



October 3, 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
010179	Airport Director	\$84,605 - \$141,235	\$107,542 - \$176,361

**Request:**

The above recommendation is at the request of the Director of Human Resources, Denise Starr.

**Rationale:**

The recommendation is based on the City’s expressed need to ensure the pay range for the Airport Director is commensurate with its job duties, competitive with the market and attractive enough to retain the necessary talent. Reporting to the Mayor, the Airport Director will plan, direct, and coordinate the work of employees to effectively operate the Coleman A. Young Airport, a 24-hour International Airport. Additionally, ensure compliance with any and all City, State, or Federal laws and regulations as it pertains to acting as the subject matter expert for all aviation activities for the City of Detroit.

To determine an appropriate pay range, a market study was conducted using data from external survey sources for comparable positions. It was determined that current pay range for this role is 38% below market. In an effort to maintain consistency with existing Director-level ranges within the City of Detroit, the Classification and Compensation team has identified an existing range that can be utilized to increase the Airport Director to its new proposed range, listed above.

Please note that market evaluation results remain valid for 3 years.

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.

<b>Class Code</b>	<b>Classification</b>	<b>Current Pay Range</b>	<b>Proposed Pay Range</b>
010179	Airport Director	\$84,605 - \$141,235	\$107,542 - \$176,361

**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.