



Local Officers Compensation Commission

Commission Members
Caroll Turpin, Chairperson
Val Gross
Gloria Harsten-Spann
Roger Jackson
Lee Jones
Susan Loveland

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SPECIAL MEETING AGENDA

3rd Session

January 30, 2025

6:00 p.m.

Pontiac City Hall

47450 Woodward Ave.

Pontiac, MI 48342

City Council Chambers

Call to Order

Roll Call

Authorization to Excuse Commissioners

Amendments to the Agenda

Approval of the Agenda

Approval of the Minutes

1. January 23, 2025, Meeting Minutes

Review/Discussion

- A. Pontiac City Charter
- B. Pontiac Employee Pay Bands
- C. 2025 Pontiac Employee Census
- D. City of Detroit Compensation Schedule for 2024-2025

Agenda Item

2. Council President's Full-Time Salary

Public Comment (3 minute time limit)

Closing Comments by Commission Members

Adjournment

#1

MINUTES

**Official Proceedings
Pontiac Local Officers' Compensation Commission
2nd Session of the Commission**

Call to order

A Special Meeting of the Local Officers' Compensation Commission of Pontiac, Michigan was called to order at the City Hall Council Chambers, 47450 Woodward Ave Pontiac, MI 48342 on Thursday, January 23, 2025, at 6:11 p.m.

Roll Call

Members Present – Val Gross, Gloria Harsten-Spann, Roger Jackson, Lee Jones, Susan Loveland and Caroll Turpin

Chief Assistant City Clerk Hoadley was present.
A quorum was announced.

Chair Turpin requested an update regarding the Mayor's appointment of the seventh member of the Local Officers' Compensation Commission.

Approval of the Agenda

Motion to approve the agenda. Moved by Commissioner Gross and second by Commissioner Jones.

Ayes: Gross, Harsten-Spann, Jackson, Jones, Loveland, and Turpin

No: None

Motion Carried

Approval of the Minutes

Motion to approve the minutes from the January 16, 2025 meeting. Moved by Chair Turpin and second by Commissioner Gross.

Ayes: Harsten-Spann, Jackson, Jones, Loveland, Turpin and Gross

No: None

Motion Carried

Chair Turpin requested the record reflect that Commissioners absent from the January 16, 2025, meeting received the written Council President job description provided by Council President McGuinness.

Agenda Items

Council President's Full-Time Salary

Council President McGuinness provided a brief overview of the Council President job description that was approved by the City Council.

Mr. Kermit Williams provided background from the Charter Commission.

The Commission requested the salaries of current employees of the Pontiac City Hall.

Recess

Motion to recess for 5 minutes at 7:24 p.m. Moved by Commissioner Harsten-Spann and second by Commissioner Loveland.

Ayes: Jackson, Jones, Loveland, Turpin, Gross, and Harsten-Spann

No: None

Motion Carried

The Commission reconvened the meeting at 7:30 p.m.

Council President McGuinness distributed the fiscal year 2024 – 2025 employee salaries to the Commission.

Motion to recess for 10 minutes at 7:30 p.m. Moved by Commissioner Harsten-Spann and second by Commissioner Loveland.

Ayes: Jackson, Jones, Loveland, Turpin, Gross, and Harsten-Spann

No: None

Motion Carried

Motion to reconvene the meeting at 7:38 p.m. Moved by Commissioner Harsten-Spann and second by Commissioner Gross.

Ayes: Jones, Loveland, Turpin, Gross, Harsten-Spann, and Jackson

No: None

Motion Carried

The Commission discussed and stated a need for more information before setting a salary for a full-time Council President.

Motion to set the next Local Officers Compensation Commission meeting for January 30, 2025 at 6 pm in the City Council Chambers. Moved by Commissioner Gross and second by Commissioner Jones.

Ayes: Loveland, Turpin, Gross, Harsten-Spann, Jackson, and Jones

No: None

Motion Carried

Public Comment

1. Council President McGuinness

Adjournment

Motion to adjourn the meeting. Moved by Commissioner Gross and second by Commissioner Jones.

Ayes: Turpin, Gross, Harsten-Spann, Jackson, Jones, and Loveland

No: None

Motion Carried

Chairperson Caroll Turpin adjourned the meeting at 7:55 p.m.

Kamryn Hoadley
Chief Assistant City Clerk

#2

DISCUSSION

A.

Pontiac

City

Charter

HOME RULE CHARTER



ADOPTED: AUGUST 6, 2024

EFFECTIVE: AUGUST 30, 2024

PONTIAC, MICHIGAN

PONTIAC CHARTER REVISION COMMISSION

Tameka Ramsey, Chairperson

Kermit Williams, Vice-Chairperson

Norbert Burrows

Gill Garrett

Bryan Killian

Lucy Payne

Scott Stewart

Bruce Turpin

Jose Ybarra III

Garland S. Doyle, City Clerk

Sheila Grandison, Deputy City Clerk

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PREAMBLE

We, the people of the City of Pontiac, adopt this Charter to protect our rights and to promote a just, honorable and efficient government.

The City of Pontiac is a City with a strong history, settled in 1818 and formally incorporated in 1861. As with previous charters for this historic City, the citizens have forged this Charter to ensure our great City of Pontiac thrives for many generations of current and future residents.

ARTICLE I

GENERAL PROVISIONS

1.101 City Government

The people of the City of Pontiac hereby provide for the establishment and continuation of their municipal government as set forth in this home rule Charter and as provided by law.

1.102 Boundaries

The boundaries of the City when this Charter takes effect shall continue unchanged until changed in accordance with state law.

1.103 General Powers

The City possesses the home rule powers and all other powers conferred by the Michigan Constitution of 1963 and provided at law. The specific mention of a particular power in the Charter shall not be construed as limiting in any way these general powers. These powers shall be liberally interpreted and construed in favor of the City.

1.104 Strong Mayor Plan

The plan of municipal government provided by this Charter is known as the “Strong Mayor Plan.”

ARTICLE II

ELECTIONS

2.101 Elective Officers

The elective officers of the City are the mayor and the seven (7) members of the Council. Six (6) Council members shall be elected by district and one (1) at-large Council member shall be elected Citywide.

2.102 Elections

Regular City primary and general elections shall be held on Tuesday following the second Monday in August and Tuesday following the first Monday in November of odd years. City elections are non-partisan.

2.103 Voters

Electors of the City shall be registered as provided by law.

2.104 Conduct of Elections

City primary and general elections shall be conducted and votes canvassed as provided by law.

2.105 Election Commission

The City Election Commission is composed of:

1. City Clerk
2. An employee of the City to be appointed by the Mayor
3. City Treasurer
4. Two residents appointed by Council

The Commission has general supervision of all elections in the City, shall be advised by the City Attorney, and may hire assistants, inspectors, and other election personnel and an independent attorney or law firm, subject to appropriation in an approved budget.

Except as otherwise provided by this Charter or ordinance, the Commission shall perform all duties required of election commissions by law. It may subpoena witnesses, administer oaths, take testimony, and require the production of evidence. To enforce a subpoena or order for production of evidence or to impose and penalty prescribed for failure to obey a subpoena or order, the Commission shall apply to the appropriate court.

All meetings of the Commission shall comply with state law.

In case of any doubt concerning election procedure, the Commission shall prescribe the procedure to be followed.

The City Clerk shall serve as chair of the Election Commission.

2.106 Electoral Districts and Re-Appportionment

The City is divided into six (6) electoral districts. The districts shall be contiguous, compact and as nearly of equal population as is practicable. In no event shall the population of any district vary by more than 1% from that of any other district, based upon the most recent official United States decennial census. Districts shall be

designated by ordinance pursuant to law and this Charter. The ordinance shall be adopted as soon as possible after official release of census figures and at least four (4) months prior to the City primary election to which it first applies. The effective date of representation of the new districts shall be the date for taking office of the first Council members elected therefrom, unless otherwise provided by this Charter.

2.107 Candidates for Nomination

Any person desiring to become a candidate for nomination to any City office shall, prior to the City primary election, file with the Clerk nominating petitions as provided by law. Nominating petitions of a candidate seeking nomination to a Council at-large seat shall contain the signatures of at least 250 and not more than 400 registered electors of the City. Nominating petitions of a candidate for nomination to a Council district seat shall contain the signatures of at least 100 and not more than 150 registered electors from that district.

Nominating petitions of candidates seeking nomination for Mayor shall contain the signatures of at least 250 and not more than 400 registered electors of the City.

2.108 Primary Election

Nominations for each elective office shall be made at a City primary election. However, whenever not more than two (2) persons file for nomination to an office, there shall be no primary election for the office, the City Clerk shall certify such persons as duly nominated for that office, and the name(s) of the persons who filed shall be placed on the general election ballot for the office.

2.109 Nomination and Election

The two (2) candidates for nomination to each office receiving the most votes in the City primary for the office are nominated. The nominee for each office receiving the most votes in the City general election for the office is elected. If two (2) or more candidates for a nomination or two (2) or more nominees for an office receive an equal number of votes in the certified results, the Council shall determine by lot which person is nominated or elected.

2.110 Recall

An elective officer of the City may be recalled by registered electors as provided by law.

2.111 Effect of Recall

No person, who has been recalled from an office, or who has resigned from office while recall proceedings were pending, shall be appointed by the City to any office within four (4) years after such recall or resignation.

2.112 Oath of Office

Every elected officer and other officers as prescribed by ordinance shall, before entering upon their duties, take and subscribe the following oath:

“I do solemnly swear (or affirm) that I will support the Constitution of the United States and the Constitution of this State, and that I will faithfully discharge the duties of the office of according to the best of my ability.”

The oath, duly certified by the officer before whom it was taken, shall be filed in the office of the City Clerk.

ARTICLE III

LEGISLATIVE BRANCH

Chapter 1
Council

3.101 Local Legislature

A Council of seven (7) members is created. The Council is the legislative body of the City and possesses such other powers as may be provided by law or this Charter.

3.102 District Representation; Term of Office

The member from each district shall be nominated and elected by the electors of the district. One (1) Council member at-large shall be nominated and elected by the electors of the entire City except for Council members already serving at the time this Charter is approved in 2024. To be eligible for the office of Council member for a district, a person must have been a resident of that district in question for one year immediately before the filing deadline for the office. To be eligible for the office of Council member at-large, a person must have been a resident of the City for one year immediately before the filing deadline for the office.

Each member of the Council elected under this Charter shall serve for (4) years and until a successor qualifies. The Council shall be the sole judge of the qualification of its members.

3.103 Beginning of Term

The term of each Council member begins at 8:00 a.m. on the first business day two weeks post certification of election by Oakland County.

3.104 Organizational Meeting

The first business of the first meeting in each new term of the Council shall be its organization. The meeting shall be held in the Council Chambers and shall be presided over by the City Clerk or a temporary presiding officer until the Council

President and President Pro-Tem of the Council have been selected. The Council President shall preside at meetings of the Council. The President Pro-Tem shall perform the duties of the Council President during the absence or temporary disability of the Council President.

The procedural and organizational rules for the Council shall be established by the Council at that first meeting of the new term. The rules shall establish who presides at meetings of the Council in the absence of the Council President and President Pro-Tem. The rules shall be written and accessible to the public and may be amended by the majority of Council.

The rules shall address Council governance, Council orientation, Council communication and coordination with City administration and such other information Council deems appropriate.

3.105 Meetings

All Council meetings shall be held in compliance with the Open Meetings Act, MCL 15.261 et seq., as amended. The Council shall meet at such times as prescribed by ordinance or resolution, except that it shall meet regularly not less than twice per month. The Mayor, or any two (2) members of the Council may call special meetings of the Council, with written notice to each member, and to the Mayor and Deputy Mayor, served personally, electronically, or left at the individual place of residence at least eighteen (18) hours prior to the meeting time. However, any special meeting at which all members of the Council are present or have given prior written waiver of the notification requirement, shall be a legal meeting for all purposes set forth in the notice.

3.106 Public Access; Rules

As provided by law, all meetings of the Council shall be public and any citizen may have access to the minutes and records thereof at all reasonable times.

The Council shall determine its own rules and order of business and shall keep a journal of its proceedings, in English and reproduced in Spanish.

All records of the City shall be public and open to inspection at all reasonable times, subject to and in accordance with the Freedom of Information Act, MCL 15.231 et seq., as amended.

3.107 Quorum

A majority of all Council members serving constitutes a quorum, but a lesser number may adjourn from day to day and compel the attendance of an absent member in such manner and under such penalties as prescribed by ordinance.

3.108 Voting

Except as otherwise required by this Charter, no action of the Council shall be effective unless adopted by a majority of Council members serving.

On all ordinances, and in all other matters on the demand of one or more members of the Council, a roll call vote shall be taken.

3.109 Council Action

The Council shall act for the City only by ordinance or resolution.

3.110 Compensation

Council is a part-time position, except for the Council President, which is considered full-time.

Council shall be paid by the City as determined by ordinance, this Charter and law.

3.111 Appointment of Clerk

The Council shall appoint a City Clerk for an indefinite period upon an evaluation by a majority vote of Council; the Clerk shall continue its appointment with a yearly evaluation. The Clerk is removable by five (5) members of the Council.

3.112 Ordinance Procedure

(a) The enacting clause of all ordinances shall read, "The City of Pontiac ordains", but this clause may be omitted when the ordinances are published in a compilation.

(b) Upon introduction, the Clerk shall distribute a copy to each Council member and to the Mayor, and shall file a reasonable number of copies in the office of the Clerk and such other public places as the Council may designate, and shall publish a copy of the ordinance or a summary of the ordinance, determined by the Clerk, by means established by ordinance to achieve widespread dissemination to the public in the City together with a notice of the time and place for consideration by the Council. Thereafter, the Council may amend and adopt the proposed ordinance without further pre-adoption publication.

(c) A proposed ordinance, including an ordinance to repeal an existing ordinance, shall be introduced at a regularly scheduled Council meeting. Any ordinance shall require two readings by the Council and two opportunities for public comment at regularly scheduled Council meetings prior to being adopted.

(d) The adoption of any ordinance by the Council shall require a majority of Council members serving.

(e) The effective date of an ordinance shall be stated. The effective date shall not be less than 10 business days from the date of publication. No ordinance, except an emergency ordinance, shall be adopted on the same day that it is introduced.

(f) An emergency ordinance, which shall contain a statement of its urgency, must be necessary for the immediate preservation of the public peace, property, health, safety or for the usual daily operation of a department. An emergency ordinance may be adopted on the day it is introduced, publication of a summary thereof before adoption is not required, and an emergency ordinance may be given immediate effect after posting of a notice of adoption at City hall and three other public places in the City, as determined by the Clerk, who shall maintain a record of the locations of postings. Adoption of an emergency ordinance requires an affirmative vote of two-thirds of Council members serving.

(g) Every ordinance or resolution of the Council, except quasi-judicial acts of the Council, appointments by the Council, matters relating to the internal organization of the Council or of a ceremonial nature, or such action as may be expressly exempted from veto by other sections of this Charter, shall be presented by the Clerk to the Mayor within four (4) business days after adjournment of the meeting at which the ordinance or resolution is adopted.

The Mayor, within seven (7) days of receipt of an ordinance or resolution, may return it to the Clerk with a veto and a written statement explaining the veto. However, with respect to an emergency ordinance, the Mayor shall notify the Council of a veto in any reasonable manner within 24 hours after the Mayor's office receives written notice from the Clerk that the emergency ordinance has been adopted.

An ordinance or resolution vetoed by the Mayor can be reconsidered by the Council no later than the next regularly scheduled meeting after the receipt of the Mayor's veto. Five Council members may readopt the ordinance or resolution over the Mayor's veto.

(h) An ordinance shall be published once after its adoption in a newspaper of general circulation in the City as provided in this Charter. Except for an emergency ordinance, such publication shall be before the ordinance's effective date. The Clerk shall certify on the record of ordinances the date and method of publication which shall be prima facie evidence that legal publication of an ordinance was made.

(i) The Clerk shall maintain a record of all ordinances. After an ordinance is adopted, it shall be authenticated by the Clerk. The record and the authentication shall be done within one week after adoption of an ordinance, but failure to so record and authenticate an ordinance does not invalidate it or suspend its operation.

(j) A repealed ordinance may not be revised, except by re-enactment of the whole or so much as is intended to be revived. When any section or part of a section of an ordinance is amended, the whole section as amended shall be re-enacted.

(k) Prosecution for violation of an ordinance of the City shall be commenced within two (2) years after the commission of the offense. This limitation only applies to violations penal in nature, and is not a limitation of the City's right to forfeit any franchise, grant or license for violation of the terms and conditions thereof.

(l) A violation of an ordinance of the City shall be prosecuted as provided by law or ordinance.

3.113 Transfer of City Property; Contracts

The City may not sell, lease, exchange, or in any way dispose of any real property of the City without approval, after public notice and hearing, by resolution of the Council. The City may not sell any other personal property that may have been defined by ordinances, without approval by resolution of the Council. Nor may the City enter into a contract if there is not a sufficient unencumbered appropriation available to discharge fully the City's obligation thereunder, without approval by the Council.

The City shall not sell, transfer, or divert to any other use park land unless approved by a majority of electors. Park land shall include any public park, public recreation area or public playground area owned by the City, within the City.

3.114 Staff

The Council may, within appropriations provided in the budget, appoint staff or contract for services. Staff or persons engaged pursuant to contract serve at the pleasure of the Council and shall take direction from Council and not be under direct supervision of the Mayor, appointee of the Mayor or other staff from the executive branch.

3.115 Relations with Executive Branch

The Council and each of its members may make inquiries of, or request information and records from, the Mayor, the appointees or the employees of the executive branch. However, neither the Council nor any member thereof shall give any order or direction, either publicly or privately, to any appointee or employee of the executive branch.

3.116 Investigative Powers

The Council may subpoena witnesses, administer oaths, take testimony and require the production of evidence in any matter pending before it. To enforce a subpoena or order for production of evidence or to impose any penalty prescribed for failure

to obey a subpoena or order, the Council shall apply to the appropriate court and/or appropriate board or commission empowered with investigative powers.

3.117 Vacancies

A vacancy on the Council may be filled by appointment of a registered elector of the City or district affected by a majority of Council members remaining. The appointee serves out the unexpired term or until a successor is elected. However, the term of a member may not be extended by resignation and subsequent appointment.

3.118 Effect of Absences

Absence from five (5) regular meetings during a one full calendar year shall operate to vacate the seat of a Council member, unless the absence is excused by the Council by resolution setting forth the excuse and entered upon the journal. Any Council member that is absent for over one half of any regularly scheduled meetings during one full calendar year, regardless of whether the absence is excused, shall operate to vacate the seat of the Council member.

3.119 Control of City Payroll

No compensation or salary shall be paid to appointees, members of boards or commissions, volunteers, or employees of the City except as approved by the Council.

3.120 Bonds

The Council may require any appointee or employee to give a bond for the faithful performance of duty, in such amount as it may determine, and the premium thereof shall be paid the City.

An appointee or employee, required by law, this Charter, ordinance or resolution to give a bond, shall not enter upon or continue duties of the office or employment until such bond has been duly filed, approved and recorded.

All bonds shall be approved by the Council and filed with the Clerk, except the bond of the Clerk, which shall be filed with the Treasurer.

All required bonds shall be surety company bonds licensed in the State of Michigan.

Chapter 2
City Clerk

3.201 Functions and Duties of the Clerk

- a) The Clerk shall be clerk of the Council and shall attend all meetings of the Council and keep a permanent journal of its proceedings in the English language and Spanish language.

- b) The Clerk shall provide and publish required public notices in the manner provided by this Charter.
- c) The Clerk shall provide for the registration of electors residing in the City and conduct of all elections in the City as required by law.
- d) The Clerk shall maintain a record of all existing and proposed rules, regulations, policies, and procedures of the City.
- e) The Clerk shall certify by their signature all ordinances and resolutions enacted or passed by the Council and make them available to the public as provided by law.
- f) The Clerk shall administer oaths and take affidavits and exercise other powers and duties as provided by law, this Charter, or ordinance.
- g) The Clerk shall provide and maintain in their office a supply of forms for all petitions to be filed for any purpose by the provisions of this Charter.
- h) The Clerk shall ensure reasonably accessible polling locations throughout the City for the purpose of conducting elections.
- i) The clerk shall ensure safekeeping, retention, and public accessibility of documents in accordance with law.
- j) The Clerk shall exercise other powers and duties as provided by law, this Charter, Ordinance, or Resolution.

3.202 Chief Assistant Clerk

The Clerk may, with approval of Council, appoint a chief assistant who serves at the pleasure of the Clerk and performs the duties of the office in the absence or disability of the Clerk.

Chapter 3

Department of Council

3.301 Establishment and Purpose

The Department of Council, hereinafter referred to as the "Department," shall be established to provide administrative support and assistance to the Council in fulfilling its legislative functions and serving the residents of the City. The Department may provide administrative, research, and clerical support for the Council.

3.302 Department Head and Staff

(a) The Department may employ clerical, research, and administrative staff as necessary to fulfill its functions, subject to budgetary constraints and applicable laws.

(b) The Council shall identify a lead staff member to serve as the Department Head that is responsible for overseeing the day-to-day operations of the Department. All staff members will report to the Department Head.

3.303 Duties and Responsibilities

The Department may:

- (a) Provide administrative support to Council members, including organizing meetings, maintaining records, and managing correspondence. This includes support for Council committees.
- (b) Conduct research on matters of legislative concern, providing Council members with relevant information to make informed decisions.
- (c) Assist in drafting ordinances, resolutions, and other legislative documents as directed by Council members.
- (d) Facilitate communication between the Council and the public, disseminating information about Council meetings, decisions, and public hearings. This may include community outreach.
- (e) Other duties and responsibilities may be assigned as outlined by ordinance of Council.

3.304 Accountability and Cooperation

(a) The Department shall be accountable to the Council and shall provide regular reports on the Department's activities, budget utilization, and any other relevant matters as required by the Council.

(b) The Department shall cooperate fully with Council members and shall respond promptly to requests for information, research, or administrative support.

3.305 Funding

The Council may allocate sufficient funds in the City budget to ensure the effective functioning of the Department. The Department shall manage its resources efficiently and effectively, ensuring responsible use of public funds.

ARTICLE IV

EXECUTIVE BRANCH

Chapter 1

Mayor

4.101 The Mayor

The Mayor is the chief executive of the City and as provided by this Charter, has charge of and is accountable for the executive branch of the City government. The Mayor shall serve a four (4) year term, commencing on the first business day after certification of election by Oakland County.

To be eligible for the office of Mayor, an individual:

- (a) Shall have established a primary residence in the City for one year immediately preceding the filing deadline for the office and shall maintain a primary City residence.
- (b) Shall be a registered elector within the City on the first day of the term in office and during the entire period of the term in office.

4.102 Duties of the Mayor

The Mayor possesses all powers and duties inherent in being the chief executive officer of the executive branch, including but not limited to:

- a) Seeing those laws, this Charter and ordinances are faithfully executed and enforced;
- b) Presenting the proposed annual balanced budget at least 75 days prior to the start of the new fiscal year as provided by ordinance, this Charter and law; and
- c) Presenting an annual state of the City address in conjunction with submitting the proposed budget;
- d) Supervising expenditures of all sums appropriated to and the attainment of all objectives established for departments of the executive branch.
- e) Providing monthly regular financial reports of revenues and expenditures to the legislative branch and quarterly financial statements provided by independent auditors of the City to the legislative branch.

4.103 Deputy Mayor

The Mayor shall appoint, with the approval of the Council, a Deputy Mayor who serves at the pleasure of the Mayor and performs the duties of the office during the absence or temporary disability of the Mayor. If the Deputy Mayor appointment is not approved by the Council within 30 days after the submission of the appointment to the Council, the Mayor has the right to re-submit the approval of the denied candidate or bring forth another candidate to Council.

A person serving in the position of Deputy Mayor shall have a bachelor's or master's degree in public administration, business administration, or related field, with a master's degree preferred. Experience with municipal finance, community and economic development, project manager, and supervisory skills. Good written and oral communications skills.

4.104 Relations with Council

The Mayor or the Deputy Mayor shall attend all meetings of the Council and respond to questions from Council members and citizens, make reports and present proposals by the following regular Council meeting. Failure to present and respond to Council members or citizens may be investigated by the Public Integrity Officer.

The Mayor and the Deputy Mayor may designate a City administrative officer to attend meetings of the Council on their behalf when they are temporarily absent due to an emergency, disability, or extenuating circumstances.

4.105 Staff of the Office of Mayor

The Mayor may, within appropriations provided in the adopted budget, hire such staff of the offices of Mayor as may be reasonably necessary, all of whom shall serve at the pleasure of the Mayor.

4.106 Appointment of Department Heads; Failure to Act on Appointments

Except as otherwise required by law or this Charter, the Mayor shall appoint for each department of the executive branch a director who serves at the pleasure of the Mayor as head of the department. Each appointment shall be subject to approval of the Council.

If a mayoral appointment is not approved by the Council within 30 calendar days after the submission of the appointment to the Council, then the Mayor has the right to re-submit the approval of denied candidate or bring forth another candidate to Council.

- a. The interim appointee may not serve more than 65 days without Council approval.
- b. Any extension of the interim role is subject to approval by vote of the Council at the following next regular meeting after the 65-day period.

4.107 Duties of Department Heads

Each department head shall:

- a. Consistent with law, this Charter, ordinance and any labor agreement, hire, promote, supervise, discipline, and remove employees of the department.
- b. Assign duties of the employees of the department and supervise the performance of these duties and the attainment of the objectives of the department.
- c. Shall perform other duties consistent with job description.

4.108 Succession to Office

If a vacancy occurs in the office of Mayor, the Council President shall succeed to the office until a new Mayor is elected.

If the vacancy occurs in the office of Mayor more than one (1) year before the next regular City general election, the Council shall order a special primary election and a special general election to fill the vacancy for the unexpired term.

If the vacancy occurs in the office of Mayor and the Council President is unable to succeed that office, the President Pro-Tem shall succeed to the office of the Mayor until a new Mayor is elected.

If the vacancy occurs in the office of Mayor less than one (1) year before the next regular City general election the first business of the first Council meeting after the Mayor has been sworn in shall be the selection of a Council President or President Pro-Tem depending on who has succeeded to the position of Mayor.

If a dispute arises concerning whether a vacancy in the office of Mayor has occurred, a majority of Council may petition the appropriate court for a determination of this fact question.

Chapter 2 City Attorney

4.201 City Attorney

The City shall maintain a City Attorney, who shall be either an attorney or law firm with attorneys licensed to practice in Michigan and versed in municipal law. The City Attorney shall serve in the executive branch of City government.

4.202 Duties of City Attorney

The City Attorney is responsible for:

- a) Supervising the conduct of all the legal business of the City and its departments;
- b) May draft ordinance proposals and approve language as to form as directed by Council;
- c) Preparing and advising on leases, deeds, contracts, or other papers as may be required by the Mayor, Council or any department;
- d) Furnishing written legal opinions when requested by the Mayor, the Council or any department;
- e) Instituting and conducting, on behalf of the People, all cases arising from the provisions of this Charter or ordinances and, when authorized by law, cases under the state law;
- f) Defending all actions or proceedings against the City;
- g) Prosecuting all civil actions to which the City is a party or in which the City has an interest, when directed to do so by the Mayor; notice of any such action shall immediately be given to the Council;
- h) Representing any elective officer or appointee of the City in any action or proceeding involving official duties;
- i) Ensuring that all laws, this Charter, and ordinances are legally executed and enforced;

- j) Attending meetings of the Council as requested by Mayor or Council;
and
- k) Performing other duties assigned by resolution.

4.203 Settlements

No civil litigation of the City may be settled without the consent of Council.

4.204 Option of Council

Notwithstanding the above, the Council may engage independent legal counsel on a temporary basis where the Council is seeking enforcement of a Council subpoena or order, suing, or being sued by any City agency or officer, or defending against any action or proceedings involving the Council's official duties. Further, the Council may obtain the opinion or advice of independent legal counsel in any matter pending before it.

Chapter 3
Finance Department

4.301 Finance Department

A Finance Department is created in the executive branch of City government. The Head of the Finance Department shall have direct supervision over the finance department and the administration of the financial affairs of the City, including, but not limited to the keeping of accounts and financial records, the collection of taxes, special assessments and other revenue, the communication of financial records to Mayor and Council and such other duties as may be prescribed by ordinance.

4.302 Treasurer

The Head of the Finance Department, with the consent of the Mayor, shall appoint a City Treasurer within budgeted appropriations, who shall serve at the pleasure of the department head. The Treasurer shall perform all the duties required of treasurers by law, this Charter and ordinance.

4.303 Purchasing Division

A division of Purchasing is created in the Finance Department. The Head of the Finance Department shall, with the consent of the Mayor, appoint within budgeted appropriations a Purchasing Agent who serves at the pleasure of the Finance Director.

4.304 Centralized Purchasing; Competitive Bidding

All purchases and contracts of departments and agencies of the City shall be made through the purchasing division, except as may otherwise be provided by ordinance. All purchases and contracts for procurement which exceed a dollar amount fixed by ordinance shall be made only pursuant to competitive bidding as prescribed by ordinance. The City may contract only with persons or firms that are equal

opportunity employers and observe the principles set forth in Section 6.101 of this Charter. The Council shall enact a purchasing ordinance.

4.305 Restrictions on Purchases

No purchases shall be made, except on a signed requisition by the head of a department, countersigned by the Head of the Finance Department and approved by the Purchasing Agent. No purchases shall be made in excess of appropriations. All requisitions shall be filed within 30 days.

4.306 Duties of Purchasing Agent

The duties of the Purchasing Agent and rules and regulations relative thereto shall be as provided by law, this Charter and ordinance.

4.307 Assessment Division, City Assessor, or Assessment Services

The City shall appoint a City Assessor, or the City may contract for assessment services.

4.308 Assessor's Duties

The City Assessor's powers and duties shall be as provided by law, this Charter and ordinance.

Chapter 4
Police Department

4.401 Police Department (Police Services)

The City shall provide for the safety of its residents.

A Police Department may be created in the executive branch of City government. If a Police Department is created, the Chief of Police shall be the head of the department and serves under the supervision of the Mayor.

The City may contract for police services with appropriate law enforcement agencies, as provided by law.

4.402 Powers and Duties

The Chief of Police and police officers of the department or contracted law enforcement agency shall possess powers conferred by law.

4.403 Powers and Duties of Police Chief

The Chief of Police or contracted law enforcement agency head is responsible for the public safety, peace and order and the enforcement of the criminal laws of Michigan and ordinances of the City. Other departments of the City may be given concurrent enforcement jurisdiction for ordinances which cover technical fields of municipal operations. The Chief of Police or contracted law enforcement agency head shall

define the duties of police officers and prescribe rules relative to the performance thereof.

4.404 Citizens Review Board

A complaint by a citizen against a member of the Police Department (or contracted law enforcement agency) shall be made to the Chief of Police (or contracted law enforcement agency head). However, if the citizen is dissatisfied with the disposition of the complaint made by the Chief of Police or agency head, or if no disposition is made within 10 days, the citizen may make a complaint to a Citizen Review Board, which shall be established by ordinance and in accordance with any collective bargaining agreements.

Chapter 5
Fire Protection Services

4.501 Fire Department (Fire Protection Services)

The City shall provide for fire protection services for its residents.

A Fire Department may be created in the executive branch of City government. If a Fire Department is created, the Fire Chief shall be the head of the department and serves under the supervision of the Mayor.

The City may contract for fire protection services with appropriate fire protection service agencies, as provided by law.

4.502 Emergency Power

The Fire Chief or the person of the department or contracted agency in charge at any fire may cause any building to be razed or destroyed, when necessary, in order to arrest the progress of a fire or ensure the public safety, and no action shall be maintained against any person or against the City therefor. This shall be done with the concurrence by the City building official and notification to the Mayor and Council President.

4.503 Powers of Fire Chief

The Fire Chief or contracted agency head possesses all powers conferred by law, this Charter or ordinance, and the Fire Chief or contracted agency head shall assign firemen to fire-based services in accordance with their qualifications on a daily basis.

Chapter 6
Remainder of the Executive Branch

4.601 Other Departments

Other departments not created by this Charter, for performance of executive and administrative functions may be created in the executive branch by ordinance, consistent with this Charter.

4.602 Assignment of Administrative Functions

Responsibility for performance of all executive or administrative functions shall be assigned by ordinance to departments of the executive branch.

4.603 Initial Continuation of Departments, Boards and Commissions

All departments, boards and commissions existing under the previous Charter or by ordinance performing executive or administrative functions shall continue to exist, unless reorganized, consolidated, or abolished by ordinance. Provisions for such departments are hereby modified, if necessary, to comply with this Charter.

ARTICLE V

FINANCIAL PROCEDURES

Chapter 1
Budget

5.101 Fiscal Year

The fiscal year of the City shall commence on the first day of July in each year and end on June 30th of the following year.

5.102 Mayoral Budget and Appropriation Ordinance

At least seventy-five (75) days before the end of each fiscal year, the Mayor shall prepare and submit to the Council a proposed annual budget and proposed annual appropriation ordinance for the next fiscal year. To assist the Mayor in preparing such budget and ordinance, the departments of City government shall furnish the Mayor with detailed estimates of expenses, according to a classification which is nearly uniform as possible. Proceedings on the proposed budget and the appropriation ordinance and the adoption thereof shall be as provided by law.

5.103 Veto

The veto power of the Mayor, set forth in Section 3.112 (g) of this Charter, shall, to the maximum extent permitted by law, apply to the budget and the appropriation ordinance on an item-by-item basis.

5.104 Budget to Be Balanced

The total amount of appropriations shall not exceed the estimated revenues of the City. No liabilities shall be incurred by any elective officer, appointee or employee of the City, except in accordance with the provisions of the appropriation ordinance, or under continuing contracts and loan authorized under this Charter.

5.105 Budget to Be Adopted

An annual budget and appropriation ordinance shall be adopted at least thirty (30) days before each new fiscal year.

5.106 Transfers and Supplemental Appropriations

After adoption of the annual budget and appropriations ordinance, and upon at least one week's notice by means established by ordinance to achieve widespread dissemination to the public, the Council, in an ordinance supported by at least five (5) Council members, may amend such ordinance to authorize the transfer of an unused balance appropriated for one purpose to another purpose, or to appropriate available revenues not previously appropriated.

Chapter 2
Taxation and Special Assessments

5.201 Property Tax Levy

The City shall determine such portion of revenues as may be necessary from property taxes to meet: (a) the appropriations made, (b) all sums required by law to be raised on account of City debt, and (c) such additional sum not exceeding 5% of total appropriations in the budget, as may be necessary to meet commissions, fees, and abatements in the estimates of taxes, and shall, by ordinance, levy the property taxes so determined.

5.202 Other Revenue

The City shall have such authority to raise revenue by additional taxation as provided by law.

5.203 Duties of Clerk

All sums to be raised from property taxes in any year shall forthwith be certified by the Clerk to the City Assessor or contracted agency and shall be levied and collected upon the assessed valuation of taxable property within the City.

5.204 Lien

All taxes, charges, and penalties, other than special assessments, ordered to be spread on any tax roll, shall become a lien upon the property assessed, on and after the first day provided for the collection of such roll as provided by ordinance and in accordance with law.

5.205 Tax Limits

The total amount of taxes which may be levied against property for City purposes in any one year shall not exceed \$10.00 on each \$1,000.00 of the assessed valuation. An additional tax of \$1.50 on each \$1,000.00 assessed valuation may be levied for capital improvements or to pay principal and interest on bonds therefor; and a further additional tax of \$2.00 on each \$1,000.00 of assessed valuation may be levied to be utilized for salaries, benefits, or other expenses of firemen in addition to such other revenues as may be regularly utilized for those purposes. The provisions of this section shall not prevent the levy and collection on the full amount of taxes required by law for the payment of debts.

5.206 Special Assessment Financing

The City may also raise, by special assessment, in a special assessment district sums necessary for any improvement which may by law be financed by special assessment as provided by ordinance and in accordance with law.

5.207 Limits on Incurring Obligations

Except as otherwise provided by this Charter, no public work or improvement shall be commenced, nor expenditure made, nor any contract authorized until an appropriation has been made or a special assessment levied to pay the cost and expenses thereof. No such work or improvement shall be paid for, or contracted to be paid for except from the proceeds of the appropriation or special assessment or from proceeds from bonds or other obligations issued in anticipation of the collection of the appropriation or special assessment.

Chapter 3
Accounting Controls and Audits

5.301 Accounting

Accounts shall be kept by the Finance Department or contracted agency showing all assets and liabilities of the City and the financial transactions for all departments of the City. The accounts and the forms therefor shall conform to any uniform system required by law or ordinance. Financial reports shall be prepared for each month, each quarter, and each fiscal year. Those financial reports shall be provided to the Mayor and the Council.

5.302 Payments

Payments by the City shall be made only in accordance with procedures prescribed by ordinance.

Each draft, check, order or warrant shall specify the fund from which it is payable. The Finance Director or contracted agency head shall examine all payrolls, bills and other claims and demands against the City, except claims for unliquidated damages,

and shall make no payment unless the Finance Director finds that: (a) the claim is in proper form, correctly computed and duly certified, and justly and legally due and payable; (b) an appropriation has been made therefor which has not been exhausted or that the payment has been otherwise legally authorized; and (c) there is money in the City treasury to make payment. The Finance Director may investigate any claim, and for such purposes, may examine witnesses under oath. If the Finance Director finds such bill, claim or demand is fraudulent, erroneous or otherwise invalid, the Finance Director shall not pay without authorization by resolution of the Council.

All payments shall have two authorized signatures to be valid.

5.303 Cash Management

All taxes, special assessments, license fees, or other sums accruing to the City shall be collected by the Treasurer. All money belonging to the City received by any elective officer, appointee, employee, or contracted agency employee of the City shall be given promptly to the Treasurer and deposited with such responsible banking institution as have been designated by the Council and furnishing such security as the Council may determine. All interest shall accrue to the benefit of the City. The City shall provide by ordinance for the prompt and regular daily deposit of all City monies as required by this section. All fees received by any elective officer, appointee, employee, or contracted agency employee for City services shall belong to the City.

5.304 Establishing Funds

The revenues received for general taxation upon all property in the City, from borrowing to be repaid by such taxation, or from other sources shall be divided into such funds as the City may determine by ordinance or resolution.

5.305 Annual Independent Audit

An independent annual audit shall be conducted within 180 days after the end of the fiscal year. The audit of the City accounts of all elective officers, appointees, departments, and contracted agencies of City government shall be conducted by certified public accountants, who have no personal interest, direct or indirect, in the financial affairs of the City or any of its departments, contracted agencies, elective officers, appointees or employees. In addition to the annual audit, the Council or the Mayor may, at any time, provide for such examination or audit of the City accounts of any department, contracted agency, elective officer, appointee, or employee of City government as the Council or Mayor may determine.

Chapter 4
Assessment of Taxes

5.401 Assessment of Property; Subject of Taxation

All property subject to ad valorem taxation shall be assessed as provided by law. On completing the assessment roll, the City's Assessor or a contracted assessing agency shall sign and transmit it to the Clerk for consideration by the Board of Review. The subjects of taxation for municipal purposes are the same as for State, Country or School purposes under law.

5.402 Board of Review

The Board of Review consists of the three electors of the City, to be appointed annually by the Council before the date of the first meeting prescribed by law. Two alternate Board of Review members shall also be appointed annually by the Council. No City elective officer, candidate for elective officer, employee or contracted agency staff shall be eligible for Board of Review membership. Except as otherwise provided by this Charter, the Board of Review possesses all powers and duties provided by law. A majority of the board shall constitute a quorum for the transaction of business, but a less number may adjourn from day to day. The Board of Review shall review and equalize the assessment roll of the City. With notice to the property owner, on its own motion, with good cause shown, it may reduce or increase the valuation of any property found on the roll and shall add thereto any taxable property in the City omitted therefrom. The City's Assessor, or their designee, shall attend all meetings of the Board of Review.

5.403 Correction of Errors

The Board of Review shall examine the assessment roll, and correct any errors or deficiencies found therein.

5.404 Meetings of Board Review

Notice of the time and place of meetings of the Board of Review shall be given by the City's Assessor as prescribed by law. The Board of Review shall select one member as chairperson, and continue in session at least six (6) hours per day for four (4) days successively, and as much longer as may be necessary to complete the review. Any person may examine his or her assessment on such roll and may show cause why the valuation should be changed. The board shall decide each case and, except as provided by law, its decision is final.

The board may examine, on oath, any person concerning an assessment. The chairperson or any member of the board may administer oaths. It shall keep a record of its proceedings, and all changes made in the roll shall be entered upon the record. The record shall be deposited with the City's Assessor. All questions before the board shall be decided by a majority of the board. After the Board of Review has

completed the revision of the roll, the Clerk shall certify that it is the general assessment roll of the City for the year, as approved by the Board of Review.

5.405 Board's Completion of Roll

Upon the completion of the roll and its certification, it shall be returned to the City's Assessor and shall, except as otherwise provided by law, be conclusively presumed to be valid. The omission of the certification shall not affect the validity of the roll.

5.406 Equalization

The City's Assessor shall present the original assessment roll to the Board of Commissioners of Oakland County as provided by ordinance and in accordance with law. After equalization by the Board of Commissioners, such roll shall be the assessment roll of the City for all assessment purposes whatsoever except for the taxes levied in July as provided in Section 5.408.

5.407 City Property Taxes

City property taxes as levied by the Council shall be spread upon the assessment roll by the City's Assessor. The City's Assessor shall then deliver to the City's Treasurer a certified copy of the assessment roll.

5.408 Due Date

City property taxes for each fiscal year are due and payable each July 1, and may be paid at any time during July and August without any collection fee, or additional charge. An additional charge to be specified by ordinance shall be added to all unpaid general City taxes on September 1st and on the first day of each succeeding month during which taxes remain unpaid, until return thereof, together with accrued penalties or charges.

5.409 Publication

The City Treasurer shall give notice by means established by ordinance to achieve widespread dissemination to the public for six (6) business days immediately preceding July 1 that: (a) City property taxes may be paid at any time through August 31 without any collection fee therefor, and (b) an additional charge (and the amount thereof) will be made on September 1 and on the first day of each succeeding month during which taxes remain unpaid until return to the County Treasurer. Failure to give this notice shall not invalidate the tax, nor release the persons or property assessed from the penalty.

5.410 Liens

City property taxes so levied constitute a lien upon the property and a charge against the persons owning the property, as provided by law.

5.411 School and County Taxes

On November 1, as provided by ordinance and in accordance with law, the City's Assessor shall spread upon the assessment roll all school and county taxes, certified by the Board of Commissioners or otherwise, and such other taxes as are legally required to be spread on the roll.

5.412 Receipt of Roll by Treasurer

Within 30 days after November 1, the City's Assessor shall deliver a certified copy of the assessment roll to the City Treasurer.

5.413 Notice of Other Taxes Due

Upon receiving the assessment roll, the City Treasurer shall give notice by means established by ordinance to achieve widespread dissemination to the taxpayers of the City for six (6) business days immediately preceding December 14 that: (a) such school, county, and other property taxes levies may be paid at any time through February 14 without any collection fee therefor, and (b) an additional charge (and the amount thereof) will be made on February 15 and on the first day of each succeeding month during which taxes remain unpaid until return to the County Treasurer. Failure to give this notice shall not invalidate the tax, nor release the persons or property assessed from the penalty.

5.414 Collection of Taxes

For the collection of all unpaid taxes after each August 31 and February 14, the Treasurer possesses the same power and authority as conferred by law upon township treasurers. The Treasurer shall exhaust all legal remedies for the collection of unpaid taxes before the return thereof.

5.415 Payment to School Board and County

The City Treasurer shall, within 10 days after the expiration of the time limited in the warrant, or in case of extension of time for collecting such taxes, within 10 days after such time has expired, pay over to the treasurers of all authorized taxing authorities the amount which by law is so payable, and on March 1, or within 10 days thereafter, shall pay to the County Treasurer the balance which by law is so payable, and shall make returns as provided by law.

5.416 Applicable Law

The assessment, levy, collection and return of taxes shall be governed consistent with this Charter and law.

5.417 Part Payment

For each parcel in the City, partial payment of property taxes shall be governed by state law.

5.418 Fees and Penalties

The fees and penalties provided by this Charter or law for collection of taxes shall belong to the City and shall be deposited by the City Treasurer into the City Treasury.

5.419 Records of Ownership

The City's Assessor shall maintain a current record of the changes of ownership of real property in the City as shown by the Records of the Oakland County Register of Deeds.

Chapter 5
Bonds

5.501 Borrowing Authority

The City may borrow money and issue bonds on the full faith and credit and revenues of the City subject to the limitations established by law.

5.502 Purpose of Bonds

Bonds may be issued for any municipal improvement necessary to advance the peace, health, safety and welfare of the City or its inhabitants or for any other purpose not prohibited by ordinance, Charter, or law. No bonds shall be issued to defray any general operating or administrative costs and expenses of the City.

5.503 Bond Issuance

Bonds of the City shall not be issued without approval of a majority of registered electors voting on the question except as otherwise provided by law.

5.504 Providing for Principal and Interest

All bonds and interest shall be payable as provided by ordinance, Charter, and law.

5.505 Special Assessment Borrowing

The City may raise money by borrowing in anticipation of the payments from special assessments for the purpose of defraying costs of the improvement for which the assessment was levied. Such borrowing shall not exceed the assessments made to complete the whole work, nor shall such borrowing be made until after the special assessment roll has been confirmed. The City may pledge the full faith and credit of the City for the payment of such borrowing.

Chapter 6
Special Assessments

5.601 Power Granted

The City may provide for the payment of all or any part of the cost of construction, reconstruction, repair, operating or maintenance of any public structure or improvement, by levying and collecting special assessments upon property specially benefitted.

5.602 Petition by Owners

If the owners of the majority of the frontage of lands liable to be assessed in any special assessment district or part of the City, which may be constituted a special assessment district, petition the Council for any public improvement, the City may order such improvement to be made. In other cases, public improvements may be made at the discretion of the Council by resolution.

5.603 Council Resolution for Special Assessment

When the Council determines to make any public improvement or repairs and defrays the whole or part of the cost and expenses thereof, by special assessment, it shall so declare by resolution. The resolution shall state the nature of the improvement, the portion of the expenses which shall be paid by special assessment, and the portion, if any, which shall be paid from the City's general fund and shall designate the lands and premises included in the district upon which the special assessment is levied.

5.604 Procedure by Ordinance

The complete special assessment procedure to be used, including the preparing of plans and specifications; estimated costs; the preparation, hearing and correction of the special assessment roll; the filing by interested persons of objections to the special assessment roll as confirmed and the hearing and decision upon such objections; the collection of special assessments; the assessment of single lots or parcels; and any other matters concerning the making of improvements by the special assessment method, shall be provided by ordinance. The ordinance shall authorize additional assessments, if the prior assessment proves insufficient to pay for the improvement or is determined to be invalid in whole or in part. The ordinance shall also provide for the refund of excess assessments. However, if the excess is less than 3% of the total cost as defined by ordinance, it may be placed in the City's general fund.

5.605 Liens

From the date of confirmation of any roll levying any special assessment, the full amount of the assessment and all interest thereon shall constitute a lien on the property and a debt of the person owning the property until paid and in case of delinquency, may be collected as delinquent City property taxes.

ARTICLE VI

GENERAL PROVISIONS

Chapter 1

Personnel Matters

6.101 Non-Discrimination

City government shall provide equal opportunity in employment for all persons and shall comply with the provisions of the Elliott-Larsen Civil Rights Act, MCL §37.2101, as amended.

6.102 Employee Serving in Management

Management consists of elective officers and appointees as defined in Section 6.206. Rules shall be established by ordinance or resolution which permits any person holding employment covered by a bargaining unit or a civil service classification plan who is selected for an appointment to take a leave of absence from such covered employment for the period of the appointment.

6.103 Local Officers' Compensation Commission

Notwithstanding any other provision of this Charter, the compensation of elective officers may be revised pursuant to law by the Local Officers' Compensation Commission which shall be established by ordinance.

6.104 Vacancy

The position of any elective officer or appointee shall become vacant upon death, resignation, absences, permanent disability, removal from City residence or, in the case of a Council member, removal from district residence, or dismissal from the position in any manner authorized by Law and this Charter.

6.105 Filling of Vacancies

If a vacancy occurs in any appointive position, it shall be filled by appointment (for the unexpired term, if any) in the matter provided for the original appointment.

6.106 Conflict of Interest

(a) Except as otherwise required by law, and subject to limitations of MCL §15.328, as amended:

(1) An elective officer, appointee, or employee who has a conflict between personal interest and the public interest as defined by law, this Charter, or ordinance shall disclose fully to the City Attorney the nature of the conflict, who shall provide the Mayor, City Council, and the Office of Public Integrity with a summary of the stated conflict. Except as provided by law or ordinance, no elective officer, appointee, or employee of the City may

participate in or act upon or vote upon any matter if a conflict of interest exists.

(2) Any elective officer, appointee, or employee who has a 1% financial interest, direct or indirect, in any contract with the City or in the sale of any land, materials, supplies or services to the City or to a contractor supplying the City, shall make known that interest to the City Attorney the nature of the conflict, who shall provide the Mayor, City Council, and the Office of Public Integrity with a summary of the stated conflict. Such elective officer, appointee or employee shall refrain from voting upon or otherwise participating as an elective officer, appointee, or employee in the making or performance of the contract or sale.

(b) An elective City officer or an appointee who is a relative of an applicant for employment by the City being the individual's parent, grandparent, child, grandchild, sibling, or spouse thereof, shall immediately be disqualified from, and shall not participate in any way in, the hiring process for that applicant. After complaint made by any City resident, referred to the Office of Public Integrity, and, if litigated, it is determined by a court of competent jurisdiction, that, in the hiring of any person, this provision was violated, the employment of such person shall be a nullity. In addition violation shall be cause for the dismissal of the appointed City officer or employee involved. The City Council shall adopt an ordinance providing for penalties for violation of this section.

6.107 Retirement Plans

The City may establish, by ordinance, its retirement plans consistent with law. The existing governing bodies for administering those plans, the benefit schedules for those plans, and the terms for accruing rights to and receiving benefits under those plans shall remain after the effective date of this Charter.

6.108 Removal for Cause

Any appointee subject to removal for cause may be removed by the appointing authority for lack of qualifications, incompetency, neglect of duties, misconduct, conviction of a felony, or a violation of this Charter or any job-related ordinance, rule or regulation. An appointee may not be removed under this subsection without an opportunity for a public hearing before the appointing authority. A copy of the charges shall be furnished at least 10 days in advance of the hearing.

Chapter 2

Specific Powers and Miscellaneous Provisions

6.201 Enabling Legislation

The City may enact any ordinance authorized by law or necessary to carry out the provisions of any section of this Charter.

6.202 Rents, Tolls, Excises and Taxes

The City may provide for the laying and collecting of rents, tolls, excises and taxes in accordance with the law.

6.203 Eminent Domain

The City has the power of eminent domain and, to the extent permitted by the law, may condemn private and public property located within or outside of the City for any public purpose.

6.204 Penalties

The City shall, by ordinance, provide punishment, to the extent permitted by law, for the violation of any provision of this Charter or any ordinance.

6.205 Subsequent Grade Changes

Expenses for improvements related to changes in the grades of streets, alleys, public highways, pavements, sidewalks, or curbs may be financed by special assessments, or charged to and paid by the City.

6.206 Definitions

As used in this Charter

- (1) "Director" means the administrative head of a department, notwithstanding that another title may, by this Charter or ordinance, be given to the position.
- (2) (a) "Appointee" and "appointment" refer to persons either (i) serving on boards and commissions of (ii) holding upper level positions included in the management of City government and outside any civil service system or collective bargaining unit; and
(b) "Employee" and "hiring" refer to persons holding positions in City government below the management level.
- (3) "Shall" is mandatory; "may" is discretionary.

Chapter 3
Rule Making

6.301 Administrative Rules

Except for rules otherwise adopted pursuant to law, before adopting any rule governing dealings between the City and the public, or establishing hearing procedures for resolving matters in dispute, a City department or agency shall give notice of a deadline for comment by publication.

No rule shall become effective until it has been posted by the City Clerk by means established by ordinance to achieve widespread dissemination to the public. All effective rules shall be printed in a book of City rules.

6.302 Emergency Rules

City Council shall adopt by ordinance a procedure for emergency rules.

Chapter 4
Initiative and Referendum

6.401 Initiative

A proposed ordinance may be submitted to the Council upon petitions signed by registered electors of the City. After submission, the Clerk shall promptly ascertain and certify the number of signers.

6.402 Duties of Council and Petitions

If such certificate shows that the number of registered electors of the City signing is not less than 10% of the registered electors of the City voting at the preceding Presidential election, the Council shall within 20 days thereafter either:

- (a) adopt the ordinance without alteration (subject to the referendum provided by Charter); or
- (b) at the next election to be held in accordance with state law, the proposed ordinance shall be submitted without alteration to the voters.

6.403 Referendum

No ordinance, except an emergency ordinance, shall take effect before 10 days after adoption. If, within these 10 days, 500 registered electors of the City file with the Clerk a notice in writing of their intention to circulate a petition for referring the ordinance to the electors for their adoption or rejection, then the ordinance does not become effective until 20 days after its adoption. If, within these 20 days, petitions containing the number of signatures required by this Charter are not filed in accordance with such written notice, the ordinance shall become effective upon the expiration of the 20-day period. If, within the 20 days, however, petitions protesting the ordinance signed by registered electors of the City equal in number to at least 10% of the registered electors of the City voting at the preceding Presidential election are presented to the Council, the ordinance is suspended from taking effect. The Council shall immediately reconsider the ordinance. If the ordinance is not entirely repealed, the Council shall submit it to an electoral vote at the next scheduled election in the City, and the ordinance shall not take effect unless

approved by a majority of the registered electors voting thereon. These referendum provisions do not apply to:

- (a) an ordinance required, or exempted from referendum, by law or this Charter;
- (b) an emergency ordinance: however, grant of a franchise may not be deemed an emergency ordinance.

