

INTRODUCTION
Coordinated Compensation Proceedings
FY 2025-2026
October 2024

The Michigan Association of Governmental Employees (MAGE), Office & Professional Employees International Union (OPEIU) Local 2002 submits this position statement to the Employment Relations Board (ERB) on behalf of its members. This statement covers compensation issues for the Board to consider for FY 2025-26 for non-exclusively represented employees (NEREs).

Civil Service Regulations 6.06, Standard 4.D.1-a., sets for the guidelines to be taken into consideration by the CCP in making its recommendations to the Civil Service Commission:

Standards:

- a. The public interest and welfare, including the current and forecasted financial condition of the state.
- b. Comparison of the overall compensation received by NEREs with the overall compensation received by exclusively represented employees.
- c. Comparison of the rates of pay, the continuity and stability of employment, and the overall compensation and benefits received by state employees with the overall compensation and benefits received by state employees with employees performing similar services in other public and private employment
- d. Other appropriate considerations to the sound and rational determination of a coordinated compensation plan.

DIRECT WAGE INCREASE FISCAL YEAR 2025-26

In the recent past our state has faced severe budget deficits resulting in an inability to provide adequate general wage increases. This has resulted in a retention/recruitment problem in many Departments, most notably, the Michigan Department of Corrections (MDOC) and the Michigan Department of Health and Human Services (MDHHS).

This year, similar to last year, we have a budget surplus and a projected robust state economy for FY 2025/26 year. According to Gongwer, the General Fund and School fund estimated revenues are both ahead of projections and the General Fund revenues were at an estimated \$1.15 billion in August, which is up \$12.1 billion from the May Consensus Revenue Estimating Conference. And, this estimated revenue is up by about \$319 million on a year-to-date basis. In addition, revenue estimates for the School Aid Fund are also up, coming in at \$1.4 billion, a \$59 million increase from the projected amount. On a year-to-date basis, the projected revenue was up \$128.4 million from last fiscal year's projections. Finally, cash collections from Michigan's major taxes, penalties and interest, and lottery transfers totaled \$2.7 billion last month, which is \$141 million more than August of last year.¹

As the Board and Commission are aware, MAGE has historically advocated that wage increases be above or minimally proportional to inflation. According to the U.S. Bureau of Labor Statistics, the Consumer Price Index (CPI) for the past 12 months as of August 2024 the CPI for all items less food and energy index was 2.5%, and the food index at 2.5% over the year last.ⁱⁱ

However, the 2024 inflation rate is not the only economic factor affecting NERE wages in 2025-2026. This year OSE has indicated that there will be a significant increase in employee insurance rates. OSE has indicated that we will see that the State PPO will increase by about 20%, Blue Care Network will increase by about 23.8% and the State Dental Plan will increase by about 8%.

The increase in employee contributions to health care rates will substantially erode NERE take home pay. For instance, and taking average incomesⁱⁱⁱ from Civil Service's Annual Workforce Report for state employees, an employee with a full family will see an increase in annual premium rates for the State Health Plan PPO (Blue Cross) by \$27.43 per pay period, or Blue Care Network costs by \$86.24 per pay period, and an increase in the State Dental Plan by \$0.13 per pay period.

Last year the average state employee wage was \$72,821.00. On October 1, 2024, the average state worker received a 5% wage increase resulting in an increase of \$3,641.05 for a total of \$76,462.05. However, when factoring in the increased health care costs provided by the Office of State Employer, the same employee with a family, on Blue Care Network (HBCN) will be required to pay an additional (\$2,245.62) per year in health care and dental insurance costs. This reduction in net earnings makes it so an average state employee with a family on the Blue Care Network insurance will only receive a net increase in compensation of \$1395.43, because the increase in yearly healthcare costs will be (\$2,245.62) will take up 61.7% of the October 1, 2024, raise, resulting in an actual net raise of 1.916%^{iv} after adjusting this year's 5% raise for the increased health care costs.

Given that the average inflation rate in 2022 was 8%, the inflation rate in 2023 was 4.1%^v and the inflation rate in 2024 has been hovering at nearly 2.9%, and the significant increases in employee contributions to health insurance rates, and the Michigan Budget demonstrates continued robustness; MAGE proposes of a general wage increase for all NEREs 5%.^{vi}

For the reasons indicated above, MAGE recommends the adoption of a general wage increase of 5%.

In addition to the general wage increase, MAGE argues there are a number of classifications that should receive special wage increases. MAGE argues these specific classifications need wage increases to cure issues of wage compression, to encourage recruitment and retention in Department struggling to staff important positions, and to maintain competitive salaries with other regional employers.

WAGE COMPRESSION

Wage compression continues to be a problem between many supervisor classifications and their immediate direct report classifications. As MAGE has argued in the past coordinated compensation proposals, the state is facing a staffing crisis in many departments. MAGE argues that substantially all of the staffing issues stem from a lack of adequate compensation. This is due, in part, to the fact that there are many classifications which the supervisor is affected by pay compression. Pay compression between supervisors and their direct reports dissuades recruitment, negatively impacts employees' desires to promote and fails to incentivize retention of long-term employees.

MAGE has repeatedly addressed the issues of pay compression, excessive vacancy rates, and high turnover rates with the Departments, the Office of State Employer (OSE) and here during the Commission's coordinated compensation plan process. In fact, MAGE has addressed these issues, not less than 9 times in the past 12 years.

This year again, MAGE raised pay compression issues during its compensation discussions with OSE and the Departments. Wage compression has a negative effect on the Department's ability to attract and retain employees in many of the State's key positions such as the MDOC Supervisors, the DHHS Program Managers, and the managers at DHHS and MDOC that supervise mental health professionals.

These positions, along with others, need increased compensation to alleviate wage compression and/or be made more competitive with the market and help the positions attract new employees to public service. As MAGE has repeatedly argued, for many classified positions, we simply are not compensating numerous positions at a high enough level to attract and retain candidates.^{vii}

MDOC Supervisors and MDHHS Forensic Security Supervisors

As the Michigan Association of Governmental Employees has addressed many times in the past^{viii}, a wage compression problem still exists between the rank-and-file officers and shift supervisors within the MDOC. The pay compression is causing the Department to experience a high vacancy rate and an excessively high turnover rate. Both of which have resulted in all employees being mandated significant overtime. This is a circular problem; the excessive overtime is also causing employee burnout and in turn, the burnout is motivating employees to leave MDOC.

MDOC's inability to recruit and retain new employees is exacerbated by the pay compression issue because employees lack a worthwhile advancement opportunity. A factor leading to pay compression is that officers can easily make up the difference in pay by working approximately .5 hours of overtime per week. Given that MDOC has been habitually understaffed for the past few years, overtime continues to be the rule rather than the exception.

The pay compression affecting these managerial and supervisor positions creates little incentive for officers to advance into management as employees do not see value in accepting promotions.

This lack of incentive to promote creates an organizational problem since employees do not see a career advancement opportunity. This lack of advancement opportunity causes frustration, burnout, and ultimately high turnover as employees jump ship for greener pastures. In addition, supervisors lose their ability to have shift preference, which is another primary reason rank and file employees are reluctant to promote. Why would anyone strive to advance when the benefits and compensation are minimal or non-existent.

One of the biggest problems caused by wage compression is the turnover and excessive vacancies. This vacancy rate includes both an inability to recruit new employees and retain current employees. It's no secret that the MDOC struggles with recruitment and retention, and, in fact, the articles included in exhibit D demonstrate, it is common knowledge at this point, since their tribulations and difficulties have been discussed for years in the media.

Over the past 12 years MAGE has advocated for incremental increases for wages in the Department of Corrections due to lack of staffing. Now we see the wage compression and the lack of financially enticing promotional opportunities causing a catastrophic staffing problem. The chronic staffing problems are causing employees to routinely work double shifts, causing burnout, and chronic tiredness. In a corrections facility this is dangerous. We see there are thousands of vacancies Department wide.^{ix}

If MDOC is unable to address its chronic understaffing issue through incremental wage increases over time, MAGE is concerned that the Department will be forced to issue a substantially large pay increase just to keep its facilities operational. This is comparable to the Nurse shortage DHHS and MDOC experienced, which MAGE also advocated for incremental wage increases but ultimately culminated in a single large 20% classification wage. But unlike DHHS where they shut down wings of the Hospitals due to lack of staffing, MDOC cannot easily just shut down part of a prison. In addition, the lack of staffing at the state prisons is leading to an increase in prison violence and burnout. Working inside a prison facility is not an easy or safe working environment when funding and staffing are appropriate, let alone when staffing is short and employees are experiencing burnout.

Last year MAGE recently conducted a short member survey in MDOC. MAGE asked its members: if they have considered demoting due to pay compression, if they have considered leaving the state because of the pay compression, and if they know of officers who refused to promote due to the pay. In MAGE's opinion, the responses should be concerning for MDOC. Most respondents reported they have considered demoting out of supervision. All but one respondent reported that they were considering leaving State employment due to the ongoing pay compression issue, and all but one respondent reported they knew officers who refused to promote due to the pay compression issue.

