



August 22, 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 Step Code for the following classification:

Job Title	Class Code	Current Step Code	Proposed Step Code	Bargaining Unit
Transportation District Superintendent	351348	A	D	9000

**Request:**

The above recommendation is at the request of the Department of Transportation.

**Rationale:**

In January 2024, Mayor Duggan implemented city-wide pay increases and increased attendance bonuses for Transportation Equipment Operators. After factoring in the General Wage Increase that took place in July 2024, the maximum rate a Transportation Equipment Operator can earn (base rate plus attendance bonuses) is \$30.32/hr, or \$63,072 annually.

Transportation District Superintendents supervise the Transportation Equipment Operators. The range for this role is \$53,854 - \$69,941. This role is assigned to Step Code A, which requires that an individual must be hired in at the minimum of their pay range and will receive regular annual increases. In consideration of the increases given and/or bonuses available to Transportation Equipment Operators, there may be instances where supervisors are making less than their subordinates for a substantial amount of time. As such, Classification and Compensation is recommending that this title be moved to Step Code D, which allows for individuals to be hired at any established rate within the pay range, commensurate with experience. This change will help mitigate compression between the Transportation District Superintendents and the Transportation Equipment Operators.

The proposed Step Code change is subject to City Council approval.

Respectfully submitted,

Denise Starr  
Human Resources Director

DS/jf

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 adjustments, effective upon Council's approval.

Job Title	Class Code	Current Step Code	Proposed Step Code	Bargaining Unit
Transportation District Superintendent	351348	A	D	9000

**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.