Recommended:	Staff Assistant to the Mayor	PR 2GX

The 2015 approved budget included a downgrade of one position of Staff Assistant to the Mayor-Senior in Pay Range 2HX (\$54,865 - \$76,806) to the level and title of Staff Assistant to the Mayor in Pay Range 2GX (\$51,469 - \$72,063).

The basic function of the Staff Assistant to the Mayor is to provide staff assistance and consultation to the Mayor and Chief of Staff by providing research and policy analysis;

community and neighborhood relations; serving as a liaison and representing the Mayor on designated boards, commissions, and committees; serving as a liaison with cabinet departments; responding to inquiries and requests from citizens, departments and common Council members and performing special projects.

This report recommends a change in title and level for this vacant position to Staff Assistant to the Mayor in Pay Range 2GX.

Department of Neighborhood Services

In the 2015 budget two Special Enforcement Inspectors have been added to enable DNS to establish a new BOZA Compliance Monitoring program. The inspectional activity associated with this new program will be assigned across all Special Enforcement staff. The two additional positions will enable the Division to absorb this new workload plus continue to carry out the existing duties and responsibilities. These positions will perform the same duties as their counterparts.

One additional position of Neighborhood Improvement Project Inspector has been added to enable the DNS NIP section to accommodate the additional workload generated by the increased funding of the Compliance Loan Program. The 2015 Budget provided \$500,000 for this program which is a \$435,000 increase over the \$65,000 in funding provided in 2014. This position will be expected to perform all of the same duties as their counterparts. The expanded workload for the Compliance Loan Program will be shared among the entire NIP staff.

Request: Special Enforcement Inspector PR 2EN
Recommendation: Special Enforcement Inspector PR 2EN

The purpose of this job is to provide high-level inspection and investigative services in the intensive enforcement of building and zoning codes. The job is the highest level of the career ladder established for Code Enforcement Inspectors. Employees working at this level are expected to employ a variety of enforcement techniques with a high level of expertise to successfully manage the most challenging enforcement situations. The duties and responsibilities of the job, as stated on the description provided by the department are as follows:

- Proactively evaluating districts and/or neighborhoods to identify and address problem properties in conjunction with community prosecution teams, the Milwaukee Police Department, neighborhood groups and/or other interested parties.
- Preparing reports and correspondence relating to enforcement activities.
- Conducting research relating to property ownership and persons with financial interest in properties to improve enforcement activities.
- Meeting with property owners or operators whose properties are not in compliance with the code to determine appropriate means of gaining compliance.
- Assisting in identifying special compliance problems associated with specific owners/operators or specific geographic or historic areas.
- Assisting with special programs such as targeted enforcement, In-Rem property inspections, receivership, essential service program, conducting TIN surveys, assisting with the DNS complaint center and other job related duties.
- Meeting with community groups, other City departments and other enforcement agencies to discuss enforcement problems and strategies.
- Conducting nuisance property inspections at the request of the City Attorney's Office or MPD.

- Conducting field inspections of residential and commercial properties for compliance with the building, zoning and other codes.

The requirements for this job are spelled out in detail in the job description and include current status in one of the inspector job classifications associated with the work of the department and attainment of specified certifications during a 12-month probationary period.

Due to the fact that the duties and responsibilities of this job conform to the definition of Special Enforcement Inspector, we recommend that it be classified as such.

Request: Neighborhood Improvement Project Inspector PR 30N

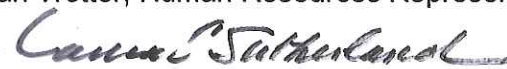
Recommendation: Neighborhood Improvement Project Inspector PR 30N

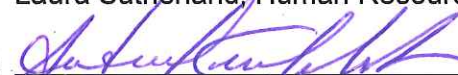
The purpose of this position is to perform all the the technical work required to rehabilitate properties or construct new properties in the Neighborhood Improvement Project. Duties include explaining the program to home owners; creating and approving the scope of work required to rehabilitate properties; coordinating rehabilitation and new construction; estimating rehabilitation costs; inspecting rehabilitation and new construction to ensure that work complies with all all applicable codes and regulations; signing off on construction permits, and approving payment requests to contractors and agencies.