6.404 Powers of Council

The Council may, of its own motion, submit to electoral vote for adoption or rejection at an election in the City a proposed ordinance or a proposition for the repeal or amendment of an ordinance.

6.405 Conflicting Provisions

If the provisions of two (2) or more ordinances approved at the same election are inconsistent, then the ordinance provision receiving the highest affirmative votes shall prevail.

6.406 Publication

Whenever an ordinance is required to be submitted to an electoral vote, the Council shall have the ordinance published by the City Clerk by means established by ordinance to achieve widespread dissemination to the public each week for two (2) successive weeks immediately preceding the election.

6.407 State Law to Apply

The form of petition and the conduct of the electoral vote for initiative and referendum measures shall, as near as may be, be the same as that provided by law for exercise of initiative and referendum by State electors.

6.408 Effect of Vote

An ordinance approved by electoral vote shall not thereafter be repealed or amended by the Council for 18 months, except by electoral vote.

Chapter 5

Franchises, Licenses and Permits; Municipal Utilities

6.501 Occupancy or Use by Private Concern

A person or firm may be granted permission to occupy or use a street, alley or public place within the City for public utility purposes only under a City franchise, license or permit. As used in this chapter, "franchise", "license" and "permit" refer only to grants of permission for such public utility occupancy or use.

6.502 Limitations on Grant

No franchise shall be granted by the City for a longer period than 30 years. No license shall be granted by the Council for a longer period than one year.

6.503 Revocable Permits

The City also may by resolution grant a permit at any time, in or upon any street, alley, or public place but such permit shall be revocable by the City at its pleasure at any time.

6.504 Manner of Grant

Every franchise or modification thereof shall be granted by ordinance. A license or any modification thereof may be granted by resolution. Any such ordinance or resolution shall not become effective until all terms and conditions thereof have been accepted in writing by the grantee. Such acceptance shall be filed with the Clerk. Any non-compliance with this section shall automatically cancel such franchise or license granted.

6.505 Electoral Approval

No franchise which is not revocable at the will of the Council shall be granted or become operative until it has been referred to electoral vote and has received the approval of a majority of the registered electors voting thereon.

6.506 Expenses of Certain Special Elections

No franchise, license or permit shall be submitted to the electors at a special election, unless the expense of holding the election, as determined by the Council shall first be paid by the grantee to the Treasurer.

6.507 Exclusivity Prohibited

No person or firm shall ever be granted any exclusive franchise, license, or permit.

6.508 Restrictions on Transfer

No franchise, granted by the City, shall ever be leased, assigned, or otherwise transferred except in accordance with the express provisions of the franchise. All franchises granted by the City shall provide how, and in what manner, and under what conditions the franchise may be leased, assigned, or transferred. No dealing by the City, nor part performance by any lessee, assignee or transferee shall be deemed to operate as consent by the City.

6.509 Restriction on Modifications

No modification of any franchise or license shall be made, except in the manner and subject to all conditions provided by this Charter for an original grant of a franchise or license.

6.510 Subordinate to Police Power

The grant of every franchise, license or permit shall be subject to the police power of the City, whether in terms reserved or not, to make all regulations which may be necessary to provide for the public health, safety and welfare of the people of the City.

6.511 Co-Occupancy

The City may, by resolution, require any person or firm holding a franchise from the City to allow the use of its tracks, poles, internet, and wires by any other person or firm to which the City shall grant a franchise, subject to reasonable regulations and upon the payment of a reasonable rental therefor, to the extent authorize at law.

6.512 Compensation to City

No franchise, license or permit to use the streets, alleys or public places of the City shall be granted by the City without fair compensation to the City therefor. No such compensation by the grantee shall ever be in lieu of any other lawful taxation upon its property, income or activities. Where the franchise, license or permit fixes the rate to be charged for the service or the commodity furnished by the grantee, such rate shall be subject to review and change in such manner and form as provided in the franchise, license or permit.

6.513 Restrictions on Transfer of Municipality Owned Utilities

The City may make a contract to purchase, operate and maintain any public utility property for supplying heat, light, power, or water to the City and its inhabitants. No contract to sell or transfer a City utility shall bind the City unless a proposition therefor receives the affirmative vote of 3/5 of the electors voting thereon at a regular or special election.

Chapter 6
Separately Incorporated Bodies

6.601 Authorities or Other Agencies Separately Incorporated

Any authority or other agency that is separately incorporated by the City or by the City and other governmental bodies shall furnish to the City comprehensive accountings of its receipts and disbursements and all other financial statements concerning its assets and operations, in such detail, on such reporting forms, and at such intervals as the Council may require.

6.602 Conflicts Prohibited

No person shall serve on the governing body of any authority or agency referred to in Section 6.601 when a conflict of interest as defined in Section 6.107 of this Charter exists, except as authorized by law.

Chapter 7
Rules of Interpretation

6.701 Severability

If any provision of this Charter or the application thereof to any person or circumstance is held invalid, the invalidity shall not affect other provisions or applications of the Charter.

6.702 Number or Gender

The singular form of a word includes the plural, the plural form of a word includes the singular, and the masculine gender includes the feminine gender and the neuter.

6.703 Tense

This Charter is to be regarded as speaking in the present and continuously. Thus, for example, the phrase “as provided by law” will incorporate the provisions of law as they change from time to time.

Chapter 8
Boards and Commissions

6.801 Public Engagement Philosophy

(a) The City shall treat public engagement as an integral part of effective and trusted governance, not just as an occasional process or activity.

(b) The City shall treat engagement as a multi-channel endeavor that includes face-to-face meetings, virtual interactions, and other online communications. Public engagement and input shall be encouraged in the work of the boards and commissions, with opportunities for community members to provide feedback and participate in the decision-making process.

(c) The departments of City government shall encourage collaboration in public engagement efforts with other government jurisdictions and authorities, anchor institutions, community-based organizations, civic groups, and individual residents.

6.802 Establishment and Purpose

(a) The City of Pontiac shall establish and maintain various boards and commissions to advise, assist, and oversee specific areas of municipal governance. These bodies shall serve as essential components of the City's decision-making and policy development process. Boards and commissions may be established by Ordinance and in accordance with provisions within this Charter.

(b) Boards and commissions may be created to address various areas of municipal governance, including but not limited to: Planning Commission, Arts Commission, Historical Commission, Parks and Recreation Commission, and other matters of

municipal concern. A process for establishing and eliminating boards and commissions shall be defined by ordinance passed by Council. Unless otherwise empowered by this Charter, ordinances, or law, all boards and commissions are advisory.

(c) Unless otherwise provided, all members of boards and commissions shall serve without compensation as members thereof. Reimbursement, stipends or other payment mechanisms may be allowed for City trainings, meals, or other required needs as part of their official duties.

6.803 Composition

(a) Each board or commission shall consist of a specific number of members, as determined by Council through ordinance, which may vary based on the nature and scope of the issues under consideration.

(b) Unless otherwise provided by law or this Charter, members of boards and commissions shall consist of appointments made by both the Mayor and the Council. Processes for all appointments shall be identified through the approved ordinance or this Charter for each board or commission.

(c) Composition of each board or commission shall consist of at least 51 percent Mayoral appointments, which shall be outlined in the enabling ordinance.

(d) The appointment process shall be carried out in a transparent manner, ensuring diversity, inclusivity, and equitable representation of the community to be outlined in ordinance.

(e) All reappointments must be confirmed by the Council.

6.804 Terms of Office

(a) Except as otherwise required by law, ordinance, or this Charter, the terms of members on all boards and commissions in City government is four (4) years.

(b) The expiration of terms shall be staggered, so that no more than twenty-five (25) percent of the board or commission membership terms expire during a calendar year.

(c) Except as otherwise required by law, this Charter or ordinance, an individual shall be a resident of the City to be eligible for appointment.

(d) In the event of a vacancy on a board or commission, the appointing authority shall fill the vacancy in accordance with the procedures set forth in this Charter, law, or ordinance.

6.805 Powers and Responsibilities

(a) The board and commission shall have the authority to conduct studies, research, and hearings related to their respective areas of responsibility. The board and commission may make recommendations to the Council and other City officials on relevant policy matters and other issues as they deem necessary.

(b) The board and commission shall operate in accordance with this Charter and any specific enabling ordinances or resolutions established by the Council. They shall not have legislative or executive powers but shall serve in an advisory capacity, unless otherwise provided in this Charter or law.

(c) The Council reserves the right to dissolve or modify the powers and responsibilities of any board or commission subject to this Charter.

6.806 Meetings and Procedures

(a) The board and commission shall meet regularly, as specified in their enabling ordinances, and conduct open and public meetings in compliance with the state's open meetings laws.

(b) Quorum requirements, voting procedures, and other operational rules shall be established by the Council or as specified in the enabling ordinances of each board or commission.

(c) The operations of the board and commission shall be conducted transparently, with meetings, agendas, and relevant documents made easily accessible to the public.

(d) The board and commission meetings shall be recorded by the City of Pontiac's cable department or professional contracted media services and televised on public access within two (2) business days and be accessible to the public.

6.807 Accountability, Reporting, and Transparency

The board and commission shall provide reports quarterly to the Council, summarizing their activities, findings, and recommendations. These reports shall be made available to the public.

6.808 Youth Commission

The Council may establish a Youth Commission by ordinance for individuals between 13-18 years old at time of appointment.

6.809 Charter Review Board

(a) The Council shall establish a Charter Review Board in the first three (3) months following approval of this Charter. The Charter Review Board shall be established

every five (5) years and at any time the Council, by a vote of a majority of its members and ordinance, may call for such a Board.

(b) The purpose of the Charter Review Board is to identify and recommend potential revisions to the City Charter, to be addressed as outlined by law and this Charter. Recommendations would be provided for review and approval by the Council for voter approval or for the recommendation to begin the process of a formal Charter Revision Commission, as outlined by applicable laws and statutes.

(c) The Charter Review Board shall be composed of five (5) qualified electors of the City for a one (1) year term. Members of the commission shall not hold any other office or employment in the government of the City and shall serve without compensation. Members shall be identified as follows:

- a. Two (2) members appointed by the Council
- b. Two (2) members appointed by the Mayor
- c. One (1) member jointly appointed by the Council President and the Mayor, such member serving as chair of the commission.

(d) Vacancies shall be filled in the same manner as prescribed for in this section.

(e) The Charter Review Board shall report its findings and recommendations to Council regarding revisions to the Charter, if any, within one (1) year of appointment. Council may, at its discretion, submit any of the proposed amendments, in whole or in part, to a vote of the people in the manner provided for by applicable laws and statutes.

ARTICLE VII

ETHICS AND PUBLIC INTEGRITY

Chapter 1

General Ethical Standards

7.101 Ethical Standards of Conduct

These standards of conduct apply to public servants including the Mayor, Council members, appointive officers, appointees, employees and contracted entities and their employees working on behalf of the City, as defined in this Charter. The purpose of applying and enforcing these standards is to ensure that governmental decisions are made in the public's best interest by prohibiting City officials and employees from participating in matters that impact their personal or financial interests.

All City ordinances not inconsistent with these sections and that effectuate its operation may be retained. Ordinances may be enacted which are necessary to

effectuate the operation of these sections. No ordinance shall be enacted which limits, contradicts, or otherwise conflicts with the intent and purpose of these sections.

Except as otherwise provided by applicable law, including MCL §15.328, a public servant shall not:

- a. Willfully or grossly neglect the discharge of their duties;
- b. Use or disclose confidential information concerning the property, government or affairs of the City or any office, department, or agency thereof, not available to members of the public and gained by reason of their official position;
- c. Use property of the City except in accordance with policies and procedures of the City;
- d. Engage in or accept private employment or render services when such employment or service is in conflict or incompatible with the proper discharge of their official duties or would tend to impair their independence of judgment or action in the performance of official duties;
- e. Represent a private person, business or organization in any action or proceeding pending before the City or any office, department, or agency thereof, except:
 - i. A public servant may represent another person, business, or organization before a City agency where such representation is a required part of his or her official duties.
 - ii. A public servant who is an uncompensated member of a City board, commission or other voting body may act as an agent, attorney or representative for another person, business or organization in a matter that is pending before a City agency, other than the board, commission, or other voting body on which they are a member; or
 - iii. A public servant who is compensated by the City may act as an agent, attorney or representative for another person, business or organization in a matter that is pending before a City board, commission or other voting body, other than the board, commission or other voting body on which he or she serves as an appointee or an employee or under a personal services contract, as long as they do so without compensation and on their leave time.
- f. Vote regarding or otherwise participate in the negotiation of the making of any City contract, or any other type of transaction, with any business entity in which they or an immediate family member has a financial interest; or
- g. Use their official position, in violation of applicable law, to improperly influence a decision of the Mayor, Council members, appointees or employees; or

- h. Solicit or accept a loan, payment or gift from an individual who is providing service to, receiving tax abatements, credits or exemptions from the City; or
- i. Unduly influence any decision to fill a position in City government with an immediate family member.

7.102 Disclosures

- (a) Except as otherwise provided by applicable law, including MCL §15.328, a public servant shall disclose:
 - (1) Any financial interest, direct or indirect, that they or an immediate family member has in any contract or matter pending before Council;
 - (2) Any financial interest, direct or indirect, that they or an immediate family member has in any contract or matter pending before or within any office, department, or agency of the City;
 - (3) Any interest that they, or an immediate family member has in real and personal property that is subject to a decision by the City regarding purchase, sale, lease, zoning, improvement, special designation tax assessment or abatement or a development agreement;
 - (4) Campaign contributions and expenditures, regarding City proposals or City elections, in accordance with applicable laws; or
 - (5) The identity of any immediate family member employed by the City or who is making application to the City.
- (b) In addition to compliance with the above section, contractors and vendors shall disclose:
 - (1) The identity of all entities and persons with any financial interest, direct or indirect, in any contract or matter the vendor or contractor has pending before Council; and
 - (2) The identity of all entities and persons with any financial interest, direct or indirect, in any contract or matter the vendor or contractor has pending before or within any office, department or agency of the City.
- (c) The above disclosures shall be made in writing and be made by sworn, notarized affidavit, in accordance with City ordinance and applicable laws.

7.103 Lobbying Registration and Reporting

A lobbyist, as defined by law, who lobbies within the City government shall be required to register with the City and file a report of his or her lobbying activity. All documents filed by lobbyists shall be filed with the City Clerk, be a public recording and additionally published electronically or other format as to provide access to the reports. A fee shall be assessed to each lobbyist, as approved by ordinance.

7.104 Gifts and Gratuities

A public servant shall not accept gifts, gratuities, honoraria, or other things of value from any person or company doing business or seeking to do business with the City, is seeking official action from the City, has interests that could be substantially impacted by the performance of the public servant's official duties, or is registered as a lobbyist under applicable laws.

This prohibition shall not apply to:

- a. An award publicly presented to a public servant by an individual, governmental body or non-governmental entity or organization in recognition of public service;
- b. Complimentary copies of trade publications, books, reports, pamphlets, calendars, periodicals or other informational materials;
- c. A gift received from a public servant's relative or immediate family member, provided that the relative or immediate family member is not acting as a third party's intermediary or an agent in an attempt to circumvent this article;
- d. Admission or registration fee, travel expenses, entertainment, meals, or refreshments that are furnished to the public servant:
 - i. By the sponsor(s) of an event, appearance or ceremony which is related to official City business in connection with such an event, appearance, or ceremony and to which one (1) or more of the public are invited; or
 - ii. In connection with teaching, a speaking engagement, or the provision of assistance to an organization or another governmental entity as long as the City does not compensate the public servant for admission or registration fees, travel expenses, entertainment, meals or refreshments for the same activity.

7.105 One Year Post-Employment Prohibition

Subject to law, for one (1) year after employment with the City, a public servant shall not lobby or appear before the Council or any City department, agency, board, commission, or body or receive compensation for any services in connection with any matter in which he or she was directly concerned, personally participated, actively considered or acquired knowledge while working for the City.

Subject to law, for a period of one (1) year after employment with the City, a public servant shall not accept employment with any person or company that did business with the City during the former public servant's tenure if that public servant was in any way involved in the award or management of that contract or the employment would require the sharing of confidential information.

7.106 Contracts Voidable and Rescindable

Subject to law, including MCL §15.328, the City shall include language in its standard contract forms which provides that City contracts shall be voidable or rescindable at the discretion of the Mayor and Council at any time if a public servant who is a party to the contract has an interest in such contract and fails to disclose such interest and such contracts may also be voidable or rescindable if a lobbyist or employee of the contracting party offers a prohibited gift, gratuity, honoraria, or payment to a public servant.

7.107 Campaign Activities

The Mayor, Council members, appointees, appointive officers, and employees are prohibited from engaging in campaign activities using City property. Engaging in political activities during working hours is prohibited.

The Mayor and Council members are prohibited from soliciting appointees, appointive officers and employees to work on political campaign activities or financially contribute to campaigns using City property or during working hours. No appointee, appointive officer, employee or contracted entity can be required or pressured to work on or financially contribute to campaigns as a condition of their hiring or continued employment.

Chapter 2
Office of Public Integrity

7.201 Establishment of Office

There shall be established an independent Office of Public Integrity (OPI) within the government of the City of Pontiac. The Public Integrity Officer shall head the office. The purpose of the Office of Public Integrity is to ensure honesty and integrity in City government by rooting out waste, abuse, fraud, and corruption.

7.202 Appointment, Removal, Term of Office, and Vacancy

a. The Public Integrity Officer shall be appointed by a majority of Council members with concurrence of the Mayor in writing within 5 days of Council approval serving for a term of six (6) years.

b. The Public Integrity Officer may be removed for cause by a three-fourths (3/4) vote of Council members serving. The Public Integrity Officer may only be removed from the office for cause, as outlined in Section 6.108.

c. If a vacancy occurs in the Office of Public Integrity, the Council shall, within ninety (90) days, fill the office for a full term.

7.203 Minimum Qualifications

The Public Integrity Officer shall be a person who:

1. Has an associate degree from an accredited institution of higher learning.
2. Has at least five (5) years of experience in any combination of the following fields:
 - a. As a federal, state, or local law enforcement officer;
 - b. As a federal, state, or local government attorney, including a public defender;
 - c. As a federal or state court judge;
 - d. Progressive supervisory experience in an investigative public agency similar to an inspector general or public integrity office;
 - e. Has managed and completed complex investigations involving allegations of fraud, theft, deception, and conspiracy; and
 - f. Has demonstrated the ability to work with local, state, and federal law enforcement agencies and the judiciary.
 - g. Related field of experience.

7.204 Limitations; Prohibited Activities

- (a) During his or her term, the Public Integrity Officer may only engage in an occupation for profit, as approved by the Board of Ethics. The Public Integrity Officer may not hold any other government office outside the duties of the Public Integrity Officer and shall follow all conflict-of-interest provisions outlined in this Charter.
- (b) Subject to applicable law, the Public Integrity Officer shall not solicit votes or raise monetary or in-kind contributions for any candidate for an elective office.
- (c) Subject to applicable law, the Public Integrity Officer may not hold any elective City office until two (2) years after leaving the position.

7.205 Powers and Duties; Jurisdiction

(a) The powers and duties of the Public Integrity Officer and their office shall focus on conduct related to fraud, waste, and corruption of any Public Servant and City agency, program, or official act. These powers and duties extend to contractors or subcontractors providing goods and services to the City and business entities seeking contracts or certification of eligibility for City contracts.

(b) The Office of Public Integrity shall have the authority and responsibility to conduct independent and objective investigations into allegations of fraud, waste, abuse, corruption, or misconduct in the administration of City programs and operations.

(c) The Public Integrity Officer may subpoena witnesses, administer oaths, take testimony, require the production of evidence relevant to a matter under investigation, enter and inspect premises within the control of any City agency

during regular business hours. The Public Integrity Officer may enforce a subpoena or order for production of evidence. The Public Integrity Officer may work with the appropriate court and law enforcement agency to impose any penalty prescribed for failure to obey a subpoena or order.

(d) The Public Integrity Officer shall serve as liaison between elected officers of the City, including any public servants.

(e) The Public Integrity Officer shall provide support to the Board of Ethics, including providing necessary documentation, agendas, and other information for effective operations.

(f) The Public Integrity Officer shall be the City Official in charge of the transition process, in cooperation with the City Clerk, to ensure effective maintenance of records, City documents, and property, that ethical standards are adhered to, and necessary processes and procedures are followed for a smooth transition between elected and appointed officials of the City.

(g) The Office of Public Integrity shall conduct audits and reviews of City agencies, departments, and programs to ensure compliance with applicable laws, regulations, and policies to promote. As part of this process, the office shall ensure compliance with ethical standards, policies, and procedures of all City vendors and contractors.

(h) The Office of Public Integrity shall submit reports outlining findings and recommendations on a regular basis to the Board of Ethics and may provide reports as requested by the Council and Mayor. The process shall detail any recommended corrective actions and advice on the implementation of best practices to mitigate future issues.

(i) If the Public Integrity Officer has probable cause to believe that any Public Servant, person, or entity providing services or seeking to do business with the City has performed an alleged illegal act, then he or she shall promptly refer the matter to the appropriate prosecuting authorities.

7.206 Independence; Retaliation, Confidentiality, and Immunity

(a) The Public Integrity Officer and their office shall operate independently from other City agencies and officials in the performance of duties to ensure impartiality and objectivity in investigations and audits. The Public Integrity Officer and their office shall report directly to the Board of Ethics.

(b) It shall be the duty of public servants, contractors, subcontractors, or licensees of the City, and applicants for certification of eligibility for a City contract or program, to cooperate with the Office of Public Integrity in any investigation pursuant to this Article. Any person or entity who willfully, and without justification or excuse, obstructs an investigation of the Public Integrity Officer by withholding documents

or testimony is subject to appropriate penalty prescribed by law, ordinance, or this Charter. This requirement and associated penalty shall be incorporated into all contracts and subcontracts to the extent necessary to make them effective against such entities or persons.

(c) No person shall retaliate against, punish, or penalize any person or entity for complaining to, cooperating with, or assisting the Public Integrity Officer in the performance of his or her duties. Any person that violates this provision shall be subject to a fine outlined in rules and procedures by the Board of Ethics for each violation and any other penalties under applicable law, ordinance, or this Charter. The complainant is subject to whistleblower protections as provided by law or regulation.

(d) Subject to any applicable state law, all investigative files of the Office of Public Integrity shall be confidential and shall not be divulged to any person or agency, except to the United States Attorney, the Michigan Attorney General or Oakland County Prosecutor's Office, or as otherwise provided by law, regulation, or this Charter.

(e) The Public Integrity Officer and their staff shall be, to the full extent permitted by law, immune from any suit based on any report or communication within the scope of official duties.

7.207 Funding; Office Staffing

The budget of the Office of Public Integrity shall be separate from the budgets of other City agencies. The Council shall annually appropriate funds in an amount not less than the budgeted amount for the purchasing department, sufficient to enable the Office of Public Integrity to fulfill its duties and responsibilities as outlined in this Charter.

7.208 Reporting and Transparency; Consultation Required

(a) The Public Integrity Officer shall submit regular reports to the Board of Ethics, the Mayor, Council, and the residents of Pontiac summarizing the activities, findings, and recommendations of the Office of Public Integrity. These reports shall be made available to the public with proper redactions.

(b) Where there exists a conflict of interest between the Office of the Public Integrity Officer, another branch of City government, person, or entity, the Public Integrity Officer has the authority to retain necessary consultative services, including but not limited to retention of an attorney licensed to practice law in Michigan who shall represent the Office of Public Integrity in legal proceedings, as approved by the Board of Ethics. Such attorney shall not represent the City as a municipal corporation in any other legal proceedings.

(c) No report or recommendation that criticizes an official act shall be announced until every agency or person affected is allowed a reasonable opportunity to be heard and consulted as part of the investigative process. A copy of any statement made by the agency or individual affected shall accompany the report. A meeting may be requested of the Board of Ethics by the Public Integrity Officer and/or the agency or individual affected to review the report and provide a response.

Chapter 3
Board of Ethics

7.301 Board of Ethics Creation and Membership

In order to provide an orderly procedure for consideration and review of the issues which may arise concerning questions of standards of conduct for public servants, a Board of Ethics for the City, is hereby created:

- a. The Board of Ethics shall consist of five (5) members;
- b. Two (2) shall be appointed by the Council;
- c. Two (2) shall be appointed by the Mayor;
- d. One (1) shall be appointed by the Election Commission; by a 4/5 vote of members serving;
- e. Such appointments shall be made after applications are received, reviewed and interviews conducted.

7.302 Member Appointment, Terms, and Removals

(a) Members of the Board of Ethics shall be City residents. All terms shall be five (5) years, except for the initial terms. The initial terms shall be one Mayoral appointment for three (3) years, one Council appointment for three (3) years and all other appointments for five (5) years. Thereafter, all terms shall be for five (5) years each. Appointees are eligible to serve additional time until their replacement is confirmed.

(b) No person shall serve more than two (2) terms.

(c) No elected official, appointive officer, or employee of any City agency, nor any person serving in an elective office at any level, shall be a Board of Ethics member. Members shall also not have been candidates for any elective City office for two (2) years prior to their appointment or one (1) year after their term. Any individual serving on the Board of Ethics may not hold elective office while serving.

(d) If any issue before the Board of Ethics involves any member of the board, the Election Commission shall appoint an additional member or members to sit for the purpose of that determination in place of that member or members involved.

(e) Members of the Board of Ethics are subject to removal for cause as defined by Section 6.108 of this Charter, upon conclusion of investigation, by two-thirds (2/3) majority vote of the Board.

7.303 Rules and Procedures

(a) At the initial board meeting, the City Clerk shall convene the meeting and the first order of business will be for a Board Chair to be elected by a majority of the board. The term of board chair shall be at least two (2) years.

(b) The Board of Ethics shall adopt its own rules and procedures consistent with ordinances, this Charter and law.

(c) All meetings of the Board of Ethics shall be subject to the Michigan Open Meetings Act MCL 15.261, et al.

(d) The Board of Ethics shall be supported by the Office of Public Integrity and Public Integrity Officer.

7.304 Powers and Duties

The Board of Ethics shall:

- a. Work in cooperation with the Office of Public Integrity to prepare an annual report for submission to the Mayor, City, Council, and Election Commission. The Board of Ethics may recommend improvements in addressing ethical behaviors for City elective officers, appointees, and employees in establishing standards of conduct, this Charter, City ordinances, and other laws or regulations, including procedures related to the administration and enforcement of those standards.
- b. Receive and resolve complaints arising under Article VII of this Charter. The Board of Ethics shall work in cooperation with the Office of Public Integrity to conduct investigations on its own initiative, subpoena witnesses, administer oaths, take testimony, require the production of evidence relevant to a matter under investigation, appoint independent counsel when necessary, and to perform other functions essential to ensure the integrity of City government.
- c. Work with the Public Integrity Officer to provide training related to ethical standards for all elective officers, appointive officers, and employees.
- d. The Board of Ethics shall provide direct oversight over the Public Integrity Officer.

7.305 Board of Ethics Funding

The City shall annually appropriate funds sufficient to enable the Board of Ethics to perform its duties. Funding shall be in accordance with this Charter.

ARTICLE VIII

TRANSITIONAL PROVISIONS

8.101 Effect on Existing City Legislation

All ordinances and resolutions of the City and all orders, rules and regulations made by any officer or agency of the City which are not inconsistent with this Charter shall remain in effect, until changed by action taken under this Charter.

The City's Attorney shall, as soon as practicable, recommend to the Council such changes as may be necessary to make the provisions of existing ordinances, resolutions, orders, rules, and regulations consistent with this Charter.

8.102 Continuation of Public and Private Rights

All writs, actions, suits, proceedings, civil or criminal liabilities, prosecutions, judgments, sentences, orders, decrees, appeals, causes of action, contracts, claims, demands, titles, and rights existing when this Charter takes effect shall continue unaffected except as modified in accordance with this Charter.

8.103 Rights and Liabilities Continued

At the time this Charter takes effect, all property, monies, contracts, rights, credits, effects, and records, files, books and papers of the City; all rights, liabilities or debts of the City; all suits or prosecutions of any character involving the City; all fines and penalties imposed and all taxes and assessments levied and uncollected and all licenses issued by the City shall be and remain the same as if such changes had not been made. However, when a new remedy is given in this Charter, or in any ordinance, which can be made applicable to any right existing at the time this Charter takes effect, it is cumulative to the remedies before provided, unless a newly provided remedy is declared exclusive.

8.104 Rights of Officers and Employees

Except as otherwise provided by this Charter, no provision of this Charter shall affect or impair the rights or privileges of City officers or employee existing when this Charter takes effect with respect to appointment, ranks, grades, tenure of office, promotions, removal, pension, and retirement rights.

8.105 Successor Officers

When an office or department no longer exists and a reference is made to that discontinued office or department in ordinances, resolutions, rules, regulations, or orders which remain in effect under this Charter, the references shall be understood as meaning the officer or department which has succeeded to all or most of the functions of the discontinued office or department.

8.106 Amendments and Revisions

This Charter may be amended or revised as provided by law.

8.107 Compensation

Except as otherwise provided by ordinance and this Charter, the Mayor and Council shall remain compensated at existing levels prior to the effective date of this Charter, unless and until the compensation is changed by ordinance, this Charter or law.

8.108 Headings

The article, chapter and section headings of this Charter are provided merely for the convenience of the reader. They are not part of the Charter and shall be given no legal effect.

8.109 Transitional Provision

If any question concerning transition from the old Charter to this Charter (for which this Charter has not provided) arises, the City may provide for a resolution of the question by ordinance.

ARTICLE IX

SCHEDULE

9.101 Electoral Vote and Effective Date

- (a) This Charter shall be submitted to the people of Pontiac for adoption at a special election to be held on August 6, 2024.
- (b) If this Charter is adopted, this Charter shall take effect on approval by the county board of canvassers and issuance of a certificate of election to the State of Michigan Office of the Great Seal and Oakland County Clerk.
- (c) Council and the Mayor serving in office under the previous Charter shall continue to serve under this Charter for their entire previously elected four (4) year term, with the provisions for these elective offices taking effect for the next regular City election after adoption.

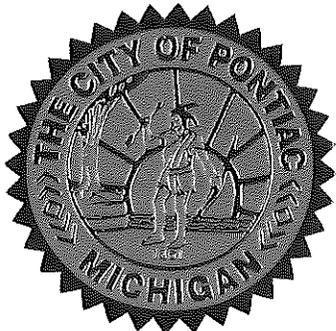
9.102 Ballot Question

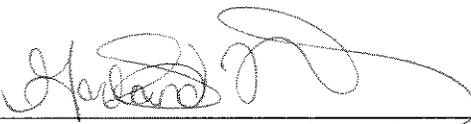
This Charter shall be submitted to the electors on August 6, 2024, for adoption in the manner and with the effect prescribed by law as follows:

Shall the 2024 Charter proposed by the Pontiac Charter Revision Commission be adopted?

Yes __ No__

I, Garland S. Doyle, City Clerk of the City of Pontiac, hereby certify that this Home Rule Charter for the City of Pontiac is a true and accurate copy of the Home Rule Charter approved by the registered voters of the City of Pontiac on August 6, 2024.





GARLAND S. DOYLE, City Clerk

**B. Pontiac
Employee
Pay Bands**

Exhibit C
 City of Pontiac Employee Pay Bands

Position:	New Grade
Deputy Mayor	17
Legal Director	16
Community Development Director	15
City Clerk	15
Finance Director	15
Director of Parks and Recreation	15
Director DPW	15
Director of Grants & Philanthropy	15
Human Resources Director	15
Communications Director	15
City Engineer/Manager	15
Building Official	14
Chief of Staff	14
Deputy Director DPW	14
Planning Manager	14
Senior Accountant / Controller	14
Economic Development Manager	14
Treasurer	14
Purchasing Manager	14
Code Enforcement Manager	14
Senior Planner	13
Chief Assistant City Clerk	13
Network Engineer	13
DPW Superintendent	13
Income Tax Administrator	13
Youth Recreation Manager	12
Planner II	12
Building Superintendent	12
Parks Manager	12
Senior Accountant / Internal Controls	12
Grant Accountant	12
Deputy Treasurer	12
Senior Center Manager	12
Cable Manager	12
Accounts Payable/ Receivable Manager	12

Code Enforcement Assistant Manager	11
Youth Recreation Assistant Manager	11
Building Inspector	11
Electrical Inspector	11
Mechanical Inspector	11
Human Resources Generalist	11
Deputy City Clerk	11
Senior Engineering Tech	11
Payroll Specialist	11
Public Relations/Social Media Specialist	10
Media Specialist	10
Community Relations Specialist	10
Economic Development Specialist	10
Executive Administrative	10
DPW Director Assistant	10
Purchasing Assistant	10
Grants Coordinator	10
Grants Compliance Analyst	10
Grant Writer	10
Event Coordinator	10
Youth Recreation Instructor	10
Community Development Technician	10
Housing Development Specialist	10
GIS Technician	10
Income Tax Specialist	10
Senior IT Specialist	10
Election Specialist - Admin III	10
Deputy Treasurer	10
Planner I	10
Head Cashier	9
Code Enforcement Court Liason	9
Code Enforcement/Rental Inspector II	9
Code Enforcement/Rental Inspector	9
Laborer II	9
IT Helpdesk Support	9
Parks and Grounds Generalist	9
Executive Office Coordinator	9
Senior Outreach Worker	9
Senior Program Coordinator	9
Accounting Assistant	9
Outreach Specialist	9

Customer Service Representative	9
Planning Technician	9
Research/FOIA Coordinator	9
Admin Asst II	8
Laborer I - Bldg Maint.	8
Engineering Tech	8
Building Facilitator	8
Senior Center Specialist	8
Cashier I	8
Parks and Grounds Crew	7
Youth Recreation Aide	7
Youth Recreation Assistant	7
Janitor	7
Admin Asst - I	6

Proposed Pay Ranges

Grade	Minimum	Standard	Maximum
17	107,000	168,000	210,000
16	98,000	148,000	185,000
15	89,000	132,000	165,000
14	81,000	126,000	157,000
13	73,000	114,000	143,000
12	67,100	104,000	130,000
11	61,000	98,000	118,000
10	55,000	96,000	107,000
9	47,867	73,000	91,000
8	43,124	62,000	78,000
7	38,850	55,000	68,000
6	35,000	50,000	63,000

C. 2025 Pontiac Employee Census

City of Pontiac

Full-time Employee List

LAST NAME	FIRST NAME	JOB TITLE	HOME DEPARTMENT	WORKER CATEGORY	POSITION STATUS	HIRE DATE	REHIRE DATE	YEARS OF SERVICE	ANNUAL SALARY
Awkal	Ismet	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	10/14/2024		:3	\$ 39,707.20
Barber	Andrew	COURICER - COURT OFFICER	100136 - DISTRICT COURT		A - Active	05/11/2023		1:7	\$ 50,689.60
Barnes	Rreonna	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	06/11/2024		:6	\$ 60,008.00
Bawa	Sekar R	SENITANT - SENIOR ACCOUNTANT	100206 - FINANCE	F - Full Time	A - Active	11/06/2017	11/08/2021	7:2	\$ 101,000.12
Bell	Larina	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	09/04/2024		:4	\$ 49,545.60
Benford	Candis	ADMITANT - ADMINISTRATIVE ASSISTANT	100699 - GRANT MANAGEMENT AND PHIL	F - Full Time	A - Active	09/13/2023		1:4	\$ 55,000.14
Berg	Holly C	CHACCL - CHIEF ACCOUNT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	09/04/2018		6:4	\$ 49,566.40
Bernard	Khrisshawnda	DPWCSR - DPW Customer Service	100458 - PUBLIC WORKS	F - Full Time	A - Active	08/05/2024		:5	\$ 55,016.00
Biermacher	Tarance	SANWORK - SANITATION	100528 - SANITATION	F - Full Time	A - Active	12/16/2024		:1	\$ 60,008.00
Bishop	Meloney	ADMITANT - ADMINISTRATIVE ASSISTANT	100265 - BUILDING MAINT.	F - Full Time	A - Active	09/03/1996	08/01/2022	28:4	\$ 55,001.44
Bowie	Jeremy	JUDGUDGE - JUDGE	100136 - DISTRICT COURT		A - Active	01/09/2023		2:1	\$ 45,723.86
Boyd	Ashley	HUMAN RE - HUMAN RESOURCES GENERALIST	100270 - HUMAN RESOURCES	F - Full Time	A - Active	09/11/2023		1:4	\$ 70,000.06
Braswell	Nathan Roumell	SENILIST - SENIOR CENTER SPECIALIST	100815 - SENIOR CENTERS	F - Full Time	A - Active	10/20/2020		4:3	\$ 43,001.92
Bridges	Paula	COMMCTOR - COMMUNICATIONS DIRECTOR	100291 - CABLE	F - Full Time	A - Active	11/01/2022		2:2	\$ 116,000.04
Brown	Phillip A	CABLCTOR - CABLE DIRECTOR	100291 - CABLE	F - Full Time	A - Active	07/27/2017		7:5	\$ 83,000.06

Brown	Yolonda F	PAYROLL - PAYROLL SPECIALIST	100206 - FINANCE	F - Full Time	A - Active	09/05/2023	1:4	\$	76,003.20
Brown III	DeLoyd	JANIITOR - JANITOR	100265 - BUILDING MAINT.	F - Full Time	A - Active	09/05/2023	1:4	\$	39,000.00
Buckley	Claudia	EXECATOR - EXECUTIVE OFFICE	100171 - MAYOR	F - Full Time	A - Active	05/03/2022	2:7	\$	60,000.20
Buxton	Natyla	HUMAN CL - Human Resources Clerk	100270 - HUMAN RESOURCES	F - Full Time	A - Active	08/26/2024	:4	\$	48,006.40
Cade	Carla	VCT - Planning	100721 - PLANNING	F - Full Time	A - Active	04/19/2021	3:8	\$	55,001.44
Campbell	Lisa	GRANCTOR - GRANTS DIRECTOR	100699 - GRANT MANAGEMENT AND PHIL	F - Full Time	A - Active	07/15/2024	:5	\$	125,000.20
Cantrell	John	ASSIAGER - ASSISTANT YOUTH RECREATION	100756 - YOUTH REC	F - Full Time	A - Active	01/17/2023	2	\$	76,000.08
Castro	Mary Dayle	ELECCORD - ELECTIONS	100191 - ELECTION	F - Full Time	A - Active	12/28/2020	4:1	\$	62,750.22
Christensen	Corey	SENPLAN - SENIOR PLANNER	100690 - COM & ECO DEV		A - Active	03/06/2023	1:9	\$	90,000.04
Cohen	Clarence	CODEASST - CODE ENFORCEMENT ASSISTANT MANAGER	100733 - CODE ENFORCE	F - Full Time	A - Active	09/14/2022	2:4	\$	89,000.08
Conway	Bundre	PARKGROU - PARKS GROUNDS CREW MEMBER	100818 - PARK GROUND MAINT	F - Full Time	A - Active	06/20/2023	1:6	\$	42,001.44
Cooper	Joshua	LABOERI - LABORER I	100458 - PUBLIC WORKS	F - Full Time	A - Active	10/14/2024	:3	\$	38,480.00
Cooper	Tamara	CODEICER - CODE ENFORCEMENT	100733 - CODE ENFORCE	F - Full Time	A - Active	11/04/2014	10:2	\$	60,008.00
Corke	Delia	GRANATOR - GRANTS COORDINATOR	100699 - GRANT MANAGEMENT AND PHIL	F - Full Time	A - Active	07/15/2022	2:5	\$	69,000.10
Cox	Miriam Irene	RESFOIA - RESEARCH/FOIA COORDINATOR	100690 - COM & ECO DEV	F - Full Time	A - Active	08/26/2013	11:4	\$	48,008.48
Cruz	Erin Smiglewski	ACCTSPAY - ACCOUNTS PAYABLE/RECEIVABLE	100206 - FINANCE	F - Full Time	A - Active	09/05/2023	1:4	\$	70,000.06
Doyle	Garland S	CITYLERK - CITY	100215 - CLERK	F - Full Time	A - Active	10/24/2011	13:3	\$	113,000.16
Duncan	Jason	COURICER - COURT OFFICER	100136 - DISTRICT COURT	F - Full Time	A - Active	05/15/2023	1:7	\$	50,689.60

Durakovic	Melinda	HUMACTOR - HUMAN RESOURCES	100270 - HUMAN RESOURCES	F - Full Time	A - Active	12/04/2023	1:1	\$	120,000.14
Durrell	Dawnita J.	DPWACC - DPW ACCOUNTANT	100458 - PUBLIC WORKS	F - Full Time	A - Active	09/05/2023	1:4	\$	76,000.08
Eck	Bruce	BUILCIAL - BUILDING OFFICIAL	100690 - COM & ECO DEV	F - Full Time	A - Active	11/13/2023	1:2	\$	114,000.12
Ewing	Anthony E	COURICER - COURT OFFICER	100136 - DISTRICT COURT	F - Full Time	A - Active	03/05/2001	23:9	\$	50,689.60
Fields	Briana	CODEICER - CODE ENFORCEMENT	100208 - CODE ENFORCE.	F - Full Time	A - Active	02/20/2024	:9	\$	60,008.00
Findley	Deborah K	SENCTRMG - SENIOR CENTER MANAGER	100815 - SENIOR CENTERS	F - Full Time	A - Active	11/28/2018	6:2	\$	83,000.06
Fisher	Martin	DEPUSUER - DEPUTY TREASURER	100253 - TREASURY	F - Full Time	A - Active	10/14/2024	:3	\$	70,000.06
Fornier	Danielle	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	04/03/2023	1:8	\$	39,707.20
Francisco	Gregory	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	12/20/2021	3:1	\$	53,560.00
Gamez	Kimberly	ITHDESK - IT HELP DESK	100228 - INFORMATION	F - Full Time	A - Active	07/25/2022	2:5	\$	67,000.96
Gardner	Brittani C.	ADMITION - ADMINISTRATIVE ASSISTANT -	100136 - DISTRICT COURT	F - Full Time	A - Active	01/31/2022	3	\$	43,929.60
Gary	Douglas	ENTECH - Engineering Tech	100447 - ENGINEERING		A - Active	07/15/2024	:5	\$	58,926.40
Gateway	Jillian	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	05/01/2024	:7	\$	60,008.00
Giles	Darrell	JANIITOR - JANITOR	100265 - BUILDING MAINT.	F - Full Time	A - Active	05/13/2024	:7	\$	39,000.00
Gracey	Coley	GVIPRMN - Group Violence Intervention Project Manager	100171 - MAYOR	F - Full Time	A - Active	08/19/2024	:4	\$	80,000.18
Grandison	Sheila Roshanda	DEPULERK - DEPUTY CITY CLERK	100215 - CLERK	F - Full Time	A - Active	07/01/2010	14:6	\$	74,500.14
Grays	Lorraine	ADMINCT - Administrative Assistant-	100136 - DISTRICT COURT	F - Full Time	A - Active	11/28/2023	1:2	\$	52,020.80
Greimel	Timothy	MAYOAYOR - MAYOR	100171 - MAYOR	F - Full Time	A - Active	01/04/2022	3:1	\$	133,673.02
Gresham	Shamar	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	08/19/2024	:4	\$	49,545.60

Gross	Ronda	JUDGUDGE - JUDGE	100136 - DISTRICT COURT		A - Active	01/02/2009		16:1		\$	45,723.86
Harang	Jean-Paul	PLANII - PLANNER II	100721 - PLANNING		A - Active	09/25/2023		1:3		\$	78,000.00
Hardcastle-Mehlho	Erin	BUILDING - BUILDING INSPECTOR	100690 - COM & ECO DEV	F - Full Time	A - Active	05/01/2023		1:7		\$	78,794.79
Harden	Talia	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	08/17/2020		4:4		\$	53,560.00
Harris	Gabriel	PARKGROU - PARKS GROUNDS CREW MEMBER	100818 - PARK GROUND MAINT	F - Full Time	A - Active	01/02/2025		:1		\$	41,600.00
Harrison	Sandra	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	02/26/2024		:9		\$	36,816.00
Hause	Pamela	EXECTANT - EXECUTIVE	100171 - MAYOR	F - Full Time	A - Active	10/21/2024		:3		\$	76,000.08
Hawkins	Sherikia L	CITY COU - CHIEF OF STAFF - CITY COUNCIL	100101 - COUNCIL	F - Full Time	A - Active	05/02/2011	07/31/2023	13:7		\$	120,000.14
Hennion	Kevin	CODEENTL - CODE ENFORCEMENT TEAM LEADER	100733 - CODE ENFORCE	F - Full Time	A - Active	09/07/2022		2:4		\$	70,012.80
Hill	Gloria J	YOUTTANT - YOUTH RECREATION	100756 - YOUTH REC	F - Full Time	A - Active	08/03/2017	06/26/2023	7:5		\$	41,600.00
Hoadley	Kamryn	CHIASSTC - CHIEF ASSISTANT CLERK	100215 - CLERK	F - Full Time	A - Active	06/10/2024		:6		\$	86,000.20
Holland	Jerry	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	04/02/2012	01/03/2024	12:8		\$	53,560.00
Holley	Kimberly	ADMPUR - ADMINISTRATIVE ASSISTANT	100233 - PURCHASING		A - Active	01/17/2023		2		\$	55,001.44
James	Kathalee	COUNMBER - COUNCIL MEMBER	100101 - COUNCIL	F - Full Time	A - Active	01/04/2022		3:1		\$	18,150.00
Jefferson	Gwendolyn	COURRDER - COURT RECORDER	100136 - DISTRICT COURT	F - Full Time	A - Active	01/12/2009		16		\$	54,704.00
Jefferson	Jacob	PRSOCSPE - Public Relations/Social Media Specialist	100291 - CABLE	F - Full Time	A - Active	05/01/2023		1:7		\$	69,000.10
Jimenez	Vincente R	DPWSUPER - DPW SUPERINTENDENT	100458 - PUBLIC WORKS	F - Full Time	A - Active	01/01/2013	01/26/2015	12:1		\$	103,001.60
Joe	Evelyn	OWORSEN - Outreach Worker Senior	100815 - SENIOR CENTERS		A - Active	07/12/2023		1:5		\$	48,008.48
Johnson	Ashley G	MIDCPROD - MIDC Program Director	100137 - COURT MIDC	F - Full Time	A - Active	03/11/2019		5:9		\$	75,358.40

Johnson	Eric	SANTSUP - SANITATION	100528 - SANITATION	F - Full Time	A - Active	10/03/2022		2:3	\$	86,008.00
Johnson	Markeita	EXECTANT - EXECUTIVE	100171 - MAYOR	F - Full Time	A - Active	05/23/2022		2:7	\$	78,000.00
Killian	Bryan	GVISPCO - GVI Support & Outreach Coordinator	100171 - MAYOR	F - Full Time	A - Active	08/19/2024	08/19/2024	:4	\$	70,000.06
Kiryakos	Botrus	ENTECH - Engineering Tech	100447 - ENGINEERING	F - Full Time	A - Active	09/30/2024		:3	\$	54,516.80
Knight	Robert	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	L - Leave	10/24/2022		2:3	\$	52,000.00
Kosofsky	Larry	INCOATOR - INCOME TAX ADMINISTRATOR	100202 - INCOME TAX	F - Full Time	A - Active	01/07/2016		9:1	\$	80,000.18
Kulish	Donald	INCOMTAX - INCOME TAX SPECIALIST	100202 - INCOME TAX	F - Full Time	A - Active	01/21/2025		0	\$	55,001.44
Lande	Matthew	SNENTECH - Senior Engineering Tech	100447 - ENGINEERING	F - Full Time	A - Active	08/24/2020		4:4	\$	76,003.20
Langlois	Andrew D	LABORII - LABORER II	100458 - PUBLIC WORKS		A - Active	04/16/2018	01/03/2023	6:8	\$	53,560.00
Lavalais	Corsey T.	LABOERI - LABORER I	100458 - PUBLIC WORKS	F - Full Time	A - Active	11/08/2016	08/26/2024	8:2	\$	41,600.00
Lawhorn-Dumas	Valerie	SENPRCO - Senior Center Program	100815 - SENIOR CENTERS	F - Full Time	A - Active	02/05/2024	02/05/2024	1	\$	48,008.48
Leonard	David	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	01/17/2023		2	\$	53,560.00
Leonard	Danyale	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	10/25/2021		3:3	\$	42,723.20
Lewis	Mark E	DPWFORE - DPW Foreman	100458 - PUBLIC WORKS	F - Full Time	A - Active	04/03/2023	04/03/2023	1:8	\$	76,003.20
Loughrin	Rachel J	COMDEVDR - COMMUNITY DEVELOPMENT	100690 - COM & ECO DEV	F - Full Time	A - Active	08/09/2017	09/15/2022	7:5	\$	120,000.14
MacPhee	Cody	IT - NETWORK	100291 - CABLE		A - Active	12/05/2022		2:1	\$	103,000.04
Martin	Angela	GRANTACC - GRANT ACCOUNTANT	100699 - GRANT MANAGEMENT AND PHIL	F - Full Time	A - Active	09/30/2024		:3	\$	75,000.12
Martin	Alicia	PURCAGER - PURCHASING	100233 - PURCHASING	F - Full Time	A - Active	09/08/2022		2:4	\$	101,000.12
Martin	Kenneth	SITS - Senior IT Specialist	100228 - INFORMATION	F - Full Time	A - Active	03/27/1995		29:8	\$	78,000.00
Mathisen	Bill	MECHINSP - MECHANICAL	100265 - BUILDING MAINT.	F - Full Time	A - Active	08/08/2022		2:5	\$	109,438.16

McAuliffe	Michelle	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	01/16/2024		1	\$	39,707.20
McIntyre	John	CODEISOR - CODE ENFORCEMENT	100733 - CODE ENFORCE	F - Full Time	A - Active	12/20/2021	09/08/2022	3:1	\$	101,000.12
McLoyd	Michael	COURATOR - COURT ADMINISTRATOR	100136 - DISTRICT COURT	F - Full Time	A - Active	09/03/2024		:4	\$	126,692.80
McQueen	James	OUTRLIST - OUTREACH	100101 - COUNCIL	F - Full Time	A - Active	11/06/2023		1:2	\$	65,625.04
Mcilhargey	Charles	BUILDING - BUILDING INSPECTOR	100265 - BUILDING MAINT.	F - Full Time	A - Active	08/10/2022		2:5	\$	76,003.20
Miller	Recalia	PROBOFI - PROBATION OFFICER I	100136 - DISTRICT COURT		A - Active	01/06/2025		:1	\$	56,388.80
Montgomery	Porsha	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	08/19/2024		:4	\$	60,008.00
Moore	Sean	YRINSTRU - YOUTH RECREATION INSTRUCTOR	100756 - YOUTH REC		A - Active	07/05/2023		1:6	\$	104,000.00
Muller	Patrick	DEPDW - DEPUTY DPW DIRECTOR	100458 - PUBLIC WORKS		A - Active	08/07/2023		1:5	\$	95,000.10
Murati	Fatime	JANIITOR - JANITOR	100265 - BUILDING MAINT.	F - Full Time	A - Active	08/08/2016		8:5	\$	39,000.00
Myszenski	Craig	COURICER - COURT OFFICER	100136 - DISTRICT COURT		A - Active	02/13/2023		2	\$	50,689.60
Nardone	Charlotta	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT		L - Leave	11/28/2022		2:2	\$	40,435.20
Negron-Baez	Lizmarie	BDTCSR - Building Technician (CSR)	100690 - COM & ECO DEV		A - Active	03/11/2024		:9	\$	44,283.20
Neill	Wisetta M	COURRDER - COURT RECORDER	100136 - DISTRICT COURT	F - Full Time	A - Active	02/11/2010		15	\$	54,704.00
Norfolk	LaTroy Lamont	BLDMNLAB - Building Maintenance Laborer	100265 - BUILDING MAINT.	F - Full Time	A - Active	06/26/2023		1:6	\$	45,926.40
Osei-Bonsu	Stanilaw	ECDASTM - ECONOMIC DEVELOPMENT	100690 - COM & ECO DEV	F - Full Time	A - Active	11/04/2024		:2	\$	86,300.24
Parker	William	CITYMBER - CITY COUNCIL MEMBER	100101 - COUNCIL	F - Full Time	A - Active	01/05/2022		3:1	\$	18,150.00
Pasillas	Maribel	CTLIAS - COURT LIAISON	100733 - CODE ENFORCE		A - Active	04/17/2023		1:8	\$	69,014.40

Pearson	Marcus	NERECOR - NEIGHBORHOOD REVITALIZATION COORDINATOR	100690 - COM & ECO DEV	F - Full Time	A - Active	12/16/2024		:1	\$	65,000.00
Peters	Janet	SENITANT - SENIOR ACCOUNTANT	100206 - FINANCE	F - Full Time	A - Active	07/01/2013		11:6	\$	84,460.10
Pettingill	Morgan	CDETEC - Community Development Technician	100690 - COM & ECO DEV	F - Full Time	A - Active	12/11/2023		1:1	\$	55,000.40
Pickens	Kheyahn	PARKGROU - PARKS GROUNDS CREW MEMBER	100818 - PARK GROUND MAINT	F - Full Time	A - Active	01/21/2025		0	\$	41,600.00
Polanco	Juan	CHIEICER - CHIEF COURT SECURITY	100151 - COURT PROBATION	F - Full Time	A - Active	08/03/1998		26:5	\$	66,248.00
Powell	Samantha A	COURTCAS - COURT CASHIER	100136 - DISTRICT COURT	F - Full Time	A - Active	10/06/2003		21:3	\$	49,025.60
Powell	Hershell J	YOUTCTOR - YOUTH REC INSTRUCTOR	100756 - YOUTH REC	F - Full Time	A - Active	11/07/2022		2:2	\$	104,000.00
Powell	Angela	COMMLIST - COMMUNITY	100171 - MAYOR	F - Full Time	L - Leave	05/12/2022		2:7	\$	69,000.10
Prater	Porche	CITYURER - CITY TREASURER	100253 - TREASURY	F - Full Time	A - Active	09/21/2020		4:4	\$	101,000.12
Price	Tarrance	DIRPR - DIRECTOR OF PARKS AND	100818 - PARK GROUND MAINT	F - Full Time	A - Active	01/03/2024		1:1	\$	116,000.04
Ragsdale	Mark	DPWDIR - DPW DIRECTOR	100458 - PUBLIC WORKS	F - Full Time	A - Active	06/17/2024		:6	\$	134,000.10
Rakowski	Angela	LABORII - LABORER II	100458 - PUBLIC WORKS		A - Active	09/11/2023		1:4	\$	53,560.00
Ramirez	Jeny	CASHERI - CASHIER I	100253 - TREASURY	F - Full Time	A - Active	10/24/2022		2:3	\$	46,001.28
Ramirez	Gilbert	GRANLYST - GRANTS COMPLIANCE ANALYST	100699 - GRANT MANAGEMENT AND PHIL		A - Active	01/13/2025		0	\$	75,000.12
Redmond	Tuesday	CDBGADM - Community Development Block Grant Admin	100699 - GRANT MANAGEMENT AND PHIL	F - Full Time	A - Active	10/17/1980	12/16/2024	44:3	\$	90,000.04
Reed	Ryan	CHIEOFCR - CHIEF PROB OFCR	100136 - DISTRICT COURT		A - Active	08/12/2024		:5	\$	68,000.14
Reyes	Ana	CUSTREP - CUSTOMER SERVICE	100690 - COM & ECO DEV	F - Full Time	A - Active	04/03/2023		1:8	\$	55,001.44
Reyes	Stella	CODEICER - CODE ENFORCEMENT	100733 - CODE ENFORCE	F - Full Time	A - Active	12/12/2022		2:1	\$	60,008.00