One of the most common sentiments from MAGE Supervisors at MDOC is that it is not worth becoming a supervisor. Some of the key inequities causing discontent among DOC Supervisory staff can be discovered by looking at the October 2022 compensation plan, review of the plan finds that a Corrections Shift Supervisor-1 tops out at \$37.57 per hour after 5 years, while a Corrections Officer E-9 tops out at \$32.94 per hour.^x

In 2023, the corrections officers were issued an additional \$3,000 bonuses, while their supervisors received nothing. In addition, corrections officer wage step increases have been simplified and officers who are not at their maximum step will all receive step advancements on October 1, 2024. Given pay compression issues and the fact that the Officers receive pay benefits not extended to Supervision, it is no wonder that Corrections has morale and staffing problems. Furthermore, as affirmed by management throughout the Department of Corrections, it has made it much more difficult to convince officers to promote to supervisory positions.

The Commission has historically recognized the need for equitable treatment of NEREs in compensation issue and the considering the standards in regulation 6.06 include considering “the continuity and stability of employment” MAGE requests a special wage increase of \$1.00 to specifically address the inequity caused by last years \$3,000.00 retention bonus offered to the Officers and the step advancements effective October 1, 2024.

In addition, in 2023 Commissioner Nick Ciaramitaro asked Civil Service for an analysis of the wage compression issue raised by MAGE. We do not believe an analysis has been performed to date and MAGE respectfully requests the analysis be completed in the next fiscal year.

The Department of Corrections has a significant staffing problem. We believe the crux of this problem stems in part from its poor compensation philosophies and application of the philosophies within its correctional facilities. The entry level wages for supervisors are insufficient in the current economic climate to encourage Officers to consider taking a Sargent position.

For the reasons indicated above, MAGE recommends a special wage increases of 5% for all NEREs working within a correctional and all Forensic Security Supervisors working in DHHS mental health facility.

Licensed Professionals 20% Inequity

MDOC Mental Health Service Manager 13, Mental Health Unit Chiefs, MDHHS Clinical Social Work Managers Pharmacists, Facility Supervisors, and Code Inspector Supervisors

Two years ago, the Compensation Panel and the Commission approved a 20% wage increase for licensed professionals in state service. Sadly, not all licensed professionals were included in the implementation of this wage increase. Worse yet, some supervisors and managers who were not included in the wage increase actually supervise and manage licensed professionals that were included in the wage increase. Like in so many other areas of state employment, the failure to include these supervisors and managers has caused a wage compression issue.

Mental Health Service Managers in MDOC manage the mental health services at many of the Correctional Facilities. They are required to maintain a professional mental health license as a condition of their employment. Failure to include the Mental Health Service Manager in the special pay increase for licensed professionals has created a pay compression. Our Mental Health Service managers have line Psychologists whom they manage that make within \$875.00 wage

difference annually, which equates to a \$0.42 difference per hour. In addition, once the 20% increase for licensed professionals takes full effect, some facilities will have Lead Psychologist 12 positions that will end up making \$12,667 per year more than the Mental Health Supervisor 13. This discrepancy equates to a per hour difference of \$6.09, based on a 2080 work year. Again, we see that high performing employees would be financially punishing themselves by promoting to this position once the 20 % special pay increase is fully implemented.

Corrections Mental Health Services Managers are required to possess the same current and active temporary master's limited license, master's limited license, doctoral limited license, or full license to practice psychology, a social worker in Michigan or as a Registered Nurse in Michigan or possession of a Michigan license or Certification to practice the applicable Qualified Mental Health Profession (QMHP) that a psychologist or a Qualified Mental Health Professional is required to possess. The Mental Health Services Manager position requires one to supervise and direct activities of all mental health staff and the mental health services and to monitor and supervise staff's provision of direct treatment services in the areas of assessment, treatment planning, group therapy, individual psychotherapy, psychoeducation, co-morbid substance abuse/mental illness, crisis intervention, and case management. Aa Mental Health Supervisor is responsible for overseeing, directing, providing, and monitoring the timely identification and treatment of mentally ill prisoners. Given the staffing shortage and the increasing mental health population within the MDOC, Corrections Mental Health Services Managers are responsible for providing treatment to an assigned caseload just as their supervisees- this in addition to their supervision duties.

According to the July 2022 Civil Service Minutes Civil Service unanimously approved the Office of State Employers request that similar 20% wage increases be adopted for all NERE classifications that supervise the represented classifications receiving special 20% increases so to avoid wage compression. According to the Legislative Analysis Committee Summary for the House Concurrent Resolution-1 (HCR-1), HCR-1s approval was with legislature understanding that Civil Service approved the 20% pay increase at the July and December 2022 meetings for both represented classifications to help with recruitment and retention of licensed professionals and NERE positions that supervise those included represented classifications in order to avoid wage compression. The intent of the Civil Service Commission and the Legislature was to avoid wage compression and ensure recruitment and retention of the licensed mental health professionals, including their supervisors.

Other supervisors of licensed professionals, such as Psychologist Manager-2's and other Health Care Managers received the special raise along with their licensed supervisees, but for unknown reasons the Corrections Mental Health Services Managers did not receive the wage increase. As of August 2023, the Mental Health Services Manager position currently receives \$53.03/hr. at the top of their pay scale. The Psychologist-11 position, which did receive the 20% wage increase, is able to earn \$52.62/hr. at the top of the pay scale (only 41 cents per hour less than The Mental Health Services Manager-2). The Psychologist-12 Lead Worker position is now earning \$57.14/hr. at the top of the pay scale (\$8,548.80 more per year than the Mental Health Services Manager-2 position).

Recruiting for and retaining all mental health professionals will be more difficult given the wage compression that resulted by excluding Mental Health Services Managers. Current Mental Health Services Managers are likely to demote to P-12s to make an extra \$8,548,80 per year or demote to P-11s and lose only 41 cents/hour and avoid all the stress and additional responsibilities of supervising a team of mental health professionals. There is little incentive for exclusively represented positions, especially the Psychologist P11 or Psychologist P12 working for the MDOC to become a Mental Health Services Manager given the wage compression. They will begin to seek Psychologist Manager positions in other state departments where the Psychologist Managers are receiving the 20% wage increase or even outside of state public service. This must be corrected.

The **Unit Chiefs** in MDOC face the same issues as the Mental Health Service Managers. The Unit Chiefs have the same licenses as their staff members. The Unit Chief regularly carries a caseload. The Unit Chiefs provide direct care on a regular basis because they do not have the staff to provide direct care to all patients.

Clinical Social Work Managers in MDHHS are responsible for supervising the Clinical Social workers who received the 20% special increase last year. They are required to maintain their professional license as a condition of employment. In addition, their most comparable classification the Psychology Managers also received the special pay increase. Clinical Social Work Managers managing the Patient Affairs Department, educational services departments, and telehealth departments. Some Clinical Social Work Managers also manage Activity Therapy and Recreational Therapy staff, and the entire legal process from the petitions and the scheduling of court hearings, is coordinated and overseen by the CSW Managers.

These licensed Mental Health Professionals did not receive the 20% wage increase that was authorized for a significant number of licensed professionals in Fiscal Year 2023 and they should have been included in this special pay increase.

Pharmacist

State employed pharmacists are a small, often underrepresented group, despite their significant contributions in supporting physicians, nurses, and patients. NERE Pharmacist numbers are limited, and as such, we believe they were inadvertently overlooked when OSE implemented the 20% compensation increases authorized to other licensed professionals in 2022. Despite our Pharmacists unwavering commitment and the critical nature of their work, we find our Pharmacists to be among the lowest-paid pharmacists in the region. Disparities of up to 35% compared to industry standards are evident, with the mean annual wage for pharmacists employed by MDHHS currently standing at about \$100,500.00, significantly below the Michigan average salary in Michigan of \$166,476 for pharmacist managers.^{xi} This significant wage gap is concerning, particularly when compared to state-employed pharmacists nationally and in neighboring Midwestern states.^{xii} Neighboring states such as Minnesota have higher salaries, with hourly rates ranging from \$69.18 to \$71.75 per hour and they receive better benefits such as a pension.^{xiii} In addition, right here in Michigan, employers such as the University of Michigan pay significantly more than the State of Michigan and the University of Michigan has its pay ranges in line with the average salaries in Michigan.^{xiv}

Facility Supervisors and Code Inspector Supervisors are responsible for supervising a number of licensed skilled trade workers who received the 20% special increase for a number of licensed classifications. Facility Supervisors are responsible for managing skilled trade classifications that require licensures such as the Michigan Mechanical Inspector Registration/License and the Michigan Mechanical Plan Reviewer Registration/Licensure. Many of these licensed employee classifications received the 20% increase extended to licensed classification two years ago. And, as an example the 20% increase in the Electrician's hourly rate of compensation created a situation where the Electrician is earning more per hour than their Facilities Supervisor. In addition, both classifications are expected to maintain their professional registrations/licensures as they are both required to act as a back-up working supervisor.

