



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Mark Danaj

**SUBJECT: APPROVAL OF AMENDMENTS
TO THE CITY PAY PLAN FOR
VARIOUS JOB CLASSIFICATIONS**

DATE: 12-04-06

Approved

Date

12-10-06

COUNCIL DISTRICT: N/A
SNI AREA: N/A

RECOMMENDATION

Adopt a resolution to:

1. Create the following job classification:
 - a) Principal Permit Specialist (3901)

OUTCOME

The Principal Permit Specialist classification will be added to the City of San José Pay Plan.

BACKGROUND

When new job classifications are added or deleted, job titles are changed or salaries are revised, relevant resolutions must be amended. The City Pay Plan reflects all job classification and compensation changes made through Council Resolution, and is on file in the Human Resources Department and published on the City's Internet and Intranet sites.

ANALYSIS

Creation of New Classifications

- a) Principal Permit Specialist (3901) with a pay range of \$28.03 - \$34.07 per hour (\$58,302.40 - \$70,865.60 annually).

This classification is designed to provide a third level in the Permit Specialist/Permit Specialist, Sr. series, which will provide supervision of non-professional (technical & clerical staff) in the Development Services Center.

The proposed salary range represents a standard 10% increase above the second level in the classification series which is consistent with similarly situated classifications. Municipal Employees' Federation (MEF) expressed interest in a higher salary range for this new classification. Human Resources conducted internal and external comparison studies which did not provide justification for a range that would exceed the standard 10% differential. After discussion with MEF, there was agreement to move forward with the salary range initially proposed.

PUBLIC OUTREACH/INTEREST

Not applicable.

- Criteria 1:** Requires Council action on the use of public funds equal to \$1 million or greater; **(Required: Website Posting)**
- Criteria 2:** Adoption of a new or revised policy that may have implications for public health, safety, quality of life, or financial/economic vitality of the City. **(Required: E-mail and Website Posting)**
- Criteria 3:** Consideration of proposed changes to service delivery, programs, staffing that may have impacts to community services and have been identified by staff, Council or a Community group that requires special outreach. **(Required: E-mail, Website Posting, Community Meetings, Notice in appropriate newspapers)**

COORDINATION

This resolution was coordinated with the Office of Employee Relations, City Manager's Office, the affected departments and bargaining units.

HONORABLE MAYOR AND CITY COUNCIL
12/04/06
Subject: Approval of Amendments to City Pay Plan
Page 2

COST IMPLICATIONS

There are no cost implications pertaining to this resolution.

CEQA

Not a CEQA project



MARK DANAJ
Director, Human Resources

Attachment

For questions, please contact Arlene Gibbs at 975-1439.

City of San José
CLASS SPECIFICATION

TITLE: PRINCIPAL PERMIT SPECIALIST (3901)

| DEPARTMENT | ACCOUNTABLE TO | FLSA STATUS |
|---|---|--------------------|
| Planning, Building and Code Enforcement | Senior Engineer Building Inspector Supervisor | Non-Exempt |

CLASS SUMMARY:

Incumbents are responsible for supervising a unit of technical and clerical staff in performing a variety of construction reviews, permit issuance and customer service functions related to plan review processes and permit issuance. Duties may include: supervision of lower level classifications, training of staff, preparation of training materials and programs, monitoring of and distribution of workloads, creating and updating customer handouts and information; work on complex special projects as assigned.

DISTINGUISHING CHARACTERISTICS:

This is the highest level in the Permit Specialist series. The Principal Permit Specialist is distinguished from the Permit Specialist and Sr. Permit Specialist by the higher level knowledge and experience required to perform more complex work, manage counter staff and/or programs and make independent decisions. Employees are expected to perform a full range of duties with little or no instruction or assistance. Assigned duties require the exercise of judgment to, determine development approval requirements, fee analysis, fee assessment and refund decisions sometimes without clear precedents and often with concern for the consequences of the action. This class has full supervisory responsibility over Permit Specialist/Sr. Permit Specialist and other clerical Permit Center staff.

