



THE SUNRISE CITY
FORT PIERCE
BUILDING DEPARTMENT *Florida*

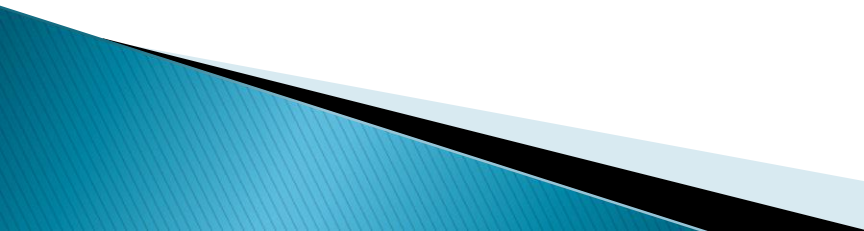


Building Department Recruitment & Retention

Imminent Need

- ▶ Preparing for the immediate future–
 - Thousands of residential units are approved to be built in the next few years.
 - Permits have been issued for large commercial projects and others are in review.
 - Additional large retail projects are expected to be built in the near future to accommodate the residential growth.
 - Due to staff shortages, the Building Official is currently doing all commercial mechanical, and plumbing inspections.

Funding

- ▶ Our recommendations are at no cost to the General Fund.
 - ▶ The proposed salary adjustments and hiring of (2) inspector/investigators will increase our budget by approximately \$150,000 annually.
 - ▶ Increased permit revenue is anticipated to cover the cost this year and in subsequent years.
 - ▶ Funds are currently available in our reserve fund.
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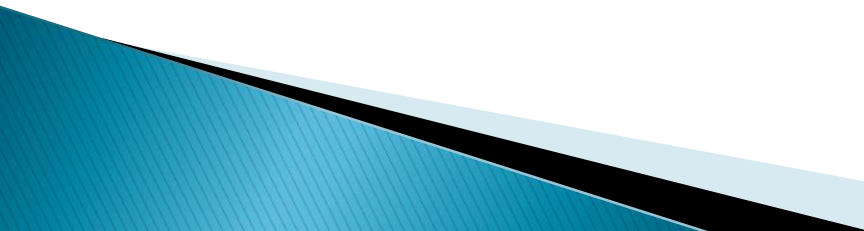
Funding (Cont.)

- ▶ While the cost is roughly 15% of our budget, the cost of 3rd party inspectors is astronomical.
- ▶ The current rate for (1) 3rd party single certified inspector is \$68.04/hour, \$141,523 annually.
- ▶ The cost for the city to hire (2) single certified inspectors, with proposed increases, is approximately \$152,218 annually.
- ▶ Two inspectors need to be hired by July, or staff will be forced to rely on (2) 3rd party inspectors at an annual cost of \$283,046.

