



October 12, 2023

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	Pay Range
931641	Chief Information Security Officer	\$144,000 - \$198,700

**Request:**

The above recommendation is at the request of the Chief Information Officer Arthur Thompson, with the Department of Innovation and Technology.

**Rationale:**

The recommendation is based on the department’s expressed need to create the Chief Information Security Officer title as this is a subset of responsibilities that Arthur performs in addition to his current role. The position directs the planning and implementation of enterprise Information Technology security for systems, business operations, and physical technology assets to ensure protection against security breaches. Responsible for auditing existing systems, directing vulnerability mitigation activities, and administering security programs, policies, and standards.

To determine an appropriate pay range, a compression analysis and market study were conducted using data from external survey sources for comparable positions. While utilizing the discovered market data, an internal review was completed to determine the strength of the proposed pay range against similar roles for competitiveness and to ensure fairness amongst their peers. The outcome of the external analysis along with discussions with department leaders while reviewing the market and job specification set the pay range for the Chief Information Security Officer at \$144,000 - \$198,700.

The proposed pay range recommendation is subject to City Council approval.

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>Pay Range</b>
931641	Chief Information Security Officer	\$144,000 - \$198,700

**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.