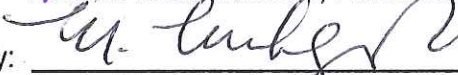
Requirements for the job include a bachelor's degree in architecture, engineering or a closely related field and one year of experience in housing rehabilitation. Equivalent combinations of education and work experience may be acceptable.

Due to the fact that the duties, responsibilities, and requirements of this position conform to the established job classification of Neighborhood Improvement Project Inspector, it is recommended that it be classified as such.

Prepared by: 
Sarah Trotter, Human Resources Representative

Prepared by: 
Laura Sutherland, Human Resources Representative

Reviewed by: 
Andrea Knickerbocker, Human Resources Manager

Reviewed by: 
Maria Monteagudo, Employee Relations Director

JOB EVALUATION REPORT

City Service Commission Meeting: January 13, 2015

Department of Neighborhood Services

Current	Request	Recommendation
Boiler Inspector I Building Construction Inspector I Elevator Inspector I Sprinkler Construction Inspector I PR 3ON (\$52,750 - \$63,012) Recruitment up to \$60,147 with DER approval Underfill Title	Flexibility in Hiring Rate	Boiler Inspector I Building Construction Inspector I Elevator Inspector I Sprinkler Construction Inspector I PR 3ON (\$52,750 - \$63,012) Recruitment at any rate in the pay range with DER approval Underfill Title
Neighborhood Improvement Project Inspector PR 3ON (\$52,750 - \$63,012) No recruitment footnote (7 Positions)	Flexibility in Hiring Rate	Neighborhood Improvement Project Inspector PR 3ON (\$52,750 - \$63,810) Recruitment at any rate in the pay range with DER approval (7 Positions)
Plumbing Inspector I PR 3ON (\$52,750 - \$63,012) Recruitment is at \$55,985 and up to \$59,395 with DER approval Underfill Title	Flexibility in Hiring Rate	Plumbing Inspector I PR 3ON (\$52,750 - \$63,012) Recruitment minimum is \$55,985 but may be at any rate in the pay range with DER approval Underfill Title
Plumbing Inspector II PR 3PN (\$48,820 - \$68,855) Recruitment is at \$61,177 (16 Positions)	Flexibility in Hiring Rate	Plumbing Inspector II PR 3PN (\$48,820 - \$68,855) Recruitment minimum is \$61,177 but may be at any rate in the pay range with DER approval (16 Positions)
Boiler Inspector II (3 Positions) Building Construction Inspector II (16 + 2 Auxiliary Positions) Elevator Inspector II (4 Positions) Sprinkler Construction Inspector II (4 Positions) PR 3QN (\$52,893 - \$68,048) Recruitment is at \$60,147	Flexibility in Hiring Rate	Boiler Inspector II (3 Positions) Building Construction Inspector II (16 + 2 Auxiliary Positions) Elevator Inspector II (4 Positions) Sprinkler Construction Inspector II (4 Positions) PR 3QN (\$52,893 - \$68,048) Recruitment minimum is \$60,147 but may be at any rate in the pay range with DER approval

Action Required - Effective Pay Period 3, 2015 (January 18, 2015)

In the Salary Ordinance, under Pay Range 3ON, delete designation "1" and footnote in its entirety and add designation "5" to the titles: "Boiler Inspector I", "Building Construction Inspector I", "Elevator Inspector I", and "Sprinkler Construction Inspector I"; replace footnote "2" with the following "(2) Recruitment minimum is \$2,153.28 (\$55,985) but may be at any rate in

the pay range with DER approval; and add designation "5" to the title of "Neighborhood Improvement Project Inspector".

Under Pay Range 3PN, delete footnote "(2)" and replace with the following: "(2) Recruitment minimum is \$2,352.97 (\$61,177) but may be at any rate in the pay range with DER approval."

Under Pay Range 3QN, delete designation "5" and footnote in its entirety and add designation "6" to the titles "Boiler Inspector II", "Building Construction Inspector II", "Elevator Inspector II" and "Sprinkler Construction Inspector II".

Background and Basic Function of Positions

The Department of Employee Relations (DER) received a request from the Department of Neighborhood Services for recruitment flexibility for several classifications involved in construction trades inspection due to recruitment and retention concerns. Job descriptions were provided and discussions were held with Thomas Mishefske, Neighborhood Services Operations Director. The titles and basic functions of the classifications are listed below:

Boiler Inspector I and II – conduct inspections of heating, ventilating and air conditioning systems (HVAC) in commercial, industrial and residential buildings to ensure compliance with applicable codes.