Statewide Shortage

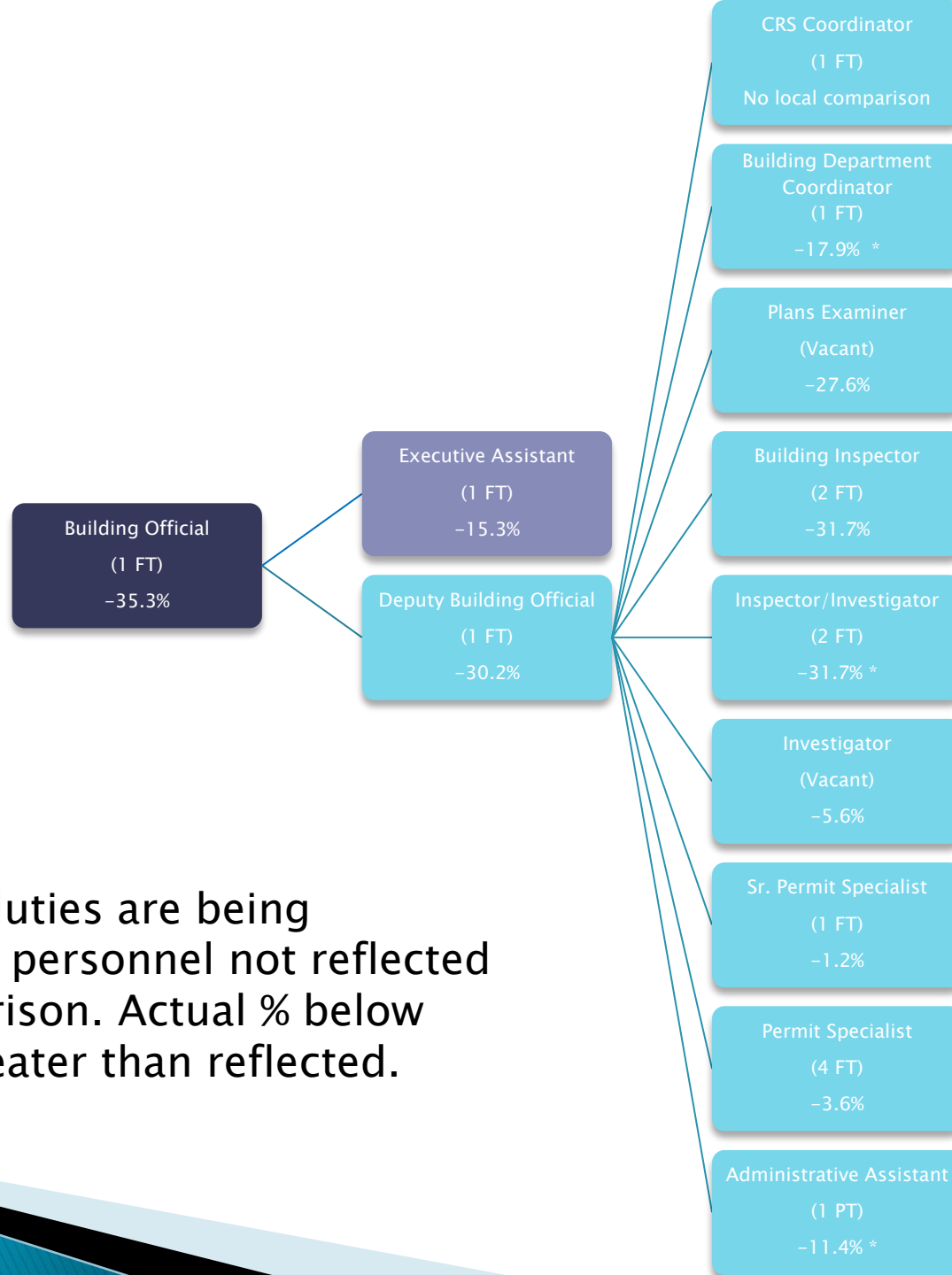
- ▶ “Florida has a dire shortage of Inspectors...A common theme of our members throughout the state is the challenge of finding inspectors.”
 - – Doug Wise, President, Building Officials Association of Florida. Tampa Bay Times, 4/27/18
- ▶ Employment of building inspectors is projected to grow 10 percent from 2016 to 2026, faster than the average for all occupations.
 - – U.S. Bureau of Labor Statistics, Occupational Outlook Handbook

Issues Specific to Ft. Pierce

- ▶ Starting salaries have been stagnant since the FY2006 Salary Survey.
 - ▶ An informal salary survey was conducted by the Building Department for comparison of starting salaries to St. Lucie County, Port St. Lucie and Indian River County.
 - ▶ Starting salaries for 8 out of 11 positions are not competitive (more than 5% lower).
 - ▶ Starting salaries range between 1.2% and 35.3% below average causing difficulty in recruitment.
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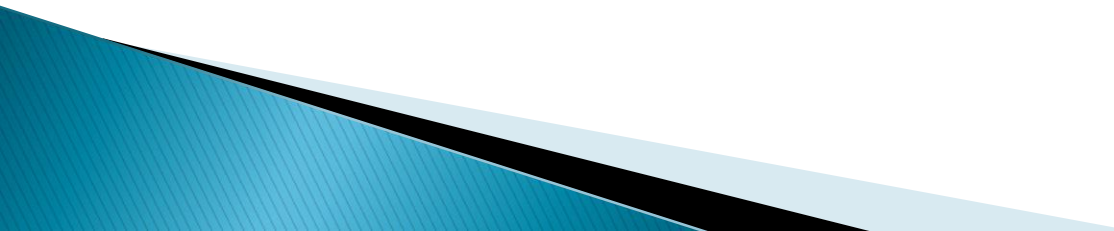
Issues Specific to Ft. Pierce (Cont.)

- ▶ Salaries of existing key personnel must be adjusted for retention.
 - Several current salaries of key personnel employed for 10+ years, are comparable to starting rates at SLC, IRC and PSL.
- ▶ Starting salaries for key positions must be adjusted for recruitment.
- ▶ Immediate adjustments are necessary.
 - Loss of staffing will devastate our budget and cripple services provided to the public.



