



City of Detroit ~ Detroit City Council  
Coleman A. Young II  
Councilman At Large #1

**MEMO**

J. Tate, Council President Pro Tem  
M. Waters, At Large  
A. Whitfield-Calloway, District #2

S. Benson, District #3  
L. Johnson, District #4  
G. Santiago Romero, District #6  
F. Durhal, District #7

**TO: DAVID WHITAKER, LEGISLATIVE POLICY DIVISION  
MALIK WASHINGTON, MAYOR'S OFFICE COORDINATOR**

**THRU: COUNCIL PRESIDENT MARY SHEFFIELD & CITY COUNCIL**

**FROM: COLEMAN A. YOUNG II COUNCIL MEMBER AT LARGE #1, CHAIR  
NEIGHBORHOOD & COMMUNITY SERVICES STANDING COMM.**

**DATE: NOVEMBER 7, 2023**

**SUBJECT: REQUEST FOR A COMPREHENSIVE COMPENSATION AND JOB  
CLASSIFICATION STUDY TO PROVIDE PARITY FOR ALL  
GENERAL/AUTO MECHANIC TITLES TO PROVIDE PARITY ACROSS  
CITY OF DETROIT DEPARTMENTS FOR AUTO MECHANIC TITLES  
WITH EQUITY IN WAGES, JOB DUTIES, WORK EXPERIENCE, TOOLS  
REQUIREMENTS AND CLASSIFICATION**

A handwritten signature in blue ink that reads "Coleman A. Young II".

Dear Director Whitaker:

On April 5, 2023, during the Budget Process in the Budget, Finance and Audit Standing Committee I submitted the attached memo to LPD, regarding GSD, DPW, Fire Department, DOT and DSWD and any other City of Detroit Operating Departments that have General/Auto Mechanics and/or any other similar mechanical repair titles. On April 21, 2023, the Administration responded with the Memo that was forwarded from Mr. Washington on May 5, 2023. Labor Relations has answered the last question, however, their answer does not answer the questions and concerns that the General/Auto Mechanics raised at the Formal Council Session.

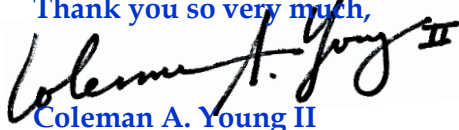
One of the major issues that the Mechanics mentioned when they came down to a Formal City Council Meeting was that the City Departments change titles from one department to the other and pay at a different rate but require the same work in some departments without more pay that occurs in some departments.

On the agenda for the Public Health and Safety Meeting for October 23, 2023, Item 5.4 is the April 5, 2023, memo from CM Young. Items #6.24 and #6.25 were referred from Public Health and Safety through the President's Office to Internal Operations for deliberation. The pay increases for mechanics was the last

question in my Memo of 4/5/23 and the answer I received has not addressed the question that I asked on behalf of the mechanics. Nor has the issue of equity and parity for the General/Auto mechanics across City of Detroit Departments. The administration referred the last question of the memo to Labor Relations. But negotiations of bargaining units does not answer the question of parity across department titles. I believe Director Starr in Human Resources may be a better fit for job classification and compensation studies across related titles and operating departments.

I have attached my initial memorandum and the answers from the administration. The response from the Labor Relations Department is also attached for your convenience. Thank you so very much for your assistance. Your work is truly appreciated.

Thank you so very much,



Coleman A. Young II  
Detroit City Councilman At-Large #1

*For COO and Operating Departments:*

1. **Is it possible for the Auto Mechanic titles for the General Services Department, Detroit Fire Department, Recreation and Parks, Department of Transportation and Detroit Water and Sewerage Departments to have parity of title, duties and compensation for all applicable departments so that the mechanics may have equity in promotional, experience and compensation opportunity? This is timely as a result of the repeal of Right to Work legislation: on opportunity? This is timely as a result of the repeal of Right to Work legislation. <http://legislature.mi.gov/doc.aspx?2023-SB-0034> Public Act 8 of 2023 Find this PA in the MCL**

We have referred this question to the Labor Relations team in the Office of the COO.