This pay inequity has created another issue of wage compression between the Facility Supervisor and Code Inspector Supervisor classification and their direct reports.

For the reasons indicated above, MAGE recommends expanding the 20% wage increase to include the following: the Mental Health Service Manager 13 positions at MDOC, the Mental Health Unit Chiefs, the Clinical Social Work Managers at MDHHS, NERE Pharmacists, the Code Inspector Supervisors and Facility Supervisors.

Auditor, Auditor Specialists, and Auditor Managers

Civil Service recently approved a 20% pay premium for Field Auditors at the Michigan Department of Treasury during their May 2024, meeting by amending CS Rule 5-6.4. Although this increase was intended to make the compensation for Field Auditors more complete with the private sector and the Federal Government, it also has the unintended consequences of incentivizing other Auditors to abandon their positions in favor of Field Audit positions. As one of our members pointed out in her May 10, 2024 letter to the Civil Service commission, field audit work is not unique to the auditor classification, therefore recruitment and retention is a difficult problem across all audit classifications and levels.

Due to the factors that it is difficult to recruit and retain qualified auditors across all departments, we urge the Commission to consider extending the Civil Service recently approved 20% pay premium to all auditors. And, at a minimum we urge the commission to extend the rule change to include the 16 level auditors, auditing specialist, and auditing managers in the department of treasury, the tax compliance bureau, and the operations division as all these auditor classification duties complete the same field audits as the field audit division and therefore these field audit duties are also governed and must adhere to the administrative rules on field audit standards promulgated under public act 122-1941.

MAGE has also received feedback from its department of treasury audit managers that retention of the operations division auditor classification is also at risk due to the existing pay disparity, as the employees with these auditor classifications have the background and skills that qualify them to leave the State of Michigan and take employment with the Federal Internal Revenue Service.

Therefore, MAGE recommends Civil Service Extend the 20% pay premium recently approved for Field Auditors at the May 2024, meeting by amending CS Rule 5-6.4, to all Auditor positions at the Department of Treasury.

MDHHS Child Protective Services Supervisors, Adult Protective Services Supervisors, Foster Care Supervisors and Family Independence Managers

Another issue of wage compression that MAGE request the Commission address is at MDHHS. Recently, MDHHS reclassified UAW First Line Specialist to Senior Specialist. This reclassification was understandably made to address a recruitment and retention problem currently occurring DHHS. However, the reclassification caused another incident of pay compression between these Specialist level employees and their supervisors.

The Specialist level employees were announced in a memorandum dated April 5, 2023, MDHHS indicated a reclassification of First Line Specialist to a Senior Level First Line Specialist.^{xv}

- Social Services Specialist 11 to a Social Services Specialist 12
- Family Independent Specialist 11 to a Family Independent Specialist 12
- Assistance Payment Worker 10 to an Assistance Payment Worker 11

For years now, Service Program Managers^{xvi} have struggled with the fact that their employees receive on-call pay and overtime while working nights and weekends and the on-call supervisor receives no extra compensation for working the same extra hours. The lack of compensation for on-call work for the supervisors creates a serious pay compression issue. Now, these new reclassifications further exacerbate the pay compression issue, as the reclassification places the Services Specialist Senior level pay right at or very close to the Service Program Managers pay. And, once the Service Specialist works overtime, then the Specialist starts to make more money than the Supervisor.

As protective services work is a 24 hour a day and 7 day a week service, the Department must maintain staffing on a 24-hour basis to address emergency issues. To staff the hours which occur outside the normal working hours of 8:00 am to 5:00 pm the Department assigns UAW Specialists to be on-call and a Service Program Manager to supervise on-call activities. While on-call, UAW employees receive on-call pay^{xvii} and once called back to work, UAW employees receive pay for the time worked^{xviii} which is normally compensated at the overtime rate while the manger receives no pay. As the manager receives no pay for on-call time and actual time worked during the on-call assignment, each hour the manager works effectively reduces the managers average hourly rate of pay.

- Service Specialist-A 12 SOCSSPLA compensation rate is \$28.52 – \$41.36
- Service Program Manager SOCPMGR2 NERE-140 compensation rate is \$28.70 - \$42.46
- Service Program Manager SOCPMGR3 NERE-143 compensation rate is \$30.80 - \$46.67 per hour. ^{xix}

If a Service Program Manager 14 works 40 per week at the highest rate of \$46.67 per hour she earns \$1,866.80. However, if that same manager actually works 50 or 60 hours in the week their weekly earnings stay the same but their hourly rate of pay drops to \$37.34 per hour if they work 50 hours and \$31.11 per hour at 60 hours work for the week. Which is a mid-range rate for the Specialist compensation rate. Then add in the fact that Specialist earn overtime hours for each hour worked in excess of 40 hours per week - the pay gap closes further.

Even, without having to cover on-call worker activities, our Program Managers are regularly working 45 to 50 hours per week due to chronic understaffing. When the extra work resulting from chronic understaffing is combined with on-call work our Program Manager can easily work 60-70 hours in a workweek. This excessive work schedules, and the lack of staffing are causing significant pay compression. And, this wage compression issue is creating a significant morale problem across the Department. These supervisors need a base wage increase to the classifications pay range in order to close the base salary pay compression. In addition, the supervisors need to be paid for all the additional hours over 40 hours in a work week they must work because of the understaffing problem. A fair way to address the on-call and overtime requirements would be to change the classification code from exempt to non-exempt.

For the reasons indicated above, MAGE recommends a special wage increase of 5% and to change the classification designation to allow these classifications to earn overtime.

State Police Technical Leader STPLDR 15

The compensation of the State Police Technical Leader PTPLDR 15 classification should be adjusted by the Commission in light of the substantial changes in compensation for other similar classifications, specifically the changes made to the most comparable classification; State Police Laboratory Director SPTLBDIR.

A meaningful pay disparity exists between the state Police Technical Leader and the State Police Laboratory Director classifications. The Technical Leader 15 classification is responsible for the statewide technical operations of the work units managed by several Laboratory Managers 14.

The pay discrepancy has occurred over time. In 2016, the Technical Leader 15's hourly compensation was between \$30.32 and \$45.86; at this same time Lab Manager 14's hourly compensation was between \$27.91 and \$41.80. The difference in hourly compensation between these classifications ranged from \$2.41 to \$4.78. As a result of a CCP process the Lab Manager 14, has received an increase in compensation with current hourly rates between \$33.51 and \$48.40.

The Current rates for comparison are:^{xx}

- State Police Technical Leader STAPOLFOR NERE-271 \$38.77 to \$58.65 per hour

- State Police Laboratory Director SPTLBDIR NERE- \$93,681 - \$134,751 annually or \$44.87 – \$64.54 per hour.

During this time, Technical Leader 15 has received only the standard annual increases of 0% to 3%. Consequently, the difference in hourly compensation between these classifications is now \$0.97 to \$3.75, a compression of between 22% and 60% since 2016 historically. For comparison purposes 15-Level classifications in the State Police were compensated equally to the Technical Leader 15 in 2016 but now are compensated at an hourly rate of \$40.05 to \$66.25, or \$6.54 to \$9.21 more than classifications at the 14 level. In essence, the State Police classifications used to be fairly distributed across the compensation of the classifications plan. However, over the last few years, other MSP 14 and 15 level positions received pay increases and now the STPLDR 15 position is pay compressed against the 14 level positions. Therefore, the STPLDR 15 position should be moved up the pay scale to elevate the pay compression with their subordinates and bring them into comparable rates with the other 15 level position in the State Police.

For the reasons indicated above, MAGE recommends increasing State Police Technical Leader STPLDR 15 pay range by 21.5% to bring the State Police Technical Leader position into a competitive pay level with the Laboratory Director position.

PROFESSIONAL DEVELOPMENT FUNDS

MAGE recommends funding the Professional Development Fund in the amount of \$225,000.00.

Respectfully submitted,

Brant Wimbush

Brant Wimbush, Chair
Compensation Committee
MAGE-OPEIU Local 2002

ⁱ Exhibit # 1, www.gongwer.com, September 12, 2024.

