



February 12, 2026

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 ranges, subject to City Council approval:

Class Code	Classification	Proposed Salary Range	Barg Unit
22-40-52	Assistant Chief of Training-EMS	\$74,244 - \$127,490	9030 Non-Union

Request:

The above recommendation is at the request of Derek Hillman, Deputy Fire Commissioner.

Rationale:

The recommendations reflect the department’s expressed need to establish a command-level position responsible for EMS training, MDHHS program administration and compliance, quality assurance, and overall EMS clinical and operational readiness, in alignment with regulatory the regulatory and operational requirements of the Detroit Fire Department’s EMS delivery system. The position will also serve as the department’s senior EMS technical specialist for technical and special rescue medical operations.

To determine the appropriate pay range, a market analysis was conducted using external compensation survey data and the department’s internal parity position. Based on the scope of responsibility, regulatory accountability, and department-wide impact, the proposed classification aligns with Assistant Chief–level parity. The role will function as the EMS equivalent of an Assistant Chief assignment in training, compliance, and quality, with direct oversight of EMS program administration, training standards, and performance accountability.

Furthermore, the department recommends designating the Assistant Chief of Training–EMS as an appointed position to ensure the executive-level authority necessary to establish training standards, maintain regulatory compliance, and implement organizational priorities without collective bargaining constraints. Alignment with the existing non-union Assistant Superintendent role preserves a clear chain of command, leadership consistency, and managerial accountability.

The proposed pay range recommendation is 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 2025 - 2026 Official Compensation Schedule is hereby amended to reflect the following pay adjustments, effective upon Council's approval.

Class Code	Classification	Proposed Salary Range	Barg Unit
22-40-52	Assistant Chief of Training-EMS	\$74,244 - \$127,490	9030 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.