Building Construction Inspector I and II – inspect structures during construction, remodeling, or repair to ensure compliance with codes; and identify faulty or inadequate construction methods or code violations during on-site inspections.

Elevator Inspector I and II – conduct inspections of passenger and freight elevators, chair lifts, handicap lifts, escalators, moving walks, and dumbwaiters in commercial, industrial and residential buildings to ensure compliance with applicable codes.

Neighborhood Improvement Project Inspector – provide comprehensive property inspections, create and approve scope of work, estimate rehabilitation costs, assure rehabilitation and new construction work meet applicable codes and regulations, sign off on construction permits, and approve payment requests to contractors and agencies.

Plumbing Inspector I and II – conduct inspections of drainage and plumbing installations and systems in commercial, industrial and residential buildings to ensure compliance with applicable codes.

Sprinkler Construction Inspector I and II – conduct inspections of fire suppression systems, including sprinkler, standpipe, and chemical suppression systems, to ensure compliance with applicable codes.

Analysis and Recommendation

The Department of Neighborhood Services (DNS) has concerns related to recruitment and retention of employees in several construction trade inspection classifications as listed above. The Department indicated that they have received three resignations in the past month from employees in the Building Construction Inspector classification. In a recently approved classification report regarding Electrical Inspectors it was noted that a candidate for Electrical Inspector I declined an employment offer of \$58,240 annually, and two recent temporary hires to the position left within two weeks of hire, citing insufficient pay. Three additional candidates were offered regular employment but withdrew from consideration when they learned of the potential starting rate of pay. The report regarding Electrical Inspectors recommended that recruitment at any point in the pay range be allowed with the approval of DER. The Department is now requesting that the recruitment flexibility of hiring anywhere in the range be extended to the other construction trade inspection classifications.

The Department indicated that the level of construction activity in the City of Milwaukee increased in 2014 and they expect it to increase even further in 2015. This increases the demand for inspection services from the department while at the same time individual employees may have more career opportunities in the private sector. The Department wishes to have more flexibility in hiring rates to help with the immediate concerns of recruiting and retaining employees. These inspection positions are critical for providing the inspection services needed for the construction projects in process in the City.

In addition, the Department of Neighborhood Services is working on recommendations for a career ladder for these construction trade inspection classifications. It will be similar to current career ladders for residential, commercial, special enforcement, and environmental inspection positions that link employee pay progression to employee competencies and on-the-job performance. This proposal will be submitted to you in the future and will include market data.

However, to assist the Department with the current recruitment and retention issues prior to the completion of these career ladders, this report recommends additional recruitment flexibility for the construction trades inspector positions. It is therefore recommended that recruitment at any point in the range be allowed with the approval of DER for the following classifications:

Title	Pay Range	Rates	Number of Positions
Boiler Inspector I	3ON	\$52,750 - \$63,012	Underfill
Boiler Inspector II	3QN	\$60,147 - \$68,048	3
Building Construction Inspector I	3ON	\$52,750 - \$63,012	Underfill
Building Construction Inspector II	3QN	\$60,147 - \$68,048	16 + 2 Aux
Elevator Inspector I	3ON	\$52,750 - \$63,012	Underfill
Elevator Inspector II	3QN	\$60,147 - \$68,048	4
Neighborhood Improvement Project Inspector	3ON	\$52,750 - \$63,810	7
Plumbing Inspector I	3ON	\$55,985 - \$63,012	Underfill
Plumbing Inspector II	3PN	\$61,177 - \$68,855	16
Sprinkler Construction Inspector I	3ON	\$52,750 - \$63,012	Underfill
Sprinkler Construction Inspector II	3QN	\$60,147 - \$68,048	4
Total Number of Positions			50 + 2 Aux

Prepared By: *Sarah Trotter*
Sarah Trotter, Human Resources Representative

Reviewed By: *Andrea Knickerbocker*
Andrea Knickerbocker, Human Resources Manager

Reviewed By: *Maria Monteaquido*
Maria Monteaquido, Employee Relations Director