



March 27, 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, subject to City Council approval:

Class Code	Classification	Salary Range	Step Code
15112232	Info. Tech. Specialist Information Security Analysts 1	\$65,400 – \$78,500	D
15112234	Info. Tech. Specialist Information Security Analysts 2	\$76,100 – \$95,100	D
15113401	Web Developer 1	\$62,300 – \$77,900	D
15113402	Web Developer 2	\$71,100 – \$88,900	D

Request:

The above recommendation is occasioned by a request from Art Thompson, Chief Information Officer.

Rationale:

The above request and recommendation is based on the ability to attract and retain essential personnel in the Department of Innovation & Technology.

Department leaders requested new two new classifications to be created for the Information Security Analyst and Web Developer progressions. From conversations with DoIT Leadership, it was discussed that the current structure presents a significant gap between the entry-level Apprentice role and the more advanced levels 3 and 4. Creating the abovementioned levels will create a career path that provides entry points for individuals with varying levels of experience. These levels will provide a clear career progression through the respective titles, aiming to improve employee engagement and reduce turnover by demonstrating a commitment to professional growth within the department.

The proposed salary ranges for the new titles were developed by obtaining external market data for comparable titles from both private and public industries. The roles sampled represented work completed in generalized IT departments, as well as those in technology-specific companies. Once developed, an analysis was conducted to ensure that the salary ranges fit within the progression of the existing titles and confirm that there would be no compression concerns when compared to the wage structure for their supervising roles. The proposed salary recommendations are subject to City Council approval.

Respectfully submitted,

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	Salary Range	Step Code
15112232	Info. Tech. Specialist Information Security Analysts 1	\$65,400 – \$78,500	D
15112234	Info. Tech. Specialist Information Security Analysts 2	\$76,100 – \$95,100	D
15113401	Web Developer 1	\$62,300 – \$77,900	D
15113402	Web Developer 2	\$71,100 – \$88,900	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.