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February 28, 2025

Dear Council President Sheffield,

At the City Council General Session on Tuesday, February 29, 2025, you and Council Member Calloway requested two items:

1. Engineers' wages for our Department of Public Works Civil. Please find attached the Association of Municipal Engineers Salary Ranges that were negotiated in good faith, ratified and approved by this honorable body on April 30, 2024. As illustrated, Civil and Traffic Engineers salaries range from \$60,486 to \$100,368.

While these salary increases were helpful to support recruitment efforts, public service sector jobs are still significantly behind private sectors and consultant firms. Furthermore since there are employees already in these positions, new employees are generally started at the beginning of the salary range.

2. Information on our Outreach efforts and programs to collaborate with and attract students from local colleges:

- Talent Acquisition is frequent communication with the Engineering Departments at Wayne State University, University of Detroit Mercy, Michigan State University, Central Michigan University and Kettering University.
- Mayoral Fellowship Intern Program – last year 80 college students from a diverse background of Michigan colleges, HBCU's and many others.
- Of the 80 Interns – 54 were from local (Michigan) universities, 19 sponsored by DPW and 9 were from Engineering Programs.
- Developed Partnerships with MDOT and Wayne State University through their Internship Programs: Transportation Diversity Recruitment Programs (TDRP) and Transportation and Civil Engineering Program (TRACT) RAC programs which target Civil and Traffic Engineering college students and high school students in Michigan
- Conversion of interns from the programs above to full time employees by date, as listed below:
 - Ricky Gurbpar – Wayne State University - 2021
 - Allyssia Lemme – Michigan Technologic University - 2021
 - Maya Turner – Wayne State University - 2022
 - Endia Burch – Central Michigan University - 2023
 - Justin Mgbeafulu - Wayne State University- 2023
 - Dolin Diaz – University of Detroit Mercy - 2024
 - Ebioji Abuokolo – Kettering University - 2024
 - Trinitti Hadley – Michigan State University - 2024

Despite these efforts, as well as the foreign nationals programs, the City currently has seven vacant engineering positions.

Respectfully yours,

Dan Hughes
City of Detroit Human Resources – Talent Acquisition