ⁱⁱ Exhibit # 2, U.S Bureau of Labor Statistics, Economic News Release, September 11, 2024; <https://www.bls.gov/news.release/cpi.nr0.htm#:~:text=The%20all%20items%20index%20increased%203.7%20per%20cent%20for%20the%2012,over%20the%20last%2012%20months.>

ⁱⁱⁱ Exhibit # 3, Annual Workforce Report [44th AWFR Complete.pdf \(michigan.gov\)](https://www.michigan.gov/awfr)

^{iv} Exhibit # 4, Health care increases estimate

^v <https://www.usinflationcalculator.com/inflation/current-inflation-rates/>

^{vi} Exhibit # 5, Projected Annual Inflation Rate in the United States 2010 to 2029, <https://www.statista.com/statistics/244983/projected-inflation-rate-in-the-united-states/#:~:text=Projected%20annual%20inflation%20rate%20in%20the%20United%20States%202010%2D2028&text=The%20inflation%20rate%20in%20the,data%20represents%20U.S.%20city%20averages>

vii Exhibit # 6: Staffing Crisis Articles and Examples, and Exhibit # 7: Dems, Unions Open Push For More Public Sector Workers, www.gongwer.com, Friday July 21, 2023.

viii Now 10 times in the past 12

ix Exhibit # 6

x Exhibit # 8, CS Compensation Plan A p. 16 of 78,

xi Exhibit # 9, <https://www.salary.com/research/salary/posting/psychiatric-pharmacist-salary/mi#:~:text=How%20much%20does%20a%20Psychiatric,falls%20between%20%24132%2C768%20and%20%24149%2C897>

xii Exhibit # 10, Occupational Employment and Wages, May 2023

xiii <https://mn.gov/mmb-stat/000/az/labor-relations/commissioners-plan/contract/commissioners-plan.pdf>

xiv Exhibit # 11, U of M Pharmacist salaries.

xv Exhibit # 12, April 5, 2023, MDHHS Memo on reclassification of First Line Specialist to a Senior Level First Line Specialist,

xvi Services Program Manager Job Specification <https://www.michigan.gov/-/media/Project/Websites/mdcs/JOBSPECS/S/ServicesProgramManager.pdf?rev=fd98ce62f1024ac7b710d99dcd12d5e6>

xvii **UAW Article 14. Section G. On Call.** On call is defined as the state of availability to return to duty, work ready, within a specified period of time. Employees required by the Employer to be on call shall remain available through a prearranged means of communication. Such employees shall be compensated at the rate of one (1) hour of pay for each five (5) hours of on call duty. These pay provisions shall not apply to Code 3 employees, except in accordance with current practice. If an employee who is on call is called back to duty, the period of call back shall not be counted as on call time. On call time shall not be counted toward the eighty (80) hours worked in a pay period. <https://local6000.org/system/files/uaw-cba-2022-2024-approved-final-5-17-22.pdf>

xviii **Section H. Callback.** Callback is defined as the act of contacting an employee at a time other than regular work schedule and requesting that the employee report for work and be ready and able to perform assigned duties. Employees who are called back and whose callback time is contiguous to their regular working hours will be paid only for those hours worked. Employees who are called back and whose call back hours are not contiguous with their regular working hours will be guaranteed a minimum of three (3) hours compensation. Eligible callback time will be paid at the overtime rate. When a Code 2 employee is on call and is called back to work the employee shall be compensated in cash payment at the overtime rate for the hours of callback. These provisions do not apply to: (1) Code 3 employees; (2) permanent- intermittent employees, unless by virtue of the callback the employee works in excess of eight (8) hours in a day or forty (40) hours in a work week.

When a Code 4 employee is required to obtain authorization for overtime outside of their regularly scheduled work hours and is called back to work, the employee shall be compensated in cash payment at the overtime rate for the hours of callback. Code 4 employees who are called back and whose call back time is contiguous to their regular working hours will be paid only for those hours worked. Code 4 employees who are called back in accordance with this paragraph and whose call back hours are not contiguous with their regular working hours will be guaranteed a minimum of three hours compensation. Eligible call back time will be paid at the overtime rate. <https://local6000.org/system/files/uaw-cba-2022-2024-approved-final-5-17-22.pdf>

xix Exhibit # 13, Michigan Civil Service Compensation Plan Section A, p.66 of 78 <https://www.michigan.gov/mdcs/-/media/Project/Websites/mdcs/COMP/SecAReportV2.pdf?rev=350268b8c9e54029b7f026ab1e3dd550&hash=0E948FEE5D109856086445BAAB5EDC9B>

xx Exhibit # 13 Michigan Civil Service Compensation Plan Section A, p. 68 of 78

EXHIBIT

1

Wednesday, September 11, 2024

HFA: General Fund And School Aid Fund Ahead Of Projections

The General Fund and School Aid Fund estimated revenues are both ahead of projections made during the May Consensus Revenue Estimating Conference, the House Fiscal Agency August revenue report said.

General Fund revenues were at an estimated \$1.15 billion in August, which is up roughly \$12.1 million from the estimates during the May Consensus Revenue Estimating Conference. On a year-to-date basis, the estimated revenue is up by about \$319 million.

Similarly, revenue estimates for the School Aid Fund are also up, coming in at \$1.4 billion, a \$59 million increase from the projected amount. On a year-to-date basis, the projected revenue was up \$128.4 million from last fiscal year's projections.

Cash collections from Michigan's major taxes, penalties and interest, and lottery transfers totaled \$2.7 billion last month, which is \$141 million more than August of last year. Year-to-date gross income tax, business tax and insurance taxes were also higher, HFA said.

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EXHIBIT

2



U.S. BUREAU OF LABOR STATISTICS

Bureau of Labor Statistics > Economic News Release > Consumer Price Index

Economic News Release

CPI PRINT:

Consumer Price Index Summary

Transmission of material in this release is embargoed until 8:30 a.m. (ET) Wednesday, September 11, 2024 USDL-24-1864

Technical information: (202) 691-7000 * cpi_info@bls.gov * www.bls.gov/cpi
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CONSUMER PRICE INDEX - AUGUST 2024

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent on a seasonally adjusted basis, the same increase as in July, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.5 percent before seasonal adjustment.

The index for shelter rose 0.5 percent in August and was the main factor in the all items increase. The food index increased 0.1 percent in August, after rising 0.2 percent in July. The index for food away from home rose 0.3 percent over the month, while the index for food at home was unchanged. The energy index fell 0.8 percent over the month, after being unchanged the preceding month.

The index for all items less food and energy rose 0.3 percent in August, after rising 0.2 percent the preceding month. Indexes which increased in August include shelter, airline fares, motor vehicle insurance, education, and apparel. The indexes for used cars and trucks, household furnishings and operations, medical care, communication, and recreation were among those that decreased over the month.

The all items index rose 2.5 percent for the 12 months ending August, the smallest 12-month increase since February 2021. The all items less food and energy index rose 3.2 percent over the last 12 months. The energy index decreased 4.0 percent for the 12 months ending August. The food index increased 2.1 percent over the last year.

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Aug. 2024
	Feb. 2024	Mar. 2024	Apr. 2024	May 2024	Jun. 2024	Jul. 2024	Aug. 2024	
All items	0.4	0.4	0.3	0.0	-0.1	0.2	0.2	2.5
Food	0.0	0.1	0.0	0.1	0.2	0.2	0.1	2.1
Food at home	0.0	0.0	-0.2	0.0	0.1	0.1	0.0	0.9
Food away from home ⁽¹⁾	0.1	0.3	0.3	0.4	0.4	0.2	0.3	4.0
Energy	2.3	1.1	1.1	-2.0	-2.0	0.0	-0.8	-4.0
Energy commodities	3.6	1.5	2.7	-3.5	-3.7	0.1	-0.6	-10.1
Gasoline (all types)	3.8	1.7	2.8	-3.6	-3.8	0.0	-0.6	-10.3
Fuel oil	1.1	-1.3	0.9	-0.4	-2.4	0.9	-1.9	-12.1
Energy services	0.8	0.7	-0.7	-0.2	-0.1	-0.1	-0.9	3.1
Electricity	0.3	0.9	-0.1	0.0	-0.7	0.1	-0.7	3.9
Utility (piped) gas service	2.3	0.0	-2.9	-0.8	2.4	-0.7	-1.9	-0.1
All items less food and energy	0.4	0.4	0.3	0.2	0.1	0.2	0.3	3.2
Commodities less food and energy commodities	0.1	-0.2	-0.1	0.0	-0.1	-0.3	-0.2	-1.9

New vehicles	-0.1	-0.2	-0.4	-0.5	-0.2	-0.2	0.0	-1.2
Used cars and trucks	0.5	-1.1	-1.4	0.6	-1.5	-2.3	-1.0	-10.4
Apparel	0.6	0.7	1.2	-0.3	0.1	-0.4	0.3	0.3
Medical care commodities(1)	0.1	0.2	0.4	1.3	0.2	0.2	-0.2	2.0
Services less energy services	0.5	0.5	0.4	0.2	0.1	0.3	0.4	4.9
Shelter	0.4	0.4	0.4	0.4	0.2	0.4	0.5	5.2
Transportation services	1.4	1.5	0.9	-0.5	-0.5	0.4	0.9	7.9
Medical care services	-0.1	0.6	0.4	0.3	0.2	-0.3	-0.1	3.2

Footnotes

(1)Not seasonally adjusted.