Rieth	Michael	PRCHBUY - PURCHASING BUYER	100233 - PURCHASING	F - Full Time	A - Active	11/25/2024		:2	\$	83,000.06
Robinson	Larry E	BUILDENT - BUILDING SUPERINTENDENT	100265 - BUILDING MAINT.	F - Full Time	A - Active	10/28/2002		22:2	\$	94,001.44
Robinson	Tajhmahal X	MEDILIST - MEDIA SPECIALIST	100291 - CABLE	F - Full Time	A - Active	06/12/2019	07/01/2022	5:6	\$	63,000.08
Rocha	David Michael	LABORII - LABORER II	100458 - PUBLIC WORKS		A - Active	07/24/2023		1:5	\$	53,560.00
Rowe	Elizabeth	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	08/08/2022		2:5	\$	41,246.40
Ruiz-Ponce	Jessica	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	08/19/2024		:4	\$	36,816.00
Santiago	Angelita	ADMITANT - ADMINISTRATIVE ASSISTANT	100101 - COUNCIL		A - Active	09/12/2023		1:4	\$	58,000.80
Seay	Robyn	EVCORD - Events Coordinator	100291 - CABLE	F - Full Time	A - Active	03/25/2024		:8	\$	65,000.00
Seldon	Jacqueline	DPWCSR - DPW Customer Service	100458 - PUBLIC WORKS	F - Full Time	A - Active	05/01/2024	05/01/2024	:7	\$	55,016.00
Sell	Derek	LABOORKS - LABORER II PUBLIC WORKS	100458 - PUBLIC WORKS	F - Full Time	A - Active	08/24/2020	12/20/2021	4:4	\$	53,560.00
Shelton	Robert W	HIFORE - Highway Foreman	100458 - PUBLIC WORKS	F - Full Time	A - Active	05/26/1992	08/21/2017	32:7	\$	76,003.20
Shepard	LaPorsha	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	09/30/2024		:3	\$	41,246.40
Smith	Twanna Nicole	SITECOR - SITE COORDINATOR	100756 - YOUTH REC		A - Active	07/10/2023		1:5	\$	41,600.00
Smothers	Bruce	YOUTTANT - YOUTH RECREATION	100756 - YOUTH REC		A - Active	03/30/2023		1:8	\$	41,600.00
Starks	Jonathan H	DEPULERK - DEPUTY CITY CLERK	100255 - MARIJUANA REGULATION	F - Full Time	A - Active	09/09/2019		5:4	\$	69,500.08
Stephens	Khalfani	DEPUAYOR - DEPUTY MAYOR	100171 - MAYOR	F - Full Time	A - Active	08/11/2005	12/25/2022	19:5	\$	145,000.18
Stevens	Sylvester	SENILIST - SENIOR CENTER SPECIALIST	100815 - SENIOR CENTERS		A - Active	02/17/2023		1:9	\$	43,004.00
Stevens	Victor D	BLDGMAFO - BUILDING MAINTENANCE	100265 - BUILDING MAINT.	F - Full Time	A - Active	07/01/2009		15:6	\$	76,003.20
Swift	Equanda	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	09/13/2023		1:4	\$	60,008.00

Szymanski	Dennis	DEPBDOF - DEPUTY BUILDING OFFICIAL	100690 - COM & ECO DEV	F - Full Time	A - Active	06/17/2024		:6	\$	93,000.18
Taylor	Taneshia	YOUTAGER - YOUTH RECREATION	100756 - YOUTH REC	F - Full Time	A - Active	05/23/2022		2:7	\$	83,000.06
Thomas	Terrell	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	03/14/2024		:9	\$	60,008.00
Tolbert	Rodney	ECONDEVS - ECONOMIC DEVELOPMENT	100690 - COM & ECO DEV	F - Full Time	A - Active	01/21/2025		0	\$	65,000.00
Tucker	Shaun	CODEINSP - CODE ENFORCEMENT INSPECTOR	100733 - CODE ENFORCE	F - Full Time	A - Active	11/06/2024		:2	\$	60,008.00
Tucker-Bush	Theodore	LABORII - LABORER II	100458 - PUBLIC WORKS	F - Full Time	A - Active	11/21/2022		2:2	\$	53,560.00
Turner-Reed	Mathew	HOUSDEVS - HOUSING DEVELOPMENT SPECIALIST	100699 - GRANT MANAGEMENT AND PHIL		A - Active	04/17/2023		1:8	\$	65,000.00
Vandekerckhove	Lynne	PROBOFI - PROBATION OFFICER I	100151 - COURT PROBATION	F - Full Time	A - Active	09/15/2021		3:4	\$	51,396.80
Vernon	Lisa G	CRTCLRK - COURT CLERK	100136 - DISTRICT COURT	F - Full Time	A - Active	07/29/2022		2:5	\$	44,366.40
Volpe	Maura A	OFFMAN - OFFICE MANAGER	100136 - DISTRICT COURT	F - Full Time	A - Active	12/03/2018		6:1	\$	64,958.40
Walker	Cynthia	JUDGUDGE - JUDGE	100136 - DISTRICT COURT		A - Active	01/01/1997		28:1	\$	45,723.86
Ward	Lynette M	COURRATOR - COURT ADMINISTRATOR	100136 - DISTRICT COURT	F - Full Time	A - Active	04/06/2009		15:8	\$	126,692.80
Watkins	DeWayne	CODEICER - CODE ENFORCEMENT	100733 - CODE ENFORCE		A - Active	05/08/2023		1:7	\$	60,008.00
Wesley	Annette	DPWAST - DPW Director's Assistant	100458 - PUBLIC WORKS	F - Full Time	A - Active	09/09/2009		15:4	\$	78,000.00
Whitley	Karen	HEADCASH - Head	100253 - TREASURY	F - Full Time	A - Active	09/13/1999	09/13/1999	25:4	\$	60,008.00
Wilkerson	Alicia Charisse	COURRDER - COURT RECORDER	100136 - DISTRICT COURT	F - Full Time	A - Active	01/02/2004		21:1	\$	54,704.00
Williamson	DeMario	CODEICER - CODE ENFORCEMENT	100733 - CODE ENFORCE	F - Full Time	A - Active	01/03/2024		1:1	\$	60,008.00
Yandrick	Mark	PLANAGER - PLANNING MANAGER	100721 - PLANNING	F - Full Time	A - Active	11/14/2022		2:2	\$	101,000.12
Younger	Deborah	1100 - ECONOMIC DEVELOPMENT	100690 - COM & ECO DEV	F - Full Time	A - Active	11/28/2022		2:2	\$	110,000.02

Zanin	David Patrick	COURICER - COURT OFFICER	100136 - DISTRICT COURT	F - Full Time	A - Active	08/22/2008	16:4	\$	50,689.60
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**D. City of
Detroit
Compensation
Schedule for
2024-2025**



**OFFICE OF THE
CHIEF FINANCIAL OFFICER
OFFICE OF BUDGET**

Coleman A. Young Municipal Center
2 Woodward Avenue, Suite 1106
Detroit, Michigan 48226

Phone 313•224•6260
www.detroitmi.gov

April 5, 2024

Honorable Detroit City Council
Coleman A. Young Municipal Center
2 Woodward Avenue
Detroit, MI 48226

Re: Official Compensation Schedule for Fiscal Year 2024-2025

Honorable Detroit City Council Members:

The Office of Budget is submitting the Official Compensation Schedule for Fiscal Year 2024-2025 for your consideration and approval. The Human Resources Department and the Office of Budget prepared the Official Compensation Schedule in accordance with funding levels included in the Fiscal Year 2024-2025 Budget and the requirements of the City's current collective bargaining agreements. We respectfully request approval with a waiver of reconsideration.

Best regards,

Steven Watson
Deputy CFO / Budget Director

Att: Fiscal Year 2024-2025 Official Compensation Schedule

Cc: Honorable Michael E. Duggan, Mayor
Denise Starr, Human Resources Director
Jay B. Rising, Chief Financial Officer
John Naglick, Jr., Chief Deputy CFO/Finance Director
Tanya Stoudemire, Chief Deputy CFO/Policy & Administration Director
Janani Ramachandran Yates, Deputy Budget Director
Malik Washington, City Council Liaison

RESOLUTION

BY COUNCIL MEMBER _____

RESOLVED, that the foregoing “City of Detroit Official Compensation Schedule for Fiscal Year 2024-2025” be hereby and is approved.

WHITE BOOK

2024-2025 Salary and Wage Adjustments

MIKE DUGGAN, MAYOR



April 2024

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PREFACE

This book lists pay rates in effect as of February 2024, as well as scheduled increases for July 1, 2024.

The letter(s) listed under the column entitled "STEP CODE", identifies the rule to be used for progressing from the minimum to the maximum salary rate. The progression rules are explained in the Salary Step Increment Schedule. The parenthetical line below the classification indicates the classification's bargaining unit affiliation.

Effective May 1, 1997, appointees are covered by the Executive Pay Plan. Appointees are currently eligible for general wage increases. The pay levels for appointive classifications are set by the appointing authority and are based on market competitive studies provided by the Human Resources Department.

**ADMINISTRATION OF SALARY AND PREVAILING RATES
(COMMON COUNCIL RESOLUTION JULY 13, 1954) AS AMENDED**

RESOLVED, (1) That it shall be the duty of the department head on July 1 of every year and each annual quarterly period thereafter, to furnish the Finance Director with a list of employees eligible for step increments, and he shall indicate thereon the names of the individuals recommended and those not recommended together with reasons for each denial. The Finance Director may then honor payment of the recommended increases provided they are in accordance with the appropriations approved by the Common Council in the annual budget.

(2) In determining the eligibility for step increments based on one year of service, the department head shall require at least 216 days of payroll time in one grade of the same classification or in equivalent grades of similar classifications. Such time shall be exclusive of all overtime including sixth and seventh days, and it must be credited over a period of at least 12 calendar months. For step increments based on a six-month period, the department head shall require at least 108 days of service over a period of at least six calendar months.

(3) When employees are engaged for portions of days or weeks on a continuing basis, they may be granted a step on their full rate for the title, provided they have served 80 percent of their regular yearly schedule of work over a period of at least 12 calendar months.

(4) When an employee experiences a change in title within a series or between similar series with duties and responsibilities that may be quite readily compared, his rate shall be set at a level above the minimum consistent with the amount of payroll time spent in similar grades or higher grades within the same or similar series according to his past record regardless of date of continuity. (Note: On demotions, generally apply Rule #5)

(5) When an employee experiences a change in title from one series to another in the classification plan and it is difficult to recognize any similarities between grades and classes or when the observance of other rules would cause a grave injustice in the opinion of the department head and the Labor Relations Director, a rate may be set within the official range with the concurrence of both of these officials and such rate shall become the employee's official rate.

(6) For the purpose of administering scheduled increases, the year shall be divided into quarters beginning with the months of January, April, July, and October. The increments shall be due at the beginning of the first quarter following the employee's anniversary date of employment. After July 1, 1947, they shall-furthermore be effective on the first day of the payroll period in

which the quarter begins. In no case shall an employee be deprived of credit for the first quarter of his anniversary by virtue of the first three days occurring on Sunday, holidays or non-scheduled workdays (J.C.C. July 10, 1945). When special adjustments are made between quarters they shall take effect at the time of adjustment, unless otherwise provided as in paragraph (5).

(7) The term "Service" as used in several resolutions governing the administration of salary increases shall be construed to mean payroll time exclusive of overtime or premium time.

(8) When employees, according to the resolution of June 5, 1945 (J.C.C., p. 1173) are working in multiple title capacities, scheduled increases may be granted in all the titles held by the employee for the required length of time provided he shall have had the required amount of service, which service may have been under any of the titles.

(9) According to the resolution of October 1, 1941 (J.C.C., p. 2963) and as herein further provided, employees receiving promotions may, at the discretion of the department head and with the approval of the Labor Relations Director, be granted an increase equal to a full annual step or two six-month steps for salary classifications, or a six-month step of 10 cents for hourly rate classifications over and above their rate before promotion, providing the minimum of the new classification is not already a step in excess of their former rate. Promotions within the meaning of this paragraph are confined to those situations in which the maximum of the new title is at least a half step above the maximum of the old title. When an employee is promoted as above, his anniversary shall change accordingly, but when a change in title cannot be termed as a promotion for reasons above stated, the anniversary shall not change and the employee may at the discretion of the department head be granted an increase in pay equal to the difference between the maximum rates of the titles concerned. When multiple titles are involved such increase if granted on the non-promotional basis shall be equal to the difference between the maximum of the highest title prior to the change of status and the highest after the change.

(10) As provided in the resolution of May 18, 1948, (J.C.C., p. 1358), employees who are reinstated to their former class and grade according to Title IV, Chapter II, Section 14 of the City Charter, shall be compensated at a rate of pay, within the same classification, at a level of pay decreased for each full year of absence by an amount equivalent to the normal step increments received by the class for a year. Where they have been reinstated to a different grade and classification or under circumstances other than those provided in the above Charter provision, the rate shall be set concurrently by the Labor Relations Director and the department head according to the provisions of paragraph (5) above. A full year of service shall be construed to consist of a period of at least 12 calendar months, and no credit shall be granted for portions of years served prior to resignation.

(11) Employees in the apprenticeship programs according to the Official Compensation Schedule may be paid at their regular straight time rate for four hours per week or equivalent for required attendance at school classes (J.C.C., March 12, 1946, p. 542).

(12) When converting hourly rates to salary or vice versa, in the application of the above rules or under any other circumstances, the conversion shall be computed on a 2080-hour annual basis with hourly rates rounded up to the next highest $\frac{1}{2}$ cent and salary rates to the next highest dollar.

(13) In spite of any of the above provisions, no employee shall be paid above the maximum of the range for his title.

(14) Salary positions in classes listed on an annual rate basis in the compensation schedule shall receive annual scheduled increments according to rules prevailing and in the amounts and manner specified in the official schedule herein printed. Prevailing rate positions in classes listed on an hourly basis in the compensation schedule shall receive 10 cents per hour increase semi-annually and effective on quarterly intervals according to Rule 6 above. Apprentice classes in the Apprentice Step Increment Schedule shall be granted increments according to such schedule, effective the first payroll period after completion of the necessary requirements and otherwise under rules prevailing in this official schedule (J.C.C. July 3, 1951 and October 22, 1968).

(15) When upon application of the final step increment or an increase upon promotion according to Rule 9, the employee's rate is still within 1 cent per hour or \$21.00 per annum of his maximum rate, the department may include that remainder with the amount of the employee's last increment to provide him with his maximum rate.

(16) a. Finish Painter - Building Spray rate will be paid to all Finish Painters who are doing sprayman work.
b. Finish Painter - Swing Stage rate will be paid to all Finish Painters while doing swing stage work (window jack and window belts both exterior and interior).

(17) When an employee is entitled to a step increment based on age or scholastic qualifications, the increment will be granted on the first pay period following the attainment of the necessary qualifications.

(18) a. Effective October 1, 1980, step increments for hourly rated employees shall be increased from 5 cents per hour to 10 cents per hour.

b. Effective October 1, 1980, the basic step increment schedule for salary classifications shall be changed so that

the annual increments will be five percent (5%) of the employee's salary as of the date the increment is normally paid, not to exceed the maximum rate for the classification.

Half steps shall be two and one-half percent (2-1/2%).

- c. Effective January 1, 1981, the step increments for salaried classes shall be paid over a period not to exceed six (6) years. The rate range between minimum and maximum shall be maintained for those classes which currently exceed six (6) years. The City will readjust step increments so that there will be six (6) equal steps in the range. Employees between steps in the range after the implementation of the six-year step schedule on January 1, 1981 shall receive their normal 5% step increment, if normally due and then shall be placed at the next highest increment level.
- d. Effective October 1, 1980, employees promoted from classes where the maximum of the old class is greater than the minimum of the new class, shall be entitled to a pay increase of two annual steps not to exceed the maximum of the new class. For promotion from entry level professional classes to junior professional classes this rule shall not apply and the prior practice shall be maintained.

STEP INCREMENT SCHEDULE

- A. All pay ranges designated with "A" receive annual increments in the amount of 5% of the employee's base rate. Employee rate can never go in excess of the maximum rate for the pay scale.
- B. All pay ranges designated with "B" shall proceed from the minimum to maximum on the basis of five equal annual steps. Employee rate can never go in excess of the maximum rate for the pay scale.
- C. Employees (apprentices) in this class may be hired or adjusted by the department to any established rate within the range. Rate adjustments which do not comply with standard step increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- CD. All pay ranges designated with "CD" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- CE. All pay ranges designated with "CE" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- CF. All pay ranges designated with "CF" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- CG. All pay ranges designated with "CG" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- CH. All pay ranges designated with "CH" may be hired or adjusted by the department to any established rate within the

range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.

- CI. All pay ranges designated with "CI" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- D. All pay ranges designated with "D" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- E. All pay ranges designated with "E" to receive six-month increments equal to one-half the annual increment, but never in excess of the maximum. Employee rate can never go in excess of the maximum rate for the pay scale.
- F. All pay ranges designated with "F" receive annual increases in accordance with the provisions of Arbitrator Roumell's 1995 Act 312 Award (Case No. D 92 C-0554). Employee rate can never go in excess of the maximum rate for the pay scale.
- G. All pay ranges designated with "G" shall proceed from the minimum to maximum on the basis of four equal annual steps. Employee rate can never go in excess of the maximum rate for the pay scale.
- H. All pay ranges designated with "H" are flat; with the minimum and maximum having the identical rate. Employee rate can never go in excess of the maximum rate for the pay scale. Employee rate can never go in excess of the maximum rate for the pay scale. Employee rate can never go in excess of the maximum rate for the pay scale.
- I. All pay ranges designated with "I" receive six (6) month step increases in an amount sufficient to guarantee to reach the maximum rate in two and one-half (2 ½) years. Employee rate can never go in excess of the maximum rate for the pay scale.
- J. All pay ranges designated with "J" to be advanced to the maximum rate after ninety (90) calendar days of employment

in the title which shall include a minimum of four hundred eighty (480) hours worked. Employee rate can never go in excess of the maximum rate for the pay scale.

- K. All pay ranges designated with "K" are appointed positions and may be hired or adjusted, by the hiring authority, to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale. Employee rate can never go in excess of the maximum rate for the pay scale.
- L. All pay ranges designated with "L" to receive six-month increments of \$200 on quarterly step increment dates not to exceed maximum. Recruits with the experience are to be hired at a level within the range consistent with the amount of experience as evaluated by the Human Resources Department. Employee rate can never go in excess of the maximum rate for the pay scale. Employee rate can never go in excess of the maximum rate for the pay scale.
- M. All employees in pay ranges designated with "M" to be hired and to progress at rates consistent with academic achievement as set forth in J.C.C. 4-12-69, p.929. Employee rate can never go in excess of the maximum rate for the pay scale.
- O. All pay ranges designated with "O" receive six-month increments such that it will not take more than three (3) years to go from minimum to maximum. Employee rate can never go in excess of the maximum rate for the pay scale.
- P. All pay ranges designated with "P" receive six (6) month step increases in an amount sufficient to guarantee to reach the maximum rate in four (4) years. Employee rate can never go in excess of the maximum rate for the pay scale.
- Q. Employees under this title may be hired or adjusted by the department to any established rate within the range. Rate adjustments which do not comply with standard step increment rules must be approved by the Finance Director, unless otherwise provided by the labor agreement. Employee rate can never go in excess of the maximum rate for the pay scale.
- R. Consistent with applicable collective bargaining agreements, employees in pay ranges designated with "R", may be hired, placed, or adjusted to advanced pay rates within the range as determined by the employing department and are to receive 5% annual increases unless the employing department takes action to grant an annual increase other than 5% or to deny same. Employee rate can never go in excess of the maximum rate for the pay scale.

- RT. Consistent with applicable collective bargaining agreements, employees in pay ranges designated with "RT", may be hired, placed, or adjusted to advanced pay rates within the range as determined by the employing department and are to receive 5% annual increases on 1st of July unless the employing department takes action to grant an annual increase other than 5% or to deny same. Employee rate can never go in excess of the maximum rate for the pay scale.
- S. All pay ranges designated with "S" receive six-month increments of \$.10 per hour. Employee rate can never go in excess of the maximum rate for the pay scale.
- T. All pay ranges designated with "T" will receive annual step increments such that it will not take more than six years to go from minimum to maximum. Employee rate can never go in excess of the maximum rate for the pay scale.
- TD. All pay ranges designated with "TD" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- TE. All pay ranges designated with "TE" may be hired or adjusted by the department to any established rate within the range. Increases are aligned with the Merit Process. Rate adjustments which do not comply with Merit Step Increment rules must be approved by the Finance Director. Employee rate can never go in excess of the maximum rate for the pay scale.
- TZ. All pay ranges designated with "TZ" will receive step increments such that it will not take more than four years to go from minimum to maximum. Employee rate can never go in excess of the maximum rate for the pay scale.
- U. At the discretion of the Corporation Council, employees in classifications designated with "U" may be hired, adjusted, or promoted to one of the rate levels set forth below and the employee shall receive annual increments in the amount of 5% of the employee's base rate, but never in excess of the maximum. Employee rate can never go in excess of the maximum rate for the pay scale.
- V. All pay ranges designated with "V" will receive six-month half-steps equal to one-half the annual increment in "T", but never in excess of the maximum. Employee rate can never go in excess of the maximum rate for the pay scale.

- W. All pay ranges designated with "W" are Elected Officials and receive pay adjustments by recommendation of the Detroit Elected Officials Compensation Commission. Employee rate can never go in excess of the maximum rate for the pay scale.
- X. All pay ranges designated with "X" receive six-month increments equal to one-half the annual increment, but not in excess of the maximum. Employees in these classifications may be hired to any established rate within the range as determined by the department. Employee rate can never go in excess of the maximum rate for the pay scale.
- Y. All pay ranges designated with "Y" are hired at a level as determined by their contractual agreement. Employee rate can never go in excess of the maximum rate for the pay scale.
- YH. All pay ranges designated with "YH" are hired at a level as determined by their contractual hourly agreement. Employee rate can never go in excess of the maximum rate for the pay scale.
- Z. At the discretion of the Detroit Water and Sewerage Department Director, employees in classifications designated with "Z" may be hired or adjusted to any rate within the classification pay range. Employee rate can never go in excess of the maximum rate for the pay scale.

**2024-2025 HOLIDAY SCHEDULE
(Excluding Uniform Police and Fire)**

Juneteenth	Wednesday	June 19, 2024
Independence Day	Thursday	July 4, 2024
Labor Day	Monday	September 2, 2024
Veterans' Day*	Monday	November 11, 2024
Thanksgiving Day	Thursday	November 28, 2024
Day after Thanksgiving *	Friday	November 29, 2024
Christmas Eve (eight hours) *	Tuesday	December 24, 2024
Christmas Day	Wednesday	December 25, 2024
New Year's Eve (eight hours) *	Tuesday	December 31, 2024
New Year's Day	Wednesday	January 1, 2025
Martin Luther King's Birthday	Monday	January 20, 2025
Good Friday (eight hours) *	Friday	April 18, 2025
Memorial Day	Monday	May 26, 2025

* Excused Time Holiday for all City employees. No holiday premium to be paid.

Note: Special rules on holiday observance may apply to employees engaged in unusual work assignments such as shift work and/or six (6) or seven (7) day operations.

RATE HISTORY

- July 1, 1990 Most civilian employees received a 4% general wage increase (\$.40 per hour for Teamsters); variations were due to peculiar issues affecting several bargaining units. Under the terms of Act 312 arbitration awards, employees in the Police and Fire unions received a 5% general wage increase.
- July 1, 1991 Most civilian employees received a 4% general wage increase (\$.25 per hour for Teamsters); variations were due to peculiar issues affecting several bargaining units. Under the terms of Act 312 arbitration awards, employees in the Police and Fire unions received a 4% general wage increase.
- January 1, 1991 Teamsters received a \$.25 per hour general wage increase.
- October 1, 1991 International Union of Operating Engineers employees received a 4% general wage increase.
- January 1, 1992 Teamsters received a \$.25 per hour general wage increase.
- July 1, 1992 Excluding AFSCME and ATU, whose terms were stated as noted below in this rate history summary, civilian employees covered by union contracts and all non union employees began a two (2) year period of wage concessions. Elected officials, appointees and executive level civil service employees all received a 10% reduction in their salary through June 30, 1994. Other employees had their standard work week reduced by 10% from forty (40) to thirty-six (36) hours per week.

Under the terms of the Act 312 arbitration award, employees in the Police and Fire unions did not receive a general wage increase.

The following improvements in the General Retirement System were enacted:

- provided an actuarially reduced twenty-five (25) year retirement option;
- increased the basic pension formula from 1.4% for all service to 1.5% for the first ten years of service; 1.7% for the next ten; and 1.9% thereafter;
- post-retirement escalator factor increased to 2.25%.

The following improvements in the Police and Fire Retirement System were enacted:

- New Plan multiplier increased from 2% to 2.1%;
- New Plan AFC changed to maximum rates at time of retirement for all ranks held during the last five years;
- New Plan post-retirement escalator increased from 2% to 2.25%.

July 1, 1993	<p>After fact finding, the City imposed the thirty-six (36) hour concessionary work week on AFSCME for the period through June 30, 1994, and granted them the July 1, 1992, pension improvements for civilians.</p> <p>Under the terms of the Act 312 arbitration award, employees in the Police and Fire unions did not receive a general wage increase.</p>
July 1, 1994	<p>During the fiscal year beginning July 1, 1994, employees who were subject to concessions were restored to their June 30, 1992, pay levels and work hours.</p> <p>Under the terms of the Act 312 arbitration award, employees in the Police and Fire unions did not receive a general wage increase.</p>
June 10, 1995	<p>Effective June 10, 1995, through June 9, 1997, ATU bargaining unit members had their standard work week reduced by 10% from forty (40) hours to thirty-six (36) hours per week. Overtime was paid at 150% only for hours worked over forty (40) in a work week.</p>
July 1, 1995	<p>Most civilian employees received a 4% general wage increase, variations were due to peculiar issues affecting several bargaining units. Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions received a 4% general wage increase.</p>
October 1, 1995	<p>International Union of Operating Engineers employees received a 4% general wage increase.</p>
January 1, 1996	<p>Certain classifications were granted special wage adjustments based on recruitment and/or retention difficulties. Certain engineering and data processing classifications received merit pay plan-based special adjustments. Equivalent and related supervisory non union classifications received "pass-along" special adjustments.</p>

- July 1, 1996 Most civilian employees received a 2% general wage increase, variations were due to peculiar issues affecting several bargaining units. Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions received a 2% general wage increase.
- October 1, 1996 International Union of Operating Engineers employees received a 2% general wage increase.
Federal Minimum Wage increased to \$4.75 per hour.
- January 1, 1997 Certain classifications were granted special wage adjustments based on recruitment and/or retention difficulties. Equivalent and related supervisory non-union classifications received "pass-along" special adjustments.
- July 1, 1997 Most civilian employees received a 2% general wage increase, variations were due to peculiar issues affecting several bargaining units. Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions received a 2.5% general wage increase.
- September 1, 1997 Federal Minimum Wage increased to \$5.15 per hour.
- October 1, 1997 International Union of Operating Engineers employees received a 2% general wage increase.
- January 1, 1998 Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions received a 2% general wage increase.
- July 1, 1998 Most civilian employees received a 2% general wage increase. Most employees received rounding to the nearest whole cent for hourly-rated employees and to the nearest hundred dollars for salaries over \$20,000. Pay ranges for appointees in the Executive Pay Plan were extended.

Tuition refund was increased from \$600 to \$700 for persons pursuing a Bachelor's degree program and \$850 for persons pursuing a Master's degree program. The current \$600 remains available for other development programs.

The following improvements in the General Retirement System were enacted for most civilian employees:

- increased the basic pension formula from 1.5% to 1.6% for the first ten years of service; from 1.7% to 1.8% for the next ten; from 1.9% thereafter to 2.0% for each year of service greater than 20 up to 25 years; and 2.2% of AFC for each year of service greater than 25 years;
- provided additional option for employees to receive 1/4 of their unused sick leave on retirement and have that sum included in the average final compensation used to compute the service pension portion of their retirement allowance;
- increased maximum annual amount payable for duty disability pension from \$5,700 to \$9,000 and non duty disability pension from \$3,900 to \$6,000;
- increased maximum amount of Accidental Death Benefits from \$5,700 to \$9,000;
- employees given additional options of contributing 5% or 7% to annuity plan.

July 1, 1999

Most civilian employees received a 3% general wage increase and certain classifications were granted special wage adjustments based on recruitment and/or retention difficulties, special job skills, and/or internal pay equity issues. Equivalent and related supervisory non-union classifications received “pass-along” special adjustments. Pay ranges for appointees in the Executive Pay Plan were extended.

Increased mileage for persons required to drive their personal cars on City business from 26¢ to 31¢ per mile;

Decreased time needed to qualify for 100% of vacation time from 1800 to 1600 hours.

January 1, 2000

Certain classifications received special adjustments based upon special skills and to address recruitment and retention difficulties.

July 1, 2000

Most civilian employees received a 3% general wage increase. Date established for beginning of performance pay program for most employees which could result in an incentive payment of up to 1% payable in 2001. Also, following a review of the City’s financial condition in 2001, if a budget surplus exists, employees may be eligible to receive a one-time cash payment of up to 2% depending upon the

size of the surplus. Neither payment will increase the employee's base rate of pay.

City employees who have duplicate health care coverage through another employer or agency may "opt-out" of the City's coverage and receive \$950 annually in lieu of City-provided hospitalization.

July 1, 2001

No general wage increases.

Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions did not receive a general wage increase.

December 1, 2001

Eligible city employees received up to a 1% Cash Incentive Payment.

July 1, 2002

No general wage increases.

Under the terms of an Act 312 arbitration award, employees in the Police and Fire unions did not receive a general wage increase.

July 1, 2003

Most civilian employees received a 2% general wage increase and certain classifications were granted special wage adjustments based on recruitment and/or retention difficulties, special job skills, and/or internal pay equity issues. Equivalent and related supervisory non-union classifications received "pass-along" special adjustments. Pay ranges for appointees in the Executive Pay Plan were extended. Most employees received a \$400 cash bonus.

Tuition refund was increased from \$700 to \$1,500 for persons pursuing a Bachelor's degree program, from \$850 to \$2,000 for persons pursuing a Master's degree program, and from \$600 to \$1,200 for other employee development programs.

Increased mileage for persons required to drive their personal cars on City business from 31¢ to current IRS per mile rate subject to change when the IRS rate changes. Current IRS rate is 37.5¢ per mile.

Good Friday changed from a half-day (4) hours excused time to a full day eight (8) hours excused day.

Clothing allowance increased to \$170 per year (from prior \$85). Uniform allowance increased to \$350 per year (from prior \$170). Uniform allowance for Nurses increased to \$370 per year (from prior \$190).

Afternoon shift premium increased to \$0.70 (from prior \$0.45) and increased to \$1.00 (from prior \$0.75). Night shift premium increased to \$0.75 (from prior \$0.50) and increased to \$1.10 (from prior \$0.85).

Under the terms of an Act 312 arbitration award, employees in the Detroit Police Officers Association and Detroit Fire Fighters Association Equivalent received 5% general wage increase.

Under the terms of an Act 312 arbitration award, employees in the Detroit Police Lieutenants and Sergeants Association, Detroit Police Command Officers Association, and Detroit Fire Fighters Association Equivalent, received 3% general wage increase, which was effectively raised to 5% based upon the DPOA award.

July 1, 2004 Most civilian employees received a 2% general wage increase.

Under the terms of an Act 312 arbitration award, employees in the Detroit Police Lieutenants and Sergeants Association, Detroit Police Command Officers Association, and Detroit Fire Fighters Association Equivalent, effectively received 5% general wage increase.

July 1, 2005 Elected officials, appointees, and civil service employees on the administrative roster all received a 10% reduction in their salary. Non-union employees had their standard work week reduced by 10% from forty (40) to thirty-six (36) hours per week.

Under the terms of an Act 312 arbitration award, employees in the Detroit Police Command Officers Association and Detroit Fire Fighters Association Equivalent received a 3% general wage increase.

July 1, 2006 The 10% reduction in salary was restored for all elected officials, appointees, and civil service employees on the administrative roster. Non-union employees had their standard work week restored to forty (40) hours per week. Effective March 13, 2006, UAW Local 2211 – PAA (1600) had their work week reduced by 10%.

- July 1, 2006 Effective with the health plan coverage period that begins on July 1, 2006, changes to the health care plan design for General City employees and retirees were implemented.
- Effective July 17, 2006, most unionized employees who had settled the terms of their 2005-2008 labor contracts had their standard work week reduced by 10% from forty (40) to thirty-six (36) hours per week for a one-year period.
- Sept 27, 2006 Employees are paid \$3.00 per day for each day they are required to use their personal car for City business, up from the previous amount of \$2.19 per day.
- October 1, 2006 Michigan Minimum Wage increased from \$5.15 per hour to \$6.95 per hour.
- January 1, 2007 Under the terms of their Act 312 arbitration award, employees in the Detroit Police Officers Association, Detroit Lieutenants and Sergeants Association, and the Detroit Fire Fighters Association Equivalent received a 3% general wage increase.
- Under the terms of an Act 312 arbitration award, employees in AFSCME, Local 1023 - Emergency Service Operators received a 3% general wage increase.
- May 1, 2007 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Officers Association and Detroit Fire Fighters Association Equivalent received the City's health care plan design changes.
- July 1, 2007 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Officers Association and Detroit Fire Fighters Association Equivalent received a 2% general wage increase.
- Under the terms of an Act 312 arbitration award, employees in AFSCME, Local 1023 - Emergency Service Operators received a 2% general wage increase.
- Michigan Minimum Wage increased from \$6.95 per hour to \$7.15 per hour.
- The 10% reduction in salary was restored for all unionized employees who had settled the terms of their 2005-2008 labor contract or whose contract had been imposed.

January 1, 2008 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Officers Association, Detroit Lieutenants and Sergeants Association, Detroit Police Command Officers Association and Detroit Fire Fighters Association Equivalent received a 3% general wage increase.

Under the terms of an Act 312 arbitration award, employees in the Detroit Police Lieutenants and Sergeants Association and Detroit Fire Fighters Association Equivalent received a 3% general wage increase.

Under the terms of an Act 312 arbitration award, employees in AFSCME, Local 1023 - Emergency Service Operators received a 3% general wage increase.

June 30, 2008 Most civilian employees received a 4% general wage increase effective at 11:59 PM. The following bargaining units did not receive the 4% general wage increase:

Association of City of Detroit Supervisors (3900); Association of Detroit Engineers (3300); Association of Municipal Engineers (3400); Association of Municipal Inspectors (3350); Association of Professional & Technical Employees (0100); Field Engineers Association – Non Supervisory (3700); Field Engineers Association – Supervisory (3600); Park Management Association (6150); Police Officers Labor Council – Health (4400); UAW Local 306 – Civilian Police Investigators (3510); UAW Local 412 – Law Department Paralegals (1850); UAW Local 2200 – Primary Care Physicians (3500); Utility Workers of America, Local 488 (8800).

July 1, 2008 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Officers Association, Detroit Lieutenants and Sergeants Association, Detroit Police Command Officers Association and Detroit Fire Fighters Association Equivalent received a 3% general wage increase.

Under the terms of an Act 312 arbitration award, employees in AFSCME, Local 1023 - Emergency Service Operators received a 3% general wage increase.

Michigan Minimum Wage increased from \$7.15 per hour to \$7.40 per hour.

The maximum range of certain executive appointive positions, were corrected to mirror the current maximum range of legislative branch non-union appointees. The maximum ranges were then increased by 4% to reflect the general wage increase of 4% for civilian employees. This change will correct those maximum ranges in the 2008 – 2009 Official Compensation Schedule (White Book) from previous years.

- Sept 30, 2008 International Union of Operation Engineers, Local 547 employees received a 4% general wage increase effective at 11:59 PM.
- April 1, 2009 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Lieutenants and Sergeants Association and Detroit Fire Fighters Association Equivalent received the City's health care plan design changes.
- Sept. 18, 2009 Effective September 18, 2009, non-union Executive Branch employees began to observe twenty-six (26) Budget Required Furlough days per year for three consecutive years. Bargaining unit employees, upon ratification of their 2008-2012 labor agreement, also began to observe the Budget Required Furlough days.
- May 1, 2010 Under the terms of an Act 312 arbitration award, employees in the Detroit Police Command Officers Association and Detroit Fire Fighters Association Equivalent received the City's health care plan design changes.
- July 1, 2011 Effective July 1, 2011, all car stipend payments are eliminated.
- January 2012 Effective Tuesday, January 17, 2012 (the last BRF day for non-union employees) BRF days for non-union employees were eliminated. Effective Monday, January 23, 2012, non-union employees incurred a ten percent (10%) reduction in wages.
- March 3, 2012 As a result of the City's fiscal crisis, the Administration suspended merit and step increases effective immediately. In order to comply with Judge Sean Cox's court ruling of November 4, 2011, the suspension of merit and step increases does not apply to DWSD.
- August 17, 2012 Under the terms of the City Employment Terms (CET) Budget Required Furlough (BRF) days for

unionized employees were eliminated and replaced with a 10% wage reduction; with the exception of some DWSD unions, unions with a current contract and Section (13) (C) unions working at DDOT. In addition, merit and step increases were eliminated for these same unions.

- Feb. 11, 2013 Budget Required Furlough (BRF) days were re-instituted for Non-Union Executive and Legislative Branch employees.
- March 11, 2013 Budget Required Furlough (BRF) days were re-instituted for certain unionized employees.
- Nov. 13, 2013 Effective November 13, 2013, Budget Required Furlough (BRF) days were eliminated for non-union and union represented employees by order of the Emergency Manager.
- July 1, 2014 Most City employees with a settled 2014-2018 collective bargaining agreement, as well as non-union employees, received a 5% general wage increase. Police Officers Labor Council (BU 4400) received an imposed CET and did not receive a wage increase.
- The following bargaining units received a 2% wage increase: Amalgamated Transit Union, Local 26 (BU1740); Detroit Building and Construction Trades (BU 2001 – 2295); Assistant Supervisors of Street Maintenance and Construction (BU 7850).
- Sept. 1, 2014 Michigan Minimum Wage increased from \$7.40 per hour to \$8.15 per hour.
- October 1, 2014 Detroit Police Officers Association (BU 3000) received an 8% general wage increase.
- Nov. 10, 2014 Detroit Fire Fighters Association BU 4000 – 4070) received a 7.5% general wage increase.
- Dec. 1, 2014 Four million (\$4,000,000) was paid to all public safety employees (DPOA, DPLSA, DPCOA, POAM and EMSOA) as a retention bonus allocated on an equal head count basis.
- Each DFFA member received a one-time bonus in the amount of \$300.
- July 1, 2015 Most General City employees, as well as non-union employees, received a lump sum bonus in the gross

amount of 2.5% of annual wage earnings. Public Attorneys Association (BU 1800) and Police Officers Labor Council (BU 4400), with an imposed CET, did not receive a lump sum bonus.

DPCOA and DPLSA received a lump sum bonus in the gross amount of 1% of annual wage earnings.

The following bargaining units received a 2% wage increase and did not receive a lump sum bonus payment: Detroit Building and Construction Trades (BU 2001 – 2295); Police Officers Association of Michigan (BU 3100) and Assistant Supervisors of Street Maintenance and Construction (BU 7850).

January 1, 2016 Michigan Minimum Wage increased from \$8.15 per hour to \$8.50 per hour.

Detroit Police Officers Association, Detroit Police Lieutenants and Sergeants Associations and Detroit Police Command Officers Associations received an addendum to their labor agreement which included a four (4%) percent general wage increase as well as a restoration of tuition reimbursement; up to a maximum amount of \$2,000 per fiscal year.

July 1, 2016 City employees with a settled 2014-2018 collective bargaining agreement, as well as non-union employees, received a 2.5% general wage increase. Public Attorneys Association (BU 1800) and Police Officers Labor Council (BU 4400), with an imposed CET, did not receive a wage increase.

The following bargaining units received a 2% wage increase: Police Officers Association of Michigan (BU 3100); Detroit Building and Construction Trades (BU 2001 – 2295); Assistant Supervisors of Street Maintenance and Construction (BU 7850).

The rounding up of the minimum and maximum salary, to the nearest hundred, was eliminated for most classifications.

August 1, 2016 Detroit Fire Fighters Association received an addendum to their labor agreement which included a four (4%) percent general wage increase for all members licensed to perform medical first responder (MFR) work.

January 1, 2017 Michigan Minimum Wage increased from \$8.50 per hour to \$8.90 per hour.

- July 1, 2017 City employees with a settled 2014-2018 collective bargaining agreement, as well as non-union employees, received a 2.5% general wage increase. Public Attorneys Association (BU 1800) and Police Officers Labor Council (BU 4400), with an imposed CET, are not expected to receive a wage increase.
- The following bargaining units received a 2% wage increase: Detroit Building and Construction Trades (BU 2001 – 2295); Assistant Supervisors of Street Maintenance and Construction (BU 7850).
- The rounding up of the minimum and maximum salary, to the nearest hundred, was discontinued for all classifications.
- December 1, 2017 Detroit Police Officers Association (BU 3000); Detroit Police Lieutenants and Sergeants Association (BU 6400); Detroit Police Command Officers Association (BU 6500 & 6550); Detroit Fire Fighters Association – Emergency Medical Technicians (BU 3100) and Emergency Medical Supervisors Officers Association (BU 3200) received a total of \$750,000 in bonus payments, allocated on an equal head count basis, among all of the above bargaining unit members.
- January 1, 2018 Emergency Medical Service Officers Association (EMSOA) received a 2.5% general wage increase.
- Michigan Minimum Wage increased from \$8.90 per hour to \$9.25 per hour.
- July 1, 2018 City employees with a settled 2014-2018 collective bargaining agreement, as well as non-union employees, received a 2.5% general wage increase.
- The following bargaining units received a 2% wage increase: Detroit Building and Construction Trades (BU 2001 – 2295); Assistant Supervisors of Street Maintenance and Construction (BU 7850).
- December 1, 2018 Detroit Police Officers Association (BU 3000); Detroit Police Lieutenants and Sergeants Association (BU 6400); Detroit Police Command Officers Association (BU 6500 & 6550); Detroit Fire Fighters Association – Emergency Medical Technicians (BU 3100) and Emergency Medical Supervisors Officers Association (BU 3200) received a total of \$300,000 in bonus payments, allocated on an equal head count basis, among all of the above bargaining unit members.

- March 29, 2019 Michigan Minimum Wage increased from \$9.25 per hour to \$9.55 per hour.
- July 1, 2019 Detroit Police Officers Association, Detroit Firefighters Association, Detroit Lieutenants and Sergeants Association and Detroit Police Command Officers Association received a 3% general wage increase. Foreman’s Association of DOT Supervisory Chapter and Public Attorneys Association (PAA) received a 2% general wage increase.
- Certain bargaining units, as well as non-union civil service employees, received a 2% general wage increase. In addition, certain classifications received a market adjustment or a special wage adjustments based on recruitment and/or retention difficulties.
- January 1, 2020 Michigan Minimum Wage increased from \$9.45 per hour to \$9.65 per hour.
- July 1, 2020 Detroit Police Officers Association received a 2% general increase. Detroit Lieutenants and Sergeants Association, Detroit Police Command Officers Association and Emergency Medical Service Officers Association (EMSOA) received a 3% general wage increase.
- Most Civilian employees with a settled 2019-2023 collective bargaining agreement, as well as non-union civil service employees, agreed to a wage concession and did not receive a general wage increase and or step increases for the fiscal year of July 1, 2020 through June 30, 2021. This was due to the financial conditions of the City as a result of the COVID 19 pandemic.
- July 1, 2021 Detroit Police Officers Association received a 2.5% general increase. Detroit Lieutenants and Sergeants Association, Detroit Police Command Officers Association and Emergency Medical Service Officers Association (EMSOA) received a 3% general wage increase.
- Civilian bargaining units with settled agreement, as well as non-union civil service employees, received a 2% general wage increase.
- January 1, 2022 Michigan Minimum Wage increased from \$9.65 per hour to \$9.87 per hour.

July 1, 2022	Civilian bargaining units with settled agreement, as well as non-union civil service employees, received a 2% general wage increase.
July 1, 2022	Detroit Fire Fighters Association received a 3% general increase
July 1, 2022	Detroit Fire Fighters Association received a 3% general increase
July 1, 2022	Civilian bargaining units with settled agreement, as well as non-union civil service employees, received a 2% general wage increase.
October 17, 2022	DPOA and DPLSA received a 4% general wage increase.
November 1, 2022	DPCOA received a 4% general wage increase.
July 1, 2023	<p>Most civilian bargaining units, as well as non-union employees, received a 2.5% general wage increase.</p> <p>DPOA, DPLSA and DPCOA received a 4% general wage increase.</p> <p>DFFA received a 3% general wage increase.</p>
July 1, 2024	<p>Civilian bargaining units with a settled agreement, as well as non-union employees, received a 2.0% general wage increase.</p> <p>DPOA, DPLSA and DPCOA received a 4% general wage increase.</p> <p>DFFA received a 3% general wage increase.</p>

2023 - 2024 Official Compensation Schedule

					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
331143	Academy Instructor Police Officer	3000	Detroit Police Officers Association	G	56,498	77,818	-	58,758	80,931
331144	Academy Instructor Police Officer Education	3000	Detroit Police Officers Association	G	57,629	79,375	-	59,934	82,550
331145	Academy Instructor Police Officer Seniority Corporal	3000	Detroit Police Officers Association	H	79,764	79,764	-	82,955	82,955
331146	Academy Instructor Police Officer Seniority Corporal Education	3000	Detroit Police Officers Association	H	81,360	81,360	-	84,614	84,614
13201001	Accountant 1	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13201005	Accountant 1 General Accounting	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
042023	Accountant 1 Pension	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	43,060	-	31,980	43,060
13201051	Accountant 1 Retirement Systems	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13201002	Accountant 2	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201006	Accountant 2 Accounts Payable	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201007	Accountant 2 Bank Reconciliation	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201008	Accountant 2 Cash Management	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201009	Accountant 2 Financial Reporting	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201010	Accountant 2 General Accounting	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201026	Accountant 2 Office Of Departmental Financial Services	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201052	Accountant 2 Retirement Systems	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201027	Accountant 2 Treasury Tax	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201003	Accountant 3	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201028	Accountant 3 Cash Management	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201029	Accountant 3 General Accounting	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201030	Accountant 3 Grant Accounting	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201031	Accountant 3 Office Of Departmental Financial Services	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201053	Accountant 3 Retirement Systems	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201032	Accountant 3 Treasury Tax	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201004	Accountant 4	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201033	Accountant 4 General Accounting	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201021	Accountant 4 Office Of Departmental Financial Services	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201022	Accountant 4 Payroll	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201023	Accountant Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13201024	Accountant Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13201025	Accountant Manager 4 Financial Reporting	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
43303101	Accounting Technician 1	1220	AFSCME NonSupervisory Local 2799 Finance	CF	38,303	45,729	-	38,303	45,729
43303105	Accounting Technician 1	9001	Non Union Hourly Regular Service General	D	38,303	45,729	-	39,069	46,644
81303101	Accounting Technician 1	9001	Non Union Hourly Regular Service General	D	38,303	45,729	-	39,069	46,644
81303109	Accounting Technician 1 Office Of Departmental Financial Services	9001	Non Union Hourly Regular Service General	D	38,303	45,729	-	39,069	46,644
43303100	Accounting Technician 1 Payroll	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43303102	Accounting Technician 2	1220	AFSCME NonSupervisory Local 2799 Finance	CE	41,191	52,225	-	41,191	52,225
43303106	Accounting Technician 2	9001	Non Union Hourly Regular Service General	D	41,191	52,226	-	42,015	53,271
81303102	Accounting Technician 2	9001	Non Union Hourly Regular Service General	D	41,191	52,226	-	42,015	53,271
43303114	Accounting Technician 2 Accounts Payable	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	-	42,838	53,271
81303115	Accounting Technician 2 Office Of Departmental Financial Services	9001	Non Union Hourly Regular Service General	D	41,191	52,226	-	42,015	53,271
81303125	Accounting Technician 2 Payroll	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	-	42,838	53,271

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
13303152	Accounting Technician 2 Retirement Systems	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
43303103	Accounting Technician 3	7100	Sr Accountants Analysts and Appraisers Association	CI	43,716	53,931	43,716	53,931
43303107	Accounting Technician 3	1220	AFSCME NonSupervisory Local 2799 Finance	CE	45,482	56,109	45,482	56,109
43303108	Accounting Technician 3	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303103	Accounting Technician 3	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303117	Accounting Technician 3 Cash Management	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303118	Accounting Technician 3 Office Of Departmental Financial Services	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303119	Accounting Technician 3 Payroll	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303120	Accounting Technician 3 Revenue Collections	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
81303123	Accounting Technician 3 Treasury Tax	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
303104	Accounting Technician 4	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
43303104	Accounting Technician 4	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
43303116	Accounting Technician 4 Accounts Payable	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
43303126	Accounting Technician 4 Accounts Payable	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
303154	Accounting Technician 4 Retirement Systems	9001	Non Union Hourly Regular Service General	D	45,486	56,112	46,396	57,234
303121	Accounting Technician Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	68,306	89,105
303131	Accounting Technician Manager 1 HR Payroll	9000	Non Union Salary Regular Service General	D	66,967	87,358	68,306	89,105
13303122	Accounting Technician Manager 2	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13303124	Accounting Technician Manager 2 Payroll	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
041050	Administrative Accountant Grade 3	9000	Non Union Salary Regular Service General	A	73,256	76,341	74,721	77,868
601101	Administrative Assistant 1	0100	Association of Professional and Technical Empl	D	37,367	44,613	37,367	44,613
8601101	Administrative Assistant 1	9000	Non Union Salary Regular Service General	D	38,303	45,730	39,069	46,645
43601121	Administrative Assistant 1 HIV/STI	9001	Non Union Hourly Regular Service General	D	38,303	45,729	39,069	46,644
43601141	Administrative Assistant 1 HOPWA	9001	Non Union Hourly Regular Service General	D	38,303	45,729	39,069	46,644
43601131	Administrative Assistant 1 Planning Council	9001	Non Union Hourly Regular Service General	D	38,303	45,729	39,069	46,644
43601102	Administrative Assistant 2	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
43601105	Administrative Assistant 2	0100	Association of Professional and Technical Empl	CD	41,793	51,971	41,793	51,971
601102	Administrative Assistant 2	0100	Association of Professional and Technical Empl	D	40,184	50,952	40,184	50,952
81601102	Administrative Assistant 2	9001	Non Union Hourly Regular Service General	D	40,187	50,952	40,991	51,971
8601102	Administrative Assistant 2	1160	AFSCME NonSupervisory Local 23 Planning and Devel	D	41,259	52,230	41,259	52,230
43601112	Administrative Assistant 2 Detroit Housing Services	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
13601152	Administrative Assistant 2 Retirement Systems	9001	Non Union Hourly Regular Service General	D	41,257	52,229	42,082	53,274
012272	Administrative Assistant 3	9000	Non Union Salary Regular Service General	D	45,486	56,112	46,396	57,234
43601103	Administrative Assistant 3	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
43601106	Administrative Assistant 3	0100	Association of Professional and Technical Empl	CD	45,260	55,835	45,260	55,835
43601107	Administrative Assistant 3	1160	AFSCME NonSupervisory Local 23 Planning and Devel	CF	46,392	57,231	46,392	57,231
43601108	Administrative Assistant 3	8450	Need Union Name	CH	46,392	57,231	46,392	57,231
43601109	Administrative Assistant 3	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
601103	Administrative Assistant 3	0100	Association of Professional and Technical Empl	D	44,372	54,742	44,372	54,742
81601103	Administrative Assistant 3	9000	Non Union Salary Regular Service General	D	45,483	56,110	46,393	57,232
8601103	Administrative Assistant 3	1160	AFSCME NonSupervisory Local 23 Planning and Devel	D	45,483	56,111	45,483	56,111
13601153	Administrative Assistant 3 Retirement Systems	9001	Non Union Hourly Regular Service General	D	45,486	56,112	46,396	57,234

