

CITY OF DETROIT
Human Resources Department
Classification and Compensation Division

To: Denise Starr, Director of Human Resources

From: Jessica Frame, Classification & Compensation Analyst III

Date: June 3, 2024

Re: Pay Range Adjustment

Recommendations:

1. The 2023-2024 Official Compensation Schedule be amended to include the following pay adjustments:

Class Code	Title	Current Salary Range	New Salary Range	Barg Unit
16-43-38	Assistant Chief of Landscape Architecture	\$63,657 - \$73,141	\$81,944 - \$107,475	9000

Request:

The above recommendation is at the request of the General Services Department.

Rationale:

The above recommendation is based on the ability to attract and retain essential personnel in the General Services Department, and to create equality with related architecture roles within the city. The General Services Department submitted a request for job evaluation for several Landscape Architecture roles, indicating specifically that the Assistant Chiefs of Landscape Architecture within their group were completing tasks commensurate to those in the Planner IV - Landscape Architecture roles that reside in the Housing and Revitalization department.

The Classification and Compensation team conducted an onsite review of the job responsibilities for both the Assistant Chief of Landscape Architecture and the Planner IV - Landscape Architecture roles and confirmed that they were comparable. Additionally, the Assistant Chief of Landscape Architecture roles require that an individual must be a registered licensed architect in the state of Michigan. In light of these points, the Classification and Compensation team recommends that the pay range for Assistant Chief of Landscape Architecture be adjusted to mirror that of the Planner IV – Landscape Architecture.

APPROVED: _____

Denise Starr
 Human Resources Director