

May 6, 2022

Honorable City Council

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

The 2021 – 2022 Official Compensation Schedule be amended to include the attached pay range adjustments.

Request:

The above recommendation is at the request of the Department of Public Works.

Rationale:

The City Engineering Division (CED) of the Department of Public Works has struggled for years to fully staff it's field operations. The division has experienced a continual churn of personnel through it's field operations and has yet to fully staff the group. Field personnel are added regularly to the division but too frequently leave for higher wage opportunities with other public agencies or private consultant firms. The department has expended tremendous resources to train the personnel, including hotel and other travel expenses for out of town training sessions, only to lose the talent. The department recognizes that many of these personnel move up within the city for better opportunities as their capabilities grow and they welcome that opportunity for them. But, to lose talent to other agencies or private firms for them to do the same work as they could do for it is detrimental to operations. CED seeks a competitive wage so that they can develop talent, fully staff operations and deliver the services with in-house personnel. Due to these continuing staffing shortages, the division has had to over-rely on outside consultant services, at a far higher cost, to deliver services that could be performed with in-house resources.

As a result of the issues noted above, Human Resources Classification and Compensation was asked to evaluate several DPW City Engineering classifications. The evaluations were conducted by completing a market study using data from external sources and analyzing comparable roles within the municipality. The results indicate 6 out of 7 classifications have pay ranges that are not competitive. The remaining role (Engineer of Surveys) has a pay range that must be adjusted to ensure parity with comparable support engineering roles within DPW.

The proposed pay ranges are based on the City of Detroit's ability to fund the increases and are subject to City Council approval.

Respectfully submitted,

Denise Starr
Human Resources Director

DS/bvt

Attachments

cc: Budget Department
Mayor's Office

DPW Engineering Pay Range Adjustments
May 2022

Job Titles	Class Code	Current Pay Range		Proposed Pay Range		Bargaining Unit
		Min	Max	Min	Max	
City Engineer	010141	\$79,335	\$132,439	\$100,000	\$140,000	9030
Head Engineer Design and Field Services	124066	\$75,094	\$104,090	\$90,000	\$126,000	9002
Engineering Services Coordinator	099673	\$71,050	\$98,373	\$81,000	\$113,400	9000
Field Engineer	124055	\$68,100	\$93,331	\$74,500	\$100,600	9000
Engineer of Inspection	124054	\$69,849	\$81,216	\$74,500	\$100,600	9000
Engineer of Streets	124052	\$68,100	\$93,331	\$74,500	\$100,600	9000
Engineer of Surveys	124053	\$69,849	\$81,216	\$70,700	\$95,400	9000

RESOLVED, That the 2021 - 2022 Official Compensation Schedule is hereby amended to reflect the following pay adjustments, effective upon Council's approval.

DPW Engineering Pay Range Adjustments
May 2022

Job Titles	Class Code	Current Pay Range		Proposed Pay Range		Bargaining Unit
		Min	Max	Min	Max	
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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.