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43601104	Administrative Assistant 4	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43601124	Administrative Assistant 4 HIV/STI	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43601154	Administrative Assistant 4 Retirement Systems	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
012061	Administrative Assistant Grade 2	9001	Non Union Hourly Regular Service General	A	54,548	59,657	-	55,639	60,850
81012061	Administrative Assistant Grade 2	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012234	Administrative Assistant Grade 2 Administrative Hearings	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012237	Administrative Assistant Grade 2 Buildings And Safety Engineering	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012242	Administrative Assistant Grade 2 Elections Exempted	9003	Non Union Confidential Employees	A	57,715	62,171	-	58,869	63,414
012247	Administrative Assistant Grade 2 General Services	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012245	Administrative Assistant Grade 2 Health	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012248	Administrative Assistant Grade 2 Human Resources	9000	Non Union Salary Regular Service General	D	57,715	62,171	-	58,869	63,414
012249	Administrative Assistant Grade 2 Law	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012261	Administrative Assistant Grade 2 Municipal Parking	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012241	Administrative Assistant Grade 2 Public Works	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
012258	Administrative Assistant Grade 2 Recreation	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
81012071	Administrative Assistant Grade 3	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
82012071	Administrative Assistant Grade 3	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
012072	Administrative Assistant Grade 3 Building Safety	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
012068	Administrative Assistant Grade 3 General Services	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
012077	Administrative Assistant Grade 3 Public Lighting	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
012266	Administrative Assistant Grade 3 Public Works	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
81012081	Administrative Assistant Grade 4	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
221049	Administrative Clinic Nursing Coordinator	9001	Non Union Hourly Regular Service General	A	56,572	60,799	-	57,703	62,015
191055	Administrative Engineer City Engineering	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
931201	Administrative Hearings Officer	9000	Non Union Salary Regular Service General	K	78,936	110,510	-	80,515	112,720
242341	Administrative Nutritionist	9000	Non Union Salary Regular Service General	A	74,283	76,569	-	75,769	78,100
012066	Administrative Sanitation Analyst	9000	Non Union Salary Regular Service General	A	62,286	64,800	-	63,532	66,096
012076	Administrative Services Coordinator	9000	Non Union Salary Regular Service General	A	73,256	76,341	-	74,721	77,868
012210	Administrative Specialist 1	9001	Non Union Hourly Regular Service General	D	48,799	53,143	-	49,775	54,206
81012210	Administrative Specialist 1	9001	Non Union Hourly Regular Service General	D	48,799	53,143	-	49,775	54,206
012215	Administrative Specialist 1 Pension	9000	Non Union Salary Regular Service General	D	48,802	53,144	-	49,778	54,207
012211	Administrative Specialist 1 Project Management	9000	Non Union Salary Regular Service General	D	48,802	53,144	-	49,778	54,207
339061	Administrative Supervisor Animal Control	9000	Non Union Salary Regular Service General	A	58,284	62,857	-	59,450	64,114
013153	Administrative Supervisor Emergency Telephone Services	9000	Non Union Salary Regular Service General	A	63,975	86,368	-	65,255	88,095
081013	Administrative Supervisor Field Operations	9000	Non Union Salary Regular Service General	D	38,972	54,628	-	39,751	55,721
012053	Administrative Supervisor Of Licenses And Permits And Revenue	9000	Non Union Salary Regular Service General	A	50,057	57,028	-	51,058	58,169
012088	Administrative Supervisor Parking Violations	9000	Non Union Salary Regular Service General	A	58,857	66,742	-	60,034	68,077
338561	Administrative Supervisor Police Identification	9000	Non Union Salary Regular Service General	A	51,543	55,086	-	52,574	56,188
107501	Administrator Of Labor Relations 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
107502	Administrator Of Labor Relations 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13107503	Administrator Of Labor Relations 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13107504	Administrator Of Labor Relations 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906

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413045	Affirmative Action Supervisor CRIO Department	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
719030	Air Equipment Mechanic	1260	AFSCME NonSupervisory Local 542 Fire	S	46,111	47,448	-	46,111	47,448
719052	Aircraft Mechanic	9001	Non Union Hourly Regular Service General	S	47,538	48,057	-	48,489	49,018
544011	Airport Operations Assistant	8120	Teamsters Local 214 NonCraft Unit Airport	RT	31,980	44,572	-	31,980	44,572
544051	Airport Operations Manager	9000	Non Union Salary Regular Service General	A	58,857	64,686	-	60,034	65,980
632011	Airport Police Officer	8310	Teamsters Local 214 Service Guard Airport Service	RT	38,039	44,915	-	38,039	44,915
632021	Airport Police Sergeant	9001	Non Union Hourly Regular Service General	A	42,172	48,801	-	43,015	49,777
544041	Airport Service Foreman	3900	Association of City of Detroit Supervisors	A	38,123	41,742	-	38,123	41,742
544031	Airport Service Sub Foreman	3900	Association of City of Detroit Supervisors	A	35,323	36,030	-	35,323	36,030
544021	Airport Service Worker	8120	Teamsters Local 214 NonCraft Unit Airport	RT	31,980	36,381	-	31,980	36,381
339011	Animal Care Technician	8000	Teamsters Local 214 Craft Unit	RT	31,980	31,980	-	31,980	31,980
339013	Animal Care Technician 2	8000	Teamsters Local 214 Craft Unit	RT	32,100	44,900	-	32,100	44,900
339027	Animal Control Investigator	8180	Teamsters Local 214 NonCraft Unit Health Animal	A	47,765	59,758	-	47,765	59,758
339021	Animal Control Officer	8180	Teamsters Local 214 NonCraft Unit Health Animal	RT	42,435	50,943	-	42,435	50,943
339025	Animal Shelter Assistant	8180	Teamsters Local 214 NonCraft Unit Health Animal	RT	39,565	45,510	-	39,565	45,510
13202001	Appraiser 1	7100	Sr Accountants Analysts and Appraisers Association	CI	43,716	53,931	-	43,716	53,931
13202002	Appraiser 2	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13202003	Appraiser 3	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13202004	Appraiser 4	0100	Association of Professional and Technical Empl	CD	74,531	92,567	-	74,531	92,567
202031	Appraiser Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
13202023	Appraiser Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13202024	Appraiser Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
164153	Architect	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
255031	Arson Investigations Chemist	9000	Non Union Salary Regular Service General	A	44,000	48,801	-	44,880	49,777
612033	Asphalt Finisher	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	S	39,102	47,884	-	39,102	47,884
012047	Assistant Administrative Supervisor Of Licenses And Permits	9000	Non Union Salary Regular Service General	A	44,344	51,543	-	45,231	52,574
012089	Assistant Administrative Supervisor Parking Violations	9000	Non Union Salary Regular Service General	A	49,714	60,000	-	50,708	61,200
544046	Assistant Airport Operations Manager	9000	Non Union Salary Regular Service General	D	54,399	57,371	-	55,487	58,518
162010	Assistant Architect	3401	Association of Municipal Engineers	A	31,300	41,200	-	31,300	41,200
631048	Assistant Building Services Supervisor	9001	Non Union Hourly Regular Service General	A	38,286	41,259	-	39,052	42,084
733861	Assistant Cable Splicer General Foreman	9001	Non Union Hourly Regular Service General	H	73,141	73,141	-	74,604	74,604
172010	Assistant Chemical Engineer	3401	Association of Municipal Engineers	A	31,300	41,200	-	31,300	41,200
199241	Assistant Chief Of Building Inspections	9002	Senior Management	D	75,284	97,869	-	76,790	99,826
322461	Assistant Chief Of Communication	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	112,453	112,453	-	115,827	115,827
322462	Assistant Chief Of Communication EMT	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	113,578	113,578	-	116,985	116,985
322463	Assistant Chief Of Communication Paramedic	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	114,702	114,702	-	118,143	118,143
164338	Assistant Chief Of Landscape Architecture	9000	Non Union Salary Regular Service General	D	63,657	73,141	-	64,930	74,604
199155	Assistant Chief Of Property Maintenance	9000	Non Union Salary Regular Service General	D	75,284	97,869	-	76,790	99,826
741062	Assistant Chief Wastewater Treatment PlantAdministrative	9002	Senior Management	D	77,423	90,966	-	78,971	92,785
014045	Assistant City Council Committee Clerk	9000	Non Union Salary Regular Service General	D	52,458	67,199	-	53,507	68,543
122010	Assistant Civil Engineer	3401	Association of Municipal Engineers	A	31,300	41,200	-	31,300	41,200
091142	Assistant Corporation Counsel	1800	Public Attorneys Association UAW 2211	Q	52,592	105,404	-	53,644	107,512

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091191	Assistant Corporation Counsel Exempted	9002	Senior Management	Q	52,849	105,921	-	53,906	108,039
011061	Assistant Director Animal Care Control	9002	Senior Management	H	81,942	81,942	-	83,581	83,581
011047	Assistant Director Buildings And Safety Engineering Department	9002	Senior Management	H	81,942	81,942	-	83,581	83,581
011062	Assistant Director Demolition	9000	Non Union Salary Regular Service General	D	79,663	119,394	-	81,256	121,782
011079	Assistant Director Department Of Public Works	9002	Senior Management	H	81,942	81,942	-	83,581	83,581
011056	Assistant Director Department Of Transportation Administration	9002	Senior Management	H	81,942	81,942	-	83,581	83,581
011060	Assistant Director General Services Department	9000	Non Union Salary Regular Service General	D	79,663	119,394	-	81,256	121,782
291050	Assistant Director Of Clinical Laboratories	9000	Non Union Salary Regular Service General	A	66,513	68,685	-	67,843	70,059
222051	Assistant Director Of Public Health Nurses	9000	Non Union Salary Regular Service General	A	61,600	65,598	-	62,832	66,910
011059	Assistant Director Parks And Recreation	9000	Non Union Salary Regular Service General	D	79,663	119,394	-	81,256	121,782
132010	Assistant Electrical Engineer	3401	Association of Municipal Engineers	A	31,300	41,200	-	31,300	41,200
735143	Assistant Electrical System Supervisor	2001	Detroit Building and Construction Trade Coun Fore	A	60,578	64,780	-	60,578	64,780
224035	Assistant Emergency Medical Service Supervisor Grade 1	3200	Emergency Mobile Medical Services Officers Assoc	A	60,141	61,860	-	60,141	61,860
224037	Assistant Emergency Medical Service Supervisor Grade 2	3200	Emergency Mobile Medical Services Officers Assoc	A	70,591	72,805	-	70,591	72,805
015132	Assistant Equipment Dispatcher Asphalt Plant Operations	8000	Teamsters Local 214 Craft Unit	RT	31,980	37,581	-	31,980	37,581
015131	Assistant Equipment Dispatcher Field Construction Operations	8000	Teamsters Local 214 Craft Unit	RT	31,980	37,581	-	31,980	37,581
512021	Assistant Floriculturist	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	31,980	-	31,980	31,980
522017	Assistant Forester	8440	Need Union Name	R	42,743	52,115	-	42,743	52,115
012058	Assistant General Manager Detroit Wayne Joint Building Authority	9002	Senior Management	D	80,798	88,570	-	82,414	90,341
533011	Assistant Greenskeeper	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	34,595	-	31,980	34,595
742251	Assistant Head Power Plant Operator	9001	Non Union Hourly Regular Service General	H	68,685	68,685	-	70,059	70,059
744221	Assistant Heating Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	42,785	44,460	-	42,785	44,460
144511	Assistant Industrial Engineer	9003	Non Union Confidential Employees	D	44,572	50,401	-	45,463	51,409
164313	Assistant Landscape Architect	9000	Non Union Salary Regular Service General	D	47,772	53,371	-	48,727	54,438
733161	Assistant Line Supervisor	9000	Non Union Salary Regular Service General	H	73,141	73,141	-	74,604	74,604
611163	Assistant Manager Street Maintenance And Construction Field	9000	Non Union Salary Regular Service General	H	71,893	71,893	-	73,331	73,331
711361	Assistant Manager Street Maintenance And Construction Plan	9001	Non Union Hourly Regular Service General	H	62,970	62,970	-	64,229	64,229
142010	Assistant Mechanical Engineer	3401	Association of Municipal Engineers	A	31,300	41,200	-	31,300	41,200
451057	Assistant Park Superintendent	9000	Non Union Salary Regular Service General	A	57,715	63,200	-	58,869	64,464
099445	Assistant Planning And Development Administrator	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
742221	Assistant Power Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	42,785	44,460	-	42,785	44,460
291020	Assistant Program Administrator	9000	Non Union Salary Regular Service General	A	57,715	62,171	-	58,869	63,414
222059	Assistant Public Health Services Administrator	9000	Non Union Salary Regular Service General	A	61,600	65,598	-	62,832	66,910
824901	Assistant Public Service Attendant Extra Labor	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
825401	Assistant Public Service Attendant Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
451547	Assistant Recreation Activities Coordinator Special Activities	9000	Non Union Salary Regular Service General	A	52,798	55,316	-	53,854	56,422
451549	Assistant Recreation Activities Coordinator Specialized Services	9000	Non Union Salary Regular Service General	A	52,798	55,316	-	53,854	56,422
452030	Assistant Recreation Activities Specialist	1010	AFSCME Supv Local 2394 Recreation	A	43,184	45,240	-	43,184	45,240
079027	Assistant Safety Officer	9001	Non Union Hourly Regular Service General	A	38,171	42,743	-	38,934	43,598
632050	Assistant Security Administrator General Services Department	9001	Non Union Hourly Regular Service General	A	48,801	53,143	-	49,777	54,206
199021	Assistant Sewer Inspector Video Equipment	9001	Non Union Hourly Regular Service General	A	39,886	42,057	-	40,684	42,898
195021	Assistant Sewer Safety Inspector	1140	AFSCME NonSupervisory Local 542 - General Services	A	34,971	39,200	-	34,971	39,200

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
099315	Assistant Social Planning And Development Specialist	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,799	-	31,980	36,799
81099315	Assistant Social Planning And Development Specialist	9000	Non Union Salary Regular Service General	E	31,980	38,286	-	32,620	39,052
81055011	Assistant Storekeeper	9001	Non Union Hourly Regular Service General	T	31,980	31,980	-	32,620	32,620
621080	Assistant Superintendent Of Building And Mechanical Maintenance	9001	Non Union Hourly Regular Service General	H	67,086	67,086	-	68,428	68,428
621073	Assistant Superintendent Of Building Maintenance	9001	Non Union Hourly Regular Service General	D	79,769	102,741	-	81,364	104,796
522051	Assistant Superintendent Of Grounds Maintenance	9001	Non Union Hourly Regular Service General	D	79,769	102,741	-	81,364	104,796
712062	Assistant Superintendent Of Meter Operations	9003	Non Union Confidential Employees	D	55,085	76,913	-	56,187	78,451
721175	Assistant Superintendent Of Motor Transportation	9000	Non Union Salary Regular Service General	D	79,769	102,741	-	81,364	104,796
712060	Assistant Superintendent Of Plant Building And Maintenance	9000	Non Union Salary Regular Service General	D	55,085	76,913	-	56,187	78,451
618061	Assistant Superintendent Of Solid Waste	9001	Non Union Hourly Regular Service General	D	59,885	83,884	-	61,083	85,562
351358	Assistant Superintendent Of Transportation Operations	9000	Non Union Salary Regular Service General	A	57,715	62,171	-	58,869	63,414
621063	Assistant Supervisor Of Building Maintenance	9001	Non Union Hourly Regular Service General	H	66,857	66,857	-	68,194	68,194
264251	Assistant Supervisor Of Environmental Control	9000	Non Union Salary Regular Service General	A	53,828	59,313	-	54,905	60,499
712059	Assistant Supervisor Of Mechanical Maintenance	9001	Non Union Hourly Regular Service General	A	50,742	52,458	-	51,757	53,507
037151	Assistant Supervisor Of Printing	9000	Non Union Salary Regular Service General	A	49,944	54,171	-	50,943	55,254
612145	Assistant Supervisor Of Street Maintenance And Construction	7850	Assistant Supervisors of Street Maint and Constr	R	48,486	57,673	-	48,486	57,673
616061	Assistant Supervisor Of Underground Conduit Construction	9001	Non Union Hourly Regular Service General	A	51,429	55,429	-	52,458	56,538
199036	Assistant To The Director Zoning Appeals	9000	Non Union Salary Regular Service General	A	61,941	79,885	-	63,180	81,483
184011	Assistant Traffic Engineer	3401	Association of Municipal Engineers	R	43,812	62,500	-	43,812	62,500
81184011	Assistant Traffic Engineer	3401	Association of Municipal Engineers	A	43,812	53,631	-	43,812	53,631
712147	Assistant Traffic Sign Shop Supervisor	9001	Non Union Hourly Regular Service General	A	52,798	57,979	-	53,854	59,139
164131	Associate Architectural Engineer	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
091133	Associate Assistant Corporation Counsel	1800	Public Attorneys Association UAW 2211	Q	83,232	116,525	-	84,897	118,856
091194	Associate Assistant Corporation Counsel Exempted	9002	Senior Management	Q	83,640	117,096	-	85,313	119,438
111057	Associate City Engineer	9000	Non Union Salary Regular Service General	D	80,571	94,626	-	82,182	96,519
111058	Associate City Engineer DDOT	9000	Non Union Salary Regular Service General	D	80,571	94,626	-	82,182	96,519
124035	Associate Civil Engineer Advance Planning Coordination	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
124033	Associate Civil Engineer Design	3401	Association of Municipal Engineers	R	60,000	80,000	-	60,000	80,000
8124033	Associate Civil Engineer Design	3401	Association of Municipal Engineers	R	60,000	80,000	-	60,000	80,000
134031	Associate Electrical Engineer Design	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
134035	Associate Electrical Engineer Inspection	3401	Association of Municipal Engineers	A	41,200	53,400	-	41,200	53,400
134037	Associate Electrical Engineer Operation	3401	Association of Municipal Engineers	A	41,200	53,400	-	41,200	53,400
522038	Associate Forester	8440	Need Union Name	R	53,942	70,285	-	53,942	70,285
144531	Associate Industrial Engineer	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
164333	Associate Landscape Architect	9000	Non Union Salary Regular Service General	D	57,715	66,742	-	58,869	68,077
144034	Associate Mechanical Engineer Combustion	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
144036	Associate Mechanical Engineer Design	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
144033	Associate Mechanical Engineer Maintenance	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
81099325	Associate Social Planning And Development Specialist	9000	Non Union Salary Regular Service General	A	39,886	44,799	-	40,684	45,695
154033	Associate Structural Engineer Design	3401	Association of Municipal Engineers	A	43,900	53,400	-	43,900	53,400
184031	Associate Traffic Engineer	3401	Association of Municipal Engineers	R	60,000	80,000	-	60,000	80,000
075511	Associate Training Specialist	9000	Non Union Salary Regular Service General	A	39,886	44,799	-	40,684	45,695

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
439245	Audio Visual Services Supervisor	9001	Non Union Hourly Regular Service General	A	52,914	56,685	-	53,972	57,819
439220	Audio Visual Technician 1	9000	Non Union Salary Regular Service General	A	31,980	32,800	-	32,620	33,456
81439220	Audio Visual Technician 1	9000	Non Union Salary Regular Service General	A	31,980	32,800	-	32,620	33,456
439225	Audio Visual Technician 2	9000	Non Union Salary Regular Service General	A	33,600	39,086	-	34,272	39,868
439235	Audio Visual Technician 3	9000	Non Union Salary Regular Service General	A	40,687	46,058	-	41,501	46,979
439240	Audio Visual Technician 4	9000	Non Union Salary Regular Service General	A	47,200	51,771	-	48,144	52,806
822406	Audiometric Technician Special Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
041052	Audit Manager	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
042032	Auditor	7100	Sr Accountants Analysts and Appraisers Association	R	43,170	60,415	-	43,170	60,415
13201101	Auditor 1	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13201105	Auditor 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13201106	Auditor 1 Treasury Tax	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13201102	Auditor 2	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201107	Auditor 2 Internal Audit And Risk Management	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13201103	Auditor 3	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201108	Auditor 3 Internal Audit And Risk Management	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
13201104	Auditor 4	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201109	Auditor 4 Contracting And Procurement	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201110	Auditor 4 Internal Audit And Risk Management	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201114	Auditor 4 Treasury Tax	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13201123	Auditor Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13201128	Auditor Manager 3 - Auditor General	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13201124	Auditor Manager 4	9002	Senior Management	D	115,484	151,463	-	117,794	154,492
13201127	Auditor Manager 4 Auditor General	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13201125	Auditor Manager 4 Treasury Administration	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
725532	Auto Body Mechanic	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	54,196	54,196	-	54,196	54,196
723531	Auto Electric Mechanic	1140	AFSCME NonSupervisory Local 542 - General Services	S	46,111	46,654	-	46,111	46,654
723131	Auto Mechanic	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	E	33,213	36,620	-	33,213	36,620
723151	Auto Repair Foreman	3900	Association of City of Detroit Supervisors	R	53,845	65,512	-	53,845	65,512
81723151	Auto Repair Foreman	4200	DOT Foremans Association (DDOT)	A	56,021	65,512	-	56,021	65,512
723111	Auto Repair Helper	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	31,980	-	31,980	31,980
723141	Auto Repair Sub Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	S	46,654	50,931	-	46,654	50,931
81723141	Auto Repair Sub Foreman	4200	DOT Foremans Association (DDOT)	A	52,624	56,963	-	52,624	56,963
8723141	Auto Repair Sub Foreman	3900	Association of City of Detroit Supervisors	R	42,301	47,190	-	42,301	47,190
721176	Auto Repair Superintendent	4210	Foremans Association of DOT Supervisory Chapter	A	53,999	55,858	-	53,999	55,858
723161	Auto Repair Supervisor	3900	Association of City of Detroit Supervisors	R	55,999	71,109	-	55,999	71,109
723101	Automotive Repair Apprentice	1140	AFSCME NonSupervisory Local 542 - General Services	C	31,980	45,637	-	31,980	45,637
723121	Automotive Repair Foreman Assistant	9001	Non Union Hourly Regular Service General	A	46,745	48,801	-	47,680	49,777
729042	Automotive Research Assistant	4200	DOT Foremans Association (DDOT)	A	52,370	56,686	-	52,370	56,686
631023	Automotive Service Attendant	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	E	31,980	34,301	-	31,980	34,301
723175	Automotive Service Technician	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	A	54,744	61,828	-	54,744	61,828
723176	Automotive Service Technician Fire App	1260	AFSCME NonSupervisory Local 542 Fire	A	54,744	61,828	-	54,744	61,828

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824540	Baseball Instructor Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	31,980	31,980
824563	Basketball Instructor Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	31,980	31,980
541051	Bath House Manager Summer Program	1500	AFSCME NonSupervisory Local 836 Recreation Profess	A	37,714	43,772	37,714	43,772
322081	Battalion Fire Chief	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	H	112,453	112,453	115,827	115,827
322082	Battalion Fire Chief EMT	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	H	113,578	113,578	116,985	116,985
322083	Battalion Fire Chief Paramedic	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	H	114,702	114,702	118,143	118,143
43417101	Benefits Clerk 1	9001	Non Union Hourly Regular Service General	D	32,763	38,392	33,418	39,160
43417102	Benefits Clerk 2	9001	Non Union Hourly Regular Service General	D	34,953	43,568	35,652	44,439
43417103	Benefits Clerk 3	9001	Non Union Hourly Regular Service General	D	38,303	45,729	39,069	46,644
43417104	Benefits Clerk 4	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
13114151	Benefits Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13114152	Benefits Manager 2	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13114143	Benefits Supervisor 1	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
114144	Benefits Supervisor 1 Deferred Compensation	9000	Non Union Salary Regular Service General	D	59,103	79,324	60,285	80,910
114142	Benefits Supervisor 2	9000	Non Union Salary Regular Service General	D	74,898	93,021	76,396	94,881
114145	Benefits Supervisor 2 Deferred Compensation	9000	Non Union Salary Regular Service General	D	74,898	93,021	76,396	94,881
725551	Body Shop Foreman Transit	4200	DOT Foremans Association (DDOT)	A	56,021	65,512	56,021	65,512
726036	Body Upholsterer	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	35,907	31,980	35,907
744031	Boiler And Furnace Repair Worker	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	58,511	58,511	58,511	58,511
8744031	Boiler And Furnace Repair Worker	2011	Detroit Building and Construction Trade Coun Brick	H	51,125	51,125	51,125	51,125
199521	Boiler Inspector	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	58,814	78,935
744021	Boiler Operator High Pressure	6000	International Union of Oper Engin (IUOE) Local 324	J	38,510	39,210	38,510	39,210
624043	Bricklayer	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	61,975	61,975	61,975	61,975
8624043	Bricklayer	2011	Detroit Building and Construction Trade Coun Brick	H	54,153	54,153	54,153	54,153
624055	Bricklayer Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	56,882	56,882	56,882	56,882
624048	Bricklayer Sub Foreman	2011	Detroit Building and Construction Trade Coun Brick	H	56,009	56,009	56,009	56,009
13203102	Budget Analyst 2	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	56,807	76,242
203102	Budget Analyst 2	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13203103	Budget Analyst 3	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	71,987	89,408
13203104	Budget Analyst 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
203123	Budget Analyst Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	105,064	137,796
13203124	Budget Analyst Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	117,794	154,492
621065	Building And Grounds Maintenance Supervisor	9001	Non Union Hourly Regular Service General	H	64,799	64,799	66,095	66,095
826304	Building Attendant A Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	32,620	32,620
735336	Building Control Station Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	46,633	47,492	46,633	47,492
199211	Building Inspection Aid	9001	Non Union Hourly Regular Service General	E	36,001	37,943	36,721	38,702
199221	Building Inspector	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	58,814	78,935
621051	Building Maintenance Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	61,807	61,807	61,807	61,807
8621051	Building Maintenance Foreman	2001	Detroit Building and Construction Trade Coun Fore	R	63,979	65,259	63,979	65,259
641045	Building Maintenance Operations Supervisor	9001	Non Union Hourly Regular Service General	A	55,887	59,886	57,005	61,084
621041	Building Maintenance Sub Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	60,506	60,506	60,506	60,506
8621041	Building Maintenance Sub Foreman	9000	Non Union Salary Regular Service General	H	65,817	65,817	67,133	67,133

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
742025	Building Mechanic	6000	International Union of Oper Engin (IUOE) Local 324	J	44,393	45,229	-	44,393	45,229
742001	Building Operating Apprentice	6000	International Union of Oper Engin (IUOE) Local 324	C	37,083	54,256	-	37,083	54,256
641021	Building Operations Sub Foreman	9000	Non Union Salary Regular Service General	A	42,628	44,229	-	43,481	45,114
641055	Building Operations Supervisor Central Services Facility	9001	Non Union Hourly Regular Service General	H	58,056	58,056	-	59,217	59,217
641041	Building Operations Supervisor Grade 1	9000	Non Union Salary Regular Service General	A	44,344	47,543	-	45,231	48,494
8641041	Building Operations Supervisor Grade 1	9000	Non Union Salary Regular Service General	A	44,344	47,543	-	45,231	48,494
641051	Building Operations Supervisor Grade 2	9001	Non Union Hourly Regular Service General	A	49,258	52,800	-	50,243	53,856
8641051	Building Operations Supervisor Grade 2	9000	Non Union Salary Regular Service General	A	49,258	52,800	-	50,243	53,856
622031	Building Operator 1	6000	International Union of Oper Engin (IUOE) Local 324	J	33,228	37,137	-	33,228	37,137
622033	Building Operator 2	6000	International Union of Oper Engin (IUOE) Local 324	J	39,106	43,886	-	39,106	43,886
81622033	Building Operator 2	6002	International Union of Oper Engin (IUOE) Local 324	J	33,131	33,734	-	33,131	33,734
631052	Building Service Supervisor	9001	Non Union Hourly Regular Service General	H	50,171	50,171	-	51,174	51,174
631035	Building Services Operations Assistant	9001	Non Union Hourly Regular Service General	A	38,515	40,001	-	39,285	40,801
621014	Building Trades Helper	1620	AFSCME NonSupervisory Local 312 (DDOT General)	S	31,980	35,429	-	31,980	35,429
8621014	Building Trades Helper	2070	Detroit Building and Construction Trade Coun Lab	R	31,980	32,054	-	31,980	32,054
621032	Building Trades Worker Bricklaying	2011	Detroit Building and Construction Trade Coun Brick	S	38,014	38,846	-	38,014	38,846
621030	Building Trades Worker Carpentry	1620	AFSCME NonSupervisory Local 312 (DDOT General)	S	43,900	44,862	-	43,900	44,862
8621030	Building Trades Worker Carpentry	2021	Detroit Building and Construction Trade Coun Carp	S	38,014	38,846	-	38,014	38,846
621031	Building Trades Worker General	1620	AFSCME NonSupervisory Local 312 (DDOT General)	S	43,900	44,862	-	43,900	44,862
8621031	Building Trades Worker General	2180	Detroit Building and Construction Trade Coun Gen	R	39,329	41,036	-	39,329	41,036
621020	Building Trades Worker General DDOT	1620	AFSCME NonSupervisory Local 312 (DDOT General)	s	43,900	44,862	-	43,900	44,862
621034	Building Trades Worker Painting	2091	Detroit Building and Construction Trade Coun Pain	S	38,014	38,846	-	38,014	38,846
621033	Building Trades Worker Plastering	2011	Detroit Building and Construction Trade Coun Brick	S	38,014	38,846	-	38,014	38,846
621040	Building Trades Worker Refrigeration	2180	Detroit Building and Construction Trade Coun Gen	R	39,329	41,036	-	39,329	41,036
621039	Building Trades Worker Sheet Metal	2150	Detroit Building and Construction Trade Sheet Met	R	39,329	41,036	-	39,329	41,036
621037	Building Trades Worker Steamfitting	2120	Detroit Building and Construction Trade Coun Pipe	R	39,329	41,036	-	39,329	41,036
012094	Business Activities Manager	9000	Non Union Salary Regular Service General	D	59,885	71,999	-	61,083	73,439
041343	Business Analyst Municipal Parking Department	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
041971	Business Systems Support Specialist 1	9000	Non Union Salary Regular Service General	D	46,172	64,686	-	47,095	65,980
041977	Business Systems Support Specialist 1 Human Resources	9001	Non Union Hourly Regular Service General	D	46,171	64,685	-	47,094	65,979
041979	Business Systems Support Specialist 1 Police	9000	Non Union Salary Regular Service General	D	46,172	64,686	-	47,095	65,980
041972	Business Systems Support Specialist 2	9000	Non Union Salary Regular Service General	D	55,085	76,913	-	56,187	78,451
041989	Business Systems Support Specialist 2 Police	9000	Non Union Salary Regular Service General	D	55,085	76,913	-	56,187	78,451
733831	Cable Splicer	2190	Detroit Building and Construction Trade Coun Line	R	62,892	64,151	-	62,892	64,151
733801	Cable Splicer Apprentice	2190	Detroit Building and Construction Trade Coun Line	R	40,885	57,696	-	40,885	57,696
733851	Cable Splicer Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	65,048	65,048	-	65,048	65,048
013144	Call Center Analyst	9000	Non Union Salary Regular Service General	D	40,686	46,058	-	41,500	46,979
013154	Call Center Manager	9000	Non Union Salary Regular Service General	D	55,429	59,544	-	56,538	60,735
101011	Call Center Supervisor	9000	Non Union Salary Regular Service General	D	74,898	93,021	-	76,396	94,881
623001	Carpenter Apprentice	2021	Detroit Building and Construction Trade Coun Carp	C	35,050	48,525	-	35,050	48,525
623051	Carpenter Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	56,562	56,562	-	56,562	56,562
8623051	Carpenter Foreman	2021	Detroit Building and Construction Trade Coun Carp	R	58,849	60,027	-	58,849	60,027

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
623043	Carpenter Sub Foreman	2021	Detroit Building and Construction Trade Coun Carp	H	55,816	55,816	-	55,816	55,816
046166	Cashier	4210	Foremans Association of DOT Supervisory Chapter	A	44,817	47,987	-	44,817	47,987
171051	Chemical Engineer	9000	Non Union Salary Regular Service General	D	68,794	79,981	-	70,170	81,581
091171	Chief Assistant Corporation Counsel	9002	Senior Management	D	97,312	131,838	-	99,258	134,475
422048	Chief Development Specialist	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
735161	Chief Electrical System Supervisor	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
099661	Chief Industrial And Commercial Development Specialist	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
931641	Chief Information Security Officer	9030	Non Union Appointees Level II	K	144,000	198,700	-	146,880	202,674
199251	Chief Of Building Inspections	9002	Senior Management	D	82,812	107,655	-	84,468	109,808
322431	Chief Of Communications	4058	D Fire Fighters Assoc Loc 344 Inspector Allied Dis	K	125,477	125,477	-	129,241	129,241
322432	Chief Of Communications EMT	4058	D Fire Fighters Assoc Loc 344 Inspector Allied Dis	K	126,732	126,732	-	130,534	130,534
322433	Chief Of Communications Paramedic	4058	D Fire Fighters Assoc Loc 344 Inspector Allied Dis	K	127,987	127,987	-	131,827	131,827
199451	Chief Of Electrical Inspections	9002	Senior Management	D	78,398	90,398	-	79,966	92,206
322231	Chief Of Fire Arson	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	125,477	125,477	-	129,241	129,241
322232	Chief Of Fire Arson EMT	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	126,732	126,732	-	130,534	130,534
322233	Chief Of Fire Arson Paramedic	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	127,987	127,987	-	131,827	131,827
322701	Chief Of Fire Community Relations	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	K	125,477	125,477	-	129,241	129,241
322702	Chief Of Fire Community Relations EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	K	126,732	126,732	-	130,534	130,534
322703	Chief Of Fire Community Relations Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	K	127,987	127,987	-	131,827	131,827
322201	Chief Of Fire Department	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	142,426	142,426	-	146,699	146,699
322202	Chief Of Fire Department EMT	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	143,849	143,849	-	148,164	148,164
322203	Chief Of Fire Department Paramedic	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	145,275	145,275	-	149,633	149,633
322211	Chief Of Fire Prevention	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	125,477	125,477	-	129,241	129,241
322212	Chief Of Fire Prevention EMT	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	126,732	126,732	-	130,534	130,534
322213	Chief Of Fire Prevention Paramedic	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	127,987	127,987	-	131,827	131,827
322181	Chief Of Fire Training	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	125,477	125,477	-	129,241	129,241
322182	Chief Of Fire Training EMT	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	126,732	126,732	-	130,534	130,534
322183	Chief Of Fire Training Paramedic	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	127,987	127,987	-	131,827	131,827
164343	Chief Of Landscape Architecture	9002	Senior Management	D	110,196	154,316	-	112,400	157,402
199551	Chief Of Mechanical And Electrical Inspections	9002	Senior Management	D	73,256	90,398	-	74,721	92,206
010221	Chief Of Mobility Innovation	9000	Non Union Salary Regular Service General	D	112,697	148,625	-	114,951	151,598
322221	Chief Of Plans And Examination	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	125,477	125,477	-	129,241	129,241
322222	Chief Of Plans And Examination EMT	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	126,732	126,732	-	130,534	130,534
322223	Chief Of Plans And Examination Paramedic	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	K	127,987	127,987	-	131,827	131,827
199171	Chief Of Property Maintenance And Municipal Code Administration	9002	Senior Management	D	82,812	107,655	-	84,468	109,808
932013	Chief Of Staff DDOT	9020	Non Union Appointees Level I	K	105,411	172,833	-	107,519	176,290
011165	Chief Parks Planner	9002	Senior Management	D	82,595	123,892	-	84,247	126,370
010228	Chief Safety Officer DDOT	9000	Non Union Salary Regular Service General	D	97,897	146,846	-	99,855	149,783
099357	Chief Social Planning And Development Specialist	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
019246	Citizen Information Service Clerk	9000	Non Union Salary Regular Service General	D	49,599	54,628	-	50,591	55,721
013371	City Clerk Secretarial Stenographer	9000	Non Union Salary Regular Service General	D	57,599	63,886	-	58,751	65,164
014057	City Council Committee Clerk	9000	Non Union Salary Regular Service General	D	85,483	91,771	-	87,193	93,606

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
184061	City Traffic Engineer	9000	Non Union Salary Regular Service General	D	93,042	123,585	-	94,903	126,057
13114001	Classification Compensation Analyst 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13114002	Classification Compensation Analyst 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13114003	Classification Compensation Analyst 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13114004	Classification Compensation Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
012021	Clerk	1260	AFSCME NonSupervisory Local 542 Fire	V	31,980	32,229	-	31,980	32,229
43309901	Clerk 1	1220	AFSCME NonSupervisory Local 2799 Finance	CF	32,763	38,391	-	32,763	38,391
43309905	Clerk 1 DTSC	1220	AFSCME NonSupervisory Local 2799 Finance	CE	32,120	37,638	-	32,120	37,638
43309906	Clerk 1 Office Of Departmental Financial Services	1220	AFSCME NonSupervisory Local 2799 Finance	CE	32,120	37,638	-	32,120	37,638
43309907	Clerk 1 Revenue Collections	1220	AFSCME NonSupervisory Local 2799 Finance	CE	32,120	37,638	-	32,120	37,638
43309902	Clerk 2	1220	AFSCME NonSupervisory Local 2799 Finance	CF	34,953	43,567	-	34,953	43,567
43309908	Clerk 2 DTSC	1220	AFSCME NonSupervisory Local 2799 Finance	CE	34,267	42,713	-	34,267	42,713
43309909	Clerk 2 Office Of Departmental Financial Services	1220	AFSCME NonSupervisory Local 2799 Finance	CE	34,267	42,713	-	34,267	42,713
43309910	Clerk 2 Revenue Collections	1220	AFSCME NonSupervisory Local 2799 Finance	CE	34,267	42,713	-	34,267	42,713
43309903	Clerk 3	1220	AFSCME NonSupervisory Local 2799 Finance	CF	38,303	45,729	-	38,303	45,729
43309914	Clerk 3 Assessor Operations Administration Services	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309930	Clerk 3 Assessor Valuation And Field Operations	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309915	Clerk 3 DTSC	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309916	Clerk 3 Grant Accounting	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43305153	Clerk 3 Human Resources	1370	AFSCME NonSupervisory Local 62 Human Resources	CF	38,303	45,729	-	38,303	45,729
43309917	Clerk 3 ODFS	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309918	Clerk 3 Payroll	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309919	Clerk 3 Revenue Collections	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309936	Clerk 3 Treasury Tax	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
43309904	Clerk 4	8450	Need Union Name	CH	41,191	52,225	-	41,191	52,225
43309933	Clerk 4 Assessor Operat Admn Services	8450	Need Union Name	CH	42,838	53,271	-	42,838	53,271
43309937	Clerk 4 DTSC	8450	Need Union Name	CH	42,838	53,271	-	42,838	53,271
43309935	Clerk 4 ODFS	8450	Need Union Name	CH	42,838	53,271	-	42,838	53,271
43309927	Clerk 4 Payroll	8450	Need Union Name	CH	42,838	53,271	-	42,838	53,271
43309954	Clerk 4 Retirement Systems	8450	Need Union Name	CH	41,191	52,225	-	41,191	52,225
43309928	Clerk 4 Treasury Tax	8450	Need Union Name	CH	42,838	53,271	-	42,838	53,271
309921	Clerk Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
13309922	Clerk Manager 2	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13309932	Clerk Manager 2 DTSC	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
820116	Clerk Part Time Special Service	1140	AFSCME NonSupervisory Local 542 - General Services	N	31,980	31,980	-	31,980	31,980
745020	Climate Control Operations Technician	6000	International Union of Oper Engin (IUOE) Local 324	J	63,646	66,066	-	63,646	66,066
221011	Clinic Nurse	1290	AFSCME NonSupervisory Local 457 Health	A	66,625	88,688	-	66,625	88,688
221014	Clinic Nurse Venereal Disease	1295	AFSCME NonSupervisory Local 273 Health - RN	A	44,799	48,686	-	44,799	48,686
222030	Clinical Operations Manager	9000	Non Union Salary Regular Service General	D	77,671	108,740	-	79,224	110,915
631014	Coach Service Attendant	1620	AFSCME NonSupervisory Local 312 (DDOT General)	E	31,980	34,135	-	31,980	34,135
631011	Coach Service Attendant Operations	1620	AFSCME NonSupervisory Local 312 (DDOT General)	E	31,980	34,135	-	31,980	34,135
012067	Code And Zoning Coordinator Buildings And Safety	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
631026	Comfort Station Attendant	1080	AFSCME Forestry & Landscape Foremen Local 1206	V	31,980	31,980	-	31,980	31,980
099131	Commercial And Residential License Investigator	8000	Teamsters Local 214 Craft Unit	A	47,498	54,968	-	47,498	54,968
081041	Commercial Operations Specialist 2	0100	Association of Professional and Technical Empl	D	47,387	66,117	-	47,387	66,117
13010918	Communications Manager	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
331153	Communications Officer Field Training Officer Seniority Corporal	3000	Detroit Police Officers Association	H	82,212	82,212	-	85,500	85,500
331154	Communications Officer Field Training Officer Seniority Corporal Education	3000	Detroit Police Officers Association	H	83,836	83,836	-	87,189	87,189
331039	Communications Officer Police Officer Seniority Corporal	3000	Detroit Police Officers Association	H	78,298	78,298	-	81,430	81,430
331042	Communications Officer Police Officer Seniority Corporal	3000	Detroit Police Officers Association	H	79,843	79,843	-	83,037	83,037
931534	Communications Specialist 3 Police	9070	Non Union Appointees Level V	K	64,389	72,473	-	65,677	73,922
414245	Community Action Center Counselor	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	31,980	-	31,980	31,980
414206	Community Aid Cultural Arts Program	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
414201	Community Aid General	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
414205	Community Aid Home Services	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
414202	Community Aid Recreation	1490	AFSCME NonSupervisory Local 542 Recreation General	V	31,980	31,980	-	31,980	31,980
414203	Community Aid Spanish Speaking	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
093015	Community Health Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	32,001	-	31,980	32,001
242309	Community Nutrition Assistant	1290	AFSCME NonSupervisory Local 457 Health	A	31,980	34,172	-	31,980	34,172
418006	Community Program Helper General	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	31,980	-	31,980	31,980
81418006	Community Program Helper General	9003	Non Union Confidential Employees	T	31,980	31,980	-	32,620	32,620
418002	Community Program Helper Spanish Speaking	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	31,980	-	31,980	31,980
81418002	Community Program Helper Spanish Speaking	9003	Non Union Confidential Employees	T	31,980	31,980	-	32,620	32,620
413024	Community Services Assiant HIV/STI	9000	Non Union Salary Regular Service General	A	39,429	44,344	-	40,218	45,231
413021	Community Services Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	A	39,429	44,344	-	39,429	44,344
8413021	Community Services Assistant	9000	Non Union Salary Regular Service General	A	39,429	50,870	-	40,218	51,887
413931	Community Services Worker General	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	35,658	-	31,980	35,658
413932	Community Services Worker Spanish Speaking	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	35,658	-	31,980	35,658
081008	Complaint Investigator	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	38,688	50,293	-	38,688	50,293
041952	Computer Services Manager Transportation Interim	9000	Non Union Salary Regular Service General	D	73,028	80,684	-	74,489	82,298
619033	Concrete Finisher	1140	AFSCME NonSupervisory Local 542 - General Services	S	34,935	35,251	-	34,935	35,251
8619033	Concrete Finisher	2030	Detroit Building and Construction Trade Coun CM	R	33,403	34,361	-	33,403	34,361
721545	Construction Equipment Foreman	9001	Non Union Hourly Regular Service General	A	50,285	52,000	-	51,291	53,040
721535	Construction Equipment Operator	8000	Teamsters Local 214 Craft Unit	RT	46,740	55,145	-	46,740	55,145
721538	Construction Equipment Operator 50 Ton Crane	8000	Teamsters Local 214 Craft Unit	RT	49,303	58,528	-	49,303	58,528
196022	Construction Inspector	1575	AFSCME Non Supervisory Local 1227 Public Works	A	49,811	53,360	-	49,811	53,360
095045	Construction Permit Coordinator	9000	Non Union Salary Regular Service General	A	63,038	78,823	-	64,299	80,399
122511	Construction Project Coordinator	9000	Non Union Salary Regular Service General	D	63,038	78,823	-	64,299	80,399
122512	Construction Project Coordinator DPW Permits	9000	Non Union Salary Regular Service General	D	63,038	78,823	-	64,299	80,399
072064	Consultant Organizational Development	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
413046	Contract Compliance Manager	9000	Non Union Salary Regular Service General	A	73,256	76,341	-	74,721	77,868
102323	Contract Procurement Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
102324	Contract Procurement Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13102301	Contract Procurement Specialist 1	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
13102302	Contract Procurement Specialist 2	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13102303	Contract Procurement Specialist 3	7100	Sr Accountants Analysts and Appraisers Association	CI	71,987	89,408	-	71,987	89,408
102304	Contract Procurement Specialist 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13102304	Contract Procurement Specialist 4	0100	Association of Professional and Technical Empl	CD	81,544	106,951	-	81,544	106,951
13102305	Contract Procurement Specialist 4	9001	Non Union Hourly Regular Service General	D	81,944	107,475	-	83,583	109,625
13102306	Contract Procurement Specialist 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
719053	Control Instrument Technician Sub Foreman Electrical Systems	9001	Non Union Hourly Regular Service General	A	61,143	63,084	-	62,366	64,346
046003	Crime Analyst 1	7800	Service Employees International Union Local 517M	R	45,761	50,905	-	45,761	50,905
046004	Crime Analyst 2	7800	Service Employees International Union Local 517M	R	51,761	59,906	-	51,761	59,906
413050	CRIO Specialist	9000	Non Union Salary Regular Service General	D	55,085	76,913	-	56,187	78,451
081006	Customer Service Representative 1 BSEED	1130	AFSCME NonSupervisory Local 62 Build and Safety En	A	31,980	38,171	-	31,980	38,171
081021	Customer Service Representative 1 Paratransit	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	38,684	43,702	-	38,684	43,702
081002	Customer Service Representative 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	A	31,200	38,900	-	31,200	38,900
081022	Customer Service Representative 2 Paratransit	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	41,507	53,948	-	41,507	53,948
081009	Customer Service Representative 3 BSEED	1130	AFSCME NonSupervisory Local 62 Build and Safety En	A	32,288	41,308	-	32,288	41,308
43081002	Customer Service Specialist 2 Health	9001	Non Union Hourly Regular Service General	A	33,223	46,512	-	33,887	47,442
081004	Customer Service Supervisor	9000	Non Union Salary Regular Service General	D	36,799	47,886	-	37,535	48,844
081007	Customer Service Supervisor Municipal Parking	9000	Non Union Salary Regular Service General	D	36,799	47,886	-	37,535	48,844
351145	Customer Services Transportation Supervisor	4210	Foremans Association of DOT Supervisory Chapter	A	44,380	57,573	-	44,380	57,573
719033	Cutting Tool Mechanic	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	35,907	-	31,980	35,907
222040	Data Analyst	9000	Non Union Salary Regular Service General	D	60,553	84,837	-	61,764	86,534
222039	Data Analyst Epidemiology	9000	Non Union Salary Regular Service General	D	60,553	84,837	-	61,764	86,534
041635	Data Base Administrator	0100	Association of Professional and Technical Empl	R	59,650	68,458	-	59,650	68,458
025061	Data Entry Supervisor	9000	Non Union Salary Regular Service General	A	43,315	46,628	-	44,181	47,561
222050	Data Quality Management Specialist	9000	Non Union Salary Regular Service General	D	48,678	68,148	-	49,652	69,511
722021	Delivery Driver	1410	AFSCME NonSupervisory Local 1023 Police	S	31,980	33,836	-	31,980	33,836
722091	Delivery Driver Exempted	9001	Non Union Hourly Regular Service General	S	31,980	33,803	-	32,620	34,479
013362	Departmental Executive Secretary 2	9000	Non Union Salary Regular Service General	A	36,001	38,858	-	36,721	39,635
013364	Departmental Executive Secretary 4	9000	Non Union Salary Regular Service General	A	39,946	43,315	-	40,745	44,181
11302107	Deputy Director Of Digital Inclusion	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
322101	Deputy Fire Chief	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	131,114	131,114	-	135,047	135,047
322102	Deputy Fire Chief EMT	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	132,426	132,426	-	136,399	136,399
322103	Deputy Fire Chief Paramedic	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	133,737	133,737	-	137,749	137,749
333504	Detention Facility Officer Female Prisoner	1410	AFSCME NonSupervisory Local 1023 Police	A	33,456	39,852	-	33,456	39,852
333506	Detention Facility Officer Male Prisoner	1410	AFSCME NonSupervisory Local 1023 Police	A	33,456	39,852	-	33,456	39,852
422011	Development Specialist	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,799	-	31,980	36,799
242121	Dietitian	9000	Non Union Salary Regular Service General	A	36,230	40,801	-	36,955	41,617
13111063	Digital Inclusion Policy Fellow	9000	Non Union Salary Regular Service General	D	49,463	76,901	-	50,452	78,439
359061	Dispatcher 1 Paratransit	9175	Transportation NonUnion	A	38,684	43,702	-	39,458	44,576
359062	Dispatcher 2 Paratransit	9175	Transportation NonUnion	A	41,507	53,948	-	42,337	55,027
012033	District Clerk	3900	Association of City of Detroit Supervisors	R	34,354	39,287	-	34,354	39,287
81012033	District Clerk	9001	Non Union Hourly Regular Service General	A	36,459	38,515	-	37,188	39,285

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
099240	District Relationship Coordinator DPW	7650	Service Employees International Union Local 517M	R	41,250	58,905	-	41,250	58,905
193005	Drafting Technician 1	1450	AFSCME NonSupervisory Local 2920 Public Light Dft	A	31,980	33,503	-	31,980	33,503
193013	Drafting Technician 2	7100	Sr Accountants Analysts and Appraisers Association	E	33,503	38,432	-	33,503	38,432
193023	Drafting Technician 3	7100	Sr Accountants Analysts and Appraisers Association	A	40,001	43,886	-	40,001	43,886
82193023	Drafting Technician 3	7100	Sr Accountants Analysts and Appraisers Association	R	38,446	42,291	-	38,446	42,291
193091	Drafting Technician 3 Exempted	9003	Non Union Confidential Employees	A	39,772	43,657	-	40,567	44,530
193034	Drafting Technician 4	9000	Non Union Salary Regular Service General	A	46,628	50,057	-	47,561	51,058
322096	Duty Fire Chief	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	125,477	125,477	-	129,241	129,241
322097	Duty Fire Chief EMT	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	126,732	126,732	-	130,534	130,534
322098	Duty Fire Chief Paramedic	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	127,987	127,987	-	131,827	131,827
301101	Economist 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
301102	Economist 2	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
301103	Economist 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
19301104	Economist 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
301123	Economist Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
301124	Economist Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
057011	Election Service Techician	1190	AFSCME NonSupervisory Local 2799 Elections	R	31,980	35,886	-	31,980	35,886
831101	Elections Clerical Assistant Limited Service	9200	Non Union Special Service Hourly	N	31,980	31,980	-	32,620	32,620
019252	Elections Specialist	9000	Non Union Salary Regular Service General	A	52,914	62,171	-	53,972	63,414
075561	Elections Training Coordinator	9000	Non Union Salary Regular Service General	A	60,326	66,494	-	61,533	67,824
551218	Elective Appointed Administrative Clerical Legal	9000	Non Union Salary Regular Service General	D	31,980	39,031	-	32,620	39,812
551219	Elective Appointed Administrative Clerical Legal	9001	Non Union Hourly Regular Service General	A	36,792	40,845	-	37,528	41,662
134051	Electrical Engineer Design	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
134053	Electrical Engineer Power Production	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
134052	Electrical Engineer System Operation	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
738311	Electrical Helper	2041	Detroit Building and Construction Trade Coun Ele	S	31,980	32,087	-	31,980	32,087
199421	Electrical Inspector	2280	Building & Const Trades Council IBEW Local 58 Insp	CG	58,814	78,935	-	58,814	78,935
738331	Electrical Repair Worker General	2041	Detroit Building and Construction Trade Coun Ele	S	37,097	37,524	-	37,097	37,524
738338	Electrical Repair Worker Shop	1140	AFSCME NonSupervisory Local 542 - General Services	S	43,645	48,215	-	43,645	48,215
738161	Electrical Substation Supervisor	9001	Non Union Hourly Regular Service General	H	63,657	63,657	-	64,930	64,930
738131	Electrical Substation Worker	2041	Detroit Building and Construction Trade Coun Ele	H	58,354	58,354	-	58,354	58,354
738101	Electrical Substation Worker Apprentice	2041	Detroit Building and Construction Trade Coun Ele	C	37,929	52,511	-	37,929	52,511
738141	Electrical Substation Worker Sub Foreman	2041	Detroit Building and Construction Trade Coun Ele	H	59,440	59,440	-	59,440	59,440
735151	Electrical System Supervisor	2001	Detroit Building and Construction Trade Coun Fore	A	75,645	78,003	-	75,645	78,003
738361	Electrical Systems Construction Supervisor	9001	Non Union Hourly Regular Service General	H	67,999	67,999	-	69,359	69,359
719038	Electrical Systems Control Instrument Technician	1140	AFSCME NonSupervisory Local 542 - General Services	H	58,124	58,124	-	58,124	58,124
719002	Electrical Systems Control Instrument Technician Apprentice	1140	AFSCME NonSupervisory Local 542 - General Services	D	37,779	55,264	-	37,779	55,264
738351	Electrical Worker Foreman	2001	Detroit Building and Construction Trade Coun Fore	A	71,061	71,061	-	71,061	71,061
8738351	Electrical Worker Foreman	2001	Detroit Building and Construction Trade Coun Fore	R	73,933	75,412	-	73,933	75,412
738341	Electrical Worker General	2041	Detroit Building and Construction Trade Coun Ele	R	62,643	64,984	-	62,643	64,984
738349	Electrical Worker Sub Foreman	2041	Detroit Building and Construction Trade Coun Ele	H	61,317	61,317	-	61,317	61,317
737021	Electronic Equipment Repair Worker	1620	AFSCME NonSupervisory Local 312 (DDOT General)	A	32,142	34,723	-	32,142	34,723

