



January 18, 2024

Honorable City Council

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

Recommendation is submitted to amend the 2023 – 2024 Official Compensation Schedule to include the following pay range, subject to City Council approval:

Class Code	Classification	Salary Range	Step Code	B.U.
011727	Senior Investigator Board of Ethics	\$64,962 – \$90,038	K	9130

**Request:**

The above recommendation is occasioned by a request from Christal Phillips, Executive Director Board of Ethics.

**Rationale:**

The above request and recommendation is based on the ability to retain essential personnel in the Board of Ethics Department.

The Board of Ethics department requested a new classification to be created for the Senior Investigator role. From conversations with the Executive Director, it was decided that a new title is to be created to expand upon the Investigator progression and capture some of the additional duties and responsibilities. Currently there is an employee working beyond the scope of their role to complete these tasks. The department believes that adding this role to the progression will help to retain this talent while accounting for any additional work they may need to complete while compensating them for this type of work.

To determine an appropriate pay range both a compression and market study were conducted using data from external survey sources from comparable positions. This data indicated that the abovementioned salary range is market comparable while providing fluidity between the two roles, from a progression standpoint, to assist in employee growth and movement over time.

Respectfully submitted,

Denise Starr  
Human Resources Director

DS/pb

Attachments

cc: Budget Department  
Mayor's Office

**BY COUNCIL MEMBER** \_\_\_\_\_

**RESOLVED,** That the 2023 - 2024 Official Compensation Schedule is hereby amended to reflect the following pay range, effective upon Council's approval.

<b>Class Code</b>	<b>Classification</b>	<b>Salary Range</b>	<b>Step Code</b>	<b>B.U.</b>
011727	Senior Investigator Board of Ethics	\$64,962 – \$90,038	K	9130

**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.