QUALIFICATIONS

(These qualifications are typically required. An equivalent combination of education, experience, knowledge, skills, and abilities sufficient to satisfactorily perform the duties of the job may be substituted.)

Minimum Qualifications

Education and Experience

High School Diploma or General Equivalency Diploma (G.E.D.); and 4 years of responsible experience in construction review, permit issuance and related customer service functions in a public agency, one of which must be at the Senior Permit Specialist level. International Code Council certification as a Permit Technician may substitute for one year of any of the required experience.

Required Licensing (such as driver's license, certifications, etc.)

Valid CA Driver's License.

City of San José
CLASS SPECIFICATION

TITLE: PRINCIPAL PERMIT SPECIALIST (3901)

Other Qualifications

(Incumbents may be required to have different combinations of the listed qualifications, or more specific job-related qualifications depending on the position.)

Basic Knowledge, Skills and Abilities

(Needed at entry into the job in order to perform the essential duties.)

Knowledge of:

- Processing procedures and requirements for Planning, Building, Public Works, Fire and other jurisdictions as needed for plan review and permit issuance;
- Construction drawings and plans related to occupancy classifications, construction types, and plan and tract specifications;
- The California Building Code, construction practices, and legal aspects of code administration;
- Records management practices and general office operations;
- Enterprise and desktop software;
- Safety equipment and procedures;
- Supervision principles.

Skill in:

- Reading and understanding blueprints, plans and specifications;
- Performing mathematically oriented calculations accurately and quickly;
- Prioritizing and managing work assignments;
- Providing technical direction to other staff;
- Using computers and applicable software;
- Drafting written procedures and policies related to the processing of development/construction plans and permits;
- Conflict resolution, communication and interpersonal skills in relations with coworker, supervisor, subordinates, the general public, and other persons sufficient to exchange or convey information and to receive work direction.

Desirable Qualifications

(Knowledge, skills and abilities; licenses, certificates, education, experience that is more position specific and/or likely to contribute to more successful job performance.)

- Basic accounting methods and cash or payment handling procedures;
- International Code Council certification as a Permit Technician;
- Business process analysis as it relates to development services.

City of San José
CLASS SPECIFICATION

TITLE: PRINCIPAL PERMIT SPECIALIST (3901)

| DUTY NO. | TYPICAL CLASS ESSENTIAL DUTIES: (These duties and estimated frequency are a representative sample; position assignments may vary depending on the business needs of the department.) Duties may include, but are not limited to, the following: | FRE-QUENCY* |
|-----------------|--|--------------------|
| 1. | Supervise day-to-day operations of the work group. Prioritize and assign work, conduct performance evaluations, ensure staff are trained; and, make hiring, promotion, termination and disciplinary recommendations, and any other recommendations related to the change in status of employees. | Daily 30% |
| 2. | Process and issue permits for complex projects and provide assistance to Plan Check Engineers in preparing approved plans for permit issuance. | Daily 10% |
| 3. | Provide counter and telephone service to general public; answer code related issues and supply information regarding permit processing, policies, and procedures. | Daily 10% |
| 4. | Monitor and resolve internal and external complaints. | Daily 10% |
| 5. | Monitor workload and customer wait times and redirect staff as needed. | Daily 20% |
| 6. | Perform fee audits, approve refunds and make recommendations to modify the overall fee structure as necessary. | % |
| 7. | Prepare information material for both public and department use. | Daily 10% |
| 8. | Assist or independently complete special projects related to Development Services Divisions. | As Required |
| 9. | Perform other duties of a similar nature or level. | As Required |

*Frequency defined as %, (totaling 100%) *or* "Continuous" (daily or approximately 20%+), "Frequent"(weekly or approximately 15%+), "Occasional"(monthly or approximately 10%+), "As Required"(Intermittent or 5% or less)

CLASSIFICATION HISTORY (1/07)