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Job Code	Job Description	BU	BU Title	Rule	2023-2024		2024-2025	
					Min	Max	Min	Max
8737021	Electronic Equipment Repair Worker	9001	Non Union Hourly Regular Service General	A	31,980	33,029	32,620	33,690
737031	Electronic Equipment Technician	1620	AFSCME NonSupervisory Local 312 (DDOT General)	A	46,190	51,779	46,190	51,779
8737031	Electronic Equipment Technician	9001	Non Union Hourly Regular Service General	A	43,238	48,466	44,103	49,435
199523	Elevator Inspector	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	58,814	78,935
715231	Elevator Maintenance Foreman	9001	Non Union Hourly Regular Service General	S	62,017	67,876	63,257	69,234
552112	Elevator Maintenance Foreman Public Housing	9001	Non Union Hourly Regular Service General	S	56,275	61,576	57,401	62,808
715221	Elevator Mechanic	2050	Detroit Building and Construction Trade Coun Elev	R	60,500	61,711	60,500	61,711
541015	Elevator Operations Assistant	1204	AFSCME NonSupervisory Local 1220 Public Works	T	31,980	31,980	31,980	31,980
081061	Eligibility Representative 1 Paratransit	9175	Transportation NonUnion	A	41,820	54,366	42,656	55,453
081062	Eligibility Representative 2 Paratransit	9175	Transportation NonUnion	A	44,957	58,444	45,856	59,613
224041	Emergency Medical Service Supervisor Grade 1 Interim	3200	Emergency Mobile Medical Services Officers Assoc	A	65,797	68,624	65,797	68,624
224045	Emergency Medical Service Supervisor Grade 2	3200	Emergency Mobile Medical Services Officers Assoc	A	78,464	82,398	78,464	82,398
011071	Emergency Medical Services Administrator	9000	Non Union Salary Regular Service General	H	85,371	85,371	87,078	87,078
224021	Emergency Medical Technician Basic	3100	Detroit Fire Fighters Association, Local 344 EMS	B	40,976	60,807	42,205	62,631
224022	Emergency Medical Technician Basic Attendance 1	3100	Detroit Fire Fighters Association, Local 344 EMS	B	41,386	61,415	42,628	63,257
224023	Emergency Medical Technician Basic Attendance 2	3100	Detroit Fire Fighters Association, Local 344 EMS	B	41,796	62,023	43,050	63,884
224026	Emergency Medical Technician Basic Attendance 3	3100	Detroit Fire Fighters Association, Local 344 EMS	B	42,205	62,631	43,471	64,510
013139	Emergency Services Deployment Operator	1640	AFSCME NonSupervisory Local 1023 - Police - E S	G	39,144	58,550	39,927	59,721
823139	Emergency Services Deployment Operator Special Service	9201	Special Service-Police	G	39,144	58,550	39,927	59,721
723171	Emergency Vehicle Technician 1	1260	AFSCME NonSupervisory Local 542 Fire	T	64,211	68,961	64,211	68,961
723172	Emergency Vehicle Technician 2	1260	AFSCME NonSupervisory Local 542 Fire	T	71,316	76,068	71,316	76,068
13119901	Employee Services Consultant 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13119902	Employee Services Consultant 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
13119903	Employee Services Consultant 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	76,394	94,881
13119904	Employee Services Consultant 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13119925	Employee Services General Manager	9002	Senior Management	D	103,004	135,094	105,064	137,796
119921	Employee Services Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
119922	Employee Services Manager 2	9000	Non Union Salary Regular Service General	D	91,881	120,503	93,719	122,913
224038	EMS Training School Instructor Lieutenant - Grade 1	3200	Emergency Mobile Medical Services Officers Assoc	A	60,141	61,860	60,141	61,860
224039	EMS Training School Instructor Lieutenant - Grade 2	3200	Emergency Mobile Medical Services Officers Assoc	A	70,591	72,805	70,591	72,805
191059	Engineer Of Building Maintenance And Operations	9000	Non Union Salary Regular Service General	D	73,028	84,913	74,489	86,611
124054	Engineer Of Inspection	9000	Non Union Salary Regular Service General	D	77,890	105,178	79,448	107,282
124052	Engineer Of Streets	9000	Non Union Salary Regular Service General	D	77,890	105,178	79,448	107,282
124053	Engineer Of Surveys	9000	Non Union Salary Regular Service General	D	73,917	99,741	75,395	101,736
099673	Engineering Services Coordinator	9000	Non Union Salary Regular Service General	D	84,686	118,560	86,380	120,931
192021	Engineering Support Specialist 1	9000	Non Union Salary Regular Service General	D	36,686	46,058	37,420	46,979
192031	Engineering Support Specialist 2	9000	Non Union Salary Regular Service General	D	45,713	51,543	46,627	52,574
19204104	Environmental Compliance Specialist 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
264221	Environmental Control Inspector	7600	Service Employees International Union Local 517M	R	37,867	48,973	37,867	48,973
264021	Environmental Health Specialist 1	9000	Non Union Salary Regular Service General	D	50,200	61,900	51,204	63,138
264022	Environmental Health Specialist 2	9000	Non Union Salary Regular Service General	D	55,676	72,324	56,790	73,770
264023	Environmental Health Specialist 3	9000	Non Union Salary Regular Service General	D	66,638	86,962	67,971	88,701

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					2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
272021	Environmental Specialist 1	9000	Non Union Salary Regular Service General	D	37,943	52,798	38,702	53,854
272024	Environmental Specialist 1 Environmental Assessment Response	9000	Non Union Salary Regular Service General	D	37,943	52,798	38,702	53,854
272025	Environmental Specialist 1 Environmental Management Systems	9000	Non Union Salary Regular Service General	D	37,943	52,798	38,702	53,854
272027	Environmental Specialist 1 Solid Waste Management	9000	Non Union Salary Regular Service General	D	37,943	52,798	38,702	53,854
272022	Environmental Specialist 2	9000	Non Union Salary Regular Service General	D	44,799	62,629	45,695	63,882
272028	Environmental Specialist 2 Environmental Assessment Response	9000	Non Union Salary Regular Service General	D	44,799	62,629	45,695	63,882
272029	Environmental Specialist 2 Environmental Management Systems	9000	Non Union Salary Regular Service General	D	44,799	62,629	45,695	63,882
272023	Environmental Specialist 3	9000	Non Union Salary Regular Service General	D	55,999	83,883	57,119	85,561
272032	Environmental Specialist 3 Environmental Assessment Representative	9000	Non Union Salary Regular Service General	D	55,999	83,883	57,119	85,561
272033	Environmental Specialist 3 Environmental Management System	9000	Non Union Salary Regular Service General	D	55,999	83,883	57,119	85,561
619025	Environmental Technician	1140	AFSCME NonSupervisory Local 542 - General Services	A	32,620	37,011	32,620	37,011
045046	Epidemiologist	9000	Non Union Salary Regular Service General	D	62,171	83,312	63,414	84,978
015141	Equipment Dispatch	8000	Teamsters Local 214 Craft Unit	RT	51,045	59,245	51,045	59,245
724125	Equipment Painter	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	36,022	31,980	36,022
724147	Equipment Painting And Maintenance Foreman	9001	Non Union Hourly Regular Service General	H	49,619	49,619	50,611	50,611
011703	Execuitve Manager Of Paratransit	9175	Transportation NonUnion	K	98,696	148,043	100,670	151,004
013373	Executive Administrative Assistant 1	9070	Non Union Appointees Level V	K	45,483	56,110	46,393	57,232
013375	Executive Administrative Assistant 1	9070	Non Union Appointees Level V	D	45,483	56,110	46,393	57,232
013374	Executive Administrative Assistant 2	9030	Non Union Appointees Level II	K	59,102	79,323	60,284	80,909
013376	Executive Administrative Assistant 2	9030	Non Union Appointees Level II	D	59,102	79,323	60,284	80,909
43013376	Executive Administrative Assistant 2	9030	Non Union Appointees Level II	D	59,102	79,323	60,284	80,909
43013377	Executive Administrative Assistant 3	9030	Non Union Appointees Level II	D	66,967	87,358	68,306	89,105
43013378	Executive Administrative Assistant 3 - Police Law Unit	9030	Non Union Appointees Level II	D	66,967	87,358	68,306	89,105
011069	Executive Administrator Department Of Public Works	9000	Non Union Salary Regular Service General	H	76,341	76,341	77,868	77,868
011070	Executive Administrator Parking Violations	9000	Non Union Salary Regular Service General	A	67,999	76,341	69,359	77,868
013327	Executive Legal Secretary	9000	Non Union Salary Regular Service General	D	45,028	52,000	45,929	53,040
124055	Field Engineer	9000	Non Union Salary Regular Service General	D	77,890	105,178	79,448	107,282
331139	Field Training Officer	3000	Detroit Police Officers Association	G	68,796	79,716	71,548	82,905
331140	Field Training Officer Education	3000	Detroit Police Officers Association	G	70,172	81,311	72,979	84,563
331141	Field Training Officer Seniority Corporal	3000	Detroit Police Officers Association	H	81,709	81,709	84,977	84,977
331142	Field Training Officer Seniority Corporal Education	3000	Detroit Police Officers Association	H	83,344	83,344	86,678	86,678
13205101	Financial Analyst 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205100	Financial Analyst 1 Assessor Land Maintenance / GIS	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205122	Financial Analyst 1 Assessor Valuation And Field Operations	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205132	Financial Analyst 1 Cash Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205160	Financial Analyst 1 Contract And Procurement	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205168	Financial Analyst 1 Debt Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205112	Financial Analyst 1 Departmental Of Financial Services	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205143	Financial Analyst 1 Internal Audit And Risk Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205176	Financial Analyst 1 OCFO ERP	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205184	Financial Analyst 1 Program And Performance Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205192	Financial Analyst 1 Revenue Collection	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
13205151	Financial Analyst 1 Treasury Tax	9001	Non Union Hourly Regular Service General	D	49,617	58,204	50,609	59,368
13205102	Financial Analyst 2	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205105	Financial Analyst 2 Assessor Land Maintenance / GIS	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205125	Financial Analyst 2 Assessor Valuation And Field Operations	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205133	Financial Analyst 2 Cash Management	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205161	Financial Analyst 2 Contract And Procurement	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205169	Financial Analyst 2 Debt Management	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205115	Financial Analyst 2 Departmental Financial Services	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205144	Financial Analyst 2 Internal Audit And Risk Management	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205177	Financial Analyst 2 OCFO ERP	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205185	Financial Analyst 2 Program And Performance Management	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205152	Financial Analyst 2 Retirement Systems	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
205152	Financial Analyst 2 Retirement Systems	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205193	Financial Analyst 2 Revenue Collections	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205163	Financial Analyst 2 Treasury Property Tax	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205153	Financial Analyst 2 Treasury Tax	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205164	Financial Analyst 2 TreasuryTax	9001	Non Union Hourly Regular Service General	D	59,102	79,323	60,284	80,909
13205103	Financial Analyst 3	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205186	Financial Analyst 3 Program And Performance Management	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205126	Financial Analyst 3 Assessor Valuation And Field Operations	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205134	Financial Analyst 3 Cash Management	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205162	Financial Analyst 3 Contracting And Procurement	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205170	Financial Analyst 3 Debt Management	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205116	Financial Analyst 3 Departmental Financial Services	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205178	Financial Analyst 3 OCFO ERP	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205194	Financial Analyst 3 Revenue Collections	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205165	Financial Analyst 3 Trasury Tax	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205154	Financial Analyst 3 Treasury Tax	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205104	Financial Analyst 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13205117	Financial Analyst 4 Departmental Financial Services	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13205179	Financial Analyst 4 OCFO ERP	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13205187	Financial Analyst 4 Program And Performance Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13205123	Financial Analyst Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	105,064	137,796
13205198	Financial Analyst Manager 3 Revenue Collections	9000	Non Union Salary Regular Service General	D	103,004	135,094	105,064	137,796
13205158	Financial Analyst Manager 3 Treasury Tax	9000	Non Union Salary Regular Service General	D	103,004	135,094	105,064	137,796
13205159	Financial Analyst Manager 3 TreasuryTax	9000	Non Union Salary Regular Service General	D	103,004	135,094	105,064	137,796
13205124	Financial Analyst Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	117,794	154,492
13205121	Financial Analyst Manager 4 Departmental Financial Services	9000	Non Union Salary Regular Service General	D	115,484	151,463	117,794	154,492
13205150	Financial Analyst Manager 4 Internal Audit And Risk Managemnt	9000	Non Union Salary Regular Service General	D	115,484	151,463	117,794	154,492
13205106	Financial Anaylst 3 Assessor Land Maintenance GIS	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205145	Financial Anaylst 3 Internal Audit And Risk Management	9001	Non Union Hourly Regular Service General	D	74,896	93,021	76,394	94,881
13205107	Financial Anaylst 4 Assessor Land Maintenance GIS	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
13205127	Financial Anaylst 4 Assessor Valuation And Field Operations	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205135	Financial Anaylst 4 Cash Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205171	Financial Anaylst 4 Debt Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205146	Financial Anaylst 4 Internal Audit And Risk Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205195	Financial Anaylst 4 Revenue Collections	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205155	Financial Anaylst 4 Treasury Tax	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
623041	Finish Carpenter	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	61,707	61,707	-	61,707	61,707
81623041	Finish Carpenter	2021	Detroit Building and Construction Trade Coun Carp	R	55,803	56,919	-	55,803	56,919
8623041	Finish Carpenter	2021	Detroit Building and Construction Trade Coun Carp	H	53,919	53,919	-	53,919	53,919
625041	Finish Painter	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	54,997	54,997	-	54,997	54,997
82625041	Finish Painter	2091	Detroit Building and Construction Trade Coun Pain	R	49,713	50,707	-	49,713	50,707
8625041	Finish Painter	2091	Detroit Building and Construction Trade Coun Pain	H	48,056	48,056	-	48,056	48,056
625001	Finish Painter Apprentice	2091	Detroit Building and Construction Trade Coun Pain	C	35,200	48,738	-	35,200	48,738
625043	Finish Painter Building Spray	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	56,901	56,901	-	56,901	56,901
8625043	Finish Painter Building Spray	2091	Detroit Building and Construction Trade Coun Pain	H	49,719	49,719	-	49,719	49,719
625042	Finish Painter Swing Stage	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	56,901	56,901	-	56,901	56,901
8625042	Finish Painter Swing Stage	2091	Detroit Building and Construction Trade Coun Pain	H	49,719	49,719	-	49,719	49,719
322901	Fire Auto Repair Foreman	4060	D Fire Fighters Assoc Loc 344 Civilian Apparatus	H	59,957	59,957	-	61,756	61,756
322803	Fire Boad Deckhand Paramedic	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	34,700	34,700	-	35,741	35,741
322801	Fire Boat Deckhand	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	34,019	34,019	-	35,040	35,040
322802	Fire Boat Deckhand EMT	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	34,361	34,361	-	35,392	35,392
322811	Fire Boat Deckhand MFR	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	35,432	35,432	-	36,495	36,495
322812	Fire Boat Deckhand MFR EMT	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	35,786	35,786	-	36,860	36,860
322813	Fire Boat Deckhand MFR Paramedic	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	36,141	36,141	-	37,225	37,225
322821	Fire Boat Operator	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	36,141	36,141	-	37,225	37,225
322822	Fire Boat Operator EMT	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	55,641	55,641	-	57,310	57,310
322831	Fire Boat Operator MFR	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	57,326	57,326	-	59,046	59,046
322832	Fire Boat Operator MFR EMT	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	57,899	57,899	-	59,636	59,636
322833	Fire Boat Operator MFR Paramedic	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	58,472	58,472	-	60,226	60,226
322823	Fire Boat Operator Paramedic	4070	D Fire Fighters Assoc Loc 344 NonCivilian 24 Hr Ap	H	56,191	56,191	-	57,877	57,877
322071	Fire Captain	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	94,819	94,819	-	97,664	97,664
322072	Fire Captain EMT	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	95,767	95,767	-	98,640	98,640
322074	Fire Captain EMT Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	98,612	98,612	-	101,570	101,570
322271	Fire Captain Investigator	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	94,819	94,819	-	97,664	97,664
322272	Fire Captain Investigator EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	95,767	95,767	-	98,640	98,640
322273	Fire Captain Investigator Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	96,714	96,714	-	99,615	99,615
322073	Fire Captain Paramedic	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	96,714	96,714	-	99,615	99,615
322075	Fire Captain Paramedic Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	104,300	104,300	-	107,429	107,429
322171	Fire Captain Training School Instructor	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	94,819	94,819	-	97,664	97,664
322172	Fire Captain Training School Instructor EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	95,767	95,767	-	98,640	98,640
322173	Fire Captain Training School Instructor Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	96,714	96,714	-	99,615	99,615
322401	Fire Communications Captain	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	94,819	94,819	-	97,664	97,664

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
322402	Fire Communications Captain EMT	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	95,767	95,767	-	98,640	98,640
322403	Fire Communications Captain Paramedic	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	96,714	96,714	-	99,615	99,615
322411	Fire Communications Lieutenant	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	84,588	84,588	-	87,126	87,126
322412	Fire Communications Lieutenant EMT	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	85,434	85,434	-	87,997	87,997
322413	Fire Communications Lieutenant Paramedic	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	86,281	86,281	-	88,869	88,869
322421	Fire Communications Sergeant	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	76,402	76,402	-	78,694	78,694
322422	Fire Communications Sergeant EMT	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	77,167	77,167	-	79,482	79,482
322423	Fire Communications Sergeant Paramedic	4054	D Fire Fighters Assoc Loc 344 DPLSA Allied Dispat	H	77,930	77,930	-	80,268	80,268
322721	Fire Department Community Relations Coordinator	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	H	94,819	94,819	-	97,664	97,664
322722	Fire Department Community Relations Coordinator EMT	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	H	95,767	95,767	-	98,640	98,640
322723	Fire Department Community Relations Coordinator Paramedic	4015	D Fire Fighters Assoc Loc 344 Inspector Allied 8	H	96,714	96,714	-	99,615	99,615
322451	Fire Dispatcher	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	B	41,686	59,812	-	42,937	61,606
322441	Fire Dispatcher 4th Year	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	H	66,226	66,226	-	68,213	68,213
322442	Fire Dispatcher 4th Year EMT	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	H	66,889	66,889	-	68,896	68,896
322443	Fire Dispatcher 4th Year Paramedic	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	H	67,551	67,551	-	69,578	69,578
322452	Fire Dispatcher EMT	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	B	42,103	60,410	-	43,366	62,222
322453	Fire Dispatcher Paramedic	4050	D Fire Fighters Assoc Loc 344 DPOA Allied Dispat	B	42,520	61,008	-	43,796	62,838
322910	Fire EMT PFRS	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	40,976	60,807	-	42,205	62,631
322041	Fire Engine Operator	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	76,402	76,402	-	78,694	78,694
322042	Fire Engine Operator EMT	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	77,167	77,167	-	79,482	79,482
322044	Fire Engine Operator EMT Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	79,458	79,458	-	81,842	81,842
322043	Fire Engine Operator Paramedic	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	77,930	77,930	-	80,268	80,268
322045	Fire Engine Operator Paramedic Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	84,042	84,042	-	86,563	86,563
322011	Fire Fighter	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	41,686	59,812	-	42,937	61,606
322021	Fire Fighter 4th Year	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	66,226	66,226	-	68,213	68,213
322022	Fire Fighter 4th Year EMT	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	66,889	66,889	-	68,896	68,896
322024	Fire Fighter 4th Year EMT Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	68,875	68,875	-	70,941	70,941
322023	Fire Fighter 4th Year Paramedic	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	67,551	67,551	-	69,578	69,578
322025	Fire Fighter 4th Year Paramedic Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	72,848	72,848	-	75,033	75,033
322031	Fire Fighter Driver	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	69,540	69,540	-	71,626	71,626
322032	Fire Fighter Driver EMT	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	70,235	70,235	-	72,342	72,342
322034	Fire Fighter Driver EMT Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	72,322	72,322	-	74,492	74,492
322033	Fire Fighter Driver Paramedic	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	70,930	70,930	-	73,058	73,058
322035	Fire Fighter Driver Paramedic Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	76,494	76,494	-	78,789	78,789
322012	Fire Fighter EMT	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	42,103	60,410	-	43,366	62,222
322014	Fire Fighter EMT Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	43,353	62,203	-	44,654	64,069
322013	Fire Fighter Paramedic	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	42,520	61,008	-	43,796	62,838
322015	Fire Fighter Paramedic Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	45,855	65,793	-	47,231	67,767
322001	Fire Fighter Student	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	40,572	40,572	-	41,789	41,789
322002	Fire Fighter Student EMT	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	40,977	40,977	-	42,206	42,206
322004	Fire Fighter Student EMT Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	42,195	42,195	-	43,461	43,461
322003	Fire Fighter Student Paramedic	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	41,384	41,384	-	42,626	42,626

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
322005	Fire Fighter Student Paramedic Merged Role	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	H	44,628	44,628	-	45,967	45,967
322061	Fire Lieutenant	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	84,588	84,588	-	87,126	87,126
322711	Fire Lieutenant Department Community Relations	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	84,588	84,588	-	87,126	87,126
322712	Fire Lieutenant Department Community Relations EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	85,434	85,434	-	87,997	87,997
322713	Fire Lieutenant Department Community Relations Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	86,281	86,281	-	88,869	88,869
322062	Fire Lieutenant EMT	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	85,434	85,434	-	87,997	87,997
322064	Fire Lieutenant EMT Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	87,972	87,972	-	90,611	90,611
322261	Fire Lieutenant Investigator	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	84,588	84,588	-	87,126	87,126
322262	Fire Lieutenant Investigator EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	85,434	85,434	-	87,997	87,997
322263	Fire Lieutenant Investigator Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	86,281	86,281	-	88,869	88,869
322063	Fire Lieutenant Paramedic	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	86,281	86,281	-	88,869	88,869
322065	Fire Lieutenant Paramedic Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	93,048	93,048	-	95,839	95,839
322161	Fire Lieutenant Training School Instructor	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	84,588	84,588	-	87,126	87,126
322162	Fire Lieutenant Training School Instructor EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	85,434	85,434	-	87,997	87,997
322163	Fire Lieutenant Training School Instructor Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	86,281	86,281	-	88,869	88,869
322301	Fire Marshal	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	151,827	151,827	-	156,382	156,382
322302	Fire Marshal EMT	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	153,345	153,345	-	157,945	157,945
322303	Fire Marshal Paramedic	4020	D Fire Fighters Assoc Loc 344 Deputy Chief Allied	K	154,863	154,863	-	159,509	159,509
322911	Fire Paramedic PFRS	4000	D Fire Fighters Assoc Loc 344 DPOA Allied 24 Hr	B	41,382	61,409	-	42,623	63,251
439130	Fire Photographer	9000	Non Union Salary Regular Service General	A	47,200	50,629	-	48,144	51,642
322502	Fire Prevention Inspector EMT Lieutenant	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	85,434	85,434	-	87,997	87,997
322501	Fire Prevention Inspector Lieutenant	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	84,588	84,588	-	87,126	87,126
322503	Fire Prevention Inspector Paramedic Lieutenant	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	86,281	86,281	-	88,869	88,869
322511	Fire Prevention Inspector Senior Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	94,819	94,819	-	97,664	97,664
322512	Fire Prevention Inspector Senior EMT Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	95,767	95,767	-	98,640	98,640
322513	Fire Prevention Inspector Senior Paramedic Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	96,714	96,714	-	99,615	99,615
322521	Fire Prevention Instructor Senior Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	94,819	94,819	-	97,664	97,664
322522	Fire Prevention Instructor Senior EMT Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	95,767	95,767	-	98,640	98,640
322523	Fire Prevention Instructor Senior Paramedic Captain	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	96,714	96,714	-	99,615	99,615
322601	Fire Protection Plan Examiner	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	94,819	94,819	-	97,664	97,664
322602	Fire Protection Plan Examiner EMT	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	95,767	95,767	-	98,640	98,640
322603	Fire Protection Plan Examiner Paramedic	4010	D Fire Fighters Assoc Loc 344 DPLSA Allied 8 Hour	H	96,714	96,714	-	99,615	99,615
322051	Fire Sergeant	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	76,402	76,402	-	78,694	78,694
322052	Fire Sergeant EMT	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	77,167	77,167	-	79,482	79,482
322054	Fire Sergeant EMT Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	79,458	79,458	-	81,842	81,842
322053	Fire Sergeant Paramedic	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	77,930	77,930	-	80,268	80,268
322055	Fire Sergeant Paramedic Merged Role	4004	D Fire Fighters Assoc Loc 344 DPLSA Allied 24 Hr	H	84,042	84,042	-	86,563	86,563
351010	Fleet Engineer	9000	Non Union Salary Regular Service General	D	63,657	89,028	-	64,930	90,809
512051	Floriculture Supervisor	8440	Need Union Name	R	48,114	54,744	-	48,114	54,744
258531	Forensic Technician	7800	Service Employees International Union Local 517M	R	42,010	53,000	-	42,010	53,000
258521	Forensic Technician Trainee	7800	Service Employees International Union Local 517M	R	31,200	37,392	-	31,200	37,392
521041	Forestry And Landscape Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	R	40,970	44,208	-	40,970	44,208

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
715631	Furnace Equipment Installer	2150	Detroit Building and Construction Trade Sheet Met	R	46,625	52,881	-	46,625	52,881
631015	Garage Attendant	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	V	31,980	31,980	-	31,980	31,980
631025	Garage Attendant DPD	1410	AFSCME NonSupervisory Local 1023 Police	V	31,980	31,980	-	31,980	31,980
725531	General Auto Body Mechanic	1260	AFSCME NonSupervisory Local 542 Fire	H	48,825	48,825	-	48,825	48,825
723139	General Auto Mechanic DDOT	1620	AFSCME NonSupervisory Local 312 (DDOT General)	S	52,765	54,409	-	52,765	54,409
723138	General Auto Mechanic DPW	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	S	46,604	48,057	-	46,604	48,057
723137	General Auto Mechanic Fire App	1260	AFSCME NonSupervisory Local 542 Fire	S	46,604	48,057	-	46,604	48,057
713133	General Blacksmith	1140	AFSCME NonSupervisory Local 542 - General Services	S	38,216	42,129	-	38,216	42,129
619121	General Environmental Technician 1	1140	AFSCME NonSupervisory Local 542 - General Services	V	32,620	37,011	-	32,620	37,011
619132	General Environmental Technician 1 DPW	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	A	32,620	37,011	-	32,620	37,011
619231	General Environmental Technician 1 DPW DL	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	A	32,620	37,011	-	32,620	37,011
619221	General Environmental Technician 1 GSD DL	1140	AFSCME NonSupervisory Local 542 - General Services	V	32,620	37,011	-	32,620	37,011
619142	General Environmental Technician 1 MPD	1390	AFSCME NonSupervisory Local 62 Municipal Parking	V	32,620	37,011	-	32,620	37,011
619241	General Environmental Technician 1 MPD DL	1390	AFSCME NonSupervisory Local 62 Municipal Parking	V	32,620	37,011	-	32,620	37,011
619122	General Environmental Technician 2	1140	AFSCME NonSupervisory Local 542 - General Services	V	34,816	39,102	-	34,816	39,102
619133	General Environmental Technician 2 DPW	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	A	34,816	39,102	-	34,816	39,102
619143	General Environmental Technician 2 MPD	1390	AFSCME NonSupervisory Local 62 Municipal Parking	V	34,816	39,102	-	34,816	39,102
619123	General Environmental Technician 3	1140	AFSCME NonSupervisory Local 542 - General Services	V	37,011	45,689	-	37,011	45,689
619134	General Environmental Technician 3 DPW	1015	AFSCME Supv Local 2394 City Wide Sr Service Guards	V	37,011	45,689	-	37,011	45,689
619144	General Environmental Technician 3 MPD	1035	AFSCME Supv Local 2394 Municipal Parking	V	37,011	45,689	-	37,011	45,689
619124	General Environmental Technician Foreman	1140	AFSCME NonSupervisory Local 542 - General Services	R	39,102	47,884	-	39,102	47,884
713341	General Machinist	1490	AFSCME NonSupervisory Local 542 Recreation General	H	52,492	52,492	-	52,492	52,492
119937	General Manager - Classification and Compensation	9002	Senior Management	D	103,004	135,094	-	105,064	137,796
010710	General Manager Airport	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
010714	General Manager BSEED	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010722	General Manager CRIO	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010727	General Manager Elections	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010721	General Manager Environmental Affairs	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
010731	General Manager General Services	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
010720	General Manager Health Department	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
010725	General Manager Human Services	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010730	General Manager Law	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010729	General Manager Municipal Parking	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
010719	General Manager Pension	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010732	General Manager Planning Development	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
741081	General Manager Power Plant	9000	Non Union Salary Regular Service General	D	75,884	97,597	-	77,402	99,549
010733	General Manager Project Management	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
551008	General Manager Public Housing Management Information System	9000	Non Union Salary Regular Service General	D	64,519	96,831	-	65,809	98,768
010734	General Manager Public Lighting	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010736	General Manager Public Works	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
010737	General Manager Recreation	9002	Senior Management	D	75,426	105,369	-	76,935	107,476
715033	General Welder	1200	AFSCME Non-Supervisory Local 26 Pubic Works	H	48,827	48,827	-	48,827	48,827

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
8715033	General Welder	2021	Detroit Building and Construction Trade Coun Carp	H	45,177	45,177	-	45,177	45,177
629031	Glazier	2061	Detroit Building and Construction Trade Coun Glaz	H	50,635	50,635	-	50,635	50,635
541050	Golf Course Manager	9000	Non Union Salary Regular Service General	A	44,000	45,486	-	44,880	46,396
825410	Golf Course Ranger Starter Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	N	31,980	31,980	-	31,980	31,980
541054	Golf Operations Supervisor	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
619131	Graffiti Removal Attendant	1490	AFSCME NonSupervisory Local 542 Recreation General	A	31,980	34,775	-	31,980	34,775
012079	Grant Coordinator	9000	Non Union Salary Regular Service General	D	50,514	70,628	-	51,524	72,041
81012079	Grant Coordinator	9000	Non Union Salary Regular Service General	D	50,514	70,628	-	51,524	72,041
193025	Graphic Designer	9000	Non Union Salary Regular Service General	A	46,957	65,737	-	47,896	67,052
81193025	Graphic Designer	9000	Non Union Salary Regular Service General	A	46,957	65,737	-	47,896	67,052
533021	Greenskeeper	1080	AFSCME Forestry & Landscape Foremen Local 1206	S	40,659	44,164	-	40,659	44,164
825443	Guest Relations Assistant Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	N	31,980	31,980	-	31,980	31,980
114051	Head City Planner	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
124065	Head Civil Engineer Field	9000	Non Union Salary Regular Service General	D	80,571	94,626	-	82,182	96,519
012051	Head Clerk	4200	DOT Foremans Association (DDOT)	A	47,090	50,972	-	47,090	50,972
81012051	Head Clerk	9001	Non Union Hourly Regular Service General	A	43,934	55,703	-	44,813	56,817
82012051	Head Clerk	1090	AFSCME Supv Local 2394 Building and Safety En Unit	A	44,554	48,097	-	44,554	48,097
012078	Head Clerk Municipal Parking	9000	Non Union Salary Regular Service General	A	43,934	55,703	-	44,813	56,817
011995	Head Clerk Police	8220	Teamsters Local 214 NonCraft Unit Police	A	43,934	55,703	-	43,934	55,703
196052	Head Construction Inspector Paving	9001	Non Union Hourly Regular Service General	A	60,783	71,200	-	61,999	72,624
196054	Head Construction Inspector Structures	9001	Non Union Hourly Regular Service General	A	60,783	71,200	-	61,999	72,624
025051	Head Data Processing Equipment Operator	9001	Non Union Hourly Regular Service General	A	44,000	47,543	-	44,880	48,494
134061	Head Electrical Engineer	9000	Non Union Salary Regular Service General	D	80,571	94,626	-	82,182	96,519
124066	Head Engineer Design And Field Services	9002	Senior Management	D	94,095	131,733	-	95,977	134,368
124070	Head Engineer Transportation	9000	Non Union Salary Regular Service General	D	78,511	108,827	-	80,081	111,004
041547	Head Governmental Analyst	9001	Non Union Hourly Regular Service General	A	62,521	64,612	-	63,771	65,904
81041547	Head Governmental Analyst	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
099651	Head Industrial And Commercial Development Specialist	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
744261	Head Operating Engineer Recreation Facilities	9001	Non Union Hourly Regular Service General	A	59,086	62,970	-	60,268	64,229
339245	Head Parking Enforcement Officer	9000	Non Union Salary Regular Service General	A	47,313	50,972	-	48,259	51,991
742261	Head Power Plant Operator	9001	Non Union Hourly Regular Service General	H	71,199	71,199	-	72,623	72,623
631038	Head Property Guard	4210	Foremans Association of DOT Supervisory Chapter	A	35,618	38,391	-	35,618	38,391
8631038	Head Property Guard	9001	Non Union Hourly Regular Service General	D	47,400	56,900	-	48,348	58,038
099355	Head Social Planning And Development Specialist	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
412051	Head Social Worker	9000	Non Union Salary Regular Service General	A	64,678	90,508	-	65,972	92,318
055041	Head Storekeeper	4210	Foremans Association of DOT Supervisory Chapter	A	37,431	39,458	-	37,431	39,458
81055041	Head Storekeeper	9000	Non Union Salary Regular Service General	A	42,057	44,344	-	42,898	45,231
82055041	Head Storekeeper	3900	Association of City of Detroit Supervisors	R	39,093	42,180	-	39,093	42,180
414020	Head Work Program Administrator	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
222078	Health Data Reporting And Visualization Analyst	9000	Non Union Salary Regular Service General	D	73,185	102,500	-	74,649	104,550
222069	Health Information Manager	9000	Non Union Salary Regular Service General	D	100,655	140,938	-	102,668	143,757
222065	Health Information Officer	9000	Non Union Salary Regular Service General	D	114,283	154,278	-	116,569	157,364

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
093021	Health Program Coordinator	9000	Non Union Salary Regular Service General	A	36,800	46,628	-	37,536	47,561
291040	Hearing Consultant	9000	Non Union Salary Regular Service General	A	48,801	51,086	-	49,777	52,108
744231	Heating Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	49,574	51,473	-	49,574	51,473
744251	Heating Plant Supervisor	4210	Foremans Association of DOT Supervisory Chapter	A	49,299	51,704	-	49,299	51,704
8744251	Heating Plant Supervisor	9001	Non Union Hourly Regular Service General	H	47,862	47,862	-	48,819	48,819
012069	Homeless Coordination Manager	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
13104102	Housing Compliance Inspector 2	1565	AFSCME Non Supervisory Local 1227 Hous and Revit	CE	48,643	57,062	-	48,643	57,062
13104103	Housing Compliance Inspector 3	1565	AFSCME Non Supervisory Local 1227 Hous and Revit	CE	51,916	67,415	-	51,916	67,415
13104104	Housing Compliance Inspector 4	1565	AFSCME Non Supervisory Local 1227 Hous and Revit	CE	59,102	79,323	-	59,102	79,323
104112	Housing Compliance Inspector Supervisor 2	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
413044	Housing Coordinator	9001	Non Union Hourly Regular Service General	D	43,102	60,342	-	43,964	61,549
413041	Housing Coordinator HOPWA	9001	Non Union Hourly Regular Service General	D	43,102	60,342	-	43,964	61,549
199121	Housing Inspector	1565	AFSCME Non Supervisory Local 1227 Hous and Revit	H	59,657	59,657	-	59,657	59,657
199122	Housing Inspector State Registered	1600	AFSCME NonSupervisory Local 1227 Building Inspect	H	62,713	62,713	-	62,713	62,713
43416101	Human Resources Assistant 1	9001	Non Union Hourly Regular Service General	D	32,763	38,392	-	33,418	39,160
43416102	Human Resources Assistant 2	9001	Non Union Hourly Regular Service General	D	34,953	43,568	-	35,652	44,439
43416103	Human Resources Assistant 3	9001	Non Union Hourly Regular Service General	D	38,303	45,729	-	39,069	46,644
43416104	Human Resources Assistant 4	9001	Non Union Hourly Regular Service General	D	41,191	52,226	-	42,015	53,271
13119951	Human Resources Information Systems Administrator 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	-	54,013	70,139
13119952	Human Resources Information Systems Administrator 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13119953	Human Resources Information Systems Administrator 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13119954	Human Resources Information Systems Administrator 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
119961	Human Resources Information Systems Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13119962	Human Resources Information Systems Manager 2	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
107101	Human Resources Specialist 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
13107102	Human Resources Specialist 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13107103	Human Resources Specialist 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13107113	Human Resources Specialist 3 Employee Services	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
107104	Human Resources Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
719034	HVAC Systems Repair Technician	2180	Detroit Building and Construction Trade Coun Gen	R	40,753	41,569	-	40,753	41,569
338521	Identification Technician	1410	AFSCME NonSupervisory Local 1023 Police	A	31,980	37,372	-	31,980	37,372
338511	Identification Technician Trainee	1410	AFSCME NonSupervisory Local 1023 Police	E	31,980	31,980	-	31,980	31,980
193015	Illustrator	9000	Non Union Salary Regular Service General	A	39,886	43,544	-	40,684	44,415
81193015	Illustrator	9000	Non Union Salary Regular Service General	A	39,886	43,544	-	40,684	44,415
193016	Illustrator Photocompositor	9000	Non Union Salary Regular Service General	A	41,599	44,000	-	42,431	44,880
012014	Information Technician	9001	Non Union Hourly Regular Service General	A	33,145	38,858	-	33,808	39,635
15112112	Information Technician Specialist Systems Analyst 2 Health	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15119004	Information Technician Specialist System Engineering 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
041813	Information Technology Networks Manager Elections	9000	Non Union Salary Regular Service General	D	78,627	89,028	-	80,200	90,809
15114235	Information Technology Special Systems Administrator Manger 4 DDOT	9002	Senior Management	D	123,402	148,161	-	125,870	151,124
15112231	Information Technology Specialist - Apprentice Information Security Analyst	9001	Non Union Hourly Regular Service General	D	52,000	65,000	-	53,040	66,300
15119104	Information Technology Specialist 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
15111433	Information Technology Specialist Data Engineer 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15111434	Information Technology Specialist Data Engineer 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15111443	Information Technology Specialist Data Librarian Architect 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15111444	Information Technology Specialist Data Librarian Architect 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15111453	Information Technology Specialist Data Scientist 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15111454	Information Technology Specialist Data Scientist 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15111463	Information Technology Specialist Data Visualization And Reporting 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15111464	Information Technology Specialist Data Visualization And Reporting 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15114102	Information Technology Specialist Database Administrator 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15114122	Information Technology Specialist Database Administrator 2 Health	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15114103	Information Technology Specialist Database Administrator 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15114104	Information Technology Specialist Database Administrator 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15119112	Information Technology Specialist GIS Analyst 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15119133	Information Technology Specialist GIS Analyst 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
119123	Information Technology Specialist GIS Analyst Manager 3	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
119124	Information Technology Specialist GIS Analyst Manager 4	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
112223	Information Technology Specialist Information Security Analysts 3	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
15112233	Information Technology Specialist Information Security Analysts 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
112224	Information Technology Specialist Information Security Analysts 4	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
15114302	Information Technology Specialist Network Enterprise Engineer 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
114323	Information Technology Specialist Network Enterprise Engineer 3	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
15114333	Information Technology Specialist Network Enterprise Engineer 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
13114324	Information Technology Specialist Network Enterprise Engineer 4	9000	Non Union Salary Regular Service General	D	133,030	159,718	-	135,691	162,912
15114304	Information Technology Specialist Network Enterprise Engineer 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15113302	Information Technology Specialist Software Engineer 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15113333	Information Technology Specialist Software Engineer 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15113304	Information Technology Specialist Software Engineer 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
113323	Information Technology Specialist Software Engineer Manager 3	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
113324	Information Technology Specialist Software Engineer Manager 4	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
15114202	Information Technology Specialist Systems Administrator 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15114204	Information Technology Specialist Systems Administrator 4	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15114203	Information Technology Specialist Systems Administrator 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
114223	Information Technology Specialist Systems Administrator Manager 3	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
15114233	Information Technology Specialist Systems Administrator Manager 3 HRIS	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
114224	Information Technology Specialist Systems Administrator Manager 4	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
15114234	Information Technology Specialist Systems Administrator Manager 4 HRIS	9002	Senior Management	D	123,402	148,161	-	125,870	151,124
15112102	Information Technology Specialist Systems Analyst 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
112123	Information Technology Specialist Systems Analyst Manager 2	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
112124	Information Technology Specialist Systems Analyst Manager 4	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
15119003	Information Technology Specialist Systems Engineer 3	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
119023	Information Technology Specialist Systems Engineer Manager	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
119024	Information Technology Specialist Systems Engineer Manager 1	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
15115101	Information Technology Technician 1	7100	Sr Accountants Analysts and Appraisers Association	TE	34,131	47,263	-	34,131	47,263
15115102	Information Technology Technician 2	7100	Sr Accountants Analysts and Appraisers Association	TE	39,237	60,587	-	39,237	60,587
15115105	Information Technology Technician 2	9001	Non Union Hourly Regular Service General	D	40,823	63,035	-	41,639	64,296
15115103	Information Technology Technician 3	0100	Association of Professional and Technical Empl	TD	49,221	76,526	-	49,221	76,526
15115104	Information Technology Technician 4	0100	Association of Professional and Technical Empl	TD	59,839	87,795	-	59,839	87,795
15115122	Information Technology Technician Manager 2	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
191057	Inspector Of Overhead Lines And Safety	9001	Non Union Hourly Regular Service General	A	57,257	60,799	-	58,402	62,015
076053	Instructor Public Works Equipment	7650	Service Employees International Union Local 517M	D	46,677	51,847	-	46,677	51,847
076013	Instructor Transportation Equipment Operation	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	44,236	48,288	-	44,236	48,288
932034	Interdisciplinary Analyst	9000	Non Union Salary Regular Service General	H	68,570	68,570	-	69,941	69,941
632018	Interim Senior Service Guard	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	33,359	37,518	-	33,359	37,518
041521	Intermediate Governmental Analyst	7100	Sr Accountants Analysts and Appraisers Association	R	38,338	43,060	-	38,338	43,060
81041521	Intermediate Governmental Analyst	9003	Non Union Confidential Employees	A	39,886	44,799	-	40,684	45,695
045023	Intermediate Statistician	7100	Sr Accountants Analysts and Appraisers Association	R	38,338	43,060	-	38,338	43,060
045024	Intermediate Statistician Biomedical	7100	Sr Accountants Analysts and Appraisers Association	R	38,338	43,060	-	38,338	43,060
042039	Investment Analyst Pension	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
014043	Junior Assistant City Council Committee Clerk	9000	Non Union Salary Regular Service General	D	44,344	47,313	-	45,231	48,259
114211	Junior City Planner Design	9000	Non Union Salary Regular Service General	E	35,315	39,086	-	36,021	39,868
114111	Junior City Planner Research	9000	Non Union Salary Regular Service General	E	35,315	39,086	-	36,021	39,868
012013	Junior Clerk	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
81012013	Junior Clerk	9003	Non Union Confidential Employees	T	31,980	31,980	-	32,620	32,620
820115	Junior Clerk Part Time Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
413011	Junior Community Services Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	E	31,980	37,829	-	31,980	37,829
522011	Junior Forester	8440	Need Union Name	R	37,372	46,286	-	37,372	46,286
041511	Junior Governmental Analyst	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,799	-	31,980	36,799
041512	Junior Governmental Analyst Exempted	9003	Non Union Confidential Employees	E	31,980	38,286	-	32,620	39,052
144501	Junior Industrial Engineer	9003	Non Union Confidential Employees	D	40,456	45,942	-	41,265	46,861
164303	Junior Landscape Architect	9000	Non Union Salary Regular Service General	D	38,628	46,058	-	39,401	46,979
824701	Junior Lifeguard Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
023011	Junior Phonotypist Blind	9001	Non Union Hourly Regular Service General	A	31,980	31,980	-	32,620	32,620
292011	Junior Public Health Educator	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,798	-	31,980	36,798
222011	Junior Public Health Nurse	1295	AFSCME NonSupervisory Local 273 Health - RN	A	38,972	42,857	-	38,972	42,857
822220	Junior Public Health Nurse Special Service	1295	AFSCME NonSupervisory Local 273 Health - RN	S	36,452	40,161	-	36,452	40,161
045011	Junior Statistician	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,799	-	31,980	36,799
013313	Junior Stenographer	1370	AFSCME NonSupervisory Local 62 Human Resources	V	31,980	31,980	-	31,980	31,980
075501	Junior Training Specialist	9001	Non Union Hourly Regular Service General	A	31,980	38,286	-	32,620	39,052
13107521	Labor Relations Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
107522	Labor Relations Manager 2	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
712133	Laner Truck Operations Mechanic	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	33,344	39,369	-	33,344	39,369
338532	Latent Fingerprint Technician	7800	Service Employees International Union Local 517M	R	35,612	52,000	-	35,612	52,000
338533	Latent Fingerprint Technician Trainee	7800	Service Employees International Union Local 517M	R	31,200	37,392	-	31,200	37,392
81338533	Latent Fingerprint Technician Trainee	9000	Non Union Salary Regular Service General	A	33,145	35,087	-	33,808	35,789

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
291031	Lead Program Environmental Supervisor	9000	Non Union Salary Regular Service General	A	50,514	70,628	-	51,524	72,041
091941	Legal Assistant	1850	Law Department Paralegals UAW 412 Unit 86	D	56,900	76,800	-	56,900	76,800
092037	Legal Investigator	1140	AFSCME NonSupervisory Local 542 - General Services	A	34,971	39,086	-	34,971	39,086
013325	Legal Secretary	1555	AFSCME NonSupervisory Local 2799 Law	U	46,002	59,699	-	46,002	59,699
091158	Legislative Assistant Corporation Counsel	9000	Non Union Salary Regular Service General	D	86,158	125,796	-	87,881	128,312
199430	Licences Examiner Electrical	9001	Non Union Hourly Regular Service General	H	61,828	61,828	-	63,065	63,065
222511	Licensed Practical Nurse	1290	AFSCME NonSupervisory Local 457 Health	A	51,576	62,405	-	51,576	62,405
199530	Licenses Examiner Mechanical	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	-	58,814	78,935
824713	Lifeguard Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
733151	Line Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	65,048	65,048	-	65,048	65,048
732311	Line Helper	2190	Detroit Building and Construction Trade Coun Line	R	33,317	34,183	-	33,317	34,183
732313	Line Helper Driver 1	8000	Teamsters Local 214 Craft Unit	RT	31,980	37,581	-	31,980	37,581
732321	Line Helper Driver 2	8000	Teamsters Local 214 Craft Unit	RT	32,790	38,713	-	32,790	38,713
733145	Line Sub Foreman	2081	Detroit Building and Construction Trade Coun Mill	H	64,537	64,537	-	64,537	64,537
733171	Line Supervisor	9000	Non Union Salary Regular Service General	H	75,312	75,312	-	76,818	76,818
193014	Line Systems Investigator	1140	AFSCME NonSupervisory Local 542 - General Services	A	41,144	44,344	-	41,144	44,344
733131	Line Worker	2190	Detroit Building and Construction Trade Coun Line	R	62,892	64,151	-	62,892	64,151
733101	Line Worker Apprentice	2190	Detroit Building and Construction Trade Coun Line	R	40,885	57,696	-	40,885	57,696
339010	Live Release Coordinator	9000	Non Union Salary Regular Service General	D	40,000	43,428	-	40,800	44,297
825408	Locker Facilities Attendant Female Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
825409	Locker Facilities Attendant Male Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
713331	Machinist	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	35,636	-	31,980	35,636
713301	Machinist Apprentice	1140	AFSCME NonSupervisory Local 542 - General Services	C	34,120	49,890	-	34,120	49,890
713347	Machinist Sub Foreman	1140	AFSCME NonSupervisory Local 542 - General Services	H	54,754	54,754	-	54,754	54,754
012096	Mailroom Supervisor	9000	Non Union Salary Regular Service General	D	34,401	44,571	-	35,089	45,462
351005	Maintenance Management Information System Administrator	9000	Non Union Salary Regular Service General	D	61,600	86,398	-	62,832	88,126
714331	Maintenance Millwright	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	61,112	61,112	-	61,112	61,112
8714331	Maintenance Millwright	2081	Detroit Building and Construction Trade Coun Mill	H	52,917	52,917	-	52,917	52,917
714301	Maintenance Millwright Apprentice	2081	Detroit Building and Construction Trade Coun Mill	C	34,389	47,608	-	34,389	47,608
010908	Manager 1 Administrative Hearings	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010910	Manager 1 Airport	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010912	Manager 1 Buildings Safety Engineering	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010915	Manager 1 City Clerk	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010918	Manager 1 Communications	9001	Non Union Hourly Regular Service General	D	59,885	83,884	-	61,083	85,562
11010958	Manager 1 Communications OCFO	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010920	Manager 1 Consumer Affairs	9001	Non Union Hourly Regular Service General	D	59,885	83,884	-	61,083	85,562
010934	Manager 1 CRIO	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010931	Manager 1 Customer Service Dispatch	9175	Transportation NonUnion	D	76,448	114,671	-	77,977	116,964
010927	Manager 1 Elections	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010932	Manager 1 Eligibility	9175	Transportation NonUnion	D	79,961	119,941	-	81,560	122,340
010924	Manager 1 Environmental Affairs	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010919	Manager 1 Fire	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
010963	Manager 1 Food Service Programs	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010941	Manager 1 General Services	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010930	Manager 1 Health	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010964	Manager 1 Health Animal Control	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010960	Manager 1 Health Clinic Operations	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010962	Manager 1 Health Lead Program	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010961	Manager 1 Health Wic Program	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010939	Manager 1 Human Resources Payroll	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010917	Manager 1 Human Services Head Start	9000	Non Union Salary Regular Service General	D	69,713	97,713	-	71,107	99,667
010944	Manager 1 Municipal Parking	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010909	Manager 1 Pension	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010948	Manager 1 Police	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010950	Manager 1 Public Lighting	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010952	Manager 1 Public Works	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010947	Manager 1 Recreation	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010968	Manager 1 Recreation Center	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010955	Manager 1 Targeted Business	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010954	Manager 1 Transportation	9000	Non Union Salary Regular Service General	D	59,885	83,884	-	61,083	85,562
010810	Manager 2 Airport	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010808	Manager 2 Auditor General	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010812	Manager 2 Benefits	9000	Non Union Salary Regular Service General	D	65,255	91,311	-	66,560	93,137
010814	Manager 2 Buildings Safety Engineering	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010817	Manager 2 City Clerk	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010839	Manager 2 Civil Rights Integrity Bureau	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010862	Manager 2 Contract Operations	9175	Transportation NonUnion	D	83,306	124,959	-	84,972	127,458
010826	Manager 2 CRIO	9000	Non Union Salary Regular Service General	D	65,255	91,311	-	66,560	93,137
010819	Manager 2 Elections	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010827	Manager 2 Elections Information Systems	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010821	Manager 2 Environmental Affairs	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010823	Manager 2 Fire	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010831	Manager 2 General Services	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010824	Manager 2 Health	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010853	Manager 2 Health Bureau Of Clinical Services	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010855	Manager 2 Health Nutrition Services	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010854	Manager 2 Health Public Health Nursing	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010859	Manager 2 Health Substance Abuse	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010838	Manager 2 Municipal Parking	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010809	Manager 2 Pension	9000	Non Union Salary Regular Service General	D	65,255	91,311	-	66,560	93,137
010849	Manager 2 Police	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010841	Manager 2 Project Management	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010842	Manager 2 Public Lighting	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
010844	Manager 2 Public Works	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139

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					2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
010846	Manager 2 Recreation	9000	Non Union Salary Regular Service General	D	65,257	91,313	66,562	93,139
010848	Manager 2 Transportation	9000	Non Union Salary Regular Service General	D	65,257	91,313	66,562	93,139
199161	Manager Of Housing Inspections	9002	Senior Management	D	74,896	93,021	76,394	94,881
931531	Manager Of Media Production	9000	Non Union Salary Regular Service General	K	62,668	94,002	63,921	95,882
541030	Marina Operations Assistant Grade 1	1040	AFSCME Supv Local 2394 Recreation Unit B	A	34,387	37,129	34,387	37,129
541035	Marina Operations Assistant Grade 2	1040	AFSCME Supv Local 2394 Recreation Unit B	A	37,700	39,756	37,700	39,756
434031	Marine Museum Exhibitor	9000	Non Union Salary Regular Service General	A	46,514	48,913	47,444	49,891
541053	Marine Operations Supervisor	9000	Non Union Salary Regular Service General	A	42,857	45,028	43,714	45,929
351020	Marketing And Outreach Coordinator	9000	Non Union Salary Regular Service General	D	49,617	58,204	50,609	59,368
738353	Master Electrician Of Record	9001	Non Union Hourly Regular Service General	D	59,885	83,884	61,083	85,562
81738353	Master Electrician Of Record	9000	Non Union Salary Regular Service General	D	56,353	79,040	57,480	80,621
626051	Master Plumber	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	67,759	67,759	67,759	67,759
8626051	Master Plumber	2001	Detroit Building and Construction Trade Coun Fore	H	59,207	59,207	59,207	59,207
252011	Materials Laboratory Aid	9001	Non Union Hourly Regular Service General	E	34,645	38,130	35,338	38,893
252032	Materials Laboratory Supervisor	9000	Non Union Salary Regular Service General	A	53,505	66,933	54,575	68,272
252021	Materials Laboratory Technician	1575	AFSCME Non Supervisory Local 1227 Public Works	A	38,842	40,212	38,842	40,212
051052	Materials Manager General Services Department	9000	Non Union Salary Regular Service General	A	66,399	68,570	67,727	69,941
144051	Mechanical Engineer	9000	Non Union Salary Regular Service General	D	73,028	84,913	74,489	86,611
144052	Mechanical Engineer Power Production	9000	Non Union Salary Regular Service General	D	73,028	84,913	74,489	86,611
712011	Mechanical Helper	1390	AFSCME NonSupervisory Local 62 Municipal Parking	V	31,980	31,980	31,980	31,980
81712011	Mechanical Helper	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	31,980	32,740	31,980	32,740
8712011	Mechanical Helper	9001	Non Union Hourly Regular Service General	S	31,980	31,980	32,620	32,620
199526	Mechanical Inspector	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	58,814	78,935
8712051	Mechanical Maintenance Foreman	9001	Non Union Hourly Regular Service General	A	46,226	46,514	47,151	47,444
712041	Mechanical Maintenance Sub Foreman	9000	Non Union Salary Regular Service General	A	44,572	45,028	45,463	45,929
712061	Mechanical Maintenance Supervisor	9001	Non Union Hourly Regular Service General	A	52,798	55,085	53,854	56,187
223521	Medical Assistant	9001	Non Union Hourly Regular Service General	D	38,463	48,458	39,232	49,427
226021	Medical Case Manager	7800	Service Employees International Union Local 517M	R	31,200	39,223	31,200	39,223
81293015	Medical Record Technician	9000	Non Union Salary Regular Service General	A	31,980	36,230	32,620	36,955
222515	Medications Licensed Practical Nurse	1290	AFSCME NonSupervisory Local 457 Health	H	33,714	33,714	33,714	33,714
012011	Messenger	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	31,980	31,980	31,980
81012011	Messenger	9003	Non Union Confidential Employees	T	31,980	31,980	32,620	32,620
041930	Microcomputer Support Specialist	9001	Non Union Hourly Regular Service General	A	40,687	46,058	41,501	46,979
81041930	Microcomputer Support Specialist	9000	Non Union Salary Regular Service General	A	40,687	46,058	41,501	46,979
714351	Millwright Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	55,624	55,624	55,624	55,624
359027	Motor Vehicle Dispatcher	1140	AFSCME NonSupervisory Local 542 - General Services	A	34,987	37,718	34,987	37,718
012046	Municipal Code And Ordinance Clerk	9000	Non Union Salary Regular Service General	D	54,171	57,143	55,254	58,286
523021	Naturalist	8440	Need Union Name	R	38,171	42,743	38,171	42,743
824570	Nature Center Aide Special Service	9200	Non Union Special Service Hourly	A	31,980	31,980	32,620	32,620
331015	Neighborhood Police Officer	3000	Detroit Police Officers Association	H	78,578	78,578	81,721	81,721
331008	Neighborhood Police Officer Education	3000	Detroit Police Officers Association	H	80,149	80,149	83,355	83,355
331147	Neighborhood Police Officer Field Training Officer	3000	Detroit Police Officers Association	H	82,507	82,507	85,807	85,807

