



July 6, 2023

Honorable City Council

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

Recommendation is submitted to amend the 2023 – 2024 Official Compensation Schedule:

1. To include the attached pay range adjustments.

Request:

The above recommendation is at the request of the Department of Transportation.

Rationale:

The Department of Transportation seeks a competitive wage so that they can attract, develop, and retain talent for their operations. Recently, pay range adjustments were approved by council for ten union roles, as a result of negotiations with the Teamsters union. Approval of adjusted pay ranges for these positions caused compression issues throughout the remaining two non-union positions within the series.

As a result of the issues noted above, Human Resources Classification and Compensation was asked to evaluate the remainder of the relevant classifications. The evaluations were conducted by completing a market study using data from external sources for comparable positions.

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

DPW Construction Pay Range Adjustments
July 2023

Job Titles	Class Code	Current Pay Range		Proposed Pay Range		Bargaining Unit
		Min	Max	Min	Max	
Refuse Collection Supervisor	618141	\$58,171	\$58,171	\$46,700	\$65,400	9001
Senior Refuse Collection Supervisor	618151	\$60,003	\$60,003	\$51,300	\$71,800	9001

RESOLVED, That the 2023 - 2024 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.

Job Titles	Class Code	Current Pay Range		Proposed Pay Range		Bargaining Unit
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