Food

The food index increased 0.1 percent in August, after rising 0.2 percent in each of the previous 2 months. The index for food at home was unchanged in August. Two of the six major grocery store food group indexes increased over the month while the other four indexes declined in August. The index for meats, poultry, fish, and eggs rose 0.8 percent in August as the index for eggs increased 4.8 percent. The dairy and related products index increased 0.5 percent over the month.

The nonalcoholic beverages index fell 0.7 percent in August, after rising 0.5 percent in July. The index for other food at home decreased 0.3 percent over the month, the index for fruits and vegetables declined 0.2 percent, and the index for cereals and bakery products fell 0.1 percent in August.

The food away from home index rose 0.3 percent in August, after rising 0.2 percent in July. The index for limited service meals rose 0.3 percent and the index for full service meals increased 0.2 percent over the month.

The index for food at home rose 0.9 percent over the last 12 months. The meats, poultry, fish, and eggs index rose 3.2 percent over the last 12 months and the nonalcoholic beverages index increased 1.3 percent. Over the same period, the index for other food at home rose 0.4 percent, as did the index for dairy and related products. In comparison, the cereals and bakery products index fell 0.3 percent over the year and the fruits and vegetables index decreased 0.2 percent.

The food away from home index rose 4.0 percent over the last year. The index for limited service meals increased 4.3 percent over the last 12 months and the index for full service meals rose 3.8 percent over the same period.

Energy

The energy index decreased 0.8 percent in August, after being unchanged in July. The gasoline index fell 0.6 percent over the month. (Before seasonal adjustment, gasoline prices decreased 2.7 percent in August.) The electricity index decreased 0.7 percent over the month and the natural gas index fell 1.9 percent in August.

The energy index decreased 4.0 percent over the past 12 months. The gasoline index fell 10.3 percent over this 12-month span, and the natural gas index declined 0.1 percent. The index for fuel oil fell 12.1 percent over the same period. In contrast, the index for electricity increased 3.9 percent over the last 12 months.

All items less food and energy

The index for all items less food and energy rose 0.3 percent in August, after rising 0.2 percent in July. The shelter index increased 0.5 percent in August. The index for owners' equivalent rent rose 0.5 percent over the month and the index for rent increased 0.4 percent. The lodging away from home index rose 1.8 percent in August, after rising 0.2 percent in July.

The airline fares index rose 3.9 percent in August, after declining in each of the previous 5 months. The index for motor vehicle insurance increased 0.6 percent over the month. The indexes for education and apparel also increased in August.

The index for used cars and trucks fell 1.0 percent in August, following a 2.3-percent decrease in July. Over the month, the household furnishings and operations index fell 0.3 percent. The medical care index fell 0.1 percent in August, after falling 0.2 percent in July. The communication index decreased 0.1

percent in August, as did the recreation index and the personal care index. The index for new vehicles was unchanged over the month.

The index for all items less food and energy rose 3.2 percent over the past 12 months. The shelter index increased 5.2 percent over the last year, accounting for over 70 percent of the total 12-month increase in the all items less food and energy index. Other indexes with notable increases over the last year include motor vehicle insurance (+16.5 percent), medical care (+3.0 percent), recreation (+1.6 percent), and education (+3.1 percent).

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 2.5 percent over the last 12 months to an index level of 314.796 (1982-84=100). For the month, the index increased 0.1 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 2.4 percent over the last 12 months to an index level of 308.640 (1982-84=100). For the month, the index was unchanged prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 2.4 percent over the last 12 months. For the month, the index increased 0.1 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

The Consumer Price Index for September 2024 is scheduled to be released on Thursday, October 10, 2024, at 8:30 a.m. (ET).

Technical Note

Brief Explanation of the CPI

The Consumer Price Index (CPI) measures the change in prices paid by consumers for goods and services. The CPI reflects spending patterns for each of two population groups: all urban consumers and urban wage earners and clerical workers. The all urban consumer group represents over 90 percent of the total U.S. population. It is based on the expenditures of almost all residents of urban or metropolitan areas, including professionals, the self-employed, the poor, the unemployed, and retired people, as well as urban wage earners and clerical workers. Not included in the CPI are the spending patterns of people living in rural nonmetropolitan areas, farming families, people in the Armed Forces, and those in institutions, such as prisons and mental hospitals. Consumer inflation for all urban consumers is measured by two indexes, namely, the Consumer Price Index for All Urban Consumers (CPI-U) and the Chained Consumer Price Index for All Urban Consumers (C-CPI-U). The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is based on the expenditures of households included in the CPI-U definition that meet two requirements: more than one-half of the household's income must come from clerical or wage occupations, and at least one of the household's earners must have been employed for at least 37 weeks during the previous 12 months. The CPI-W population represents approximately 30 percent of the total U.S. population and is a subset of the CPI-U population.

The CPIs are based on prices of food, clothing, shelter, fuels, transportation, doctors' and dentists' services, drugs, and other goods and services that people buy for day-to-day living. Prices are collected each month in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments (department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments). All taxes directly associated with the purchase and use of items are included in the index. Prices of fuels and a few other items are obtained every month in all 75 locations. Prices of most other commodities and services are collected every month in the three largest geographic areas and every other month in other areas. Prices of most goods and services are obtained by personal visit, telephone call, web, or app collection by the Bureau's trained representatives.

In calculating the index, price changes for the various items in each location are aggregated using weights, which represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. For the CPI-U and CPI-W, separate indexes are also published by size of city, by region of the country, for cross-classifications of regions and population-size classes, and for 23 selected local areas. Area indexes do not measure differences in the level of prices among cities; they only measure the average change in prices for each area since the base period. For the C-CPI-U, data are issued only at the national level. The CPI-U and CPI-W are considered final when released, but the C-CPI-U is issued in preliminary form and subject to three subsequent quarterly revisions.

The index measures price change from a designed reference date. For most of the CPI-U and the CPI-W, the reference base is 1982-84 equals 100. The reference base for the C-CPI-U is December 1999 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from \$100 to \$107.

Sampling Error in the CPI

The CPI is a statistical estimate that is subject to sampling error because it is based upon a sample of retail prices and not the complete universe of all prices. BLS calculates and publishes estimates of the 1-month, 2-month, 6-month, and 12-month percent change standard errors annually for the CPI-U. These standard error estimates can be used to construct confidence intervals for hypothesis testing. For example, the estimated standard error of the 1-month percent change is 0.03 percent for the U.S. all items CPI. This means that if we repeatedly sample from the universe of all retail prices using the same methodology, and estimate a percentage change for each sample, then 95 percent of these estimates will be within 0.06 percent of the 1-month percentage change based on all retail prices. For example, for a 1-month change of 0.2 percent in the all items CPI-U, we are 95 percent confident that the actual percent change based on all retail prices would fall between 0.14 and 0.26 percent. For the latest data, including information on how to use the estimates of standard error, see www.bls.gov/cpi/tables/variance-estimates/home.htm.

Calculating Index Changes

Movements of the indexes from 1 month to another are usually expressed as percent changes rather than changes in index points, because index point changes are affected by the level of the index in relation to its base period, while percent changes are not. The following table shows an example of using index values to calculate percent changes:

	Item A	Item B	Item C
Year I	112.500	225.000	110.000
Year II	121.500	243.000	128.000
Change in index points	9.000	18.000	18.000
Percent change	$9.0/112.500 \times 100 = 8.0$	$18.0/225.000 \times 100 = 8.0$	$18.0/110.000 \times 100 = 16.4$

Use of Seasonally Adjusted and Unadjusted Data

The Consumer Price Index (CPI) program produces both unadjusted and seasonally adjusted data. Seasonally adjusted data are computed using seasonal factors derived by the X-13ARIMA-SEATS seasonal adjustment method. These factors are updated each February, and the new factors are used to revise the previous 5 years of seasonally adjusted data. The factors are available at www.bls.gov/cpi/tables/seasonal-adjustment/seasonal-factors-2024.xlsx. For more information on data revision scheduling, please see the Factsheet on Seasonal Adjustment at www.bls.gov/cpi/seasonal-adjustment/questions-and-answers.htm and the Timeline of Seasonal Adjustment Methodological Changes at www.bls.gov/cpi/seasonal-adjustment/timeline-seasonal-adjustment-methodology-changes.htm.

How to Use Seasonally Adjusted and Unadjusted Data

For analyzing short-term price trends in the economy, seasonally adjusted changes are usually preferred since they eliminate the effect of changes that normally occur at the same time and in about the same magnitude every year—such as price movements resulting from weather events, production cycles, model changeovers, holidays, and sales. This allows data users to focus on changes that are not typical for the time of year.

