CLASSIFICATION REPORT

Date: February 18, 2020

To: Jacqueline Onciano, Director of Planning and Development
Department of Planning and Development

From: Robbie Malimban, Associate Management Analyst
Employee Services Agency - Human Resources

Reviewed by: Anita Asher, HR Manager

Subject: CEMA Compaction Review – Gary Flagg – Principal Development Services Inspector – BU 260

Background
Gary Flagg, a Principal Development Services Inspector, submitted a CEMA Compaction Review request to Employee Services Agency – Human Resources (ESA-HR) in March 2019.

Mr. Flagg, Principal Development Services Inspector, is assigned to the Development Services division in the Department of Planning and Development and reports to the Development Services Manager. The incumbent supervises three (3) Senior Building Inspectors, one (1) Supervising Construction Inspector, two (2) Senior Construction Inspectors, and ten (10) Building Inspectors.

Findings / Analysis
The top hourly wage of the Principal Development Services Inspector is $67.71. The top hourly wage of the highest paid subordinate, Senior Building Inspector, is $65.76. The difference between the salary of the incumbent’s classification and that of the highest paid subordinate is 3%, thus creating compaction. When the Principal Development Services Inspector was created, the difference between the two classes was 9.2%. It is recommended to increase the salary of the Principal Development Services Inspector by 6.04%. This will bring the top hourly wage to $71.80, resulting in a 9.2% salary gap, which will alleviate the compaction.

Fiscal Implications
The cost for the remainder of Fiscal Year 2020 is approximately $2,617.60. The annualized cost is approximately $8,507.20.
Attachments

- Organizational chart (Confidential)