



June 2, 2023

Honorable City Council

Subject: **Request to Amend the Official Compensation Schedule**

Recommendation is submitted to amend the 2022 – 2023 Official Compensation Schedule:

1. To include the attached pay range adjustments.

Request:

The above recommendation is at the request of the Department of Transportation, Municipal Parking, and General Services departments.

Rationale:

The need for Vehicle Operators has been widespread across the entire City of Detroit. The divisions have found it increasingly difficult to fully staff their groups, and competition for talent is at an all-time high due to a lack of trained, qualified candidates. The Department of Transportation, Municipal Parking, and General Services departments seek a competitive wage so that they can attract, develop, and retain talent for their operations.

As a result of the issues noted above, Human Resources Classification and Compensation was asked to evaluate Vehicle Operator and related classifications. The evaluations were conducted by completing a market study using data from external sources for comparable positions. The results indicate that 6 of the 10 classifications have pay ranges that are not competitive. The remaining roles have pay ranges that must be adjusted to reflect hiring with consideration to the challenges mentioned above.

The proposed pay ranges are based on the City of Detroit's ability to fund the increases and are subject to City Council approval.

Respectfully submitted,

Denise Starr
Human Resources Director

DS/jf

Attachments

cc: Budget Department
Mayor's Office

Vehicle Operator Pay Range Adjustments
June 2023

Job Titles	Class Code	Current Pay Range		Proposed Pay Range		Bargaining Unit
		Min	Max	Min	Max	
Vehicle Operator III	72-15-29	\$33,488	\$39,539	\$41,500	\$49,000	8000
Vehicle Operator II	72-15-25	\$32,662	\$38,564	\$38,300	\$45,200	8000
Vehicle Operator I	72-15-23	\$32,168	\$37,980	\$34,400	\$40,600	8000
Construction Equipment Operator	72-15-35	\$38,712	\$45,706	\$45,600	\$53,800	8000
Construction Equipment Operator – 50 Ton	72-15-38	\$43,220	\$51,028	\$48,400	\$57,100	8000
Refuse Collection Packer Operator	61-81-11	\$33,819	\$39,927	\$41,900	\$49,400	8000
Equipment Dispatch	01-51-41	\$40,222	\$46,794	\$49,800	\$57,800	8000
Sanitation Yard Dispatcher	72-18-31	\$40,222	\$46,243	\$49,800	\$57,300	8000
Traffic Investigator	09-91-33	\$32,958	\$38,915	\$34,000	\$40,100	8240
Traffic Sign Mechanic	71-21-32	\$31,200	\$35,452	\$32,200	\$38,800	8240

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RESOLVED, That the 2022 - 2023 Official Compensation Schedule is hereby amended to reflect the following pay adjustments, effective upon Council’s approval.

RESOLVED, That the Finance Director is hereby authorized to honor payrolls and vouchers in accordance with this resolution, the above communication and standard City of Detroit practices.