



November 8, 2024

Honorable City Council

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

Recommendation is submitted to amend the 2024 – 2025 Official Compensation Schedule:

1. To include the attached pay range adjustments.

Request:

The above recommendation is at the request of the Department of Public Works.

Rationale:

In May 2024, a union contract renewal was approved for the Association of Municipal Engineers. This contract renewal included market pay adjustments for approximately 40 lower and mid-level municipal engineering titles within the Public Works department. These adjustments caused compression issues for the higher-level nonunion engineering titles in the series.

To mitigate resulting compression issues, the Classification and Compensation team is recommending that market adjustments be applied to the remaining non-union titles in the series. This recommendation will ensure that appropriate progression in the career path is maintained, as well as support our objective of attracting and retaining essential personnel in the Department of Public Works.

The proposed pay ranges are based on the City of Detroit's ability to fund the increases and are subject to City Council approval.

Respectfully submitted,

Denise Starr
Human Resources Director

DS/jf

Attachments

cc: Budget Department
Mayor's Office

DPW Engineering Pay Range Adjustments
November 2024

Class Code	Title	Current Salary Range	Proposed Salary Range	BU
099673	Engineering Services Coordinator	\$86,380 - \$120,931	\$106,000-\$137,000	9000
124070	Head Engineer - Transportation	\$80,081-\$111,004	\$112,500-\$137,500	9000
124066	Head Engineer – Design & Field	\$95,977-\$134,368	\$112,500-\$142,500	9002
184061	City Traffic Engineer	\$94,903-\$126,057	\$120,000-\$145,000	9000
010141	City Engineer (Appointee)	\$106,641-\$149,297	\$130,000-\$162,500	9030
124052	Engineer of Streets	\$79,448-\$107,282	\$100,000-\$126,000	9000
124054	Engineer of Inspection	\$79,448-\$107,282	\$100,000-\$126,000	9000
124056	Engineer of Structures	\$79,448-\$107,282	\$100,000-\$126,000	9000
124052	Engineer of Surveys	\$79,448-\$107,282	\$100,000-\$126,000	9000
184050	Traffic Engineer	\$72,683-\$99,530	\$100,000-\$126,000	9000
124055	Field Engineer	\$79,448-\$107,282	\$100,000-\$126,000	9000

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

Class Code	Title	Current Salary Range	Proposed Salary Range	BU
099673	Engineering Services Coordinator	\$86,380 - \$120,931	\$106,000-\$137,000	9000
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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.