



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 ranges, subject to City Council approval:

Class Code	Classification	Current Salary Range	Proposed Salary Range	Barg Unit
01-01-40	Fire Commissioner	\$107,519 - \$176,290	\$130,600 - \$195,900	9146 Non-Union
01-01-51	Deputy Fire Commissioner	\$92,981 - \$141,997	\$117,800 - \$176,700	9146 Non-Union

Request:

The above recommendations are at the request of Charles Simms, Fire Commissioner.

Rationale:

The recommendations are based on the department's expressed need to ensure the pay range for the Deputy Fire Commissioner is commensurate with its job duties, competitive with the market and to alleviate compression between the Deputy Fire Commissioner role and subordinate roles.

To determine an appropriate pay range, an internal compression analysis and a market study were conducted using data from external survey sources for comparable positions. It was determined that compression exists between the salary of the Deputy Fire Commissioner and the subordinate roles. In addition, the market study determined that the salary for the Fire Commissioner and the Deputy Fire Commissioner roles is below the market.

The proposed salary recommendations are based on the City of Detroit's ability to fund the increase and are subject to City Council approval.

Respectfully submitted,

Denise Starr
Human Resources Director

DS/taf

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 adjustments, effective upon Council's approval.

Class Code	Classification	Current Salary Range	Proposed Salary Range	Barg Unit
01-01-40	Fire Commissioner	\$107,519 - \$176,290	\$130,600 - \$195,900	9146 Non-Union
01-01-51	Deputy Fire Commissioner	\$92,981 - \$141,997	\$117,800 - \$176,700	9146 Non-Union

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.