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
331148	Neighborhood Police Officer Field Training Officer Education	3000	Detroit Police Officers Association	H	84,156	84,156	87,522	87,522
418025	Neighborhood Services Representative	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	37,829	31,980	37,829
222410	Nurse Practitioner	9001	Non Union Hourly Regular Service General	A	76,755	115,131	78,290	117,434
222401	Nurse Practitioner Family	9001	Non Union Hourly Regular Service General	A	64,685	68,113	65,979	69,475
222403	Nurse Practitioner ObstetricsGynecology	9001	Non Union Hourly Regular Service General	A	64,685	68,113	65,979	69,475
222402	Nurse Practitioner Pediatrics	9001	Non Union Hourly Regular Service General	A	64,685	68,113	65,979	69,475
222068	Nursing Director	9000	Non Union Salary Regular Service General	D	91,425	142,854	93,254	145,711
242311	Nutritionist	7100	Sr Accountants Analysts and Appraisers Association	A	44,075	61,224	44,075	61,224
013111	Office Assistant 1	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	31,980	31,980
81013111	Office Assistant 1	9003	Non Union Confidential Employees	V	31,980	31,980	32,620	32,620
013189	Office Assistant 1 Exempted	9003	Non Union Confidential Employees	V	31,980	31,980	32,620	32,620
820117	Office Assistant 1 Part Time Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	32,620	32,620
82013121	Office Assistant 2	9003	Non Union Confidential Employees	V	31,980	32,229	32,620	32,874
8113121	Office Assistant 2 DPW	1210	AFSCME NonSupervisory Local 62 DPW Clerical	O	31,980	32,230	31,980	32,230
813121	Office Assistant 2 Election	1190	AFSCME NonSupervisory Local 2799 Elections	O	31,980	32,230	31,980	32,230
013190	Office Assistant 2 Exempted	9003	Non Union Confidential Employees	V	31,980	32,229	32,620	32,874
81013121	Office Assistant 2 GSD	1210	AFSCME NonSupervisory Local 62 DPW Clerical	O	31,980	32,230	31,980	32,230
013121	Office Assistant 2 Police	1410	AFSCME NonSupervisory Local 1023 Police	O	31,980	32,230	31,980	32,230
81013131	Office Assistant 3	8120	Teamsters Local 214 NonCraft Unit Airport	RT	31,980	34,402	31,980	34,402
8113131	Office Assistant 3	9001	Non Union Hourly Regular Service General	A	31,980	35,315	32,620	36,021
813131	Office Assistant 3	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	36,025	36,025	36,025	36,025
013131	Office Assistant 3 DPW	1210	AFSCME NonSupervisory Local 62 DPW Clerical	A	31,980	35,316	31,980	35,316
43013132	Office Assistant 3 Elections	1190	AFSCME NonSupervisory Local 2799 Elections	A	31,980	35,316	31,980	35,316
013191	Office Assistant 3 Exempted	9003	Non Union Confidential Employees	A	31,980	35,315	32,620	36,021
81013191	Office Assistant 3 Exempted	9000	Non Union Salary Regular Service General	A	31,980	35,315	32,620	36,021
43013133	Office Assistant 3 GSD	1490	AFSCME NonSupervisory Local 542 Recreation General	A	31,980	35,316	31,980	35,316
43013134	Office Assistant 3 MPD	1390	AFSCME NonSupervisory Local 62 Municipal Parking	A	31,980	35,316	31,980	35,316
43013135	Office Assistant 3 Police	1410	AFSCME NonSupervisory Local 1023 Police	A	31,980	35,316	31,980	35,316
82013131	Office Assistant 3 Police	9003	Non Union Confidential Employees	R	31,980	35,316	32,620	36,022
029031	Office Automation Support Assistant	1190	AFSCME NonSupervisory Local 2799 Elections	A	33,600	39,086	33,600	39,086
81029031	Office Automation Support Assistant	9001	Non Union Hourly Regular Service General	A	33,600	39,086	34,272	39,868
019210	Office Management Assistant	8450	Need Union Name	CH	41,191	52,225	41,191	52,225
82019210	Office Management Assistant	9001	Non Union Hourly Regular Service General	A	38,059	41,029	38,820	41,850
83019210	Office Management Assistant	9001	Non Union Hourly Regular Service General	A	38,059	41,029	38,820	41,850
019211	Office Management Assistant Exempted	9003	Non Union Confidential Employees	A	38,059	41,028	38,820	41,849
037337	Offset Printer	1140	AFSCME NonSupervisory Local 542 - General Services	A	38,171	44,114	38,171	44,114
13111141	Operations General Manager	9002	Senior Management	D	103,004	135,094	105,064	137,796
041451	Organization And Process Analyst	9000	Non Union Salary Regular Service General	D	65,257	91,313	66,562	93,139
072044	Organizational Development Specialist	9000	Non Union Salary Regular Service General	D	55,085	76,913	56,187	78,451
351021	Outreach Direct Services Specialist	9175	Transportation NonUnion	A	56,110	78,552	57,232	80,123
199025	Overhead Utility Plan Permit Examiner	9001	Non Union Hourly Regular Service General	A	48,686	50,057	49,660	51,058
999922	OWL Instructor Run	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	47,000	69,600	48,175	71,340

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
999920	OWL Regular Run	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	39,104	57,908	-	40,082	59,356
625051	Painter Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	50,742	50,742	-	50,742	50,742
625047	Painter Sub Foreman	2091	Detroit Building and Construction Trade Coun Pain	H	49,911	49,911	-	49,911	49,911
224031	Paramedic	3100	Detroit Fire Fighters Association, Local 344 EMS	B	41,382	61,409	-	42,623	63,251
224032	Paramedic Attendance 1	3100	Detroit Fire Fighters Association, Local 344 EMS	B	41,796	62,023	-	43,050	63,884
224033	Paramedic Attendance 2	3100	Detroit Fire Fighters Association, Local 344 EMS	B	42,210	62,637	-	43,476	64,516
224034	Paramedic Attendance 3	3100	Detroit Fire Fighters Association, Local 344 EMS	B	42,623	63,251	-	43,902	65,149
522039	Park Development Coordinator	8440	Need Union Name	R	53,942	70,285	-	53,942	70,285
531042	Park Development Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	A	43,473	45,602	-	43,473	45,602
531032	Park Development Sub Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	S	33,645	37,581	-	33,645	37,581
531052	Park Development Supervisor	8440	Need Union Name	R	48,000	50,742	-	48,000	50,742
825301	Park Maintenance Assistant Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
531054	Park Maintenance Operations Assistant	8440	Need Union Name	R	47,085	52,798	-	47,085	52,798
531051	Park Maintenance Supervisor Grade 1	8440	Need Union Name	R	40,801	45,486	-	40,801	45,486
531053	Park Maintenance Supervisor Grade 2	8440	Need Union Name	R	44,344	48,343	-	44,344	48,343
451058	Park Superintendent	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
339210	Parking Enforcement Control Specialist	8260	Teamsters Local 214 NonCraft Unit Municipal Park	RT	31,980	36,571	-	31,980	36,571
099168	Parking Enforcement Investigator	9001	Non Union Hourly Regular Service General	A	36,001	37,715	-	36,721	38,469
339220	Parking Enforcement Officer	8260	Teamsters Local 214 NonCraft Unit Municipal Park	RT	31,980	36,571	-	31,980	36,571
047323	Parking Meter Collections Assistant	1080	AFSCME Forestry & Landscape Foremen Local 1206	S	31,980	33,690	-	31,980	33,690
712331	Parking Meter Repair Worker	8260	Teamsters Local 214 NonCraft Unit Municipal Park	RT	31,980	36,858	-	31,980	36,858
047342	Parking Meter Revenue Collector	1390	AFSCME NonSupervisory Local 62 Municipal Parking	A	31,980	35,410	-	31,980	35,410
712341	Parking Meter Service Foreman	9001	Non Union Hourly Regular Service General	A	43,200	44,916	-	44,064	45,814
712337	Parking Meter Service Sub Foreman	9001	Non Union Hourly Regular Service General	H	42,172	42,172	-	43,015	43,015
43303134	Payroll Technician 4	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13205140	Pension Investment Officer	9030	Non Union Appointees Level II	K	154,877	222,940	-	157,975	227,399
338870	Performance And Compliance Analyst Civil Rights Integrity Bureau	9003	Non Union Confidential Employees	D	44,915	62,857	-	45,813	64,114
338880	Performance And Compliance Manager Civil Rights Integrity Bureau	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
439131	Photographer General	9000	Non Union Salary Regular Service General	A	40,457	43,315	-	41,266	44,181
439135	Photographer Police Investigation Support	9000	Non Union Salary Regular Service General	A	43,544	45,487	-	44,415	46,397
225021	Physician Assistant General	1140	AFSCME NonSupervisory Local 542 - General Services	A	35,773	43,885	-	35,773	43,885
617024	Pitometer Technician	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	35,024	-	31,980	35,024
305301	Planner 1 Architecture	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
305601	Planner 1 DDOT	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
19305201	Planner 1 Urban Design	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
19305302	Planner 2 Architecture	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
305603	Planner 2 Bus Stops and Amenities Coordinator	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
305602	Planner 2 DDOT	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
19305102	Planner 2 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
19305502	Planner 2 Historic Preservation	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
19305402	Planner 2 Landscape Architecture	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
19305202	Planner 2 Urban Design	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
19305503	Planner 3 Historic Preservation	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
19305203	Planner 3 Urban Design	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
19305104	Planner 4 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
19305504	Planner 4 Historic Preservation	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
19305505	Planner 4 Historic Preservation	9001	Non Union Hourly Regular Service General	D	81,944	107,475	-	83,583	109,625
19305404	Planner 4 Landscape Architecture	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
19305204	Planner 4 Urban Design	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
305323	Planner Manager 3 Architecture	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
305123	Planner Manager 3 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
305523	Planner Manager 3 Historic Preservation Specialist	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
305423	Planner Manager 3 Landscape Architect	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
305223	Planner Manager 3 Urban Design	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
305324	Planner Manager 4 Architecture	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
19305124	Planner Manager 4 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
305524	Planner Manager 4 Historic Preservation Specialist	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
305424	Planner Manager 4 Landscape Architect	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
305224	Planner Manager 4 Urban Design	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
099451	Planning And Development Administrator	9000	Non Union Salary Regular Service General	A	68,456	70,513	-	69,825	71,923
742027	Plant Equipment Operation Mechanic	6000	International Union of Oper Engin (IUOE) Local 324	J	44,393	45,229	-	44,393	45,229
711541	Plant Maintenance Foreman	9001	Non Union Hourly Regular Service General	H	66,399	66,399	-	67,727	67,727
711561	Plant Maintenance General Foreman	9001	Non Union Hourly Regular Service General	A	71,770	77,712	-	73,205	79,266
711531	Plant Maintenance Mechanic	1140	AFSCME NonSupervisory Local 542 - General Services	S	44,301	44,753	-	44,301	44,753
711551	Plant Maintenance Senior Foreman	9001	Non Union Hourly Regular Service General	H	68,113	68,113	-	69,475	69,475
8711551	Plant Maintenance Senior Foreman	9000	Non Union Salary Regular Service General	H	68,113	68,113	-	69,475	69,475
711535	Plant Maintenance Sub Foreman	9001	Non Union Hourly Regular Service General	A	55,543	57,599	-	56,654	58,751
624041	Plasterer	2100	Detroit Building and Construction Trade Coun Plas	R	54,105	55,188	-	54,105	55,188
624046	Plasterer Sub Foreman	2100	Detroit Building and Construction Trade Coun Plas	R	56,020	57,141	-	56,020	57,141
453012	Playleader	9001	Non Union Hourly Regular Service General	S	31,980	31,980	-	32,620	32,620
824504	Playleader Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	N	31,980	31,980	-	31,980	31,980
626041	Plumber	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	65,149	65,149	-	65,149	65,149
8626041	Plumber	2111	Detroit Building and Construction Trade Coun Plum	R	58,390	60,646	-	58,390	60,646
626001	Plumber Apprentice	2111	Detroit Building and Construction Trade Coun Plum	C	36,692	50,785	-	36,692	50,785
8626001	Plumber Apprentice	2111	Detroit Building and Construction Trade Coun Plum	R	38,176	52,837	-	38,176	52,837
199321	Plumbing Inspector	2290	Building & Trades Council Plumbers Local 98 Insp	CG	58,814	78,935	-	58,814	78,935
339055	Police Assistant	3001	Detroit Police Officers Association Police Assist	H	58,407	58,407	-	60,743	60,743
331050	Police Captain DPCOA	6500	Police Command Officers Association - Captains	H	127,672	127,672	-	132,779	132,779
331056	Police Captain Education	6500	Police Command Officers Association - Captains	H	130,225	130,225	-	135,434	135,434
331055	Police Commander Education	6550	Police Command Officers Association - Commanders	H	143,404	143,404	-	149,140	149,140
331053	Police Commander PCOA	6550	Police Command Officers Association - Commanders	H	140,592	140,592	-	146,216	146,216
012073	Police Community Relations Coordinator	9000	Non Union Salary Regular Service General	H	68,570	68,570	-	69,941	69,941
311053	Police Department Legal Advisor	9000	Non Union Salary Regular Service General	H	74,741	74,741	-	76,236	76,236
331020	Police Detective	6400	D Police Lieutenants and Sergeants Association	H	81,994	81,994	-	85,274	85,274

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					Min	Max	Min	Max
331030	Police Detective Education	6400	D Police Lieutenants and Sergeants Association	H	83,634	83,634	86,979	86,979
331017	Police Investigator Merc Case C06080	6400	D Police Lieutenants and Sergeants Association	G	91,104	94,141	94,748	97,907
331029	Police Investigator Merc Case C06080 Education	6400	D Police Lieutenants and Sergeants Association	G	92,927	96,024	96,644	99,865
331031	Police Lieutenant	6400	D Police Lieutenants and Sergeants Association	G	102,492	105,529	106,592	109,750
331034	Police Lieutenant Education	6400	D Police Lieutenants and Sergeants Association	G	104,542	107,639	108,724	111,945
331060	Police Master Sergeant	6400	D Police Lieutenants and Sergeants Association	G	93,382	96,495	97,117	100,355
331061	Police Master Sergeant Education	6400	D Police Lieutenants and Sergeants Association	G	95,531	98,424	99,352	102,361
331012	Police Officer 2 20 95	3000	Detroit Police Officers Association	B	55,120	75,920	57,325	78,957
331006	Police Officer 2 20 95 Education	3000	Detroit Police Officers Association	B	56,223	77,439	58,472	80,537
331062	Police Officer 2 20 95 Education Seniority Corporal	3000	Detroit Police Officers Association	H	79,375	79,375	82,550	82,550
331057	Police Officer 2 20 95 Seniority Corporal	3000	Detroit Police Officers Association	H	77,818	77,818	80,931	80,931
331005	Police Officer Education	3000	Detroit Police Officers Association	H	77,439	77,439	80,537	80,537
331047	Police Officer Education Seniority Corporal	3000	Detroit Police Officers Association	H	79,375	79,375	82,550	82,550
331024	Police Officer Seniority Corporal	3000	Detroit Police Officers Association	H	77,818	77,818	80,931	80,931
331064	Police Seniority Corporal Npo	3000	Detroit Police Officers Association	H	80,542	80,542	83,764	83,764
331070	Police Seniority Corporal Npo Education	3000	Detroit Police Officers Association	H	82,153	82,153	85,439	85,439
331021	Police Sergeant	6400	D Police Lieutenants and Sergeants Association	G	91,104	94,141	94,748	97,907
331032	Police Sergeant Education	6400	D Police Lieutenants and Sergeants Association	G	92,927	96,024	96,644	99,865
749011	Power Plant Helper	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	33,962	31,980	33,962
742231	Power Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	52,085	54,052	52,085	54,052
742211	Power Plant Trainee	6000	International Union of Oper Engin (IUOE) Local 324	D	32,671	37,581	32,671	37,581
749041	Power Plant Yard Foreman	9000	Non Union Salary Regular Service General	A	43,200	43,315	44,064	44,181
712070	Preventive Maintenance Coordinator	9001	Non Union Hourly Regular Service General	H	62,513	62,513	63,763	63,763
042041	Principal Accountant	0100	Association of Professional and Technical Empl	A	55,158	59,364	55,158	59,364
256055	Principal Analytical Chemist	9000	Non Union Salary Regular Service General	A	64,458	69,143	65,747	70,526
091193	Principal Assistant Corporation Counsel Exempted	9003	Non Union Confidential Employees	D	79,885	104,455	81,483	106,544
114141	Principal City Planner Research	0100	Association of Professional and Technical Empl	A	55,158	59,364	55,158	59,364
012041	Principal Clerk	8450	Need Union Name	CH	41,191	52,225	41,191	52,225
81012041	Principal Clerk	1370	AFSCME NonSupervisory Local 62 Human Resources	A	37,943	40,914	37,943	40,914
012093	Principal Clerk Exempted	9003	Non Union Confidential Employees	A	38,059	41,029	38,820	41,850
012017	Principal Clerk Parking Violations	8450	Need Union Name	CH	41,191	52,225	41,191	52,225
413035	Principal Community Services Assistant	0100	Association of Professional and Technical Empl	A	55,158	59,364	55,158	59,364
81413035	Principal Community Services Assistant	9003	Non Union Confidential Employees	A	57,371	61,600	58,518	62,832
196045	Principal Construction Inspector Investigation	9001	Non Union Hourly Regular Service General	A	57,913	66,625	59,071	67,958
196041	Principal Construction Inspector Paving	9001	Non Union Hourly Regular Service General	A	57,913	66,625	59,071	67,958
196040	Principal Construction Inspector Structures	9001	Non Union Hourly Regular Service General	A	57,913	66,625	59,071	67,958
81041742	Principal Data Processing Programmer Analyst	0101	Association of Professional and Technical (DWSD)	R	49,600	57,000	49,600	57,000
264241	Principal Environmental Control Inspector	3900	Association of City of Detroit Supervisors	R	51,684	58,026	51,684	58,026
81264241	Principal Environmental Control Inspector	9000	Non Union Salary Regular Service General	A	49,258	50,057	50,243	51,058
041541	Principal Governmental Analyst	0100	Association of Professional and Technical Empl	A	55,158	59,364	55,158	59,364
041543	Principal Governmental Analyst Municipal Parking	0100	Association of Professional and Technical Empl	A	55,158	59,364	55,158	59,364
193035	Principal Graphic Designer	9000	Non Union Salary Regular Service General	D	46,171	64,685	47,094	65,979

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
193040	Principal Graphic Designer DDOT	9000	Non Union Salary Regular Service General	D	46,172	64,686	-	47,095	65,980
099641	Principal Industrial And Commercial Development Specialist	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
099642	Principal Industrial And Commercial Development Specialist	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
099643	Principal Industrial And Commercial Development Specialist	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
339240	Principal Parking Enforcement Officer	9000	Non Union Salary Regular Service General	A	40,000	43,885	-	40,800	44,763
099430	Principal Program Development And Evaluation Specialist Substance Abuse	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
412041	Principal Social Worker	0100	Association of Professional and Technical Empl	A	57,400	80,400	-	57,400	80,400
045045	Principal Statistician Public Health	0100	Association of Professional and Technical Empl	A	55,158	59,364	-	55,158	59,364
81045045	Principal Statistician Public Health	9000	Non Union Salary Regular Service General	A	57,715	62,171	-	58,869	63,414
075531	Principal Training Specialist	9000	Non Union Salary Regular Service General	A	57,715	62,171	-	58,869	63,414
037121	Print Shop Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	32,671	-	31,980	32,671
037141	Print Shop Supervisor	9000	Non Union Salary Regular Service General	A	45,257	49,029	-	46,162	50,010
81037141	Print Shop Supervisor	9000	Non Union Salary Regular Service General	A	45,257	49,029	-	46,162	50,010
747041	Process Control Center Operator	1140	AFSCME NonSupervisory Local 542 - General Services	A	46,514	54,399	-	46,514	54,399
747051	Process Control Center Supervisor	9000	Non Union Salary Regular Service General	D	63,314	72,684	-	64,580	74,138
81747051	Process Control Center Supervisor	9000	Non Union Salary Regular Service General	D	59,699	68,481	-	60,893	69,851
306101	Procurement Assistant 1	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	-	37,551	44,832
306102	Procurement Assistant 2	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	-	42,838	53,271
43306103	Procurement Assistant 3	1220	AFSCME NonSupervisory Local 2799 Finance	CE	45,482	56,109	-	45,482	56,109
306104	Procurement Assistant 4	1220	AFSCME NonSupervisory Local 2799 Finance	CE	48,643	57,062	-	48,643	57,062
13306105	Procurement Assistant 5	9000	Non Union Salary Regular Service General	D	52,954	68,764	-	54,013	70,139
306131	Procurement Assistant Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
111041	Production Control Engineering Coordinator	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
81111041	Production Control Engineering Coordinator	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
13111105	Prog Analyst 1 Department Financial Services	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
13111160	Prog Analyst 2 OCFO Admin	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111170	Prog Analyst 4 Assessor Land Maintenance GIS	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111145	Prog Anlst 4 Public Private Partner Specialist Grant Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
291030	Program Administrator Grade 1 Disease Prevention And Control	9000	Non Union Salary Regular Service General	A	62,286	64,800	-	63,532	66,096
294045	Program Administrator Grade 1 Substance Abuse Treatment	9000	Non Union Salary Regular Service General	A	62,286	64,800	-	63,532	66,096
291035	Program Administrator Grade 2 Disease Prevention And Control	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
294051	Program Administrator Grade 2 Substance Abuse Treatment	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941
13111101	Program Analyst 1	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111167	Program Analyst 1 Aessor Land Maintenance GIS	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111401	Program Analyst 1 Community Development Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	47,689	55,943	-	47,689	55,943
13111111	Program Analyst 1 Contract And Procurement	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111211	Program Analyst 1 Detroit Housing Services	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111175	Program Analyst 1 Grants Development	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111136	Program Analyst 1 Grants Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111150	Program Analyst 1 Housing Development Officer Grant Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111159	Program Analyst 1 OCFO Administration	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111120	Program Analyst 1 OCFO ERP	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
111701	Program Analyst 1 Public Private Partnership Specialist	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
13111505	Program Analyst 1 Public Private Partnership Specialist	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111183	Program Analyst 1 Public Private Partnership Specialist Grants Development	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111142	Program Analyst 1 Public Private Partnership Specialist Grants Management	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
111601	Program Analyst 1 Records And Compliance Specialist	9001	Non Union Hourly Regular Service General	D	49,617	58,204	-	50,609	59,368
13111102	Program Analyst 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111402	Program Analyst 2 Community Development Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
111411	Program Analyst 2 DDOT	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111212	Program Analyst 2 Detroit Housing Services	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111106	Program Analyst 2 Grants Management	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
111706	Program Analyst 2 Homelessness Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13111705	Program Analyst 2 Homelessness Specialist	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
13111405	Program Analyst 2 Housing Development Specialist	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
13111406	Program Analyst 2 Housing Development Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13111502	Program Analyst 2 Labor Standards Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13111506	Program Analyst 2 Public Private Partnership Specialist	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111606	Program Analyst 2 Reporting And Compliance Specialist	7100	Sr Accountants Analysts and Appraisers Association	CI	56,807	76,242	-	56,807	76,242
13111112	Program Analyst 2 Tax Incentives Specialist	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13111103	Program Analyst 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111153	Program Analyst 3 Economic Development Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111169	Program Analyst 3 Assessor Land Maintenance / GIS	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
111403	Program Analyst 3 Community Development Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111403	Program Analyst 3 Community Development Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
111412	Program Analyst 3 DDOT	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111213	Program Analyst 3 Detroit Housing Services	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111109	Program Analyst 3 Grants Management	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
111707	Program Analyst 3 Homelessness Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111407	Program Analyst 3 Housing Development Specialist	0100	Association of Professional and Technical Empl	CD	74,531	92,567	-	74,531	92,567
13111417	Program Analyst 3 Housing Development Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111418	Program Analyst 3 Housing Development Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111503	Program Analyst 3 Labor Standards Specialist	0100	Association of Professional and Technical Empl	CD	74,531	92,567	-	74,531	92,567
13111509	Program Analyst 3 Policy Development Implementation Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
111507	Program Analyst 3 Public Private Partnership Specialist	9001	Non Union Hourly Regular Service General	D	74,896	93,021	-	76,394	94,881
13111507	Program Analyst 3 Public Private Partnership Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111603	Program Analyst 3 Records And Compliance Specialist	0100	Association of Professional and Technical Empl	CD	74,531	92,567	-	74,531	92,567
15111603	Program Analyst 3 Records And Compliance Specialist	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111607	Program Analyst 3 Reporting And Compliance Specialist	0100	Association of Professional and Technical Empl	CD	74,531	92,567	-	74,531	92,567
13111133	Program Analyst 3 Ryan White	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111104	Program Analyst 4	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111201	Program Analyst 4 Associate Director Of Administration	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
111404	Program Analyst 4 Community Development Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111116	Program Analyst 4 Contracting And Procurement	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625

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13111214	Program Analyst 4 Detroit Housing Services	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111534	Program Analyst 4 Development Group	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111178	Program Analyst 4 Grants Development	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111115	Program Analyst 4 Grants Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111704	Program Analyst 4 Homelessness Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
111408	Program Analyst 4 Housing Development Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111504	Program Analyst 4 Labor Standards Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111162	Program Analyst 4 OCFO Administration	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111117	Program Analyst 4 OCFO ERP	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111508	Program Analyst 4 Public Private Partnership Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111186	Program Analyst 4 Public Private Partnership Specialist Grants Development	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111604	Program Analyst 4 Records And Compliance Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
111608	Program Analyst 4 Reporting And Compliance Specialist	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111123	Program Analyst Manager 3	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111423	Program Analyst Manager 3 Community Development Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111425	Program Analyst Manager 3 Housing Development Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111523	Program Analyst Manager 3 Labor Standards Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13111165	Program Analyst Manager 3 OCFO Administration	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111525	Program Analyst Manager 3 Public Private Partnership Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111623	Program Analyst Manager 3 Records And Compliance Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
111625	Program Analyst Manager 3 Reporting And Compliance Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13111424	Program Analyst Manager 4 Community Development Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13111224	Program Analyst Manager 4 Detroit Housing Services	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13111426	Program Analyst Manager 4 Housing Development Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13111184	Program Analyst Manager 4 OCFO Administration	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
111526	Program Analyst Manager 4 Public Private Partnership Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
13111526	Program Analyst Manager 4 Public Private Partnership Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
111624	Program Analyst Manager 4 Records And Compliance Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
111626	Program Analyst Manager 4 Reporting And Compliance Manager	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
099410	Program Development And Evaluation Specialist Substance Abuse	7100	Sr Accountants Analysts and Appraisers Association	R	38,338	43,060	-	38,338	43,060
451523	Program Leader	1650	AFSCME NonSupervisory Local 542 Motor City Seas	A	31,980	31,980	-	31,980	31,980
012084	Program Planning And Development Administrator	9000	Non Union Salary Regular Service General	A	68,342	70,513	-	69,709	71,923
111001	Project Manager Analytics Specialist 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
13111002	Project Manager Analytics Specialist 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
111003	Project Manager Analytics Specialist 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111043	Project Manager Analytics Specialist 3 Retirement System	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
13111004	Project Manager Analytics Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
15111004	Project Manager Analytics Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
076022	Project Manager And Analytics Specialist 3	9000	Non Union Salary Regular Service General	D	74,970	93,026	-	76,469	94,887
199038	Project Traffic Adjuster	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	35,619	42,057	-	35,619	42,057
099533	Promotional Activities Assistant	9000	Non Union Salary Regular Service General	A	39,886	44,799	-	40,684	45,695
81099533	Promotional Activities Assistant	9000	Non Union Salary Regular Service General	A	39,886	42,057	-	40,684	42,898

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
631017	Property Guard	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	31,980	-	31,980	31,980
81631017	Property Guard	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	31,980	32,344	-	31,980	32,344
8631017	Property Guard	9001	Non Union Hourly Regular Service General	A	31,980	31,980	-	32,620	32,620
099545	Public Affairs Manager	9000	Non Union Salary Regular Service General	D	68,685	95,883	-	70,059	97,801
222033	Public Health Center Administrator	0100	Association of Professional and Technical Empl	A	58,982	62,772	-	58,982	62,772
222070	Public Health Division Administrator	9002	Senior Management	D	91,425	142,853	-	93,254	145,710
222072	Public Health Division Administrator Healthier Childhoods	9002	Senior Management	D	91,425	142,853	-	93,254	145,710
222074	Public Health Division Administrator Healthier Maternity	9002	Senior Management	D	91,425	142,853	-	93,254	145,710
222076	Public Health Division Administrator Special Projects	9002	Senior Management	D	91,425	142,853	-	93,254	145,710
292021	Public Health Educator	7100	Sr Accountants Analysts and Appraisers Association	CI	43,716	53,931	-	43,716	53,931
292022	Public Health Educator HIV/STI	7100	Sr Accountants Analysts and Appraisers Association	R	35,547	49,766	-	35,547	49,766
222013	Public Health Nurse	1295	AFSCME NonSupervisory Local 273 Health - RN	A	47,200	50,742	-	47,200	50,742
222024	Public Health Nurse Clinician	9001	Non Union Hourly Regular Service General	A	54,171	58,284	-	55,254	59,450
222043	Public Health Nurse Consultant Communicable Disease And Prevention	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222049	Public Health Nurse Consultant Geriatrics And Chronic Diseases	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222045	Public Health Nurse Consultant Health Project Promotion And Diseases	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222044	Public Health Nurse Consultant Industrial Health	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222042	Public Health Nurse Consultant Maternal And Child Health	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222046	Public Health Nurse Consultant Nursing Education	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
222041	Public Health Nurse Consultant School Health	0100	Association of Professional and Technical Empl	A	57,866	61,101	-	57,866	61,101
822221	Public Health Nurse Special Service	1295	AFSCME NonSupervisory Local 273 Health - RN	S	40,886	44,347	-	40,886	44,347
222090	Public Health Project Coordinator	9001	Non Union Hourly Regular Service General	D	48,949	74,285	-	49,928	75,771
222098	Public Health Project Coordinator HOPWA Life Skills	9001	Non Union Hourly Regular Service General	D	48,949	74,285	-	49,928	75,771
222096	Public Health Project Coordinator Administration	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222093	Public Health Project Coordinator Data to Care	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222091	Public Health Project Coordinator Healthier Childhoods	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222092	Public Health Project Coordinator Healthier Lives	9001	Non Union Hourly Regular Service General	D	48,949	74,285	-	49,928	75,771
222099	Public Health Project Coordinator HOPWA	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222097	Public Health Project Coordinator HOPWA Program	9001	Non Union Hourly Regular Service General	D	48,949	74,285	-	49,928	75,771
222095	Public Health Project Coordinator Physician Detailer	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222094	Public Health Project Coordinator Planning Council	9000	Non Union Salary Regular Service General	D	48,949	74,285	-	49,928	75,771
222080	Public Health Project Leader	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222086	Public Health Project Leader Field Operations Manager	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222087	Public Health Project Leader Shelter Manager	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222088	Public Health Project Leader End the HIV Epidemic	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222081	Public Health Project Leader Healthier Places	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222084	Public Health Project Leader HIV Care	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222089	Public Health Project Leader HOPWA	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222083	Public Health Project Leader Special Projects	9000	Non Union Salary Regular Service General	D	74,283	97,142	-	75,769	99,085
222060	Public Health Services Administrator	9000	Non Union Salary Regular Service General	A	70,285	72,799	-	71,691	74,255
111724	Public Private Partnership Manager 4	9000	Non Union Salary Regular Service General	D	115,484	151,463	-	117,794	154,492
824902	Public Service Attendant Extra Labor	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
541014	Public Service Attendant General	1140	AFSCME NonSupervisory Local 542 - General Services	E	31,980	31,980	-	31,980	31,980
825404	Public Service Attendant General Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
8825404	Public Service Attendant General Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
541011	Public Service Attendant Merchandising	1140	AFSCME NonSupervisory Local 542 - General Services	E	31,980	31,980	-	31,980	31,980
81541011	Public Service Attendant Merchandising	9001	Non Union Hourly Regular Service General	E	31,980	31,980	-	32,620	32,620
825403	Public Service Attendant Merchandising Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
8825403	Public Service Attendant Merchandising Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
541049	Public Service Supervisor	1040	AFSCME Supv Local 2394 Recreation Unit B	A	37,129	39,299	-	37,129	39,299
099515	Publicist 1	9000	Non Union Salary Regular Service General	D	41,205	57,708	-	42,029	58,862
099525	Publicist 2	9001	Non Union Hourly Regular Service General	D	46,171	64,685	-	47,094	65,979
13115012	Quality Coach 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13115013	Quality Coach 3	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
739805	Radio Maintenance Helper	1140	AFSCME NonSupervisory Local 542 - General Services	A	31,980	31,980	-	31,980	31,980
825605	Radio Maintenance Helper Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
739825	Radio Maintenance Technician	1140	AFSCME NonSupervisory Local 542 - General Services	S	45,275	50,545	-	45,275	50,545
739815	Radio Maintenance Worker	1140	AFSCME NonSupervisory Local 542 - General Services	A	31,980	33,029	-	31,980	33,029
012002	Record Systems Specialist 2	9001	Non Union Hourly Regular Service General	D	39,315	52,343	-	40,101	53,390
013341	Recording Secretary Retirement Systems	9000	Non Union Salary Regular Service General	D	36,799	47,886	-	37,535	48,844
012086	Records Manager	9001	Non Union Hourly Regular Service General	A	48,114	52,798	-	49,076	53,854
451553	Recreation Activities Coordinator	9000	Non Union Salary Regular Service General	A	59,657	63,657	-	60,850	64,930
451557	Recreation Activities CoordinatorSpecialized Services	9000	Non Union Salary Regular Service General	A	59,657	63,657	-	60,850	64,930
452029	Recreation Area Instructor Seasonal	1140	AFSCME NonSupervisory Local 542 - General Services	A	37,258	43,315	-	37,258	43,315
452033	Recreation Center Supervisor Grade 1	1010	AFSCME Supv Local 2394 Recreation	A	43,184	51,233	-	43,184	51,233
452041	Recreation Center Supervisor Grade 2	1010	AFSCME Supv Local 2394 Recreation	A	45,467	53,770	-	45,467	53,770
452043	Recreation Center Supervisor Grade 3	1010	AFSCME Supv Local 2394 Recreation	R	59,885	83,884	-	59,885	83,884
451555	Recreation Coordinator Aquatics	9000	Non Union Salary Regular Service General	A	50,972	58,056	-	51,991	59,217
451545	Recreation District Supervisor	1010	AFSCME Supv Local 2394 Recreation	A	50,951	58,034	-	50,951	58,034
459036	Recreation Facilities Coordinator	9000	Non Union Salary Regular Service General	A	62,286	64,800	-	63,532	66,096
622035	Recreation Facilities Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	37,379	38,012	-	37,379	38,012
453026	Recreation Leader	1500	AFSCME NonSupervisory Local 836 Recreation Profess	T	31,980	33,600	-	31,980	33,600
452021	Recreation Program Coordinator	1500	AFSCME NonSupervisory Local 836 Recreation Profess	A	33,145	40,115	-	33,145	40,115
019242	Recreation Properties Record Technician	1490	AFSCME NonSupervisory Local 542 Recreation General	A	33,486	39,772	-	33,486	39,772
81019242	Recreation Properties Record Technician	9000	Non Union Salary Regular Service General	A	33,486	39,772	-	34,156	40,567
229024	Recreation Therapist	9000	Non Union Salary Regular Service General	A	35,087	40,000	-	35,789	40,800
119931	Recruiter 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	-	50,609	59,368
13119932	Recruiter 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13119933	Recruiter 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
119934	Recruiter 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
119935	Recruiting General Manager	9000	Non Union Salary Regular Service General	D	103,004	135,094	-	105,064	137,796
13119936	Recruitment Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
742042	Refrigeration Equipment Operator First Class	6000	International Union of Oper Engin (IUOE) Local 324	J	54,902	58,284	-	54,902	58,284
742032	Refrigeration Equipment Operator Second Class	6000	International Union of Oper Engin (IUOE) Local 324	J	45,500	46,337	-	45,500	46,337

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
742024	Refrigeration Equipment Operator Third Class General	6000	International Union of Oper Engin (IUOE) Local 324	J	37,988	38,713	37,988	38,713
742023	Refrigeration Equipment Operator Third Class Ice Rinks	6000	International Union of Oper Engin (IUOE) Local 324	J	37,988	38,713	37,988	38,713
719037	Refrigeration Mechanic	1140	AFSCME NonSupervisory Local 542 - General Services	H	47,492	47,492	47,492	47,492
618121	Refuse Collection Foreman	3900	Association of City of Detroit Supervisors	R	46,906	55,454	46,906	55,454
618111	Refuse Collection Packer Operator	8000	Teamsters Local 214 Craft Unit	RT	42,948	50,635	42,948	50,635
618141	Refuse Collection Supervisor	9001	Non Union Hourly Regular Service General	D	47,868	67,035	48,825	68,376
413047	Regulatory Compliance Officer	9000	Non Union Salary Regular Service General	D	55,429	70,743	56,538	72,158
8413047	Regulatory Compliance Officer	9000	Non Union Salary Regular Service General	D	55,429	70,743	56,538	72,158
712030	Repair Mechanic	1620	AFSCME NonSupervisory Local 312 (DDOT General)	S	33,987	38,350	33,987	38,350
8712030	Repair Mechanic	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	31,980	33,849	31,980	33,849
099539	Reservation And Event Coordinator	9000	Non Union Salary Regular Service General	A	41,800	52,300	42,636	53,346
742026	Rink And Boiler Operator Skating Season	6000	International Union of Oper Engin (IUOE) Local 324	J	42,943	43,668	42,943	43,668
042035	Risk Manager	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
629035	Roofer	9001	Non Union Hourly Regular Service General	H	52,953	52,953	54,012	54,012
629046	Roofer Sub Foreman	9001	Non Union Hourly Regular Service General	H	54,780	54,780	55,876	55,876
079037	Safety Officer	9001	Non Union Hourly Regular Service General	D	52,954	68,764	54,013	70,139
81079037	Safety Officer	9000	Non Union Salary Regular Service General	A	42,057	45,729	42,898	46,644
618007	Sanitation Laborer	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	31,980	31,980
618010	Sanitation Laborer Operations	1200	AFSCME Non-Supervisory Local 26 Pubic Works	S	31,980	31,980	31,980	31,980
721831	Sanitation Yard Dispatcher	8000	Teamsters Local 214 Craft Unit	RT	51,045	58,733	51,045	58,733
923302	School Crossing Guard Contractual	1700	AFSCME NonSupervisory Local 1863 School Cross Grd	H	15,288	15,288	15,288	15,288
632053	Security Administrator	9000	Non Union Salary Regular Service General	D	67,749	94,827	69,104	96,724
632025	Security Specialist	9001	Non Union Hourly Regular Service General	D	34,401	44,571	35,089	45,462
544026	Senior Airport Service Worker	8120	Teamsters Local 214 NonCraft Unit Airport	RT	31,980	37,083	31,980	37,083
255041	Senior Arson Investigations Chemist	9000	Non Union Salary Regular Service General	A	52,114	56,114	53,156	57,236
164121	Senior Assistant Architectural Engineer Design	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
014049	Senior Assistant City Council Committee Clerk	9000	Non Union Salary Regular Service General	D	74,171	81,827	75,654	83,464
124023	Senior Assistant Civil Engineer Design	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
81124023	Senior Assistant Civil Engineer Design	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
124025	Senior Assistant Civil Engineer Field	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
8124025	Senior Assistant Civil Engineer Field	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
091152	Senior Assistant Corporation Counsel	1800	Public Attorneys Association UAW 2211	Q	105,809	148,153	107,925	151,116
091192	Senior Assistant Corporation Counsel Exempted	9002	Senior Management	Q	106,328	148,880	108,455	151,858
134021	Senior Assistant Electrical Engineer Design	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
81134021	Senior Assistant Electrical Engineer Design	3401	Association of Municipal Engineers	A	42,761	57,575	42,761	57,575
134023	Senior Assistant Electrical Engineer Inspection	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
134029	Senior Assistant Electrical Engineer Operation	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
522022	Senior Assistant Forester	8440	Need Union Name	R	46,514	56,800	46,514	56,800
144521	Senior Assistant Industrial Engineer	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
164323	Senior Assistant Landscape Architect	9000	Non Union Salary Regular Service General	D	51,429	58,400	52,458	59,568
144021	Senior Assistant Mechanical Engineer Combustion	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
144024	Senior Assistant Mechanical Engineer Design	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
81144024	Senior Assistant Mechanical Engineer Design	3401	Association of Municipal Engineers	R	42,761	57,575	42,761	57,575
144029	Senior Assistant Mechanical Engineer Safety	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
194021	Senior Assistant Safety Engineer	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
174521	Senior Assistant Sanitary Engineer Health Inspection Inter	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
154021	Senior Assistant Structural Engineer Building Inspection	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
154023	Senior Assistant Structural Engineer Design	3401	Association of Municipal Engineers	A	37,800	50,800	37,800	50,800
184021	Senior Assistant Traffic Engineer	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
81184021	Senior Assistant Traffic Engineer	3401	Association of Municipal Engineers	R	50,000	70,000	50,000	70,000
164141	Senior Associate Architect	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
81124043	Senior Associate Civil Engineer Design	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
8124047	Senior Associate Civil Engineer Field	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
8134040	Senior Associate Electrical Engineer Design	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
522041	Senior Associate Forester	9001	Non Union Hourly Regular Service General	A	66,967	87,358	68,306	89,105
144541	Senior Associate Industrial Engineer	9003	Non Union Confidential Employees	D	68,342	72,684	69,709	74,138
81154043	Senior Associate Structural Engineer Design	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
122336	Senior Associate Surveyor	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
81184041	Senior Associate Traffic Engineer	3401	Association of Municipal Engineers	R	68,000	90,000	68,000	90,000
042042	Senior Auditor	0100	Association of Professional and Technical Empl	R	49,839	70,019	49,839	70,019
723156	Senior Auto Repair Foreman	3900	Association of City of Detroit Supervisors	R	52,230	54,813	52,230	54,813
81723156	Senior Auto Repair Foreman	4200	DOT Foremans Association (DDOT)	A	59,359	64,253	59,359	64,253
82723156	Senior Auto Repair Foreman	9001	Non Union Hourly Regular Service General	A	56,572	58,056	57,703	59,217
8723156	Senior Auto Repair Foreman	1620	AFSCME NonSupervisory Local 312 (DDOT General)	A	64,993	66,878	64,993	66,878
8631029	Senior Building Attendant	7450	Service Employees International Union Local 517M	R	31,200	32,356	31,200	32,356
253041	Senior Chemist General	9000	Non Union Salary Regular Service General	D	58,056	62,629	59,217	63,882
322091	Senior Chief	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	125,477	125,477	129,241	129,241
322092	Senior Chief EMT	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	126,732	126,732	130,534	130,534
322093	Senior Chief Paramedic	4008	D Fire Fighters Assoc Loc 344 Inspector Allied 24	K	127,987	127,987	131,827	131,827
114231	Senior City Planner Design	9000	Non Union Salary Regular Service General	A	48,801	53,143	49,777	54,206
012042	Senior Civic Center Event Coordinator	9000	Non Union Salary Regular Service General	A	46,300	57,900	47,226	59,058
012031	Senior Clerk	1555	AFSCME NonSupervisory Local 2799 Law	A	31,980	35,316	31,980	35,316
81012031	Senior Clerk	9001	Non Union Hourly Regular Service General	A	31,980	35,315	32,620	36,021
012091	Senior Clerk Exempted	9003	Non Union Confidential Employees	A	31,980	35,315	32,620	36,021
012036	Senior Clerk HOPWA	9003	Non Union Confidential Employees	A	31,980	35,315	32,620	36,021
631016	Senior Coach Service Attendant	4200	DOT Foremans Association (DDOT)	A	36,274	39,265	36,274	39,265
099156	Senior Commercial And Residential License Investigator	9000	Non Union Salary Regular Service General	D	55,429	67,656	56,538	69,009
093017	Senior Community Health Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	A	31,980	35,886	31,980	35,886
413031	Senior Community Services Assistant	1290	AFSCME NonSupervisory Local 457 Health	A	47,886	52,685	47,886	52,685
81413031	Senior Community Services Assistant	9001	Non Union Hourly Regular Service General	A	47,772	52,571	48,727	53,622
413032	Senior Community Services Assistant Exempt	9003	Non Union Confidential Employees	A	47,772	52,571	48,727	53,622
413034	Senior Community Services Assistant HIV/STI	9000	Non Union Salary Regular Service General	A	47,772	52,571	48,727	53,622
413036	Senior Community Services Assistant HOPWA Life Skills	9001	Non Union Hourly Regular Service General	A	47,772	52,571	48,727	53,622
196032	Senior Construction Inspector	1575	AFSCME Non Supervisory Local 1227 Public Works	A	55,330	60,194	55,330	60,194

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
025031	Senior Data Processing Equipment Operator	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	36,359	-	31,980	36,359
222055	Senior Data Quality Management Specialist	9000	Non Union Salary Regular Service General	D	52,255	73,157	-	53,300	74,620
932033	Senior Data Scientist	9000	Non Union Salary Regular Service General	H	100,345	100,345	-	102,352	102,352
193055	Senior Designer	7100	Sr Accountants Analysts and Appraisers Association	R	46,026	53,935	-	46,026	53,935
334013	Senior Detention Facility Officer Female Prisoner	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	35,415	45,796	-	35,415	45,796
334014	Senior Detention Facility Officer Male Prisoner	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	35,415	45,796	-	35,415	45,796
057031	Senior Election Service Technician	1070	AFSCME Supv Local 2394 Elections Unit E	R	36,787	47,982	-	36,787	47,982
096025	Senior Electrical Meter Reader	1080	AFSCME Forestry & Landscape Foremen Local 1206	A	33,145	37,143	-	33,145	37,143
079062	Senior Emergency Management Specialist	9000	Non Union Salary Regular Service General	D	53,027	71,769	-	54,088	73,204
013142	Senior Emergency Services Deployment Operator	1065	AFSCME SupvLocal 2394 Sr Emergency Service Operat	A	57,569	77,719	-	57,569	77,719
013143	Senior Emergency Services Operator	1065	AFSCME SupvLocal 2394 Sr Emergency Service Operat	A	51,980	61,348	-	51,980	61,348
264231	Senior Environmental Control Inspector	7500	Service Employees International Union Local 517M	R	40,094	53,036	-	40,094	53,036
259051	Senior Forensic Biologist	9000	Non Union Salary Regular Service General	D	50,514	70,628	-	51,524	72,041
631024	Senior Garage Attendant	8430	Teamsters Local 214 NonCraft Unit Recreation	RT	31,980	36,459	-	31,980	36,459
8631024	Senior Garage Attendant	9003	Non Union Confidential Employees	A	31,980	35,315	-	32,620	36,021
041915	Senior Geographic Information Systems Support Technician	9001	Non Union Hourly Regular Service General	A	45,062	53,112	-	45,963	54,174
81041915	Senior Geographic Information Systems Support Technician	9001	Non Union Hourly Regular Service General	D	48,079	56,456	-	49,041	57,585
222048	Senior Health Data Analyst	9000	Non Union Salary Regular Service General	D	74,108	103,833	-	75,590	105,910
292032	Senior Health Public Educator HIV/STI	7100	Sr Accountants Analysts and Appraisers Association	R	39,468	55,255	-	39,468	55,255
744241	Senior Heating Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	58,328	60,523	-	58,328	60,523
413042	Senior Housing Coordinator	9001	Non Union Hourly Regular Service General	D	48,296	67,659	-	49,262	69,012
099631	Senior Industrial And Commercial Development Specialist	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
012019	Senior Information Technician	9000	Non Union Salary Regular Service General	A	41,829	45,145	-	42,666	46,048
011727	Senior Investigator Board of Ethics	9130	Non Union Appointees Legislative Agencies	K	64,962	90,038	-	66,261	91,839
013326	Senior Legal Secretary	9001	Non Union Hourly Regular Service General	A	52,275	68,063	-	53,321	69,424
824724	Senior Lifeguard Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	34,603	34,603	-	34,603	34,603
733141	Senior Line Worker	2190	Detroit Building and Construction Trade Coun Line	H	63,500	64,771	-	63,500	64,771
252053	Senior Materials Chemist	9000	Non Union Salary Regular Service General	D	62,857	68,342	-	64,114	69,709
359030	Senior Motor Vehicle Dispatcher	3900	Association of City of Detroit Supervisors	R	33,277	37,423	-	33,277	37,423
523031	Senior Naturalist	8440	Need Union Name	R	42,172	47,200	-	42,172	47,200
339230	Senior Parking Enforcement Officer	1035	AFSCME Supv Local 2394 Municipal Parking	A	37,244	38,614	-	37,244	38,614
047333	Senior Parking Meter Collections Assistant	1140	AFSCME NonSupervisory Local 542 - General Services	S	34,708	34,935	-	34,708	34,935
338875	Senior Performance And Compliance Analyst Civil Rights	9003	Non Union Confidential Employees	D	53,257	74,514	-	54,322	76,004
617034	Senior Pitometer Technician	1140	AFSCME NonSupervisory Local 542 - General Services	S	33,509	37,333	-	33,509	37,333
742241	Senior Power Plant Operator	6000	International Union of Oper Engin (IUOE) Local 324	J	63,646	66,066	-	63,646	66,066
099420	Senior Program Development And Evaluation Specialist Substance	7100	Sr Accountants Analysts and Appraisers Association	R	46,906	51,079	-	46,906	51,079
099532	Senior Promotional Activities Assistant	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
631018	Senior Property Guard	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	31,980	31,980	-	31,980	31,980
292031	Senior Public Health Educator	7100	Sr Accountants Analysts and Appraisers Association	D	39,468	55,255	-	39,468	55,255
222022	Senior Public Health Nurse	1295	AFSCME NonSupervisory Local 273 Health - RN	A	47,886	52,571	-	47,886	52,571
822222	Senior Public Health Nurse Special Service	1295	AFSCME NonSupervisory Local 273 Health - RN	S	41,586	45,863	-	41,586	45,863
541022	Senior Public Service Attendant General	1080	AFSCME Forestry & Landscape Foremen Local 1206	A	31,980	33,829	-	31,980	33,829

