



August 23, 2024

Honorable City Council

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

Recommendation is submitted to amend the 2024 – 2025 Official Compensation Schedule to include the following pay range adjustments, subject to City Council approval:

Class Code	Classification	Current Pay Range	Proposed Pay Range	Barg Unit
8632020	Security Analysis Dispatcher	\$36,720 – \$49,572	\$36,720 – \$42,300	9001

Request:

The above recommendation is at the request of the Security Administrator Lynn Sanders, with the General Services Department.

Rationale:

Upon commencement of recruitment for the Security Analysis Dispatcher title, it was discovered that a high pay range spread was creating compression between this role and the title of Senior Service Guard, who will be supervising these employees. This compression would allow subordinate employees to potentially earn more than their superiors. To correct this issue, Classification & Compensation applied a reduction to the salary range spread of the Security Analysis Dispatcher title from 35% to 15.2%. As such, please be advised that the new pay range for Security Analysis Dispatcher will be \$36,720 - \$42,300, and there will be no change to the pay range minimum.

Due to ongoing recruitment activity for this role, the change was processed in UltiPro and NeoGov while City Council was on recess. This documentation has been submitted retroactively to notify Council of the changes to this title. Additionally, all existing applicants have been informed of the adjustments, where needed.

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

Denise Starr
Human Resources Director

DS/pb

Attachments

cc: Budget Department
Mayor's Office

BY COUNCIL MEMBER _____

RESOLVED, That the 2024 - 2025 Official Compensation Schedule is hereby amended to reflect the following pay range, effective upon Council's approval.

Class Code	Classification	Current Pay Range	Proposed Pay Range	Barg Unit
8632020	Security Analysis Dispatcher	\$36,720 – \$49,572	\$36,720 – \$42,300	9001

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.