Respectfully submitted,

Ron Brundidge, Director  
Department of Public Works

Cc: J. Rising, Chief Financial Officer  
B. Dick, Chief Operating Officer  
S. Watson, OCFO - Budget  
O. Akinyemi, DPW  
R. Grear, OCFO



4/5/23 1st Memo from CM Young

City of Detroit ~ Detroit City Council  
**Coleman A. Young II**  
Councilman At Large

# MEMO

**FROM: COLEMAN A. YOUNG II, COUNCIL MEMBER AT LARGE - #1**  
**VICE-CHAIR BUDGET, FINANCE AND AUDIT STANDING COMMITTEE**

**THRU: COUNCILMEMBER FRED DURHAL, CHAIR**  
**BUDGET, FINANCE AND AUDIT STANDING COMMITTEE**

**THRU: COUNCIL PRESIDENT MARY SHEFFIELD**

**TO: DAVID WHITAKER, DIRECTOR OF LEGISLATIVE POLICY DIVISION**

**IRVING CORLEY, EXECUTIVE POLICY MANAGER**

**MALIK WASHINGTON, MAYOR'S OFFICE COORD.**

**JAY RISING, CHIEF FINANCIAL OFFICER**

**STEVE WATSON, DEPUTY CHIEF FINANCIAL OFFICE**

**BRAD DICK, CHIEF OPERATING OFFICER**

**RON BRUNDIDGE, DIRECTOR OF DEPARTMENT OF PUBLIC WORKS**

cc: J. Tate, C P Pro Tem, District #1  
M. Waters, At Large  
A. Whitfield-Calloway, District #2  
S. Benson, District #3  
L. Johnson, District #4  
G. Santiago Romero #6 - BFA

**DATE: APRIL 5, 2023**

**RE: DEPT. OF PUBLIC WORKS & OTHER OPERATING DEPARTMENTS AS APPLICABLE**

Dear Messrs. Whitaker and Corley:

Please consider this request assigned to the Legislative Policy Division to receive information regarding the subject item for the Department of Public Works and other applicable operations departments. My questions are as follows:

- 1) What is the condition of all streets and roads in the City of Detroit? Is there a Street Administrator Study and/or Report that gives or rates the condition for all the roads and streets in the City of Detroit?
- 2) Is there a 5 year capital improvement plan and/or schedule for all the streets and roads in the City of Detroit?
- 3) What is the 5-year plan for miscellaneous bulk removal in the City of Detroit?
- 4) What steps/strategies are being taken to reduce the amount of time to pick up miscellaneous bulk items?

**TO: DAVID WHTAKER, DIRECTOR OF LEGISLATIVE POLICY DIVISION  
IRVING CORLEY, EXECUTIVE POLICY MANAGER  
MALIK WASHINGTON, COORDINATOR – MAYOR’S OFFICCE  
JAY RISING, CHIEF FINANCIAL OFFICER  
STEVE WATSON, DEPUTY CFO  
BRAD DICK, CHIEF OPERATING OFFICER  
RON BRUNDIDGE, DIRECTOR OF DEPARTMENT OF PUBLIC WORKS**

**FROM: COLEMAN A. YOUNG II, CM AT LARGE #1**

**DATE: APRIL 5, 2023**

**RE: REQUEST FOR ANSWERS TO BUDGET QUESTIONS:  
DEPARTMENT OF PUBLIC WORKS & OTHER OPERATING DEPARTMENTS AS APPLICABLE; *cont’d***

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- 5) What is the 5 year plan/strategy to repair all sidewalks in need of repair in the City of Detroit?
  - 6) What is the overall traffic plan for the Detroit streets and roads? Can you also include the plan for speed bumps/humps throughout the City of Detroit?
  - 7) How many traffic signals need repair and what is the cost associated with these repairs?
  - 8) Have there been any traffic studies to increase the numbers of left turn pockets/lanes for the entire City to make turns across traffic safer and more convenient for residents?
  - 9) Is there a traffic study to provide crosswalks across Woodward Avenue between 7 Mile and 6 Mile Roads, so that residents have an easier way to access Palmer Park by walking across Woodward Avenue or vice versa for residents to access the corridor on the east side of Woodward Avenue retail?
  - 10) Can a traffic study be prepared for student walking paths around both campuses for the College for Creative Studies? Can the plan also include a way to slow traffic?
    - a. Ford Campus, 201 E. Kirby Avenue, Detroit, MI 48202
    - b. Taubman Center, 460 W. Baltimore, Detroit, MI 48202
    - c. <https://www.collegeforcreativestudies.edu/why-ccs/campus/>
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***For the COO and Operating Departments:***