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
825406	Senior Public Service Attendant General Special Service	9200	Non Union Special Service Hourly	N	31,980	31,980	-	32,620	32,620
541021	Senior Public Service Attendant Merchandising	1040	AFSCME Supv Local 2394 Recreation Unit B	A	32,332	34,501	-	32,332	34,501
825405	Senior Public Service Attendant Merchandising Special	9200	Non Union Special Service Hourly	N	31,980	31,980	-	32,620	32,620
541052	Senior Public Service Supervisor	9000	Non Union Salary Regular Service General	A	42,857	45,028	-	43,714	45,929
739835	Senior Radio Maintenance Technician	9001	Non Union Hourly Regular Service General	H	52,854	52,854	-	53,911	53,911
8739835	Senior Radio Maintenance Technician	9001	Non Union Hourly Regular Service General	H	52,854	52,854	-	53,911	53,911
338531	Senior Records And Identification Technician	1410	AFSCME NonSupervisory Local 1023 Police	A	34,058	39,087	-	34,058	39,087
618151	Senior Refuse Collection Supervisor	9001	Non Union Hourly Regular Service General	D	52,583	73,595	-	53,635	75,067
712032	Senior Repair Mechanic	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	35,047	-	31,980	35,047
824541	Senior Seasonal Sports Instructor Baseball Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
824564	Senior Seasonal Sports Instructor Basketball Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	N	31,980	31,980	-	31,980	31,980
824566	Senior Seasonal Sports Instructor Tennis Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	N	31,980	31,980	-	31,980	31,980
632019	Senior Service Guard General	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	34,936	39,305	-	34,936	39,305
81632019	Senior Service Guard General	8320	Teamsters Local 214 NonCraft Unit Airport Sr Serv	RT	31,980	35,773	-	31,980	35,773
8632019	Senior Service Guard General	7400	Service Employees International Union Local 517M	D	39,300	45,200	-	39,300	45,200
746141	Senior Sewage Plant Operator	1140	AFSCME NonSupervisory Local 542 - General Services	A	49,944	51,771	-	49,944	51,771
412031	Senior Social Worker	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	55,145	77,183	-	55,145	77,183
055031	Senior Storekeeper	1260	AFSCME NonSupervisory Local 542 Fire	A	31,980	38,059	-	31,980	38,059
81055031	Senior Storekeeper	3900	Association of City of Detroit Supervisors	R	31,980	35,921	-	31,980	35,921
82055031	Senior Storekeeper	7400	Service Employees International Union Local 517M	A	32,686	38,858	-	32,686	38,858
612031	Senior Street Maintenance Worker	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	34,255	-	31,980	34,255
414506	Senior Substance Abuse Counselor	9000	Non Union Salary Regular Service General	A	36,915	38,171	-	37,653	38,934
712065	Senior Supervisor Of Mechanical Maintenance	9001	Non Union Hourly Regular Service General	A	65,142	72,000	-	66,445	73,440
459033	Senior Swimming Instructor Summer Program	1080	AFSCME Forestry & Landscape Foremen Local 1206	A	36,113	42,057	-	36,113	42,057
013163	Senior Telecommunications Operator	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	33,244	39,997	-	33,244	39,997
182031	Senior Traffic Planner	3401	Association of Municipal Engineers	A	42,600	50,800	-	42,600	50,800
075521	Senior Training Specialist	9001	Non Union Hourly Regular Service General	A	48,801	53,143	-	49,777	54,206
359034	Senior Transportation Emergency Dispatcher	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	33,892	41,357	-	33,892	41,357
351136	Senior Transportation Service Inspector	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	45,409	51,487	-	45,409	51,487
521031	Senior Tree Artisan	1202	AFSCME NonSupervisory Local 229 DPW Maintenance	S	38,034	47,543	-	38,034	47,543
263031	Senior Veterinarian	9000	Non Union Salary Regular Service General	A	122,078	179,375	-	124,520	182,963
099160	Senior Voter Registration Investigator	9000	Non Union Salary Regular Service General	A	43,315	46,628	-	44,181	47,561
712231	Senior Water Meter Mechanic	9001	Non Union Hourly Regular Service General	S	38,396	39,528	-	39,164	40,319
632016	Service Guard General	1620	AFSCME NonSupervisory Local 312 (DDOT General)	V	31,980	38,207	-	31,980	38,207
81632016	Service Guard General	8310	Teamsters Local 214 Service Guard Airport Service	RT	31,980	33,440	-	31,980	33,440
8632016	Service Guard General	9001	Non Union Hourly Regular Service General	S	31,980	31,980	-	32,620	32,620
632017	Service Guard Public Utility	1140	AFSCME NonSupervisory Local 542 - General Services	O	31,980	34,505	-	31,980	34,505
8632017	Service Guard Public Utility	8300	Teamsters Local 214 Service Guard Public Lighting	RT	31,980	35,387	-	31,980	35,387
012023	Service Information Clerk	1140	AFSCME NonSupervisory Local 542 - General Services	A	31,980	33,486	-	31,980	33,486
15115224	Service Level Manager	9002	Senior Management	D	133,030	159,718	-	135,691	162,912
199031	Sewer Inspector Video Equipment	9002	Senior Management	A	43,138	45,713	-	44,001	46,627
195011	Sewer Safety Helper	1140	AFSCME NonSupervisory Local 542 - General Services	A	32,802	36,459	-	32,802	36,459

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
191048	Sewer Systems Supervising Inspector	9001	Non Union Hourly Regular Service General	A	58,056	59,544	-	59,217	60,735
714001	Sheet Metal Apprentice	2150	Detroit Building and Construction Trade Sheet Met	R	36,209	51,174	-	36,209	51,174
714031	Sheet Metal Mechanic	9001	Non Union Hourly Regular Service General	S	36,180	37,333	-	36,904	38,080
714046	Sheet Metal Sub Foreman	2150	Detroit Building and Construction Trade Sheet Met	R	57,542	58,693	-	57,542	58,693
714041	Sheet Metal Worker	2150	Detroit Building and Construction Trade Sheet Met	R	55,715	56,831	-	55,715	56,831
712141	Sign Shop Foreman	9000	Non Union Salary Regular Service General	A	47,844	55,454	-	48,801	56,563
619034	Sign Stencil Preparator	2160	Detroit Building and Construction Trade Coun Sign	R	37,533	38,284	-	37,533	38,284
451521	Site Coordinator	1010	AFSCME Supv Local 2394 Recreation	A	31,980	38,597	-	31,980	38,597
451522	Site Leader	1500	AFSCME NonSupervisory Local 836 Recreation Profess	A	31,980	31,980	-	31,980	31,980
824903	Skating Attendant Ice Rink Extra Labor	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
825407	Skating Attendant Ice Rink Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	-	31,980	31,980
412121	Social Counselor	1410	AFSCME NonSupervisory Local 1023 Police	A	31,980	37,829	-	31,980	37,829
81412121	Social Counselor	9000	Non Union Salary Regular Service General	A	33,945	39,200	-	34,624	39,984
418001	Social Services Aid	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
418013	Social Services Aid American Indian	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
418011	Social Services Aid Spanish Speaking	1140	AFSCME NonSupervisory Local 542 - General Services	V	31,980	31,980	-	31,980	31,980
412021	Social Worker	1410	AFSCME NonSupervisory Local 1023 Police	A	47,458	66,420	-	47,458	66,420
551613	Social Worker Public Housing	9001	Non Union Hourly Regular Service General	A	37,534	42,239	-	38,285	43,084
099538	Special Events Promotional Coordinator	9000	Non Union Salary Regular Service General	A	57,715	62,171	-	58,869	63,414
359033	Specialized Transportation Service Representative	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	31,980	36,132	-	31,980	36,132
627041	Steamfitter	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	64,122	64,122	-	64,122	64,122
8627041	Steamfitter	2120	Detroit Building and Construction Trade Coun Pipe	R	56,867	58,005	-	56,867	58,005
627001	Steamfitter Apprentice	2120	Detroit Building and Construction Trade Coun Pipe	R	36,992	52,193	-	36,992	52,193
627051	Steamfitter Foreman	2001	Detroit Building and Construction Trade Coun Fore	H	58,694	58,694	-	58,694	58,694
627048	Steamfitter Sub Foreman	2120	Detroit Building and Construction Trade Coun Pipe	R	59,413	60,602	-	59,413	60,602
055021	Storekeeper	1620	AFSCME NonSupervisory Local 312 (DDOT General)	A	33,973	38,879	-	33,973	38,879
81055021	Storekeeper	7450	Service Employees International Union Local 517M	R	31,200	34,434	-	31,200	34,434
055042	Stores And Custodial Services Supervisor	9000	Non Union Salary Regular Service General	H	46,514	46,514	-	47,444	47,444
055043	Stores Operations Supervisor	3900	Association of City of Detroit Supervisors	R	45,338	50,201	-	45,338	50,201
81055043	Stores Operations Supervisor	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
82055043	Stores Operations Supervisor	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
739901	Street Lighting Maintenance Apprentice	7100	Sr Accountants Analysts and Appraisers Association	C	31,980	39,351	-	31,980	39,351
739911	Street Lighting Maintenance Assistant Interim	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	33,440	-	31,980	33,440
739932	Street Lighting Maintenance Foreman	9001	Non Union Hourly Regular Service General	A	47,543	48,573	-	48,494	49,544
739941	Street Lighting Maintenance Supervisor	9001	Non Union Hourly Regular Service General	A	52,343	53,486	-	53,390	54,556
739923	Street Lighting Maintenance Worker	1140	AFSCME NonSupervisory Local 542 - General Services	S	38,283	42,220	-	38,283	42,220
612143	Street Maintenance Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	R	47,844	55,454	-	47,844	55,454
612131	Street Maintenance Sub Foreman	1080	AFSCME Forestry & Landscape Foremen Local 1206	R	42,568	53,148	-	42,568	53,148
154051	Structural Engineer	9000	Non Union Salary Regular Service General	D	73,028	84,913	-	74,489	86,611
830317	Student Assistant Urban Corps Engineering Limited Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
830316	Student Assistant Urban Corps Law Limited Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
830315	Student Assistant Urban Corps Limited Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620

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830101	Student Engineer Grade 1 Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830110	Student Engineer Grade 2 Architectural Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830112	Student Engineer Grade 2 Chemical Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830114	Student Engineer Grade 2 Civil Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830116	Student Engineer Grade 2 Electrical Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830118	Student Engineer Grade 2 Industrial Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
830120	Student Engineer Grade 2 Mechanical Limited Service	9200	Non Union Special Service Hourly	S	31,980	31,980	-	32,620	32,620
331138	Student Police Officer	3000	Detroit Police Officers Association	H	46,800	46,800	-	48,672	48,672
412011	Student Social Worker	9000	Non Union Salary Regular Service General	H	31,980	31,980	-	32,620	32,620
414505	Substance Abuse Counselor	1140	AFSCME NonSupervisory Local 542 - General Services	T	31,980	35,543	-	31,980	35,543
13201111	Suervisory Auditor 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
621085	Superintendent Of Building And Mechanical Maintenance	9000	Non Union Salary Regular Service General	H	69,484	69,484	-	70,874	70,874
621081	Superintendent Of Building Maintenance	9000	Non Union Salary Regular Service General	D	89,732	114,167	-	91,527	116,450
731082	Superintendent Of Electrical Distribution	9000	Non Union Salary Regular Service General	D	80,571	94,626	-	82,182	96,519
111053	Superintendent Of Engineering Water And Sewerage	9000	Non Union Salary Regular Service General	D	82,386	95,559	-	84,034	97,470
522061	Superintendent Of Grounds Maintenance	9000	Non Union Salary Regular Service General	D	89,732	114,167	-	91,527	116,450
712066	Superintendent Of Meter Operations	9000	Non Union Salary Regular Service General	D	65,257	91,313	-	66,562	93,139
721185	Superintendent Of Motor Transportation	9000	Non Union Salary Regular Service General	D	89,732	114,167	-	91,527	116,450
712064	Superintendent Of Plant Building And Mechanical Maintenance	9000	Non Union Salary Regular Service General	D	61,476	86,045	-	62,706	87,766
541068	Superintendent Of Public Service	9000	Non Union Salary Regular Service General	A	58,857	64,799	-	60,034	66,095
618071	Superintendent Of Solid Waste	9000	Non Union Salary Regular Service General	D	75,426	108,150	-	76,935	110,313
731085	Superintendent Of Street Lighting Maintenance And Construction	9000	Non Union Salary Regular Service General	H	78,742	78,742	-	80,317	80,317
611173	Superintendent Of Street Maintenance And Construction	9000	Non Union Salary Regular Service General	D	75,426	105,369	-	76,935	107,476
351371	Superintendent Of Transportation Operations	9000	Non Union Salary Regular Service General	D	72,112	86,512	-	73,554	88,242
721186	Superintendent Of Transportation Rolling Stock	9002	Senior Management	D	72,112	86,512	-	73,554	88,242
617581	Superintendent Of Water Systems Maintenance	9000	Non Union Salary Regular Service General	D	71,094	99,428	-	72,516	101,417
719066	Supervising Aircraft Mechanic	9000	Non Union Salary Regular Service General	A	56,228	60,457	-	57,353	61,666
339032	Supervising Animal Care And Control Officer Care	9001	Non Union Hourly Regular Service General	A	53,095	63,755	-	54,157	65,030
339031	Supervising Animal Care And Control Officer Field	9001	Non Union Hourly Regular Service General	A	53,095	63,755	-	54,157	65,030
849922	Supervising Area Service Aid Senior Citizens Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
093341	Supervising Assessment Technician	0100	Association of Professional and Technical Empl	A	47,609	49,727	-	47,609	49,727
81093341	Supervising Assessment Technician	9001	Non Union Hourly Regular Service General	A	50,742	53,144	-	51,757	54,207
091157	Supervising Assistant Corporation Counsel	9000	Non Union Salary Regular Service General	Q	112,721	163,482	-	114,975	166,752
091159	Supervising Assistant Corporation Counsel Blight Litigation	9000	Non Union Salary Regular Service General	Q	112,721	163,482	-	114,975	166,752
199531	Supervising Boiler Inspector	1090	AFSCME Supv Local 2394 Building and Safety En Unit	CE	68,305	89,105	-	68,305	89,105
199231	Supervising Building Inspector	1090	AFSCME Supv Local 2394 Building and Safety En Unit	CE	68,305	89,105	-	68,305	89,105
631020	Supervising Coach Service Attendant	4210	Foremans Association of DOT Supervisory Chapter	A	37,384	56,163	-	37,384	56,163
093019	Supervising Community Health Assistant	9000	Non Union Salary Regular Service General	A	39,772	40,801	-	40,567	41,617
413941	Supervising Community Services Worker	9000	Non Union Salary Regular Service General	A	36,915	38,171	-	37,653	38,934
013134	Supervising Constituent Service Representative	9000	Non Union Salary Regular Service General	D	37,943	41,028	-	38,702	41,849
414225	Supervising Counselor Aid	9000	Non Union Salary Regular Service General	A	40,914	42,172	-	41,732	43,015
81414225	Supervising Counselor Aid	1025	AFSCME Supv Local 2394 City Wide Sr/Principal Guards	A	37,471	38,728	-	37,471	38,728

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
027041	Supervising Duplicating Devices Operator	8450	Need Union Name	A	37,312	40,224	-	37,312	40,224
057041	Supervising Election Service Technician	9000	Non Union Salary Regular Service General	D	50,514	70,628	-	51,524	72,041
199431	Supervising Electrical Inspector	9001	Non Union Hourly Regular Service General	A	68,305	89,105	-	69,671	90,887
199533	Supervising Elevator Inspector	1090	AFSCME Supv Local 2394 Building and Safety En Unit	CE	68,305	89,105	-	68,305	89,105
533031	Supervising Greenskeeper	9000	Non Union Salary Regular Service General	A	45,145	47,543	-	46,048	48,494
198041	Supervising Housing Rehabilitation Specialist	9001	Non Union Hourly Regular Service General	H	68,798	68,798	-	70,174	70,174
338541	Supervising Identification Technician	1065	AFSCME SupvLocal 2394 Sr Emergency Service Operat	A	42,384	45,696	-	42,384	45,696
81338541	Supervising Identification Technician	9000	Non Union Salary Regular Service General	A	42,401	45,713	-	43,249	46,627
191052	Supervising Inspector Of Overhead Lines And Safety	9001	Non Union Hourly Regular Service General	A	67,198	68,914	-	68,542	70,292
076015	Supervising Instructor Transportation Equipment Operation	9000	Non Union Salary Regular Service General	A	51,314	55,199	-	52,340	56,303
199535	Supervising Mechanical Inspector	1090	AFSCME Supv Local 2394 Building and Safety En Unit	CE	68,305	89,105	-	68,305	89,105
226031	Supervising Medical Case Manager	4080	D Fire Fighters Assoc Local 344	A	44,228	47,999	-	44,228	47,999
226032	Supervising Medical Case Manager Medical First Responders	4080	D Fire Fighters Assoc Local 344	A	46,057	49,943	-	46,057	49,943
242331	Supervising Nutritionist Grade 1	0100	Association of Professional and Technical Empl	A	54,523	56,862	-	54,523	56,862
242335	Supervising Nutritionist Grade 2	0100	Association of Professional and Technical Empl	A	58,201	61,768	-	58,201	61,768
099170	Supervising Parking Enforcement Investigator	9000	Non Union Salary Regular Service General	D	34,401	44,571	-	35,089	45,462
439142	Supervising Photographer	9001	Non Union Hourly Regular Service General	A	47,198	50,627	-	48,142	51,640
199331	Supervising Plumbing Inspector	1090	AFSCME Supv Local 2394 Building and Safety En Unit	CE	68,305	89,105	-	68,305	89,105
81199331	Supervising Plumbing Inspector	9001	Non Union Hourly Regular Service General	A	68,305	89,105	-	69,671	90,887
222025	Supervising Public Health Nurse Clinic	0100	Association of Professional and Technical Empl	A	54,523	59,093	-	54,523	59,093
222023	Supervising Public Health Nurse Field	0100	Association of Professional and Technical Empl	A	54,523	59,093	-	54,523	59,093
099535	Supervising Publicist 1	9001	Non Union Hourly Regular Service General	D	55,085	76,913	-	56,187	78,451
739845	Supervising Radio Maintenance Technician	9001	Non Union Hourly Regular Service General	A	59,657	61,601	-	60,850	62,833
8739845	Supervising Radio Maintenance Technician	9001	Non Union Hourly Regular Service General	A	59,657	61,601	-	60,850	62,833
079047	Supervising Safety Officer	9000	Non Union Salary Regular Service General	D	66,967	87,358	-	68,306	89,105
632031	Supervising Service Guard Grade 1	9001	Non Union Hourly Regular Service General	A	38,629	41,486	-	39,402	42,316
632041	Supervising Service Guard Grade 2	4210	Foremans Association of DOT Supervisory Chapter	A	37,932	41,757	-	37,932	41,757
8632041	Supervising Service Guard Grade 2	9001	Non Union Hourly Regular Service General	A	44,000	48,456	-	44,880	49,425
414531	Supervising Substance Abuse Counselor	9001	Non Union Hourly Regular Service General	A	39,772	44,000	-	40,567	44,880
122324	Supervising Survey Technician	9000	Non Union Salary Regular Service General	A	48,995	61,295	-	49,975	62,521
012007	Supervising Title Searcher	9000	Non Union Salary Regular Service General	D	36,799	47,886	-	37,535	48,844
099144	Supervising Traffic Investigator	9000	Non Union Salary Regular Service General	A	45,028	51,288	-	45,929	52,314
337031	Supervising Weights And Measures Inspector	9000	Non Union Salary Regular Service General	H	45,028	45,028	-	45,929	45,929
621062	Supervisor Of Building Maintenance	9000	Non Union Salary Regular Service General	H	70,513	70,513	-	71,923	71,923
612151	Supervisor Of Demolition And Special Projects	9001	Non Union Hourly Regular Service General	A	48,913	50,742	-	49,891	51,757
737041	Supervisor Of Electronic Maintenance Department Of Transport	4210	Foremans Association of DOT Supervisory Chapter	A	45,146	68,636	-	45,146	68,636
264261	Supervisor Of Environmental Control	9000	Non Union Salary Regular Service General	A	62,286	66,399	-	63,532	67,727
254061	Supervisor Of Filtration	9000	Non Union Salary Regular Service General	D	55,085	76,913	-	56,187	78,451
081023	Supervisor Of Mail Operations	9000	Non Union Salary Regular Service General	D	38,972	54,628	-	39,751	55,721
095038	Supervisor Of Maps And Records	9000	Non Union Salary Regular Service General	A	48,913	59,200	-	49,891	60,384
523041	Supervisor Of Nature Center	8440	Need Union Name	A	49,485	54,856	-	49,485	54,856
81037161	Supervisor Of Printing	9001	Non Union Hourly Regular Service General	D	46,514	64,343	-	47,444	65,630

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
292041	Supervisor Of Public Health Education	9000	Non Union Salary Regular Service General	A	52,343	55,887	-	53,390	57,005
612161	Supervisor Of Street Maintenance And Construction	9001	Non Union Hourly Regular Service General	A	53,371	63,775	-	54,438	65,051
729062	Supervisor Of Technical Services And Supplies	4210	Foremans Association of DOT Supervisory Chapter	H	50,064	50,064	-	50,064	50,064
243234	Supervisor Of Vision And Hearing Testing	9001	Non Union Hourly Regular Service General	A	48,228	51,429	-	49,193	52,458
13201011	Supervisory Accountant 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13201013	Supervisory Accountant 3 Bank Reconciliation	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13201014	Supervisory Accountant 3 Grant Accountg	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13201015	Supervisory Accountant 3 ODFS	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13201012	Supervisory Accountant 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201016	Supervisory Accountant 4 Accounts Payable	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201017	Supervisory Accountant 4 Cash Management	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201018	Supervisory Accountant 4 ODFS	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201019	Supervisory Accountant 4 ODFS	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201042	Supervisory Accountant 4 Retirement Systems	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201020	Supervisory Accountant 4 Treasury Tax	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
43303113	Supervisory Accounting Tech 2 Payroll	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
303111	Supervisory Accounting Technician 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	-	54,013	70,139
43303112	Supervisory Accounting Technician 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13303162	Supervisory Accounting Technician 2 Retirement Systems	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
13202021	Supervisory Appraiser 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	-	54,013	70,139
13202022	Supervisory Appraiser 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
13202013	Supervisory Appraiser 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13202014	Supervisory Appraiser 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201126	Supervisory Audito 4 Treasury Admin	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201112	Supervisory Auditor 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201113	Supervisory Auditor 4 Contract & Procure	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13201115	Supervisory Auditor 4 Treasury Tax	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
203113	Supervisory Budget Analyst 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13203114	Supervisory Budget Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
309911	Supervisory Clerk 1	9001	Non Union Hourly Regular Service General	D	52,954	68,764	-	54,013	70,139
43309925	Supervisory Clerk 1 DTSC	9001	Non Union Hourly Regular Service General	D	52,954	68,764	-	54,013	70,139
43309926	Supervisory Clerk 1 ODFS	9001	Non Union Hourly Regular Service General	D	52,954	68,764	-	54,013	70,139
43309912	Supervisory Clerk 2	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43309931	Supervisory Clerk 2 Assessor Valuation And Field Operations	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43309920	Supervisory Clerk 2 DTSC	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43309923	Supervisory Clerk 2 ODFS	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
43309924	Supervisory Clerk 2 Treasury Tax	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
102313	Supervisory Contract Procurement Specialist 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13102314	Supervisory Contract Procurement Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
301113	Supervisory Economist 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
301114	Supervisory Economist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
204114	Supervisory Environmental Compliance Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
13205113	Supervisory Financial Analyst 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205128	Supervisory Financial Analyst 3 Assessor Valuation And Field Operations	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205108	Supervisory Financial Analyst 3 Asst Land Maintenance GIS	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205136	Supervisory Financial Analyst 3 Cash Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205172	Supervisory Financial Analyst 3 Debt Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205147	Supervisory Financial Analyst 3 Internal Audit And Risk Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205180	Supervisory Financial Analyst 3 OCFO ERP	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205118	Supervisory Financial Analyst 3 Office of Departmental Financial Services	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205188	Supervisory Financial Analyst 3 Program And Performance Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205196	Supervisory Financial Analyst 3 Revenue Collections	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205156	Supervisory Financial Analyst 3 Treasury Tax	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205114	Supervisory Financial Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
13205148	Supervisory Financial Analyst 4 Internal Audit And Risk Management	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
119113	Supervisory Information Technology Specialist GIS Analyst 2	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
119114	Supervisory Information Technology Specialist GIS Analyst 4	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
112213	Supervisory Information Technology Specialist Information Security	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
112214	Supervisory Information Technology Specialist Information Security	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
114313	Supervisory Information Technology Specialist Network Enterprise	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15114314	Supervisory Information Technology Specialist Network Enterprise	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
113313	Supervisory Information Technology Specialist Software Engine	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
15113314	Supervisory Information Technology Specialist Software Engine	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
15114214	Supervisory Information Technology Specialist Systems Administration	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
112113	Supervisory Information Technology Specialist Systems Analyst	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
112114	Supervisory Information Technology Specialist Systems Analyst	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
119013	Supervisory Information Technology Specialist Systems Engineer	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
119014	Supervisory Information Technology Specialist Systems Engineer	9000	Non Union Salary Regular Service General	D	114,472	137,438	-	116,761	140,187
15115112	Supervisory Information Technology Technician 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
305314	Supervisory Planner 4 Architecture	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
19305114	Supervisory Planner 4 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
43305114	Supervisory Planner 4 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
81305114	Supervisory Planner 4 General And Strategic Planning	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
305514	Supervisory Planner 4 Historic Preservation	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
305414	Supervisory Planner 4 Landscape Architect	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
305214	Supervisory Planner 4 Urban Design	9000	Non Union Salary Regular Service General	D	91,873	120,496	-	93,710	122,906
306121	Supervisory Procurement Assistant 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	-	54,013	70,139
306122	Supervisory Procurement Assistant 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	-	60,284	80,909
111113	Supervisory Program Analyst 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111413	Supervisory Program Analyst 3 Community Development Officer	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111163	Supervisory Program Analyst 3 Detroit Housing Services	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13205166	Supervisory Program Analyst 3 Grants Management	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111415	Supervisory Program Analyst 3 Housing Development Officer	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625
13111155	Supervisory Program Analyst 3 Housing Development Officer Grant Manag	9000	Non Union Salary Regular Service General	D	81,944	107,475	-	83,583	109,625

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
13111114	Supervisory Program Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
111414	Supervisory Program Analyst 4 Community Development Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13111414	Supervisory Program Analyst 4 Community Development Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13111138	Supervisory Program Analyst 4 Grants Management	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13111416	Supervisory Program Analyst 4 Housing Development Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
111514	Supervisory Program Analyst 4 Labor Standards Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13111516	Supervisory Program Analyst 4 Public Private Partnership Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
111614	Supervisory Program Analyst 4 Records And Compliance Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
111616	Supervisory Program Analyst 4 Reporting And Compliance Officer	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13111628	Supervisory Records Management Specialist Program Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
208021	Supervisory Tax Examiner 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	54,013	70,139
13208022	Supervisory Tax Examiner 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
43307021	Supervisory Teller 1	9000	Non Union Salary Regular Service General	D	52,954	68,764	54,013	70,139
307022	Supervisory Teller 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
207214	Supervisory Underwriter 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
113411	Supervisory Web Developer 1	9000	Non Union Salary Regular Service General	D	71,058	98,205	72,479	100,169
113412	Supervisory Web Developer 2	9000	Non Union Salary Regular Service General	D	81,615	108,185	83,247	110,349
113413	Supervisory Web Developer 3	9000	Non Union Salary Regular Service General	D	106,187	127,491	108,311	130,041
15113414	Supervisory Web Developer 4	9000	Non Union Salary Regular Service General	D	114,472	137,438	116,761	140,187
13205173	Supervisoy Financial Analyst 4 Debt Management	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
459021	Swimming Instructor	1500	AFSCME NonSupervisory Local 836 Recreation Profess	A	34,743	40,115	34,743	40,115
824715	Swimming Leader Special Service	1650	AFSCME NonSupervisory Local 542 Motor City Seas	H	31,980	31,980	31,980	31,980
071050	Talent Development And Performance Management Analyst	9000	Non Union Salary Regular Service General	D	65,255	91,311	66,560	93,137
13115051	Talent Development And Performance Management Analyst 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	50,609	59,368
13115052	Talent Development And Performance Management Analyst 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
13115053	Talent Development And Performance Management Analyst 3	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13115054	Talent Development And Performance Management Analyst 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13313121	Talent Development And Performance Management Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
13313122	Talent Development And Performance Management Manager 2	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
115001	Talent Development And Performance Specialist 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	50,609	59,368
13115002	Talent Development And Performance Specialist 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
13115003	Talent Development And Performance Specialist 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	76,394	94,881
115004	Talent Development And Performance Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13208001	Tax Examiner 1	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
13208003	Tax Examiner 1	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	42,838	53,271
208001	Tax Examiner 1	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	42,838	53,271
81208001	Tax Examiner 1	9001	Non Union Hourly Regular Service General	D	41,191	52,226	42,015	53,271
13208002	Tax Examiner 2	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
13208004	Tax Examiner 2	1220	AFSCME NonSupervisory Local 2799 Finance	CE	45,482	56,109	45,482	56,109
208002	Tax Examiner 2	1220	AFSCME NonSupervisory Local 2799 Finance	CE	45,482	56,109	45,482	56,109
81208002	Tax Examiner 2	9001	Non Union Hourly Regular Service General	D	45,483	56,110	46,393	57,232
208031	Tax Examiner Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	68,306	89,105

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Job Code	Job Description	BU	BU Title	Rule	2023-2024		2024-2025	
					Min	Max	Min	Max
019111	Technical Aid Business Administration	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	31,980	36,025	31,980	36,025
81019111	Technical Aid Business Administration	7100	Sr Accountants Analysts and Appraisers Association	R	31,980	34,823	31,980	34,823
019114	Technical Aid General Science	1290	AFSCME NonSupervisory Local 457 Health	E	31,980	33,600	31,980	33,600
81019114	Technical Aid General Science	9003	Non Union Confidential Employees	E	31,980	36,230	32,620	36,955
019115	Technical Aid Social Science	1140	AFSCME NonSupervisory Local 542 - General Services	E	31,980	35,315	31,980	35,315
81019115	Technical Aid Social Science	9003	Non Union Confidential Employees	E	31,980	36,230	32,620	36,955
013162	Telecommunications Operator	1410	AFSCME NonSupervisory Local 1023 Police	T	31,980	37,996	31,980	37,996
43307001	Teller 1	1220	AFSCME NonSupervisory Local 2799 Finance	CF	34,953	43,567	34,953	43,567
43307004	Teller 1 ODFS	1220	AFSCME NonSupervisory Local 2799 Finance	CE	34,267	42,713	34,267	42,713
43307002	Teller 2	1220	AFSCME NonSupervisory Local 2799 Finance	CF	38,303	45,729	38,303	45,729
43307005	Teller 2 ODFS	1220	AFSCME NonSupervisory Local 2799 Finance	CE	37,551	44,832	37,551	44,832
43307003	Teller 3	1220	AFSCME NonSupervisory Local 2799 Finance	CE	41,191	52,225	41,191	52,225
43307006	Teller 3 DTSC	1220	AFSCME NonSupervisory Local 2799 Finance	CF	42,838	53,271	42,838	53,271
43307007	Teller 3 ODFS	1220	AFSCME NonSupervisory Local 2799 Finance	CE	41,191	52,225	41,191	52,225
307031	Teller Manager 1	9000	Non Union Salary Regular Service General	D	66,967	87,358	68,306	89,105
824565	Tennis Instructor Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	32,620	32,620
999921	TEO Instructor Run	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	44,650	66,120	45,766	67,773
119941	Test Development And Scoring Specialist 1	9000	Non Union Salary Regular Service General	D	49,617	58,204	50,609	59,368
13119942	Test Development And Scoring Specialist 2	9000	Non Union Salary Regular Service General	D	59,102	79,323	60,284	80,909
13119943	Test Development And Scoring Specialist 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	76,394	94,881
119944	Test Development And Scoring Specialist 4	9000	Non Union Salary Regular Service General	D	91,873	120,496	93,710	122,906
13119945	Test Development Manager 1	9000	Non Union Salary Regular Service General	D	81,944	107,475	83,583	109,625
012006	Title Searcher	1130	AFSCME NonSupervisory Local 62 Build and Safety En	R	33,486	38,972	33,486	38,972
713121	Tool Dresser	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	34,957	31,980	34,957
339302	Traffic Control Officer	3002	Detroit Police Traffic Control Officers Union	R	39,900	49,000	39,900	49,000
339301	Traffic Control Officer Special Service	9201	Special Service-Police	N	31,980	39,272	32,620	40,057
184050	Traffic Engineer	9000	Non Union Salary Regular Service General	D	71,199	97,578	72,623	99,530
099133	Traffic Investigator	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	34,850	41,103	34,850	41,103
712132	Traffic Sign Mechanic	8240	Teamsters Local 214 NonCraft Unit Public Work Sign	RT	33,005	39,770	33,005	39,770
712161	Traffic Sign Shop Supervisor	9001	Non Union Hourly Regular Service General	D	54,171	70,285	55,254	71,691
739942	Traffic Signal Installation And Maintenance Supervisor	9001	Non Union Hourly Regular Service General	H	70,743	70,743	72,158	72,158
359026	Traffic Survey Checker	9000	Non Union Salary Regular Service General	A	34,058	35,087	34,739	35,789
351001	Transit Electronics Manager	9000	Non Union Salary Regular Service General	D	61,600	86,398	62,832	88,126
351101	Transit General Manager	9000	Non Union Salary Regular Service General	D	73,492	120,013	74,962	122,413
351015	Transit Scheduling Coordinator	9000	Non Union Salary Regular Service General	D	50,972	65,714	51,991	67,028
351348	Transportation District Superintendent	9000	Non Union Salary Regular Service General	A	52,798	68,570	53,854	69,941
359032	Transportation Emergency Dispatcher	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	46,902	53,300	46,902	53,300
722038	Transportation Equipment Operator	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	37,600	53,280	38,540	54,612
722037	Transportation Equipment Operator Attendance 1	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	53,750	53,750	55,094	55,094
722036	Transportation Equipment Operator Attendance 2	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	54,225	54,225	55,581	55,581
722035	Transportation Equipment Operator Attendance 3	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	54,706	54,706	56,074	56,074
722034	Transportation Equipment Operator Attendance 4	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	55,189	55,189	56,569	56,569

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
722033	Transportation Equipment Operator Attendance 5	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	55,680	55,680	-	57,072	57,072
722028	Transportation Equipment Operator InTraining 1	1740	Amalgamated Transit Union Division #26 (DDOT)	H	31,980	31,980	-	32,780	32,780
722027	Transportation Equipment Operator InTraining 2	1740	Amalgamated Transit Union Division #26 (DDOT)	H	31,980	31,980	-	32,780	32,780
722039	Transportation Equipment Student	1740	Amalgamated Transit Union Division #26 (DDOT)	TZ	39,840	39,840	-	40,836	40,836
359017	Transportation Information Clerk	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	31,980	35,491	-	31,980	35,491
359041	Transportation Operations Assistant	4210	Foremans Association of DOT Supervisory Chapter	A	45,146	48,206	-	45,146	48,206
823601	Transportation Passenger Data Collector Special Services	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	H	36,600	36,600	-	36,600	36,600
359015	Transportation Passenger Data Collector	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	S	31,980	36,600	-	31,980	36,600
353028	Transportation Schedule Analyst	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	41,036	53,940	-	41,036	53,940
353026	Transportation Schedule Maker	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	40,077	49,942	-	40,077	49,942
351110	Transportation Service Quality Supervisor 1	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	40,077	44,876	-	40,077	44,876
351111	Transportation Service Quality Supervisor 2	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	42,210	49,142	-	42,210	49,142
351112	Transportation Service Quality Supervisor 3	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	43,810	52,874	-	43,810	52,874
351525	Transportation Station Worker	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	43,702	47,222	-	43,702	47,222
351326	Transportation Terminal Assistant	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	37,944	42,956	-	37,944	42,956
351336	Transportation Terminal Supervisor	1630	AFSCME NonSupervisory Local 214 (DDOT Clerical)	A	45,409	51,487	-	45,409	51,487
521021	Tree Artisan	1490	AFSCME NonSupervisory Local 542 Recreation General	S	35,668	39,241	-	35,668	39,241
521013	Tree Artisan Helper	1490	AFSCME NonSupervisory Local 542 Recreation General	V	31,980	34,488	-	31,980	34,488
825202	Tree Artisan Helper Special Service	9200	Non Union Special Service Hourly	H	31,980	31,980	-	32,620	32,620
616051	Underground Conduit Construction Foreman	9001	Non Union Hourly Regular Service General	H	44,573	44,573	-	45,464	45,464
616011	Underground Conduit Construction Helper	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	33,962	-	31,980	33,962
616041	Underground Conduit Construction Sub Foreman	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	36,022	-	31,980	36,022
616031	Underground Conduit Installer	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	33,124	-	31,980	33,124
207202	Underwriter 2	9001	Non Union Hourly Regular Service General	D	59,102	79,323	-	60,284	80,909
13207203	Underwriter 3	9000	Non Union Salary Regular Service General	D	74,896	93,021	-	76,394	94,881
422051	Urban Development Administrator	9000	Non Union Salary Regular Service General	A	69,484	72,113	-	70,874	73,555
422063	Urban Development Coordinator	9000	Non Union Salary Regular Service General	A	73,256	76,341	-	74,721	77,868
830318	Urban Government Intern 1 Limited Service	9200	Non Union Special Service Hourly	N	31,980	31,980	-	32,620	32,620
830320	Urban Government Intern 2 Limited Service	9200	Non Union Special Service Hourly	N	31,980	56,065	-	32,620	57,186
099150	Utilities Claims Investigator Public Lighting	9001	Non Union Hourly Regular Service General	A	38,059	39,086	-	38,820	39,868
076017	Vehicle Maintenance Instructor	9000	Non Union Salary Regular Service General	A	48,801	53,143	-	49,777	54,206
721523	Vehicle Operator 1	8000	Teamsters Local 214 Craft Unit	RT	35,260	41,615	-	35,260	41,615
721525	Vehicle Operator 2	8000	Teamsters Local 214 Craft Unit	RT	39,258	46,330	-	39,258	46,330
721529	Vehicle Operator 3	8000	Teamsters Local 214 Craft Unit	RT	42,538	50,225	-	42,538	50,225
724133	Vehicle Painter And Letterer	1620	AFSCME NonSupervisory Local 312 (DDOT General)	H	51,157	51,157	-	51,157	51,157
263047	Veterinarian Animal Control	9000	Non Union Salary Regular Service General	D	107,318	150,265	-	109,464	153,270
243120	Veterinarian Technician	9000	Non Union Salary Regular Service General	D	41,205	57,708	-	42,029	58,862
046008	Virtual Patrol Operator	7800	Service Employees International Union Local 517M	R	31,200	42,228	-	31,200	42,228
243224	Vision And Hearing Tester	1140	AFSCME NonSupervisory Local 542 - General Services	A	31,980	32,001	-	31,980	32,001
822414	Vision And Hearing Tester Special Service	1140	AFSCME NonSupervisory Local 542 - General Services	S	31,980	31,980	-	31,980	31,980
099159	Voter Registration Investigator	9001	Non Union Hourly Regular Service General	A	36,571	39,772	-	37,302	40,567
621070	Weatherization Coordinator	9000	Non Union Salary Regular Service General	A	66,399	68,570	-	67,727	69,941

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
15113403	Web Developer 3	9000	Non Union Salary Regular Service General	D	81,615	108,185	-	83,247	110,349
15113404	Web Developer 4	9000	Non Union Salary Regular Service General	D	99,819	116,196	-	101,815	118,520
15113405	Web Developer Apprentice	9001	Non Union Hourly Regular Service General	D	56,089	70,111	-	57,211	71,513
113421	Web Developer Manager 1	9000	Non Union Salary Regular Service General	D	91,947	112,191	-	93,786	114,435
113422	Web Developer Manager 2	9000	Non Union Salary Regular Service General	D	106,187	127,491	-	108,311	130,041
113423	Web Developer Manager 3	9000	Non Union Salary Regular Service General	D	123,402	148,161	-	125,870	151,124
113424	Web Developer Manager 4	9000	Non Union Salary Regular Service General	D	133,030	159,718	-	135,691	162,912
337021	Weights And Measures Inspector	8220	Teamsters Local 214 NonCraft Unit Police	RT	31,980	38,171	-	31,980	38,171
092033	Workers Compensation Specialist	1370	AFSCME NonSupervisory Local 62 Human Resources	CE	45,482	56,109	-	45,482	56,109
199035	Zoning Inspector	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	-	58,814	78,935
199034	Zoning Inspector Zoning Appeals	1600	AFSCME NonSupervisory Local 1227 Building Inspect	CF	58,814	78,935	-	58,814	78,935

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
501022	Accountant 1	7101	Sr Accountants Analysts and Appraisers Association	Z	52,926	79,385	-	52,926	79,385
501032	Accountant 2	7101	Sr Accountants Analysts and Appraisers Association	Z	58,141	87,212	-	58,141	87,212
501033	Accountant 3	7101	Sr Accountants Analysts and Appraisers Association	Z	63,359	104,840	-	63,359	104,840
501016	Applications Analyst 1	9031	Non Union Appointees (DWSD)	Z	52,924	79,385	-	52,924	79,385
501034	Applications Analyst 2	9031	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501035	Applications Analyst 3	9031	Non Union Appointees (DWSD)	Z	77,728	116,592	-	77,728	116,592
501018	Associate General Counsel 1	9031	Non Union Appointees (DWSD)	Z	58,146	87,212	-	58,146	87,212
501036	Associate General Counsel 2	9031	Non Union Appointees (DWSD)	Z	77,728	119,110	-	77,728	119,110
502013	Automotive Fleet Technician 1	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	52,059	66,700	-	52,059	66,700
502030	Automotive Fleet Technician 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	61,800	75,600	-	61,800	75,600
502031	Automotive Fleet Technician 3	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	71,000	82,500	-	71,000	82,500
501002	Chief Administrative Officer	9031	Non Union Appointees (DWSD)	Z	136,573	204,859	-	136,573	204,859
501004	Chief Customer Service Officer	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
501005	Chief Financial Officer	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
501003	Chief Operating Officer	9031	Non Union Appointees (DWSD)	Z	136,573	204,859	-	136,573	204,859
501029	Customer Service Specialist 1	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	38,088	44,300	-	38,088	44,300
501037	Customer Service Specialist 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	44,275	50,600	-	44,275	50,600
501059	Customer Service Specialist 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	44,275	50,600	-	44,275	50,600
501038	Customer Service Specialist 3	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	50,200	60,100	-	50,200	60,100
501048	Customer Service Specialist 4	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	60,050	75,385	-	60,050	75,385
501019	Data Base Administrator 1	9031	Non Union Appointees (DWSD)	Z	52,924	79,385	-	52,924	79,385
501039	Data Base Administrator 2	9031	Non Union Appointees (DWSD)	Z	79,199	95,039	-	79,199	95,039
501040	Data Base Administrator 3	9031	Non Union Appointees (DWSD)	Z	97,160	116,592	-	97,160	116,592
502006	Electrical Instrumentation Control Tech 1	2181	Detroit Building and Construction Trade Coun Gen	Z	55,856	67,100	-	55,856	67,100
502032	Electrical Instrumentation Control Tech 2	2181	Detroit Building and Construction Trade Coun Gen	Z	65,200	79,200	-	65,200	79,200
502033	Electrical Instrumentation Control Tech 3	2181	Detroit Building and Construction Trade Coun Gen	Z	78,500	91,988	-	78,500	91,988
81502003	Engineer	9071	Non Union Appointees (DWSD)	Z	31,200	32,197	-	31,200	32,197
502003	Engineer 1	3400	Association of Municipal Engineers	Z	52,926	79,385	-	52,926	79,385
502034	Engineer 2	3400	Association of Municipal Engineers	Z	58,141	87,212	-	58,141	87,212
502035	Engineer 3	3400	Association of Municipal Engineers	Z	63,359	95,039	-	63,359	95,039
502036	Engineer 4	3400	Association of Municipal Engineers	Z	69,893	116,592	-	69,893	116,592
502014	Engineering Technician 1	9071	Non Union Appointees (DWSD)	Z	31,200	32,197	-	31,200	32,197
502037	Engineering Technician 2	9071	Non Union Appointees (DWSD)	Z	31,200	52,059	-	31,200	52,059
502038	Engineering Technician 3	9071	Non Union Appointees (DWSD)	Z	41,958	58,741	-	41,958	58,741
501023	Environmental Health Safety Coordinator 1	9031	Non Union Appointees (DWSD)	Z	52,924	79,385	-	52,924	79,385
501041	Environmental Health Safety Coordinator 2	9031	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
502045	Field Service Technician AFSCME 1A	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	38,123	56,650	-	38,123	56,650
502046	Field Service Technician MBTC 1A	2181	Detroit Building and Construction Trade Coun Gen	Z	56,341	58,000	-	56,341	58,000
502029	Field Services Coordination Specialist 2	8900	Utility Workers Union of America Local 504 (DWSD)	Z	50,000	67,500	-	50,000	67,500
502019	Field Services Coordinations Specialist	8900	Utility Workers Union of America Local 504 (DWSD)	Z	40,102	55,500	-	40,102	55,500
502002	Field Services Director	9031	Non Union Appointees (DWSD)	Z	101,899	181,106	-	101,899	181,106
81502016	Field Services Technician	8001	Teamsters Local 214 Craft Unit (DWSD)	Z	31,200	58,000	-	31,200	58,000

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
502016	Field Services Technician AFSCME 1	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	42,120	58,760	-	42,120	58,760
502039	Field Services Technician MBTC 1	2181	Detroit Building and Construction Trade Coun Gen	Z	39,083	58,000	-	39,083	58,000
502040	Field Services Technician Teamsters 2	8001	Teamsters Local 214 Craft Unit (DWSD)	Z	40,955	60,070	-	40,955	60,070
501006	Gen Counsel	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
501001	General Manager	9031	Non Union Appointees (DWSD)	Z	175,001	275,007	-	175,001	275,007
502004	GIS Analyst 1	9031	Non Union Appointees (DWSD)	Z	41,964	79,385	-	41,964	79,385
502041	GIS Analyst 2	9031	Non Union Appointees (DWSD)	Z	53,359	95,039	-	53,359	95,039
502042	GIS Analyst 3	9031	Non Union Appointees (DWSD)	Z	97,160	116,592	-	97,160	116,592
501024	Human Resources Generalist	9031	Non Union Appointees (DWSD)	Z	52,924	95,039	-	52,924	95,039
501007	Information Technology Director	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
501011	Information Technology Manager Applications Delivery	9031	Non Union Appointees (DWSD)	Z	94,197	141,294	-	94,197	141,294
501013	Information Technology Manager Customer Service Delivery	9031	Non Union Appointees (DWSD)	Z	94,197	141,294	-	94,197	141,294
501012	Information Technology Manager Infrastructure Delivery	9031	Non Union Appointees (DWSD)	Z	94,197	141,294	-	94,197	141,294
501021	Information Technology Project Manager 1	9031	Non Union Appointees (DWSD)	Z	58,146	87,212	-	58,146	87,212
501044	Information Technology Project Manager 2	9031	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501045	Information Technology Project Manager 3	9031	Non Union Appointees (DWSD)	Z	77,728	116,592	-	77,728	116,592
501020	Infrastructure Administrator 1	9031	Non Union Appointees (DWSD)	Z	52,926	79,385	-	52,926	79,385
501042	Infrastructure Administrator 2	9031	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501043	Infrastructure Administrator 3	9031	Non Union Appointees (DWSD)	Z	77,728	116,592	-	77,728	116,592
502011	Inspector 1	2200	Association of Professional Construction Inspec	Z	41,958	58,741	-	41,958	58,741
502043	Inspector 2	2200	Association of Professional Construction Inspec	Z	47,934	67,108	-	47,934	67,108
502015	Maintenance Technician AFSCME	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	32,412	58,741	-	32,412	58,741
502044	Maintenance Technician MBTC	2181	Detroit Building and Construction Trade Coun Gen	Z	45,576	73,000	-	45,576	73,000
501014	Manager	9031	Non Union Appointees (DWSD)	Z	85,561	141,295	-	85,561	141,295
502018	Materials Management Specialist	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	32,412	45,377	-	32,412	45,377
501058	Office Support Specialist	6001	International Union of Oper Engin (IUOE) Local 324	Z	32,412	53,982	-	32,412	53,982
501031	Office Support Specialist 1	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	38,088	48,377	-	38,088	48,377
501046	Office Support Specialist 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	47,800	55,100	-	47,800	55,100
501047	Office Support Specialist 3	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	54,500	58,741	-	54,500	58,741
501008	Organizational Development Director	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
501027	Procurement Specialist 1	7101	Sr Accountants Analysts and Appraisers Association	Z	46,525	58,000	-	46,525	58,000
501049	Procurement Specialist 2	7101	Sr Accountants Analysts and Appraisers Association	Z	55,421	74,382	-	55,421	74,382
501050	Procurement Specialist 3	7101	Sr Accountants Analysts and Appraisers Association	Z	70,231	87,212	-	70,231	87,212
501025	Professional Administrative Analyst 1	9031	Non Union Appointees (DWSD)	Z	52,924	79,385	-	52,924	79,385
501051	Professional Administrative Analyst 2	9031	Non Union Appointees (DWSD)	Z	58,141	87,212	-	58,141	87,212
501052	Professional Administrative Analyst 3	9031	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501017	Public Affairs Officer	9031	Non Union Appointees (DWSD)	Z	85,565	128,346	-	85,565	128,346
501028	Public Affairs Specialist 1	9031	Non Union Appointees (DWSD)	Z	37,185	52,059	-	37,185	52,059
501053	Public Affairs Specialist 2	9031	Non Union Appointees (DWSD)	Z	50,924	79,385	-	50,924	79,385
501054	Public Affairs Specialist 3	9031	Non Union Appointees (DWSD)	Z	58,141	87,212	-	58,141	87,212
502001	Security Integrity Officer	9071	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106
503003	Security Lieutenant	9071	Non Union Appointees (DWSD)	Z	58,141	87,212	-	58,141	87,212

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
503006	Security Officer	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	38,088	48,100	-	38,088	48,100
503007	Security Officer 2	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	47,500	58,741	-	47,500	58,741
503002	Security Project Manager	9071	Non Union Appointees (DWSD)	Z	58,141	87,212	-	58,141	87,212
503004	Security Sergeant	9071	Non Union Appointees (DWSD)	Z	41,958	58,741	-	41,958	58,741
503005	Security Specialist	9071	Non Union Appointees (DWSD)	Z	41,958	58,741	-	41,958	58,741
503001	Security Training CoordinatorInvestigator	9071	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501030	Service Desk Analyst 1	9071	Non Union Appointees (DWSD)	Z	37,185	52,059	-	37,185	52,059
501055	Service Desk Analyst 2	9071	Non Union Appointees (DWSD)	Z	41,958	58,471	-	41,958	58,471
501056	Service Desk Analyst 3	9071	Non Union Appointees (DWSD)	Z	47,934	67,108	-	47,934	67,108
502020	Special Projects Technician	1530	AFSCME NonSupervisory Local 2920 (DWSD Clerical)	Z	31,200	70,000	-	31,200	70,000
502021	Special Projects Technician	2181	Detroit Building and Construction Trade Coun Gen	Z	31,200	70,000	-	31,200	70,000
502022	Special Projects Technician	2200	Association of Professional Construction Inspec	Z	31,200	70,000	-	31,200	70,000
502023	Special Projects Technician	3400	Association of Municipal Engineers	Z	31,200	70,000	-	31,200	70,000
502024	Special Projects Technician	7101	Sr Accountants Analysts and Appraisers Association	Z	31,200	70,000	-	31,200	70,000
502025	Special Projects Technician	7300	D Senior Water Systems Chemists Assoc	Z	31,200	70,000	-	31,200	70,000
502026	Special Projects Technician	8001	Teamsters Local 214 Craft Unit (DWSD)	Z	31,200	70,000	-	31,200	70,000
502027	Special Projects Technician	8900	Utility Workers Union of America Local 504 (DWSD)	Z	31,200	70,000	-	31,200	70,000
501015	Systems Planning Officer	9031	Non Union Appointees (DWSD)	Z	85,561	141,295	-	85,561	141,295
502005	Team Leader	9071	Non Union Appointees (DWSD)	Z	55,100	79,385	-	55,100	79,385
501026	Training Specialist 1	9071	Non Union Appointees (DWSD)	Z	58,141	87,212	-	58,141	87,212
501057	Training Specialist 2	9071	Non Union Appointees (DWSD)	Z	63,359	95,039	-	63,359	95,039
501010	Water Operations Director	9031	Non Union Appointees (DWSD)	Z	120,734	181,106	-	120,734	181,106

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
932306	Administrative Aid Neighborhood City Halls	9030	Non Union Appointees Level II	K	59,085	88,455	-	60,267	90,224
011221	Administrative Assistant 1 City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	31,980	52,685	-	32,620	53,739
011223	Administrative Assistant 2 City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	44,799	68,914	-	45,695	70,292
011225	Administrative Assistant 3 City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	62,857	96,797	-	64,114	98,733
931440	Administrative Assistant Board Of Police Commissioners	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931615	Administrative Assistant Grade 1 Greater Detroit Resource	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931628	Administrative Assistant Grade 2 Board Of Ethnic	9070	Non Union Appointees Level V	K	42,172	63,197	-	43,015	64,461
931626	Administrative Assistant Grade 2 Detroit Building Authorization	9070	Non Union Appointees Level V	K	42,172	63,197	-	43,015	64,461
931616	Administrative Assistant Grade 2 Greater Detroit Resource	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931617	Administrative Assistant Grade 3 Greater Detroit Resource	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
931441	Administrative Assistant Police	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931803	Administrative AssistantNeighborhood Commercial Revitalization	9030	Non Union Appointees Level II	K	59,085	88,455	-	60,267	90,224
931401	Administrative Specialist 3	9070	Non Union Appointees Level V	K	66,398	76,112	-	67,726	77,634
010179	Airport Director	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
931456	Animal Care Control Director	9030	Non Union Appointees Level II	K	82,055	111,312	-	83,696	113,538
010103	Assessor	9030	Non Union Appointees Level II	K	98,333	123,846	-	100,300	126,323
010194	Assistant Chief Of Police Civilian	9145	Non Union Police Uniform Inspect and Comm	K	104,275	163,934	-	106,361	167,213
010294	Assistant Chief Of Police Civilian Education	9145	Non Union Police Uniform Inspect and Comm	K	106,338	167,214	-	108,465	170,558
010196	Assistant Chief Of Police Sworn	9145	Non Union Police Uniform Inspect and Comm	K	104,275	163,934	-	106,361	167,213
010296	Assistant Chief Of Police Sworn Education	9145	Non Union Police Uniform Inspect and Comm	K	106,338	167,214	-	108,465	170,558
011119	Assistant Council Fiscal Analysis 4	9130	Non Union Appointees Legislative Agencies	K	76,569	91,884	-	78,100	93,722
941004	Assistant Director DDOT Administration	9030	Non Union Appointees Level II	K	73,492	120,012	-	74,962	122,412
941003	Assistant Director DDOT Operations Maintenance	9030	Non Union Appointees Level II	K	73,492	120,012	-	74,962	122,412
11101111	Assistant Executive Director General Retirement Systems	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
11101112	Assistant Executive Director Police And Fire Retirement Systems	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
932305	Assistant Neighborhood City Hall Manager	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
011504	Assistant Ombudsman Grade 1	9130	Non Union Appointees Legislative Agencies	K	37,258	56,572	-	38,003	57,703
011503	Assistant Ombudsman Grade 2	9130	Non Union Appointees Legislative Agencies	K	52,798	74,629	-	53,854	76,122
011502	Assistant Ombudsman Grade 3	9130	Non Union Appointees Legislative Agencies	K	65,598	89,028	-	66,910	90,809
011501	Assistant Ombudsman Grade 4	9130	Non Union Appointees Legislative Agencies	K	70,970	95,427	-	72,389	97,336
224051	Assistant Superintendent Of Emergency Medical Service	9030	Non Union Appointees Level II	K	71,361	122,539	-	72,788	124,990
932007	Assistant To The Mayor 1	9025	Mayoral Appointees Level 1	K	42,172	63,197	-	43,015	64,461
932005	Assistant To The Mayor 2	9024	Mayoral Appointees Level 2	K	59,085	88,455	-	60,267	90,224
932011	Assistant To The Mayor 3	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
011716	Associate Attorney Office Of the Inspector General	9060	Non Union Appointees Level IV	K	51,813	103,843	-	51,813	103,843
931455	Associate Director Health	9030	Non Union Appointees Level II	K	108,253	165,229	-	110,418	168,534
11919906	Associate Director Of Administration	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
11919903	Associate Director Of Design	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
919907	Associate Director Of Housing Underwriting	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
11919908	Associate Director Of Programmatic Underwriting	9020	Non Union Appointees Level I	K	108,254	165,230	-	110,419	168,535
11919909	Associate Director Of Public Private Partnership	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
11919913	Associate Director Of Public Private Partnership Marijuana Ventures And Er	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535