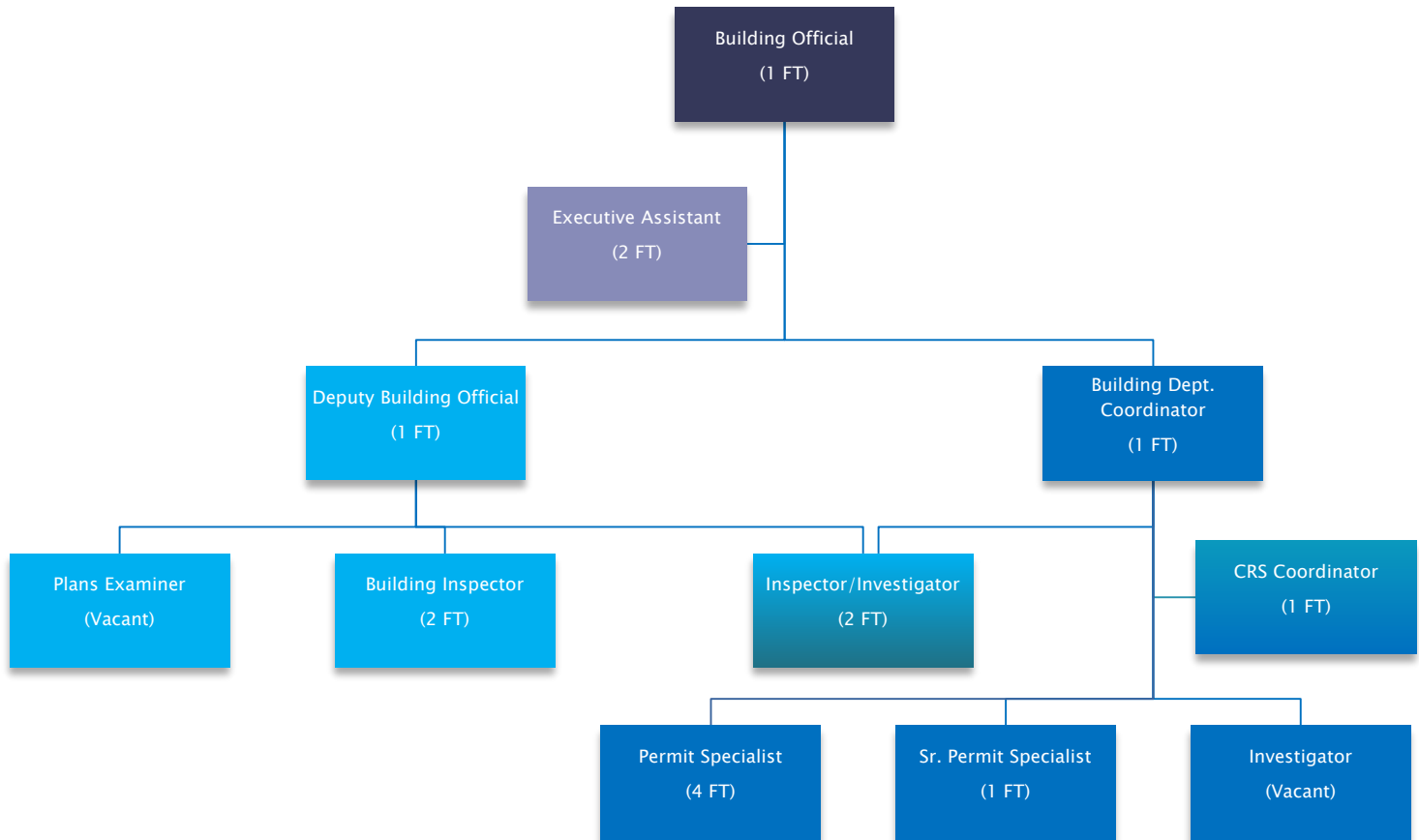
* Additional duties are being performed by personnel not reflected in the comparison. Actual % below average is greater than reflected.

Proposed Solution

- ▶ Five key position salaries will be adjusted pursuant to existing City policies.
 - ▶ Three key positions will be reclassified to a higher pay grade due to job duties becoming more complex since the FY2006 salary survey and to meet current market demand.
 - ▶ Two key positions will be filled at a higher starting rate to meet current market demand, pursuant to existing City policies.
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Proposed Solution (Cont.)

- ▶ Additionally, initiate negotiations with Teamsters to provide a 5% increase for each approved certification, with no maximum number of certifications.



Contingencies

- ▶ In the event of a slowdown in the construction industry causing financial distress:
 - ▶ Layoffs may be considered.
 - ▶ Employees may be demoted to a lower pay grade.
 - ▶ Vacancies may be advertised for other positions with a lower pay grade.
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