



March 07, 2025

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	Step Code
272021	Environmental Specialist 1	\$38,702 – \$53,854	\$51,204 – \$63,138	9000	D
272022	Environmental Specialist 2	\$45,695 – \$63,882	\$56,790 – \$73,770	9000	D
272023	Environmental Specialist 3	\$57,119 – \$85,561	\$67,971 – \$88,701	9000	D

Request:

The above recommendation is at the request of the Deputy Director, Raymond Scott, and General Manager, Crystal Rogers within the Buildings, Safety Engineering, and Environmental Department.

Rationale:

The recommendation is based on the department’s expressed need to ensure the pay range for the Environmental Specialist is commensurate with its job duties, competitive with the market, and attractive enough to retain necessary talent. Department leaders have been unable to fill vacancies for these roles, with potential candidates consistently citing the low salary structure. Additionally, Environmental Specialists within the City of Detroit have expressed concern that titles performing comparable work across other departments are earning more than them.

To determine an appropriate pay range, a market study was conducted using data from external survey sources from comparable positions with results showing the current salary range for the Environmental Specialists falls 29% below market. Additionally, an internal study confirmed that the Environmental Specialist's duties and responsibilities align similarly with that of the Environmental Health Specialist role. When comparing the salary ranges of the Environmental Health Specialist to the Environmental Specialist market data, the market index for these titles would increase to 85%. As such, the Classification & Compensation team is recommending the salary range of the Environmental Specialist be adjusted to align with that of the Environmental Health Specialist progression respectively. By aligning these salary ranges, we will eliminate the loss of employees to other departments, while simultaneously increasing their market competitiveness.

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	Step Code
272021	Environmental Specialist 1	\$38,702 – \$53,854	\$51,204 – \$63,138	9000	D
272022	Environmental Specialist 2	\$45,695 – \$63,882	\$56,790 – \$73,770	9000	D
272023	Environmental Specialist 3	\$57,119 – \$85,561	\$67,971 – \$88,701	9000	D

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.