- 11) Is it possible for the Auto Mechanic titles for the General Services Department, Detroit Fire Department, Recreation and Parks, Department of Transportation and Detroit Water and Sewerage Departments to have parity of title, duties and compensation for all applicable departments so that the mechanics may have equity in promotional, experience and compensation opportunity? This is timely as a result of the repeal of Right to Work legislation. <http://legislature.mi.gov/doc.aspx?2023-SB-0034> **Public Act 8 of 2023 Find this PA in the MCL**

**Thank you so very much.**



Administration Division  
Coleman A. Young Municipal Center  
2 Woodward Avenue, Suite 611  
Detroit, MI 48226

Phone: 313-224-3901  
Fax: 313-224-1464

April 21, 2023

Honorable City Council:

Re: Budget Questions – Councilmember Young

In response to questions received from Councilmember Young, the Department of Public Works (DPW) provides the following responses:

**1. What is the condition of all streets and roads in the City of Detroit? Is there a Street Administrator Study and/or Report that gives or rates the condition for all the roads and streets in the City of Detroit?**

DPW inspects all major roads annually, and rates them using the statewide 1-10 PASER system. Roads are inspected with teams that consist of both DPW and MDOT representatives. While there is not a Street Condition Report that shows real time conditions of every residential and major street in the city, we do utilize the results of the PASER surveys, as well as our internal annual inspection of residential roads to develop street improvement programs.

**2. Is there a 5-year capital improvement plan and/or schedule for all the streets and roads in the City of Detroit?**

DPW has a 4-year capital improvement plan that is updated each year. The multi-year plan anticipates which roads may require improvements; however, the final decision of when and what type of improvement is required is made one year in advance.

**3. What is the 5-year plan for miscellaneous bulk removal in the City of Detroit?**

There is no ongoing 5-year plan for miscellaneous bulk. However, our curbside trash hauling contracts are awarded to cover a five-year period. The next awarded contracts will become effective on June 1, 2024. The plan for these contracts includes increasing bulk collections to once per week in front of occupied houses, having contractors pick up miscellaneous bulk on side streets, and picking up bulk in front of vacant properties.

**4. What steps/strategies are being taken to reduce the amount of time to pick up miscellaneous bulk items?**

In the last four (4) months, DPW has doubled the amount of illegally dumped debris that it collects on a weekly basis. This was accomplished with support from the General Services Department by increasing the availability of equipment. We are also expanding our surveillance camera locations at the most repetitive locations, as we have found that catching and prosecuting illegal dumpers is a great deterrent for future dumping. We are also providing more educational materials to our residents on how and when to properly dispose of bulky items.

**5. What is the 5-year plan/strategy to repair all sidewalks in need of repair in the City of Detroit?**

As you are aware, the routine maintenance of sidewalks is the responsibility of the adjacent property owners. DPW has traditionally used a portion of our street funds to replace city tree damaged sidewalk, as this is an eligible use of state transportation funds. Earlier this year, City Council approved a one-time transfer of \$20.5 million in general funds for sidewalk repair. Since this supplemental funding source is general funds, we can repair sidewalk that we could not previously address with the restricted use street funds.

**6. What is the overall traffic plan for the Detroit streets and roads? Can you also include the plan for speed bumps/humps throughout the City of Detroit?**

I may need additional information to thoroughly address this question; however, our traffic strategy is to design a network that provides for the safe and efficient movement of vehicles, pedestrians, and non-motorized transportation in the public right of way. This strategy includes the implementation of measures that are designed to reduce speeding and reckless driving behaviors.

Speed humps are installed only on residential streets, and only in cases where residents have requested them on the blocks in which they reside. To date, we have installed over 10,000 speed humps. Our budget for speed humps in 2023-24 is substantially reduced from recent years; this is a result of the magnitude of humps that have been installed to date, and the subsequent reduction in new requests.

**7. How many traffic signals need repair and what is the cost associated with these repairs?**

There are 813 traffic signals citywide that are under our jurisdiction. In addition, MDOT and Wayne County have traffic signals that are their responsibility to maintain along state and county roads. During a typical week, an average of 20 signals will require maintenance to restore it to working status. Our stated metric is to restore all malfunctioning signals within 48 hours of notification. The cost of repairs will vary depending on the work required. By example, the cost to repair a signal damaged from a vehicular accident will be significantly greater than a signal that has to be reset due to a temporary interruption in electrical power.