The unadjusted data are of primary interest to consumers concerned about the prices they actually pay. Unadjusted data are also used extensively for escalation purposes. Many collective bargaining contract agreements and pension plans, for example, tie compensation changes to the Consumer Price Index before adjustment for seasonal variation. BLS advises against the use of seasonally adjusted data in escalation agreements because seasonally adjusted series are revised annually for five years.

Intervention Analysis

The Bureau of Labor Statistics uses intervention analysis seasonal adjustment (IASA) for some CPI series. Sometimes extreme values or sharp movements can distort the underlying seasonal pattern of price change. Intervention analysis seasonal adjustment is a process by which the distortions caused by such unusual events are estimated and removed from the data prior to calculation of seasonal factors. The resulting seasonal factors, which more accurately represent the seasonal pattern, are then applied to the unadjusted data.

For example, this procedure was used for the motor fuel series to offset the effects of the 2009 return

to normal pricing after the worldwide economic downturn in 2008. Retaining this outlier data during seasonal factor calculation would distort the computation of the seasonal portion of the time series data for motor fuel, so it was estimated and removed from the data prior to seasonal adjustment. Following that, seasonal factors were calculated based on this "prior adjusted" data. These seasonal factors represent a clearer picture of the seasonal pattern in the data. The last step is for motor fuel seasonal factors to be applied to the unadjusted data.

For the seasonal factors introduced for January 2024, BLS adjusted 46 series using intervention analysis seasonal adjustment, including selected food and beverage items, motor fuels and vehicles.

Revision of Seasonally Adjusted Indexes

Seasonally adjusted data, including the U.S. city average all items index levels, are subject to revision for up to 5 years after their original release. Every year, economists in the CPI calculate new seasonal factors for seasonally adjusted series and apply them to the last 5 years of data. Seasonally adjusted indexes beyond the last 5 years of data are considered to be final and not subject to revision. For January 2024, revised seasonal factors and seasonally adjusted indexes for 2019 to 2023 were calculated and published. For series which are directly adjusted using the Census X-13ARIMA-SEATS seasonal adjustment software, the seasonal factors for 2023 will be applied to data for 2024 to produce the seasonally adjusted 2024 indexes. Series which are indirectly seasonally adjusted by summing seasonally adjusted component series have seasonal factors which are derived and are therefore not available in advance.

Determining Seasonal Status

Each year the seasonal status of every series is reevaluated based upon certain statistical criteria. Using these criteria, BLS economists determine whether a series should change its status from "not seasonally adjusted" to "seasonally adjusted", or vice versa. If any of the 81 components of the U.S. city average all items index change their seasonal adjustment status from seasonally adjusted to not seasonally adjusted, not seasonally adjusted data will be used in the aggregation of the dependent series for the last 5 years, but the seasonally adjusted indexes before that period will not be changed. For 2024, 36 of the 81 components of the U.S. city average all items index are not seasonally adjusted.

Contact Information

For additional information about the CPI visit www.bls.gov/cpi or contact the CPI Information and Analysis Section at 202-691-7000 or cpi_info@bls.gov.

For additional information on seasonal adjustment in the CPI visit www.bls.gov/cpi/seasonal-adjustment/home.htm

If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

- [Table 1. Consumer Price Index for All Urban Consumers \(CPI-U\): U. S. city average, by expenditure category](#)
- [Table 2. Consumer Price Index for All Urban Consumers \(CPI-U\): U. S. city average, by detailed expenditure category](#)
- [Table 3. Consumer Price Index for All Urban Consumers \(CPI-U\): U. S. city average, special aggregate indexes](#)
- [Table 4. Consumer Price Index for All Urban Consumers \(CPI-U\): Selected areas, all items index](#)
- [Table 5. Chained Consumer Price Index for All Urban Consumers \(C-CPI-U\) and the Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, all items index](#)
- [Table 6. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, by expenditure category, 1-month analysis table](#)
- [Table 7. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, by expenditure category, 12-month analysis table](#)
- [HTML version of the entire news release](#)

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Last Modified Date: September 11, 2024

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EXHIBIT

3

FORTY-FORTH ANNUAL WORKFORCE REPORT

FISCAL YEAR 2022-23
October 1, 2022 through September 30, 2023

Michigan Civil Service Commission



Civil Service Commissioners:

Jase Bolger, Chair
Nick Ciaramitaro
Jeff Steffel
Gail M. Wilson

John Gnodtke, State Personnel Director

EXHIBIT

4

CIVIL SERVICE COMMISSION
EMPLOYEE BENEFITS DIVISION
CY2024 GROUP INSURANCE BIWEEKLY PREMIUM RATES
EFFECTIVE JANUARY 1, 2024

For NERE & Bargaining Units: AFSCME, MCO, MSEA, UAW, SEIU Local 517M, Judicial Branch, and Non-Represented (Z60-Z89)

PLAN NAME/CODE	Option	Employee	State (80%)	Total
[HAEX] State Health Plan PPO (Blue Cross)	Option			
	Employee Only	\$58.78	\$235.11	\$293.89
	Employee & Spouse	\$132.25	\$528.99	\$661.24
	Employee & Child (ren)	\$102.86	\$411.44	\$514.30
PLAN NAME/CODE	Full Family	\$176.53	\$705.32	\$881.65
	Option			
	Employee Only	\$112.68	\$235.11	\$347.79
	Employee & Spouse	\$253.54	\$528.99	\$782.53
[HBCN] Blue Care Network	Employee & Child (ren)	\$197.20	\$411.44	\$608.64
	Full Family	\$338.05	\$705.32	\$1,043.37
	Option			
	Employee Only	\$0.00	State (100%)	Total
PLAN NAME/CODE	Employee Only	\$0.00	\$2.29	\$2.29
	Employee & Spouse	\$0.00	\$5.15	\$5.15
	Employee & Child (ren)	\$0.00	\$4.01	\$4.01
	Full Family	\$0.00	\$6.87	\$6.87
PLAN NAME/CODE	Option			
	Employee Only	\$0.99	State (95%)	Total
	Employee & Spouse	\$1.98	\$18.83	\$19.82
	Employee & Child (ren)	\$2.23	\$37.65	\$39.63
[DBEX] State Dental Plan	Full Family	\$3.22	\$42.36	\$44.59
	Employee	\$3.22	\$61.18	\$64.40

²The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage option under the State Health Plan PPO.

Yearly Cost
Employee
\$1,528.28
\$3,408.00
\$2,074.38
\$4,084.05
Employee
\$2,028.88
\$6,092.54
\$5,127.20
\$0,788.50
Employee
\$0.00
\$0.00
\$0.00
Employee
\$25.74
\$51.48
\$57.98
\$83.72

CIVIL SERVICE COMMISSION
EMPLOYEE BENEFITS DIVISION
CY2024 GROUP INSURANCE BIWEEKLY PREMIUM RATES
EFFECTIVE JANUARY 1, 2025

For NERE & Bargaining Units: AFSCME, MCO, MSEA, UAW, SEIU Local 517M, Judicial Branch, and Non-Represented (Z80-Z89)

PLAN NAME/CODE	Option	Employee	State (80%)	Total (20% Inc.)
[HAEX] State Health Plan PPO (Blue Cross)	Employee Only	\$67.92	\$271.68	\$339.60
	Employee & Spouse	\$152.82	\$611.28	\$764.10
	Employee & Child (ren)	\$118.86	\$475.44	\$594.30
PLAN NAME/CODE [HBCN] Blue Care Network	Full Family	\$203.76	\$815.04	\$1,018.80
	Option	Employee	State*	Total (23.8% Inc.)
	Employee Only	\$141.43	\$271.68	\$413.11
PLAN NAME/CODE [MEVE] State Vision Plan	Employee & Spouse	\$318.22	\$611.28	\$929.50
	Employee & Child (ren)	\$247.50	\$475.44	\$722.94
	Full Family	\$424.29	\$815.04	\$1,239.33
PLAN NAME/CODE [DBEX] State Dental Plan	Option	Employee	State (100%)	Total
	Employee Only	\$0.00	\$2.20	\$2.20
	Employee & Spouse	\$0.00	\$4.96	\$4.96
PLAN NAME/CODE [DBEX] State Dental Plan	Employee & Child (ren)	\$0.00	\$3.86	\$3.86
	Full Family	\$0.00	\$6.61	\$6.61
	Option	Employee	State (95%)	Total (6% Inc.)
Employee Only	\$1.03	\$19.58	\$20.61	
Employee & Spouse	\$2.06	\$39.16	\$41.22	
Employee & Child (ren)	\$2.32	\$44.05	\$46.37	
Full Family	\$3.35	\$63.63	\$66.98	

Increase Biweekly	Increase Yearly	Yearly Cost
Employee	Employee	Employee
\$9.14	\$237.64	\$1,766.92
\$20.57	\$534.82	\$4,073.52
\$16.00	\$416.00	\$3,060.36
\$27.43	\$713.18	\$5,297.78
Employee	Employee	Employee
\$28.75	\$747.50	\$5,677.18
\$64.68	\$1,681.68	\$12,737.72
\$50.30	\$1,307.80	\$10,003.00
\$86.24	\$2,242.24	\$17,159.24
Employee	Employee	Employee
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
Employee	Employee	Employee
\$0.04	\$1.04	\$28.78
\$0.08	\$2.08	\$53.56
\$0.09	\$2.34	\$60.32
\$0.13	\$3.38	\$87.10

² The State will pay up to 85% of the applicable HMO total premium, capped at the dollar amount which the State pays for the same coverage option under the State Health Plan PPO.