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					2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	Min	Max
11919911	Associate Director Of Strategic Affairs	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
011715	Attorney Office Of The Inspector General	9060	Non Union Appointees Level IV	K	57,093	114,185	57,093	114,185
932512	Attorney To The Board Of Police Commissioners	9030	Non Union Appointees Level II	K	67,198	100,684	68,542	102,698
010106	Auditor General	9130	Non Union Appointees Legislative Agencies	K	151,840	218,568	154,877	222,939
013132	Board Of EthicsAdministrative Secretary	9001	Non Union Hourly Regular Service General	K	31,980	41,829	32,620	42,666
932206	Budget Operations Manager Fire	9146	Fire NonUnion Allied	K	65,257	91,313	66,563	93,139
932020	Call Center Director	9030	Non Union Appointees Level II	K	82,946	138,466	84,605	141,235
010166	Chairman Of Board Of Police Commissioners	9140	Non Union Appoint Exempt General Pay Incr	K	6,877	6,877	6,877	6,877
11303091	Chief Accounting Officer	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
931421	Chief Administrative Corporation Counsel	9030	Non Union Appointees Level II	K	116,773	175,105	119,108	178,607
932012	Chief Administrative Officer	9022	Mayoral Appointees Group Executives	K	105,433	168,927	107,542	172,306
010105	Chief Assessor	9030	Non Union Appointees Level II	K	82,946	138,466	84,605	141,235
11311001	Chief Classification Compensation Officer	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
11302104	Chief Data Officer	9020	Non Union Appointees Level I	K	131,320	170,788	133,946	174,204
11303002	Chief Deputy Chief Financial Officer	9020	Non Union Appointees Level I	K	151,840	218,568	154,877	222,939
11312009	Chief Development Officer	9002	Senior Management	K	108,254	165,230	110,419	168,535
11312004	Chief Employee Services Officer	9020	Non Union Appointees Level I	K	130,411	185,512	133,019	189,222
931512	Chief Engineer Detroit Cable Communications Commission	9030	Non Union Appointees Level II	K	59,085	88,455	60,267	90,224
303001	Chief Financial Officer	9020	Non Union Appointees Level I	K	163,162	263,562	166,425	268,833
931640	Chief Information Officer	9020	Non Union Appointees Level I	K	196,793	270,618	200,729	276,030
932502	Chief Investigator Police Commission	9030	Non Union Appointees Level II	K	82,946	138,466	84,605	141,235
13205141	Chief Investment Officer	9030	Non Union Appointees Level II	K	234,277	285,703	238,963	291,417
11313101	Chief Learning Officer	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
931419	Chief Legal Counsel Capital Infrastructure	9030	Non Union Appointees Level II	K	108,261	165,232	110,426	168,537
931420	Chief Legal Counsel For Transactional And Economic Development	9030	Non Union Appointees Level II	K	135,435	203,152	138,144	207,215
11931424	Chief Of Criminal Enforcement And Quality Of Life	9030	Non Union Appointees Level II	K	135,435	203,152	138,144	207,215
931423	Chief Of Litigation	9030	Non Union Appointees Level II	K	135,435	203,152	138,144	207,215
010193	Chief Of Police	9145	Non Union Police Uniform Inspect and Comm	K	175,370	280,892	178,878	286,510
931630	Chief Of Services And Infrastructure	9020	Non Union Appointees Level I	K	196,793	270,618	200,729	276,030
81301001	Chief Of Staff	9020	Non Union Appointees Level I	K	130,435	185,527	133,044	189,238
932001	Chief Of Staff	9020	Non Union Appointees Level I	K	105,411	172,833	107,519	176,290
11301011	Chief Of Staff HRD	9020	Non Union Appointees Level I	K	130,411	185,512	133,019	189,222
931422	Chief Of Staff Law	9020	Non Union Appointees Level I	K	135,435	203,152	138,144	207,215
11919914	Chief of Staff PDD	9020	Non Union Appointees Level I	K	130,411	185,512	133,019	189,222
931408	Chief Operating Officer Health	9020	Non Union Appointees Level I	K	160,028	240,030	163,229	244,831
931110	Chief Operating Officer Mayors Office	9022	Mayoral Appointees Group Executives	K	160,050	240,052	163,251	244,853
11312006	Chief Policy Planning Officer	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
931407	Chief Public Health Officer	9020	Non Union Appointees Level I	K	160,028	240,030	163,229	244,831
11312005	Chief Recruitment Officer	9030	Non Union Appointees Level II	K	108,254	165,230	110,419	168,535
011108	City Council Administrative Assistant 1	9130	Non Union Appointees Legislative Agencies	K	31,980	69,143	32,620	70,526
011109	City Council Administrative Assistant 2	9130	Non Union Appointees Legislative Agencies	K	31,980	69,143	32,620	70,526
011124	City Council Administrative Assistant 3	9130	Non Union Appointees Legislative Agencies	K	31,980	96,797	32,620	98,733

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
011125	City Council Administrative Assistant 4	9130	Non Union Appointees Legislative Agencies	K	66,742	101,254	-	68,077	103,279
011133	City Council Administrative Assistant 5	9130	Non Union Appointees Legislative Agencies	K	80,092	138,375	-	81,694	141,143
011127	City Council Advisory Youth Commission Director	9130	Non Union Appointees Legislative Agencies	K	44,799	63,084	-	45,695	64,346
011117	City Council Executive Administrative Assistant Council	9130	Non Union Appointees Legislative Agencies	K	73,599	101,254	-	75,071	103,279
011128	City Council Fiscal Analysis Deputy Director	9130	Non Union Appointees Legislative Agencies	K	87,877	138,240	-	89,635	141,005
011118	City Council Fiscal Analysis Director	9130	Non Union Appointees Legislative Agencies	K	111,814	172,810	-	114,050	176,266
011129	City Council Fiscal Staff Analyst	9130	Non Union Appointees Legislative Agencies	K	48,228	82,399	-	49,193	84,047
011135	City Council Legal Analyst	9130	Non Union Appointees Legislative Agencies	K	104,574	147,652	-	106,665	150,605
011155	City Council Legislative Policy Division Administrative Assistant	9130	Non Union Appointees Legislative Agencies	K	31,980	50,063	-	32,620	51,064
011156	City Council Legislative Policy Division Administrative Assistant	9130	Non Union Appointees Legislative Agencies	K	42,592	65,225	-	43,444	66,530
011157	City Council Legislative Policy Division Administrative Assistant	9130	Non Union Appointees Legislative Agencies	K	59,762	92,095	-	60,957	93,937
011158	City Council Legislative Policy Division Administrative Assistant	9130	Non Union Appointees Legislative Agencies	K	63,442	96,332	-	64,711	98,259
011141	City Council Legislative Policy Division Deputy Director CPCH	9130	Non Union Appointees Legislative Agencies	K	97,561	164,576	-	99,512	167,868
011142	City Council Legislative Policy Division Deputy Director Fiscal	9130	Non Union Appointees Legislative Agencies	K	97,561	164,576	-	99,512	167,868
011140	City Council Legislative Policy Division Director	9130	Non Union Appointees Legislative Agencies	K	106,474	176,590	-	108,603	180,122
011143	City Council Legislative Policy Division Fiscal Analyst	9130	Non Union Appointees Legislative Agencies	K	47,242	144,168	-	48,187	147,051
011151	City Council Legislative Policy Division Historic Planner 2	9130	Non Union Appointees Legislative Agencies	K	50,680	88,538	-	51,694	90,309
011152	City Council Legislative Policy Division Historic Planner 3	9130	Non Union Appointees Legislative Agencies	K	78,012	114,687	-	79,572	116,981
011144	City Council Legislative Policy Division Legal Analyst	9130	Non Union Appointees Legislative Agencies	K	55,750	144,168	-	56,865	147,051
011146	City Council Legislative Policy Division Planner 1	9130	Non Union Appointees Legislative Agencies	K	39,582	55,399	-	40,374	56,507
011147	City Council Legislative Policy Division Planner 2	9130	Non Union Appointees Legislative Agencies	K	56,256	75,501	-	57,381	77,011
011148	City Council Legislative Policy Division Planner 3	9130	Non Union Appointees Legislative Agencies	K	71,287	91,884	-	72,713	93,722
011149	City Council Legislative Policy Division Planner 4	9130	Non Union Appointees Legislative Agencies	K	77,997	102,294	-	79,557	104,340
011150	City Council Legislative Policy Division Planner 5	9130	Non Union Appointees Legislative Agencies	K	87,446	114,688	-	89,195	116,982
011153	City Council Legislative Policy Division Senior Historic Planning	9130	Non Union Appointees Legislative Agencies	K	91,881	144,168	-	93,719	147,051
011145	City Council Legislative Policy Division Staff Analyst	9130	Non Union Appointees Legislative Agencies	K	39,029	144,168	-	39,810	147,051
011116	City Council Research And Analysis Deputy Director	9130	Non Union Appointees Legislative Agencies	K	77,877	138,240	-	79,435	141,005
011115	City Council Research And Analysis Director	9130	Non Union Appointees Legislative Agencies	K	77,877	172,810	-	79,435	176,266
011107	City Council Research And Analysis Secretarial Stenographer	9130	Non Union Appointees Legislative Agencies	K	31,980	51,086	-	32,620	52,108
011113	City Council Research And Analysis Staff Analyst 2	9130	Non Union Appointees Legislative Agencies	K	38,059	56,572	-	38,820	57,703
011122	City Council Research And Analysis Staff Analyst 3	9130	Non Union Appointees Legislative Agencies	K	45,028	67,771	-	45,929	69,126
011123	City Council Research And Analysis Staff Analyst 4	9130	Non Union Appointees Legislative Agencies	K	60,000	79,313	-	61,200	80,899
011112	City Council Research And Analysis Staff Analyst Legal	9130	Non Union Appointees Legislative Agencies	K	41,995	125,796	-	42,835	128,312
011126	City Council Research And Analysis Staff Analyst Policy	9130	Non Union Appointees Legislative Agencies	K	41,995	125,796	-	42,835	128,312
011130	City Council Research Cable Specialist	9130	Non Union Appointees Legislative Agencies	K	31,980	69,143	-	32,620	70,526
011114	City Council Research Specialist	9130	Non Union Appointees Legislative Agencies	K	31,980	53,714	-	32,620	54,788
011121	City Council Research Staff Analyst 5	9130	Non Union Appointees Legislative Agencies	K	66,857	87,541	-	68,194	89,292
011131	City Council Research Videographer	9130	Non Union Appointees Legislative Agencies	K	31,980	62,399	-	32,620	63,647
011105	City Council Secretarial Stenographer	9130	Non Union Appointees Legislative Agencies	K	31,980	51,086	-	32,620	52,108
011106	City Council Secretarial Stenographer Council President	9130	Non Union Appointees Legislative Agencies	K	48,228	66,399	-	49,193	67,727
011102	City Council Senior Clerk And Receptionist	9130	Non Union Appointees Legislative Agencies	K	31,980	52,685	-	32,620	53,739
011110	City Council Staff Secretary 1	9130	Non Union Appointees Legislative Agencies	K	31,980	52,685	-	32,620	53,739

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
011111	City Council Staff Secretary 2	9130	Non Union Appointees Legislative Agencies	K	43,885	69,143	-	44,763	70,526
011103	City Council Stenographer	9130	Non Union Appointees Legislative Agencies	K	31,980	44,000	-	32,620	44,880
011101	City Council Typist	9130	Non Union Appointees Legislative Agencies	K	31,980	34,286	-	32,620	34,972
011132	City Council Web Editor	9130	Non Union Appointees Legislative Agencies	K	46,172	64,685	-	47,095	65,979
010141	City Engineer	9030	Non Union Appointees Level II	K	104,550	146,370	-	106,641	149,297
010190	City Ombudsman	9130	Non Union Appointees Legislative Agencies	K	151,840	218,568	-	154,877	222,939
931506	Communications Specialist 1 Detroit Cable Communications	9000	Non Union Salary Regular Service General	K	31,980	47,886	-	32,620	48,844
931526	Communications Specialist 1 Media Services	9070	Non Union Appointees Level V	K	31,980	50,173	-	32,620	51,176
931505	Communications Specialist 2 Detroit Cable Communications	9000	Non Union Salary Regular Service General	K	31,980	47,886	-	32,620	48,844
931525	Communications Specialist 2 Media Services	9070	Non Union Appointees Level V	K	52,681	61,323	-	53,735	62,549
931504	Communications Specialist 3 Detroit Cable Communications	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931524	Communications Specialist 3 Media Services	9070	Non Union Appointees Level V	K	64,389	72,473	-	65,677	73,922
931503	Communications Specialist 4 Detroit Cable Communications	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931523	Communications Specialist 4 Media Services	9070	Non Union Appointees Level V	K	76,096	83,621	-	77,618	85,293
932304	Community Affairs Manager	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
932042	Coordinator Of Administrative Services	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
010127	Corporation Counsel Election Commissioner \$2000	9022	Mayoral Appointees Group Executives	K	105,433	172,903	-	107,542	176,361
011120	Council Research Administrative Records Manager	9130	Non Union Appointees Legislative Agencies	K	40,115	55,429	-	40,917	56,538
010184	Deputy Airport Director	9030	Non Union Appointees Level II	K	67,198	100,684	-	68,542	102,698
11919912	Deputy Associate Director Of Strategic Affairs	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
010101	Deputy Auditor General	9130	Non Union Appointees Legislative Agencies	K	130,411	185,512	-	133,019	189,222
010111	Deputy Budget Director	9002	Senior Management	K	108,254	165,230	-	110,419	168,535
13113001	Deputy Chief Development Officer	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
11303006	Deputy Chief Financial Officer Assessor	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
303003	Deputy Chief Financial Officer Budget Director	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
11306001	Deputy Chief Financial Officer Chief Contracting And Procurement	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
303004	Deputy Chief Financial Officer Controller	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
11303011	Deputy Chief Financial Officer Departmental Financial Services	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
919001	Deputy Chief Financial Officer Development And Grants Management	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
303007	Deputy Chief Financial Officer Financial Planning And Analysis	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
303005	Deputy Chief Financial Officer Treasurer	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
13205142	Deputy Chief Investment Officer	9020	Non Union Appointees Level I	K	151,840	218,568	-	154,877	222,939
010222	Deputy Chief Of Mobility Innovation	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
011829	Deputy Chief Of Police	9145	Non Union Police Uniform Inspect and Comm	K	94,820	158,150	-	96,717	161,313
011830	Deputy Chief Of Police Education	9145	Non Union Police Uniform Inspect and Comm	K	96,729	158,198	-	98,664	161,362
11306002	Deputy Chief Procurement Officer	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
010131	Deputy City Clerk	9131	Non Union City Clerk Appointees	K	78,742	94,855	-	80,317	96,752
010191	Deputy City Ombudsman	9130	Non Union Appointees Legislative Agencies	K	88,917	138,285	-	90,695	141,051
010104	Deputy Corporation Counsel	9020	Non Union Appointees Level I	K	145,886	218,935	-	148,804	223,314
011355	Deputy Director City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	87,877	138,240	-	89,635	141,005
010178	Deputy Director Department Of Elections	9131	Non Union City Clerk Appointees	K	72,112	98,740	-	73,554	100,715
010124	Deputy Director Department Of Public Works	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
010224	Deputy Director Department Of Public Works Complete Street	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
931502	Deputy Director Detroit Cable Communications Commission	9030	Non Union Appointees Level II	K	67,198	100,684	-	68,542	102,698
010167	Deputy Director Employment And Training Department	9030	Non Union Appointees Level II	K	84,008	115,614	-	85,688	117,926
11010310	Deputy Director Financial Planning And Anaylsis	9000	Non Union Salary Regular Service General	K	108,254	165,230	-	110,419	168,535
010115	Deputy Director General Services Department	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
11010183	Deputy Director Grants	9020	Non Union Appointees Level I	K	108,254	165,230	-	110,419	168,535
931602	Deputy Director Greater Detroit Resource Recovery	9002	Senior Management	K	67,198	100,684	-	68,542	102,698
010153	Deputy Director Municipal Parking Department	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
010122	Deputy Director Of Buildings And Safety Engineering	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
010182	Deputy Director Of CRIO Department	9030	Non Union Appointees Level II	K	67,198	100,684	-	68,542	102,698
932302	Deputy Director Of Neighborhood City Halls	9020	Non Union Appointees Level I	K	59,085	105,254	-	60,267	107,359
81932505	Deputy Director Of Police Personnel	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
932505	Deputy Director Of Police Personnel	9030	Non Union Appointees Level II	K	61,600	92,113	-	62,832	93,955
010188	Deputy Director Of Public Lighting	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
010138	Deputy Director Of Recreation Department	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
010159	Deputy Director Of Transportation Department	9020	Non Union Appointees Level I	K	82,946	152,291	-	84,605	155,337
010151	Deputy Fire Commissioner	9146	Fire NonUnion Allied	K	91,158	139,213	-	92,982	141,997
010149	Deputy Inspector General	9130	Non Union Appointees Legislative Agencies	K	130,411	185,512	-	133,019	189,222
11312003	Deputy Labor Relations Director	9020	Non Union Appointees Level I	K	108,254	165,230	-	110,419	168,535
932006	Deputy Mayor	9020	Non Union Appointees Level I	K	5,270	5,270	-	5,376	5,376
010156	Deputy Public Health Director	9030	Non Union Appointees Level II	K	127,458	175,958	-	130,007	179,477
11303008	Deputy Treasurer For Operations	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
13303009	Deputy Treasurer For Tax Administration	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
931550	Digital And Social Media Manager	9020	Non Union Appointees Level I	K	54,388	76,143	-	55,476	77,666
931551	Digital And Social Media Specialist	9070	Non Union Appointees Level V	K	47,921	64,693	-	48,879	65,987
012063	Director Board Of Zoning Appeals	9130	Non Union Appointees Legislative Agencies	K	77,832	172,789	-	79,389	176,245
932080	Director Butzel Family Center	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
931303	Director City Of Detroit Building Authority	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
011201	Director City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	111,814	172,810	-	114,050	176,266
010177	Director Department Of Elections	9131	Non Union City Clerk Appointees	K	114,032	166,069	-	116,313	169,390
010123	Director Department Of Public Works	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
931501	Director Detroit Cable Communications Commission	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
11302101	Director Enterprise Technical Operations	9020	Non Union Appointees Level I	K	165,476	219,283	-	168,786	223,669
010114	Director General Services Department	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
931601	Director Greater Detroit Resource Recovery Authority	9020	Non Union Appointees Level I	K	78,962	164,598	-	80,541	167,890
010152	Director Municipal Parking Department	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
931801	Director Neighborhood Commercial Revitalization	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
010170	Director Of Administrative Hearings	9030	Non Union Appointees Level II	K	105,425	172,894	-	107,534	176,352
011360	Director Of Board Of Review	9130	Non Union Appointees Legislative Agencies	K	100,245	150,368	-	102,250	153,375
010121	Director Of Buildings And Safety Engineering	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
010180	Director Of CRIO Department	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
11302102	Director Of Enterprise Technology Operations	9020	Non Union Appointees Level I	K	146,668	195,034	-	149,601	198,935

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
010139	Director Of Homeland Security	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
932301	Director Of Neighborhood City Halls	9020	Non Union Appointees Level I	K	82,946	138,466	-	84,605	141,235
010137	Director Of Parks And Open Spaces	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
010118	Director Of Planning And Development Department	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
932504	Director Of Police Personnel	9020	Non Union Appointees Level I	K	86,367	143,997	-	88,094	146,877
11302106	Director of Program Management	9030	Non Union Appointees Level II	K	108,254	165,230	-	110,419	168,535
010187	Director Of Public Lighting	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
11302103	Director Of Public Safety IT	9020	Non Union Appointees Level I	K	146,668	195,034	-	149,601	198,935
010173	Director Of Targeted Business	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
010158	Director Of Transportation Department	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
010176	Director Project Management	9020	Non Union Appointees Level I	K	82,946	126,634	-	84,605	129,167
861001	Election Commissioner	9140	Non Union Appoint Exempt General Pay Incr	K	1,938	1,938	-	1,938	1,938
932083	Emergency Management Coordinator	9020	Non Union Appointees Level I	K	77,311	121,837	-	78,857	124,274
932004	Executive Assistant To The Mayor 1	9025	Mayoral Appointees Level 1	K	59,085	88,455	-	60,267	90,224
932003	Executive Assistant To The Mayor 2	9024	Mayoral Appointees Level 2	K	67,198	100,684	-	68,542	102,698
932002	Executive Assistant To The Mayor 3	9023	Mayoral Appointees Exempt Level 3 and 4	K	82,946	126,634	-	84,605	129,167
932008	Executive Assistant To The Mayor 4	9023	Mayoral Appointees Exempt Level 3 and 4	K	82,854	138,285	-	84,511	141,051
932048	Executive Assistant To The Mayor 5	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
010126	Executive Director Board Of Ethics	9020	Non Union Appointees Level I	K	98,100	127,500	-	100,062	130,050
11101201	Executive Director Pension	9030	Non Union Appointees Level II	K	151,840	218,568	-	154,877	222,939
653080	Executive Management Team	9020	Non Union Appointees Level I	K	31,980	292,844	-	32,620	298,701
8653080	Executive Management Team	9031	Non Union Appointees (DWSD)	K	31,200	269,222	-	31,200	269,222
932015	Executive Management Team Detroit Building Authority	9020	Non Union Appointees Level I	K	31,980	292,903	-	32,620	298,761
932014	Executive Management Team Mayors Office	9020	Non Union Appointees Level I	K	31,980	292,903	-	32,620	298,761
011040	Executive Manager Buildings Safety Engineering And Environmental	9020	Non Union Appointees Level I	K	75,426	105,368	-	76,935	107,475
011702	Executive Manager DDOT	9030	Non Union Appointees Level II	K	75,427	105,369	-	76,936	107,476
011701	Executive Manager GSD	9030	Non Union Appointees Level II	K	75,427	105,369	-	76,936	107,476
011705	Executive Manager Law	9030	Non Union Appointees Level II	K	75,426	105,368	-	76,935	107,475
011805	Executive Manager Police	9030	Non Union Appointees Level II	K	78,368	109,525	-	79,935	111,716
931450	Executive Manager Public Private Partnerships	9020	Non Union Appointees Level I	K	105,457	117,176	-	107,566	119,520
013365	Executive Secretary 1	9070	Non Union Appointees Level V	K	35,088	44,344	-	35,790	45,231
013366	Executive Secretary 2	9070	Non Union Appointees Level V	K	37,487	47,999	-	38,237	48,959
82013366	Executive Secretary 2	9070	Non Union Appointees Level V	K	37,487	47,999	-	38,237	48,959
013367	Executive Secretary 3	9070	Non Union Appointees Level V	K	41,144	52,914	-	41,967	53,972
81013367	Executive Secretary 3	9070	Non Union Appointees Level V	K	41,144	52,914	-	41,967	53,972
010140	Fire Commissioner	9146	Fire NonUnion Allied	K	105,411	172,833	-	107,520	176,290
010171	First Assistant Chief	9145	Non Union Police Uniform Inspect and Comm	K	100,329	163,322	-	102,336	166,588
010271	First Assistant Chief Education	9145	Non Union Police Uniform Inspect and Comm	K	102,326	166,577	-	104,373	169,909
932201	Fiscal Processing Manager Fire	9030	Non Union Appointees Level II	K	59,885	83,884	-	61,083	85,562
011720	Forensic Auditor Office Of Inspector General	9130	Non Union Appointees Legislative Agencies	K	77,598	103,653	-	79,150	105,726
931101	General Manager DetroitWayne Joint Building Authority	9030	Non Union Appointees Level II	K	69,941	98,054	-	71,340	100,015
931603	Head Accountant And Office Manager Greater Detroit Resource Recovery A	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
011640	Historic Designation Administrative Assistant 2	9130	Non Union Appointees Legislative Agencies	K	43,885	69,143	-	44,763	70,526
011647	Historic Designation Director	9130	Non Union Appointees Legislative Agencies	K	77,877	172,810	-	79,435	176,266
011637	Historic Designation Supervisory Specialist	9130	Non Union Appointees Legislative Agencies	K	55,085	88,456	-	56,187	90,225
011621	Historical Designation Secretary Stenographer Research	9130	Non Union Appointees Legislative Agencies	K	31,980	51,086	-	32,620	52,108
011625	Historical Designation Specialist 1	9130	Non Union Appointees Legislative Agencies	K	38,286	56,914	-	39,052	58,052
011635	Historical Designation Specialist 2	9130	Non Union Appointees Legislative Agencies	K	46,628	82,399	-	47,561	84,047
011645	Historical Designation Staff Director	9000	Non Union Salary Regular Service General	K	58,857	69,713	-	60,034	71,107
919905	Housing And Revitalization Deputy Director	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
919904	Housing And Revitalization Director	9020	Non Union Appointees Level I	K	31,980	292,903	-	32,620	298,761
11312001	Human Resources Director	9020	Non Union Appointees Level I	K	31,980	292,903	-	32,620	298,761
919910	Immigration Affairs Officer	9020	Non Union Appointees Level I	K	108,254	165,230	-	110,419	168,535
010135	Inspector General	9130	Non Union Appointees Legislative Agencies	K	151,840	218,568	-	154,877	222,939
932610	Intelligence Specialist	9020	Non Union Appointees Level I	K	61,600	71,656	-	62,832	73,089
011726	Investigator Board Of Ethics	9130	Non Union Appointees Legislative Agencies	K	54,514	75,542	-	55,604	77,053
011710	Investigator Office Of Inspector General	9130	Non Union Appointees Legislative Agencies	K	54,512	75,541	-	55,602	77,052
932503	Investigator Police Commission	3510	Civilian Police Investigators UAW Local 212	K	40,344	60,306	-	40,344	60,306
932031	ITeam Director Of Stakeholder Engagement And Policy Implementation	9030	Non Union Appointees Level II	K	114,283	114,283	-	116,569	116,569
932030	ITeam Executive Director	9030	Non Union Appointees Level II	K	119,652	119,652	-	122,045	122,045
931611	Junior Accountant Greater Detroit Resource Recovery Authority	9000	Non Union Salary Regular Service General	K	31,980	47,886	-	32,620	48,844
11312002	Labor Relations Director	9020	Non Union Appointees Level I	K	130,411	185,512	-	133,019	189,222
091198	Manager Of Administrative Hearings	9030	Non Union Appointees Level II	K	81,178	122,312	-	82,802	124,758
931553	Managing Editor	9020	Non Union Appointees Level I	K	57,521	86,281	-	58,671	88,007
932041	Mayors Staff Secretary 1	9000	Non Union Salary Regular Service General	K	31,980	47,886	-	32,620	48,844
932043	Mayors Staff Secretary 2	9024	Mayoral Appointees Level 2	K	42,172	63,197	-	43,015	64,461
932044	Mayors Staff Secretary 3	9070	Non Union Appointees Level V	K	42,172	63,197	-	43,015	64,461
211058	Medical Director	9020	Non Union Appointees Level I	K	166,950	233,717	-	170,289	238,391
11919902	Planning And Development Deputy Director	9020	Non Union Appointees Level I	K	108,254	165,230	-	110,419	168,535
11919901	Planning And Development Director	9020	Non Union Appointees Level I	K	151,840	218,568	-	154,877	222,939
331052	Police Commander Non Union Police Uniform	9145	Non Union Police Uniform Inspect and Comm	K	78,535	123,628	-	80,106	126,101
010165	Police Commissioner	9140	Non Union Appoint Exempt General Pay Incr	K	4,630	4,630	-	4,630	4,630
011831	Police Executive 1	9030	Non Union Appointees Level II	K	70,910	115,235	-	72,328	117,540
011832	Police Executive 2	9030	Non Union Appointees Level II	K	80,526	126,791	-	82,137	129,327
011833	Police Executive 3	9030	Non Union Appointees Level II	K	82,892	138,453	-	84,550	141,222
932010	Press Secretary	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
931605	Principal Accountant And Office Manager Greater Detroit Resource	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
010143	Program Management Director	9022	Mayoral Appointees Group Executives	K	196,793	270,618	-	200,729	276,030
010200	Project Manager	9030	Non Union Appointees Level II	K	82,854	126,655	-	84,511	129,188
010102	Project Manager DDOT	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
010210	Project Manager Deputy Mayor	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
010198	Project Manager Finance	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
010172	Project Manager Fire	9030	Non Union Appointees Level II	K	82,946	126,634	-	84,605	129,167
010199	Project Manager General Services Department	9030	Non Union Appointees Level II	K	82,854	126,655	-	84,511	129,188

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
010155	Public Health Director	9020	Non Union Appointees Level I	K	105,433	172,903	-	107,542	176,361
099536	Public Information Manager	9000	Non Union Salary Regular Service General	K	66,399	68,570	-	67,727	69,941
011810	Second Deputy Chief	9145	Non Union Police Uniform Inspect and Comm	K	81,703	128,624	-	83,338	131,196
012060	Second Deputy Fire Commissioner	9146	Fire NonUnion Allied	K	67,017	138,302	-	68,358	141,068
011210	Secretarial Stenographer City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	31,980	51,086	-	32,620	52,108
931608	Secretary 3 Greater Detroit Resource Recovery Authority	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
931510	Secretary Detroit Cable Communications Commission	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
931805	Secretary Neighborhood Commercial Revitalization	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
932501	Secretary To Board Of Police Commissioners	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
931612	Semi Senior Accountant Greater Detroit Resource Recovery Authority	9000	Non Union Salary Regular Service General	K	31,980	47,886	-	32,620	48,844
931613	Senior Accountant Greater Detroit Resource Recovery Authority	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
011217	Senior Clerk Typist City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	31,980	35,658	-	32,620	36,371
931205	Senior Governmental Analyst Elections	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931606	Senior Governmental Analyst Greater Detroit Resource Recovery	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
932510	Senior Investigator Police Commission	9070	Non Union Appointees Level V	K	47,200	70,856	-	48,144	72,273
931511	Senior Stenographer Detroit Cable Communications Commission	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
931610	Senior Stenographer Greater Detroit Resource Recovery Authority	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
932032	Senior Strategist	9140	Non Union Appoint Exempt General Pay Incr	K	31,980	47,886	-	31,980	47,886
932081	Service Coordinator Butzel Family Center	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
011415	Social Planner 1	9130	Non Union Appointees Legislative Agencies	K	31,980	52,458	-	32,620	53,507
011425	Social Planner 2	9130	Non Union Appointees Legislative Agencies	K	31,980	52,458	-	32,620	53,507
011435	Social Planner 3	9130	Non Union Appointees Legislative Agencies	K	44,799	68,914	-	45,695	70,292
011440	Social Planner 3 Nuisance Abatement	9130	Non Union Appointees Legislative Agencies	K	46,514	64,343	-	47,444	65,630
011445	Social Planner 4	9130	Non Union Appointees Legislative Agencies	K	62,856	96,795	-	64,113	98,731
931324	Special Area Maintenance Project Superintendent Detroit	9030	Non Union Appointees Level II	K	93,600	128,874	-	95,472	131,451
931211	Special Assistant To The Director Elections	9070	Non Union Appointees Level V	K	52,458	69,599	-	53,507	70,991
931554	Special Events Administrator	9020	Non Union Appointees Level I	K	49,404	69,163	-	50,392	70,546
011219	Staff Secretary City Planning Commission	9130	Non Union Appointees Legislative Agencies	K	31,980	44,229	-	32,620	45,114
931105	Staff Secretary DetroitWayne Joint Building Authority	9070	Non Union Appointees Level V	K	31,980	61,601	-	32,620	62,833
011104	Staff Secretary Fiscal Section City Council	9130	Non Union Appointees Legislative Agencies	K	31,980	48,913	-	32,620	49,891
931619	Staff Secretary Greater Detroit Resource Recovery Authority	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
931614	Stenographer Greater Detroit Resource Recovery Authority	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
932009	Stenographer Receptionist	9001	Non Union Hourly Regular Service General	K	31,980	47,886	-	32,620	48,844
930203	Summer Program Planning Coordinator	9070	Non Union Appointees Level V	K	42,172	63,201	-	43,015	64,465
931304	Superintendent Of Capital Projects Detroit Building Authorit	9030	Non Union Appointees Level II	K	93,600	128,874	-	95,472	131,451
224061	Superintendent Of Emergency Medical Service	9030	Non Union Appointees Level II	K	82,946	138,466	-	84,605	141,235
932508	Supervising Investigator Police Commission	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
932507	Supervising Investigator Police Commission Citizens Complaints	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
932509	Supervising Investigator Police Commission Quality Assurance	9030	Non Union Appointees Level II	K	59,086	88,456	-	60,268	90,225
010225	Sustainability Director	9020	Non Union Appointees Level I	K	146,748	171,432	-	149,683	174,861
23101101	Tax Attorney	9000	Non Union Salary Regular Service General	K	108,254	165,230	-	110,419	168,535
931507	Telecommunications Contract And Compliance Manager Detroit Cable Com	9030	Non Union Appointees Level II	K	59,085	88,455	-	60,267	90,224

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						2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
931555	Writer Producer	9020	Non Union Appointees Level I	K	52,124	72,970	-	53,166	74,429
010195	Zoning Appeal Board Chairperson	9140	Non Union Appoint Exempt General Pay Incr	K	11,140	11,140	-	11,140	11,140
010197	Zoning Appeal Board Member	9140	Non Union Appoint Exempt General Pay Incr	K	11,140	11,140	-	11,140	11,140

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						2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
010010	City Clerk Election Commission Chairperson \$2000	9700	Elected Officials	W	99,169	99,169	-	102,640	102,640
010030	City Council Member	9700	Elected Officials	W	99,169	99,169	-	102,640	102,640
010031	City Council President Election Commissioner \$2000	9700	Elected Officials	W	104,224	104,224	-	107,872	107,872
913051	Judge 36Th District Court	9701	Elected Officials	W	45,724	45,724	-	45,724	45,724
911066	Judge Records Court County	9701	Elected Officials	W	46,141	46,141	-	46,141	46,141
010040	Mayor	9700	Elected Officials	W	209,641	209,641	-	216,978	216,978

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							2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max	
999903	Hired Equipment Overtime Rate	9301	Contractual Salary	YH	4.85	4.85	-	4.85	5.00	
999935	Truck Construction And Maintenance Five Cubic Yard	9301	Contractual Salary	YH	20.50	20.50	-	20.50	21.00	
999931	Truck Construction Five Cubic Yards Water Level	9301	Contractual Salary	YH	20.50	20.50	-	20.50	21.00	

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
929101	Administrative Special Services Staff 1	9801	Administrative Special Service-Non-Exempt	K	31,200	49,982	-	31,200	49,982
929106	Administrative Special Services Staff 1 Exempt	9800	Administrative Special Service-Exempt	K	31,200	49,982	-	31,200	49,982
929102	Administrative Special Services Staff 2	9801	Administrative Special Service-Non-Exempt	K	49,982	99,986	-	49,982	99,986
929107	Administrative Special Services Staff 2 Exempt	9800	Administrative Special Service-Exempt	K	49,982	99,986	-	49,982	99,986
929103	Administrative Special Services Staff 3	9801	Administrative Special Service-Non-Exempt	K	99,986	243,984	-	99,986	243,984
929108	Administrative Special Services Staff 3 Exempt	9800	Administrative Special Service-Exempt	K	99,986	243,984	-	99,986	243,984
826202	Bricklayer General Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	63,502	63,502	-	63,502	63,502
826226	Cable Splicer Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	73,174	73,174	-	73,174	73,174
921001	City Council Special Project Assistant Contractual	9300	Contractual Hourly	Y	20,530	20,800	-	20,530	20,800
999998	Contract Worker	9001	Non Union Hourly Regular Service General	YH	1.00	1.00	-	1.00	1.00
812001	Election Service Worker Extra Service	9801	Administrative Special Service-Non-Exempt	H	31,200	31,200	-	31,200	31,200
826222	Electrical Substation Worker Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	73,070	73,070	-	73,070	73,070
826205	Electrical Worker Foreman Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	85,613	85,613	-	85,613	85,613
826203	Electrical Worker General Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	99,299	99,299	-	99,299	99,299
826204	Electrical Worker General Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	80,163	80,163	-	80,163	80,163
826207	Electrical Worker General Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	111,238	111,238	-	111,238	111,238
826225	Elevator Mechanic Special Services Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	65,562	65,562	-	65,562	65,562
826206	Finish Carpenter Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	62,032	62,032	-	62,032	62,032
826208	Finish Painter Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	52,083	52,083	-	52,083	52,083
922128	Fire Department EEOC Coordinator Contractual	9300	Contractual Hourly	Y	20,530	20,530	-	20,530	20,530
922126	Fire Examining Physician Contractual	9300	Contractual Hourly	Y	31,417	31,417	-	31,417	31,417
826209	Glazier Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	44,304	44,304	-	44,304	44,304
932506	Investigator Police Commission Contractual	9300	Contractual Hourly	Y	51,875	51,875	-	51,875	51,875
911067	Judge Recorders Court Daily Basis	9300	Contractual Hourly	Y	212.96	212.96	-	212.96	212.96
920904	Legislative Agent Contractual	9300	Contractual Hourly	Y	85,000	85,000	-	85,000	85,000
826220	Line Worker Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	83,200	83,200	-	83,200	83,200
826221	Maintenance Millwright Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	70,512	70,512	-	70,512	70,512
552135	Painter Foreman Public Housing Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	YH	22.59	22.59	-	22.59	22.59
929004	Personal Service Contractor Grade 1 Per Day	9301	Contractual Salary	YH	1.00	100.00	-	1.00	100.00
929001	Personal Service Contractor Grade 1 Per Hour	9301	Contractual Salary	Y	20,530	52,000	-	20,530	52,000
929007	Personal Service Contractor Grade 1 Per Week	9301	Contractual Salary	YH	1.00	247.00	-	1.00	247.00
929005	Personal Service Contractor Grade 2 Per Day	9301	Contractual Salary	YH	100.01	175.00	-	100.01	175.00
929002	Personal Service Contractor Grade 2 Per Hour	9301	Contractual Salary	YH	22.00	50.00	-	22.00	50.00
929008	Personal Service Contractor Grade 2 Per Week	9301	Contractual Salary	YH	247.01	750.00	-	247.01	750.00
929006	Personal Service Contractor Grade 3 Per Day	9301	Contractual Salary	YH	175.01	800.00	-	175.01	800.00
929003	Personal Service Contractor Grade 3 Per Hour	9301	Contractual Salary	YH	50.01	260.00	-	50.01	260.00
929009	Personal Service Contractor Per Session	9301	Contractual Salary	YH	9.87	30.00	-	9.87	30.00
826210	Plasterer Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	52,229	52,229	-	52,229	52,229
826212	Plumber Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	70,013	70,013	-	70,013	70,013
923319	Police Academy Instructor Contractual	9301	Contractual Salary	Y	104,000	104,000	-	104,000	104,000
814005	Radio Maintenance Helper Extra Service	9801	Administrative Special Service-Non-Exempt	H	31,200	31,200	-	31,200	31,200
824904	Recreation Trainee Extra Labor	9800	Administrative Special Service-Exempt	A	31,200	31,200	-	31,200	31,200

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							2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max	
922133	Senior Fire Examining Physician Contractual	9300	Contractual Hourly	Y	47,175	47,175	-	47,175	47,175	
826216	Sheet Metal Worker Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	85,571	85,571	-	85,571	85,571	
826218	Steamfitter Special Service Limited Term	2195	Detroit Building and Construction Trade Coun Spec	Y	65,582	65,582	-	65,582	65,582	
8823610	Transportation Equipment Operator Special Service	9801	Administrative Special Service-Non-Exempt	N	31,200	35,838	-	31,200	35,838	

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							2023-2024		2024-2025	
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max	
441011	Librarian 1	4700	Professional Organization of Librarians UAW 2200	E	44,389	53,312	-	45,277	54,378	
441028	Librarian 2	4700	Professional Organization of Librarians UAW 2200	A	53,676	60,551	-	54,750	61,762	
441038	Librarian 3	4700	Professional Organization of Librarians UAW 2200	A	60,912	66,941	-	62,130	68,280	
441175	Library Accounts Payable Manager	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253	
449009	Library Administrative Assistant 1	9170	Library Administrative	D	41,215	57,700	-	42,039	58,854	
449010	Library Administrative Assistant 2	9172	Non-Supervisory Exempt (Library)	D	43,677	74,801	-	44,551	76,297	
449098	Library Administrative Projects Specialist	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253	
441056	Library Assistant Director	9171	Supervisory Exempt (Library)	D	88,456	110,724	-	90,225	112,938	
449050	Library Assistant Purchases Agent	4700	Professional Organization of Librarians UAW 2200	A	59,705	73,818	-	60,899	75,294	
449029	Library Assistant Security Manager	9170	Library Administrative	D	52,901	68,404	-	53,959	69,772	
81723131	Library Auto Mechanic	9172	Non-Supervisory Exempt (Library)	O	28,132	31,514	-	28,695	32,144	
449094	Library Boiler Operator Low Pressure	6010	International Union of Oper Engin (IUOE) Local 324	A	44,324	47,907	-	45,210	48,865	
449024	Library Bookmobile Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	33,994	42,545	-	34,674	43,396	
449060	Library Branch Custodian	1660	AFSCME NonSupervisory Local 1259 Library General	O	31,270	39,579	-	31,895	40,371	
449099	Library Branch Services Specialist	9170	Library Administrative	D	70,987	93,376	-	72,407	95,244	
449048	Library Building Trades Worker Asbestos	4650	Library Skilled Trades (Library)	A	48,847	50,586	-	49,824	51,598	
449063	Library Building Trades Worker General	4650	Library Skilled Trades (Library)	A	46,239	47,110	-	47,164	48,052	
441088	Library Chief Financial Officer	9173	Executives (Library)	D	108,678	182,347	-	110,852	185,994	
441086	Library Chief Officer Of Operations And Customer Experiences	9173	Executives (Library)	D	148,526	169,744	-	151,497	173,139	
449043	Library Chief Refrigeration Equipment Operator First Class	6010	International Union of Oper Engin (IUOE) Local 324	H	64,543	64,543	-	65,834	65,834	
441043	Library Collection Development Specialist	4600	Association of Professional Librarians UAW 2200	A	67,304	75,385	-	68,650	76,893	
449113	Library Collection Services Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	37,110	43,120	-	37,852	43,982	
441055	Library Coordinator Of Major Library Activity Grade 1	4600	Association of Professional Librarians UAW 2200	A	75,626	82,499	-	77,139	84,149	
441171	Library Customer Experience Manager	9170	Library Administrative	D	51,795	67,049	-	52,831	68,390	
441002	Library Customer Support Representative 1 Hourly	1665	AFSCME NonSupervisory Local 1231 Library SA	S	24,312	28,734	-	24,798	29,309	
449053	Library Data Processing Equipment Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	33,125	41,303	-	33,788	42,129	
449023	Library Delivery Driver	1660	AFSCME NonSupervisory Local 1259 Library General	O	36,997	41,771	-	37,737	42,606	
441053	Library Department Manager	4600	Association of Professional Librarians UAW 2200	A	67,304	75,385	-	68,650	76,893	
441190	Library Development Officer	9170	Library Administrative	D	70,987	93,376	-	72,407	95,244	
441184	Library Digital Programs Administrator	9170	Library Administrative	D	61,391	80,828	-	62,619	82,445	
449052	Library Digital Services Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	38,777	44,790	-	39,553	45,686	
441059	Library Director Of Branch Services	9170	Library Administrative	D	86,611	108,510	-	88,343	110,680	
441163	Library Director Of Business And Financial Operations	9170	Library Administrative	D	97,521	138,669	-	99,471	141,442	
449071	Library Director Of Facilities	9170	Library Administrative	D	95,587	135,942	-	97,499	138,661	
441090	Library Director Of Human Resources	9171	Supervisory Exempt (Library)	D	97,521	138,669	-	99,471	141,442	
441165	Library Director Of Human Resources	9170	Library Administrative	D	95,587	135,942	-	97,499	138,661	
441182	Library Director Of Information Systems	9170	Library Administrative	D	95,587	135,942	-	97,499	138,661	
441058	Library Director Of Main Library	9170	Library Administrative	D	86,611	108,510	-	88,343	110,680	
441060	Library Director Of Marketing	9170	Library Administrative	D	95,587	135,942	-	97,499	138,661	
441065	Library Director Of Public Services	9171	Supervisory Exempt (Library)	D	97,521	138,669	-	99,471	141,442	
441057	Library Director Of Technical Services	9170	Library Administrative	D	86,611	108,510	-	88,343	110,680	
449017	Library Duplicating Devices Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	36,381	42,275	-	37,109	43,121	

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					2023-2024		2024-2025		
Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
449070	Library Electrician	4650	Library Skilled Trades (Library)	A	61,877	71,745	-	63,115	73,180
441085	Library Executive Director	9173	Executives (Library)	D	141,929	208,118	-	144,768	212,280
449013	Library Executive Secretary 3	9172	Non-Supervisory Exempt (Library)	D	47,120	67,049	-	48,062	68,390
449033	Library Facilities Manager	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253
449030	Library Facilities Supervisor	9171	Supervisory Exempt (Library)	D	70,987	93,376	-	72,407	95,244
449223	Library Finance Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	37,110	43,120	-	37,852	43,982
449065	Library Finish Carpenter	4650	Library Skilled Trades (Library)	A	72,807	72,807	-	74,263	74,263
449067	Library Finish Painter	4650	Library Skilled Trades (Library)	A	67,034	67,034	-	68,375	68,375
449066	Library Finish Painter Asbestos Handler	4650	Library Skilled Trades (Library)	A	68,657	68,657	-	70,030	70,030
449049	Library General Automotive Mechanic	1660	AFSCME NonSupervisory Local 1259 Library General	O	42,424	46,109	-	43,272	47,031
449040	Library Graphic Artist	1660	AFSCME NonSupervisory Local 1259 Library General	O	40,330	48,002	-	41,137	48,962
449035	Library Graphic Designer 1	4700	Professional Organization of Librarians UAW 2200	A	49,453	54,158	-	50,442	55,241
441041	Library Hackley Collection Specialist	4700	Professional Organization of Librarians UAW 2200	A	59,705	65,615	-	60,899	66,927
449012	Library Head Clerk	9171	Supervisory Exempt (Library)	D	51,795	67,049	-	52,831	68,390
449084	Library Help Desk Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	27,968	38,815	-	28,527	39,591
441150	Library Human Resources Assistant	9170	Library Administrative	D	41,215	57,700	-	42,039	58,854
441151	Library Human Resources Generalist	9170	Library Administrative	D	57,455	78,859	-	58,604	80,436
441152	Library Human Resources Manager	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253
449051	Library HVAC Technician	4650	Library Skilled Trades (Library)	H	69,044	69,044	-	70,425	70,425
441183	Library Information Systems Support Specialist	9170	Library Administrative	D	46,875	71,480	-	47,813	72,910
441180	Library Information Systems Technical Liaison	9171	Supervisory Exempt (Library)	D	47,367	60,407	-	48,314	61,615
449011	Library Junior Clerk	1660	AFSCME NonSupervisory Local 1259 Library General	O	26,510	36,047	-	27,040	36,768
449014	Library Junior Data Processing Equipment Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	33,770	38,562	-	34,445	39,333
449083	Library Lead Help Desk Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	36,674	42,523	-	37,407	43,373
441037	Library Librarian 4 Specialist	4700	Professional Organization of Librarians UAW 2200	A	67,296	75,293	-	68,642	76,799
449092	Library Marketing Project Planner	4700	Professional Organization of Librarians UAW 2200	A	59,705	65,615	-	60,899	66,927
449072	Library Master Electrician	4650	Library Skilled Trades (Library)	A	69,577	79,643	-	70,969	81,236
449068	Library Master Plumber	4650	Library Skilled Trades (Library)	A	76,612	76,612	-	78,144	78,144
449046	Library Networks Administrator	9171	Supervisory Exempt (Library)	D	72,464	94,730	-	73,913	96,625
449112	Library Office Support Assistant 1	1660	AFSCME NonSupervisory Local 1259 Library General	O	28,366	39,177	-	28,933	39,961
449003	Library Office Support Assistant 2	1660	AFSCME NonSupervisory Local 1259 Library General	O	37,110	43,120	-	37,852	43,982
449057	Library Park Maintenance Foreman	9170	Library Administrative	D	52,409	61,637	-	53,457	62,870
449056	Library Park Maintenance Worker	1660	AFSCME NonSupervisory Local 1259 Library General	O	33,743	39,404	-	34,418	40,192
449096	Library Payroll Specialist	9170	Library Administrative	D	40,477	56,469	-	41,287	57,598
449097	Library PC Network Maintenance Technician	9170	Library Administrative	D	46,875	71,480	-	47,813	72,910
449069	Library Plumber	4650	Library Skilled Trades (Library)	A	68,809	68,809	-	70,185	70,185
441001	Library Pre Professional Assistant	4700	Professional Organization of Librarians UAW 2200	D	41,492	51,505	-	42,322	52,535
449005	Library Principal Clerk	9170	Library Administrative	D	48,351	61,637	-	49,318	62,870
441125	Library Print Shop Manager	9171	Supervisory Exempt (Library)	D	52,901	63,236	-	53,959	64,501
449090	Library Procurement Agent	9170	Library Administrative	D	59,705	73,818	-	60,899	75,294
441195	Library Public Affairs Coordinator	9170	Library Administrative	D	72,464	95,346	-	73,913	97,253
449039	Library Public Relations Specialist	4700	Professional Organization of Librarians UAW 2200	A	60,912	66,941	-	62,130	68,280

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Job Code	Job Description	BU	BU Title	Rule	Min	Max	-	Min	Max
449045	Library Publications Manager	4600	Association of Professional Librarians UAW 2200	A	60,671	75,385	-	61,884	76,893
449089	Library Purchasing Manager	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253
449100	Library Refrigeration Equipment Operator 1 First Class	6010	International Union of Oper Engin (IUOE) Local 324	H	56,306	56,306	-	57,432	57,432
449093	Library Refrigeration Equipment Operator 2 First Class	6010	International Union of Oper Engin (IUOE) Local 324	H	58,927	58,927	-	60,106	60,106
449044	Library Security Manager	9171	Supervisory Exempt (Library)	D	60,284	80,706	-	61,490	82,320
449025	Library Security Officer	1660	AFSCME NonSupervisory Local 1259 Library General	O	31,558	39,822	-	32,189	40,618
441155	Library Senior Accountant	9171	Supervisory Exempt (Library)	D	60,037	72,217	-	61,238	73,661
449002	Library Senior Customer Representative	1660	AFSCME NonSupervisory Local 1259 Library General	O	28,366	39,177	-	28,933	39,961
449015	Library Senior Data Processing Equipment Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	38,016	43,911	-	38,776	44,789
449016	Library Senior Duplicating Devices Operator	1660	AFSCME NonSupervisory Local 1259 Library General	O	42,474	49,891	-	43,323	50,889
449006	Library Senior Finance Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	39,489	46,947	-	40,279	47,886
449088	Library Senior Payroll Specialist	9171	Supervisory Exempt (Library)	D	58,314	72,464	-	59,480	73,913
449047	Library Senior PC Network Maintenance Technician	9170	Library Administrative	D	72,094	80,706	-	73,536	82,320
449026	Library Shipping Room Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	38,207	42,888	-	38,971	43,746
441003	Library Social Attendant	1660	AFSCME NonSupervisory Local 1259 Library General	O	31,123	39,193	-	31,745	39,977
449087	Library Storekeeper	1660	AFSCME NonSupervisory Local 1259 Library General	O	36,743	42,267	-	37,478	43,112
449032	Library Supervising Security Officer	1660	AFSCME NonSupervisory Local 1259 Library General	O	34,703	43,062	-	35,397	43,923
449036	Library Supervisor Payroll Services	9171	Supervisory Exempt (Library)	D	72,464	95,346	-	73,913	97,253
449080	Library Systems Specialist	4600	Association of Professional Librarians UAW 2200	A	67,304	75,385	-	68,650	76,893
441172	Library Technical Processing Manager	9171	Supervisory Exempt (Library)	D	52,901	68,404	-	53,959	69,772
449042	Library Technical Services Assistant	1660	AFSCME NonSupervisory Local 1259 Library General	O	38,777	44,790	-	39,553	45,686
441178	Library Technical Training Associate	1660	AFSCME NonSupervisory Local 1259 Library General	O	42,211	48,466	-	43,055	49,435
449082	Library Unix Sybase Administrator	9170	Library Administrative	D	70,987	92,762	-	72,407	94,617
449081	Library Wan Administrator	9170	Library Administrative	D	70,618	82,798	-	72,030	84,454
449085	Library Webmaster	9171	Supervisory Exempt (Library)	D	56,839	79,107	-	57,976	80,689