



November 13, 2025

Honorable City Council

Subject: **Request to Amend the Official Compensation Schedule**

Recommendation is submitted to amend the 2025 - 2026 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
076017	Vehicle Maintenance Instructor	\$50,773 – \$55,291	\$57,600 – \$72,000	9000

**Request:**

The above recommendation is at the request of the Assistant Director Geo Joy, with the Department of Transportation – Maintenance Division.

**Rationale:**

The recommendation is based on the department’s identified need to ensure that the pay range for the Vehicle Maintenance Instructor is commensurate with the position’s job duties, competitive within the market, and sufficient to attract and retain qualified talent. Reporting to the Superintendent of Transportation, the Vehicle Maintenance Instructor is responsible for developing and delivering a comprehensive training curriculum related to vehicle maintenance and repair, as well as supervising technical staff assigned to various projects.

To determine an appropriate pay range, the Classification and Compensation team conducted a compression analysis and market study using external survey data for comparable positions. The results indicate that this role is currently paid below market. This adjustment would establish a new range of \$57,600 – \$72,000, ensuring that the position remains market competitive while supporting employee retention and minimizing attrition risk.

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 2025 - 2026 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>	<b>Barg Unit</b>
076017	Vehicle Maintenance Instructor	\$50,773 – \$55,291	\$57,600 – \$72,000	9000

**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.