Average Annual Salary per Forty-Forth Annual Workplace Report

9/30/2023	5% Raise 10/1/24
\$7,251.00	\$3,641.00

Total Annual Increase in Health and Dental Insurance Premiums

	PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	-\$226.68	-\$748.54
Employee & Spouse	-\$536.00	-\$1,603.76
Employee & Child (ren)	-\$418.34	-\$1,310.14
Full Family	-\$716.98	-\$2,246.62

Overall Net Increase

	PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	\$5,402.32	\$3,022.46
Employee & Spouse	\$3,054.15	\$1,801.29
Employee & Child (ren)	\$2,222.11	\$2,338.91
Full Family	\$2,282.49	\$1,296.43

Overall Net As % Increase

	PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	4.672%	3.672%
Employee & Spouse	4.263%	2.668%
Employee & Child (ren)	4.426%	3.201%
Full Family	4.016%	1.916%

Break Even Salary

	PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	\$4,724.00	\$1,470.00
Employee & Spouse	\$3,230.00	\$3,075.20
Employee & Child (ren)	\$4,300.00	\$2,022.00
Full Family	\$14,531.20	\$4,917.40

PPO BCBS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$3,641.00
Less Increase in Annual Premium	-\$2,246.62
Net Increase	\$1,394.38
As a Percentage of Annual Salary	1.916%

HMO BCNS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$3,641.00
Less Increase in Annual Premium	-\$1,296.43
Net Increase	\$2,344.57
As a Percentage of Annual Salary	3.201%

Break Even Example Calculation Including Dental (Full Family with HMO BCN)

Annual Salary	\$14,531.20
Raise (5%)	\$726.61
Less Increase in Annual Premium	-\$4,917.40
Net Increase	\$0.00
As a Percentage of Annual Salary	0.000%

Above making less than this salary amount electing full family coverage on the HMO BCN will have an overall net decrease.

PPO BCBS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$ 3,641.05
Less Increase in Annual Premium	\$ (713.18)
Net Increase	\$ 2,927.87
As a Percentage of Annual Salary	4.021%

HMO BCNS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$ 3,641.05
Less Increase in Annual Premium	\$ (2,242.24)
Net Increase	\$ 1,398.81
As a Percentage of Annual Salary	1.921%

Break Even Example Calculation (Full Family with HMO BCN)

Annual Salary	\$ 44,844.80
Raise (5%)	\$ 2,242.24
Less Increase in Annual Premium	\$ (2,242.24)
Net Increase	\$ -
As a Percentage of Annual Salary	0.000%

Anyone making less than the salary amount above that elects full family coverage on the HMO BCN will have an overall net decrease.

Break Even Example Calculation Including Dental (Full Family with HMO BCN)

Annual Salary	\$ 44,912.40
Raise (5%)	\$ 2,245.62
Less Increase in Annual Premium	\$ (2,245.62)
Net Increase	\$ -
As a Percentage of Annual Salary	0.000%

Anyone making less than the salary amount above that elects full family coverage on both the State Dental Plan and the HMO BCN will have an overall net decrease.

Understanding HMO Insurance Premium Rates

The state share is required to be 85% of the total HMO premium capped at the dollar amount of the state share for the same coverage level under the SHP PPO. Employees are responsible for paying 15% of the HMO premium plus any amount above the cap. Premium cost shares are determined through collective bargaining and the coordinated compensation process.

HMO rates are determined by the carrier based on their anticipated costs including medical, prescription, and behavioral health and substance use disorder claim expenses for the coming calendar year. In 2022 all of the HMOs reached the point where the state share of the premium met the cap. For the first time since 2015 the SHP PPO premiums will increase. HMO rates, which have gone up in recent years under the HMO-premium formula, will also increase but the employee share will be offset some due to a higher SHP PPO cap for plan year 2025. For HAP, the employee share will decrease and for BCN the employee will share increase. Premiums for each benefit plan are located on the [Insurance Rates](#) webpage.

CY2025 Biweekly Premium Share								
Blue Care Network (BCN)	Total HMO premium (state and employee shares)	85% of total HMO premium	SHP PPO state premium (cap) - the most the state can pay for the HMO	HMO cost over SHP PPO cap (difference between 85% and PPO cap)	15% of total HMO premium	CY2025 employee premium rate (15% of total HMO premium + HMO cost over SHP PPO cap)	CY2024 employee premium rate	Biweekly Increase in employee share from between CY24 to CY25
Employee Only	\$413.11	\$351.14	\$271.68	\$79.46	\$61.97	\$141.43	\$112.68	\$28.75
Employee and Spouse	\$929.50	\$790.08	\$611.28	\$178.80	\$139.43	\$318.22	\$253.54	\$64.68
Employee and Child(ren)	\$722.94	\$614.50	\$475.44	\$139.06	\$108.44	\$247.50	\$197.20	\$50.30
Full Family	\$1,239.33	\$1,053.43	\$815.04	\$238.39	\$185.90	\$424.29	\$338.05	\$86.24

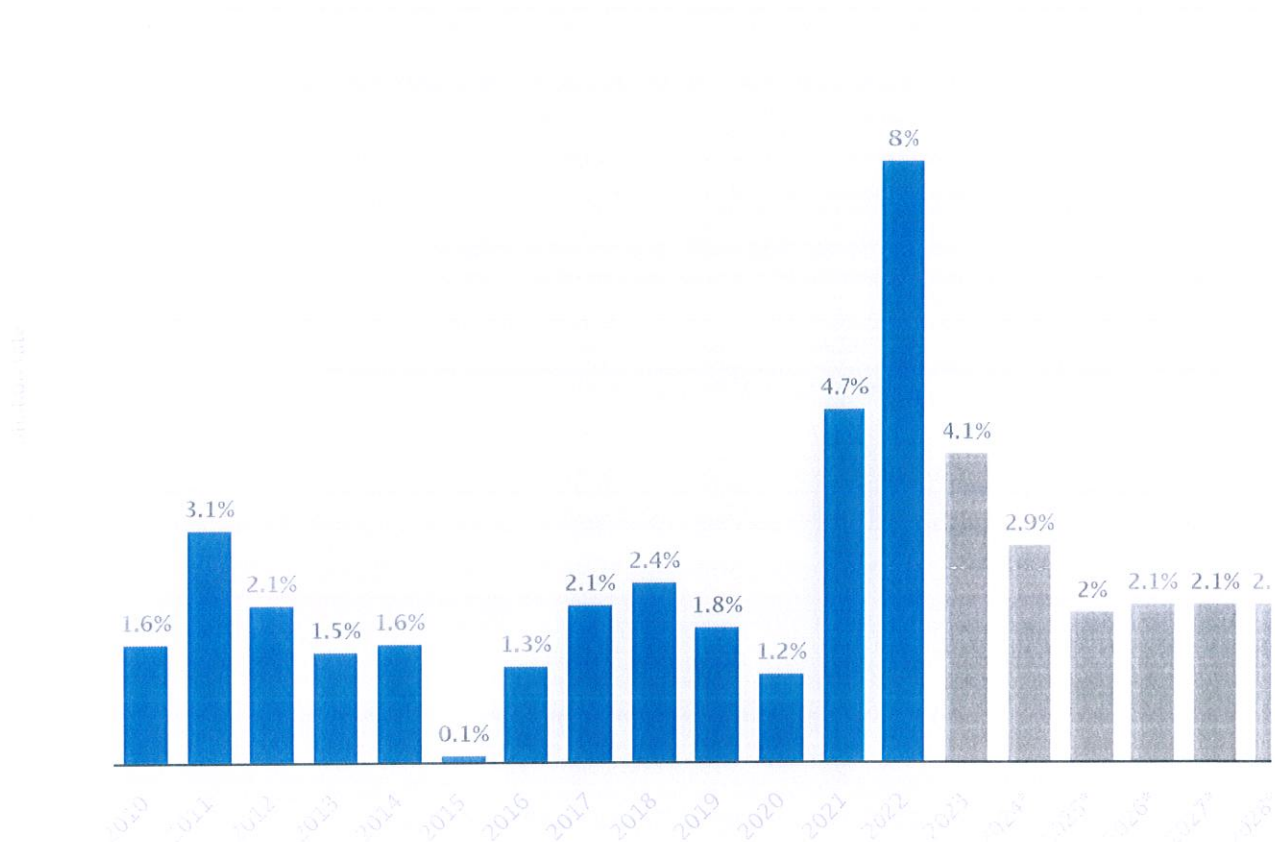
CY2025 Biweekly Premium Share								
Health Alliance Plan (HAP)	Total HMO premium (state and employee shares)	85% of total HMO premium	SHP PPO state premium (cap) - the most the state can pay for the HMO	HMO cost over SHP PPO cap (difference between 85% and PPO cap)	15% of total HMO premium	CY2025 employee premium rate (15% of total HMO premium + HMO cost over SHP PPO cap)	CY2024 employee premium rate	Biweekly Increase in employee share from between CY24 to CY25
Employee Only	\$376.25	\$319.81	\$271.68	\$48.13	\$56.44	\$104.57	\$123.67	-\$19.10
Employee and Spouse	\$846.56	\$719.58	\$611.28	\$108.30	\$126.98	\$235.28	\$278.27	-\$42.99
Employee and Child(ren)	\$658.44	\$559.67	\$475.44	\$84.23	\$98.77	\$183.00	\$216.43	-\$33.43
Full Family	\$1,128.75	\$959.44	\$815.04	\$144.40	\$169.31	\$313.71	\$371.03	-\$57.32

