



AGENDA REPORT
October 23, 2018

Building Code Incentive Pay Plan

SUBJECT:

Incentive pay plan for building inspectors and plans examiners

FISCAL IMPACT:

The immediate impact to the building code budget will be about \$60,000.00 to cover the pay plan changes and incentive costs for existing inspection and plan examiner staff.

There is no fiscal impact to the general fund. The building code division is fee supported and the incentives will be funded by permit fee revenues. There are sufficient funds available in the building code budget to cover these costs.

DEPT/OFFICE:

Planning and Development

REQUESTED ACTION:

Staff requests the Board approve the Building Code Pay Incentive Plan for building inspector and plans examiner state certifications in accordance with Brevard County Merit System Policy.

SUMMARY EXPLANATION and BACKGROUND:

The proposed Building Code Incentive Pay Plan is part of changes to the job class descriptions and pay grade adjustments for our state certified building inspector and plans examiner positions within the Planning & Development Department. These changes address the difficulty to recruit, hire and retain state certified building inspectors and plans examiners.

Florida Statutes Chapter 468 requires building inspectors and plans examiners to be certified to perform inspection and plan review duties. There is an extreme shortage statewide for these state certified positions and we have been unable to attract or recruit certified candidates to fill vacant positions. We have also experienced the loss last year of three inspectors to a neighboring jurisdiction. To offset the shortage of certified staff we rely more and more on costly contract inspection services. In FY2016/17 we spent \$290,279.56 for contract inspections and \$749,614.12 in FY2017/18.

The proposed incentive pay plan creates a competitive compensation plan that will make employment more attractive to qualified candidates and insure we retain our current state certified personnel. The incentive pay plan provides for employee growth within our

organization allowing us to develop employees to meet operational needs. The attached incentive pay plan lists the dollar amount proposed for each certification category held by an inspector or plans examiner. Approval of incentive pay for our employees will depend upon the individual employee's utilization of the certifications they possess and the value added to the operational needs of the department. The amount assigned on the list to each discipline reflects the importance level each category brings to department operational needs to accomplish our mission for assuring the public that construction meets minimum building code standards.

ATTACHMENTS:

Description

- **Building Code Incentive Pay Plan**



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October 24, 2018

M E M O R A N D U M

TO: Tad Calkins, Planning and Development Director

RE: Item F.2., Building Code Incentive Pay Plan

The Board of County Commissioners, in regular session on October 23, 2018, approved the Building Code Pay Incentive Plan for building inspector and plans examiner state certifications in accordance with Brevard County Merit System Policy.

Your continued cooperation is greatly appreciated.

Sincerely yours,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe

Tammy Rowe, Deputy Clerk

/cmw

cc: Finance
Budget

Building Code Incentive Pay Plan

Building Inspector Primary Certification Incentives	Incentive Amount
Standard Building Inspector Certification	\$2,500.00
Standard Mechanical Inspector Certification	\$1,000.00
Standard Electrical Inspector Certification	\$2,500.00
Standard Residential Inspector Certification	\$1,250.00
Standard Commercial Electrical Inspector Certification	\$1,250.00
Standard Plumbing Inspector Certification	\$1,000.00
Standard 1 & 2 Family Dwelling Inspector Certification	\$6,000.00
Standard Building Code Administrator Certification	\$4,000.00
Florida Registered Professional Engineer	\$10,000.00
Florida Registered Architect	\$10,000.00

Building Inspector Secondary Certification Incentives	Incentive Amount
Standard Building Plans Examiner Certification	\$2,500.00
Standard Mechanical Plans Examiner Certification	\$1,000.00
Standard Electrical Plans Examiner Certification	\$2,500.00
Standard Plumbing Plans Examiner Certification	\$1,000.00
Standard 1 & 2 Family Dwelling Plan Examiner Certification	\$2,500.00

Building Code Incentive Pay Plan

Plans Examiner Primary Certification Incentives	Incentive Amount
Standard Building Plans Examiner Certification	\$2,500.00
Standard Mechanical Plans Examiner Certification	\$2,500.00
Standard Electrical Plans Examiner Certification	\$2,500.00
Standard Plumbing Plans Examiner Certification	\$2,500.00
Standard Building Code Administrator Certification	\$4,000.00
Standard 1 & 2 Family Dwelling Examiner Certification	\$6,000.00
Florida Registered Professional Engineer	\$10,000.00
Florida Registered Architect	\$10,000.00

Plans Examiner Secondary Certification Incentives	Incentive Amount
Standard Building Inspector Certification	\$2,500.00
Standard Mechanical Inspector Certification	\$1,000.00
Standard Electrical Inspector Certification	\$2,500.00
Standard Plumbing Inspector Certification	\$1,000.00
Standard 1 & 2 Family Dwelling Plan Inspector Certification	\$2,500.00