**8. Have there been any traffic studies to increase the number of left turn pockets/lanes for the entire City to make turns across traffic safer and more convenient for residents?**

DPW'S Traffic Engineering Division routinely performs traffic studies at intersections with the sole purpose of determining if adjustments can be made to make the intersection safer and more efficient. In many cases, the recommendations will include adding dedicated left turn lanes for safer and improved traffic flow, especially at high volume, signalized intersections.

**9. Is there a traffic study to provide crosswalks across Woodward Avenue between 7 Mile and 6 Mile Roads, so that residents have an easier way to access Palmer Park by walking across Woodward Avenue or vice versa for residents to access the corridor on the east side of Woodward Avenue retail?**

This segment of Woodward is a state trunkline that is under the jurisdiction of MDOT; therefore, any changes will require their approval. We have begun conversations with them that center around

how we can make Woodward safer, easier, and more inviting for residents from the Grixdale neighborhood to cross for access to Palmer Park.

- 10. Can a traffic study be prepared for student walking paths around both campuses for the College for Creative Studies? Can the plan also include a way to slow traffic?**
- a. **Ford Campus, 201 E. Kirby Avenue, Detroit, MI 48202**
  - b. **Taubman Center, 460 W. Baltimore, Detroit, MI 48202**
  - c. <https://www.collegeforcreativestudies.edu/why-ccs/campus/>

Our Traffic Engineering team will reach out directly to representatives of CCS to ascertain a better understanding of their concerns. We will look into possible interventions that will slow down traffic and make it safer for the students to walk to and from the school. If you are aware of specific individuals that you feel we should cooperate with, please share with me that information.

***For COO and Operating Departments:***

- 1. Is it possible for the Auto Mechanic titles for the General Services Department, Detroit Fire Department, Recreation and Parks, Department of Transportation and Detroit Water and Sewerage Departments to have parity of title, duties and compensation for all applicable departments so that the mechanics may have equity in promotional, experience and compensation opportunity? This is timely as a result of the repeal of Right to Work legislation: on opportunity? This is timely as a result of the repeal of Right to Work legislation. <http://legislature.mi.gov/doc.aspx?2023-SB-0034> Public Act 8 of 2023 Find this PA in the MCL**

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Respectfully submitted,

Ron Brundidge, Director  
Department of Public Works

Cc: J. Rising, Chief Financial Officer  
B. Dick, Chief Operating Officer  
S. Watson, OCFO - Budget  
O. Akinyemi, DPW  
R. Gear, OCFO



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October 27, 2023

Honorable City Council Member Coleman A. Young II

**Re: Budget Questions - City of Detroit Auto Mechanics Titles**

Thank you for contacting the Labor Relations Division regarding the General Services Department mechanics titles, but more broadly for the opportunity to respond to your inquiry into possible parity and if it may or may not be applicable to the City's mechanics across departments.

We have had a prior opportunity to discuss these items with Council regarding mechanics wages, etc. and I would like to personally assure you that Labor Relations team is prepared to approach this discussion in a timely fashion during the upcoming bargaining cycle.

The collective bargaining agreement that is associated with the mechanics will expire as of June 30, 2024, and the Labor Relations team is invested and already preparing for this upcoming bargaining cycle by planning proactive conversations with the relevant departments and unions to negotiate a competitive wage for the mechanics that is in alignment with their respective scope of work, level of experience, in full acknowledgement of any unique certifications & qualifications that are required to perform successfully per their individual job standard. Each of these considerations are process necessary in the quest for wage equity via the city's comprehensive compensation process, and in a continuous effort to achieve fair and equitable wages for each of the city's employees.

In closing, I would like to specifically address your inquiry into the potential for "parity of title, duties and compensation for all applicable departments". Any variations that you may have observed regarding mechanic pay within your preview can be legitimately explained via the aforementioned set of negotiated job criteria + wage data considerations etc., and it is these negotiated nuances/items that are ultimately detailed, in the form of contract language, in the individual collective bargaining agreements across each of the city's various departments.

Hopefully you find this helpful. Please feel free to reach out to me directly if there are any further questions Sir.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Keith Worthy".

Keith Worthy  
Director, Labor Relations  
[Keith.Worthy@detroitmi.gov](mailto:Keith.Worthy@detroitmi.gov)  
(313) 920-5449

Cc: Denise Starr  
Crystal Perkins  
Steve Watson