EXHIBIT

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Source: <https://www.statista.com/statistics/244983/projected-inflation-rate-in-the-united-states/>

Projected annual inflation rate in the United States from 2010 to 2029



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Release date

April 2024

Region

United States

Survey time period

2010 to 2029

Supplementary notes

* Projected.

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U.S. projected annual inflation rate 2010-2029

Published by [Statista Research Department](#), Aug 21, 2024

The inflation rate in the United States is expected to decrease to 2.1 percent by 2029. 2022 saw a year of exceptionally high inflation, reaching eight percent for the year. The data represents U.S. city averages. The base period was 1982-84. In economics, the inflation rate is a measurement of inflation, the rate of increase of a price index (in this case: [consumer price index](#)). It is the percentage rate of change in prices level over time. The rate of decrease in the purchasing power of money is approximately equal. According to the forecast, prices

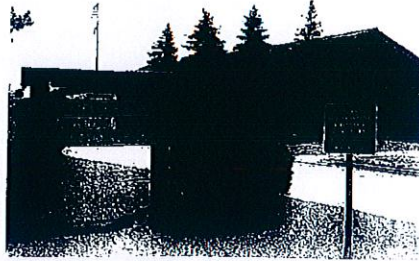
EXHIBIT

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Staffing Crisis Spotlight

Charles E. Egeler Reception and Guidance Center

The Charles E. Egeler Reception and Guidance Center (RGC), a state prison in Jackson, Michigan, is in a severe corrections officer staffing crisis. The current workforce of officers at this prison has an alarming vacancy rate of 32%. The prison is 85 officers short of the required 270 officers that it is supposed to have, resulting in the remaining officers working an excessive, unsustainable amount of overtime. This staffing crisis is not a new issue at this prison, it has been ongoing for several years and is worsening.



To put this in perspective, over the two-week period from June 25, 2023 to July 8, 2023, there were 711 overtime shifts worked at this prison. The majority of these overtime shifts were "double shifts", which means the officers worked 16 hours that day. Of those 711 overtime shifts, 348 of them were mandatory double shifts where the corrections officers were forced to stay at work. Of those 348 mandatory overtime shifts, 60 of them were in violation of the 32-hour rule, which is a safeguard policy to keep corrections officers from being forced to work overtime on consecutive days. The number of mandatory overtime shifts would be far higher, but many officers are forced to volunteer for double shifts the day before family events in an attempt to avoid mandatory overtime the day of the event.

The staffing crisis is taking a heavy toll on the corrections officers at the RGC prison. Several of them gave examples of how it is impacting their lives.

"Nothing can be planned ahead of time outside of work. You go to work stressed out because you are pretty sure you're going to be mandated to work a double shift every other day at minimum. Driving home after being mandated is stressful because you're tired and know that you have to go straight to sleep when you get home so you can go back to work the next morning. Then you're exhausted driving to work and all the next day at work. How long before somebody dies because of all of this? Be it at work or driving in their vehicle? This whole thing is jeopardizing the lives and the safety of myself and my coworkers, not to mention the safety of the institution and the public. Family life? Forget about it."

"I feel wore down and not 100% while doing my job, which puts myself and others at danger. I'm tired while driving and hardly see my family. I don't have time for a healthy family life. I'm looking for a new job because my health and family is worth a lot more than this."

"I miss a ton of time with my daughter, she has to stay at her grandparents a lot. If it wasn't for them, I wouldn't be able to continue this job. I'm exhausted almost 24/7. My off days are considered rest days and I end up getting behind on things in my personal life. I think the overtime is a big contributor to the divorce I'm going through right now. I'm still looking into finding another job, and as soon as I can, I plan on getting out. I gave 8 years to this department, but it's not worth the mental or physical stress."

"I don't see my kids for a week at a time, my wife always says she feels like a single mother and how lonely she is..."

The Michigan Department of Corrections has focused on their recruitment efforts, yet for the past several years the number of officers that have left the ranks has been greater than the number of newly hired officers. The most recent Corrections Officer Academies for new officers have only had approximately 50% of the seats filled, which will likely result in another net loss of officers at the end of this year. There are currently 920 corrections officer vacancies statewide in the MDOC, and that number is growing.

The corrections officer staffing crisis in Michigan prisons needs immediate attention, it is impacting the health and safety of the current officers, the prisoner population, and citizens of Michigan. These officers take pride in their work, even though most of the public is unaware of what they do and how well they do it. We are asking all of our Michigan legislators to take notice of this long-standing crisis and act on current legislation that will help address the long-term recruitment and retention of state corrections officers in Michigan.

Proudly representing Corrections Officers and Forensic Security Assistants for over fifty years.

Michigan Corrections Organization
421 W. Kalamazoo St.
Lansing, MI 48833
United States

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MSP Director: Smaller Applicant Pool Is 'A Little Bit More Challenging'

Department of State Police Director Joe Gasper said Tuesday the agency continues to deal with the challenge of a decreased applicant pool as it seeks to recruit more troopers to work for the state.

Gasper said when he came into the MSP 25 years ago the typical size of an applicant pool would be between 3,000 and 5,000 people. Nowadays, there's been a dramatic decrease. Gasper said the average pool is between 500 to 600 people, which he said poses a challenge.

But Gasper said he is confident the MSP is still attracting "the best and brightest" through various recruitment programs, to get people into the pipeline to become troopers.

Some of the programs the MSP is hoping will generate interest include the explorer program, which prepares possible recruits for the program when they reach an age when they can apply for it. State troopers must be 21 years old, but the explorer program is available for people who are in or graduated from high school.

Gasper, speaking to reporters Tuesday, thanked the Legislature and Governor Gretchen Whitmer for the investments made into the MSP in the 2023-24 fiscal year budget. Sen. Kevin Hertel (D-St. Clair Shores) was present at the meeting.

"There is a \$4.2 million investment, for hire, training 50 new troopers," Gasper said.

This could lead to 170 new troopers being hired. Gasper said this was needed because 25 years ago, they had a class of people who are now going to be, if not already are, eligible for retirement.

"It's very important that we're able to have people ... to fill those positions that people are leaving and we're very lucky we can grow a little faster," Gasper said. "We've also seen other financial investments from the governor and Legislature that have allowed us to operate this facility and continue upgrading this facility."

Gasper said the upgrades to the facility were important for the MSP to turn to "modern police training" for both its recruits and any police departments that may turn to them for training.

Gasper said the current class of recruits is a majority white and male dominated class. When asked as to why the MSP has failed to recruit more women and people of color, Gasper said the department is looking to build further relationships with individuals within these communities, rather than targeting "the masses."

"If we just recruit the person that's in front of us, one at a time, then others will follow and that's a little bit of a slower process," he said.

Programs like the explorer program, Gasper said, other cadet programs and exposing younger generations in "diverse communities" to officers is how they are going about doing that.

On Tuesday, MLive released an overview of police union contracts in nine Michigan cities and the MSP, where they detailed parts of clauses where officers may receive extra protection that civilians would not, such as the expungement of disciplinary records or how an integration of an officer/trooper may be conducted. The MSP gives troopers 15 days to file a written grievance after being disciplined and all written reprimands are destroyed within two years of filing.

When probed about the article, Gasper said union contracts are complex and that unions are concerned about troopers being able to provide the best service possible.

"The same way we protect the average citizen and the rights that the average citizen has, we need to make sure that we're providing the same rights and patience to those that are involved in the union," he said.

Performance bonuses paid to Michigan state government workers quadrupled in 2021

Paul Egan | Detroit Free Press
3 hours ago



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LANSING – Performance bonuses paid to mostly higher-ranking state of Michigan employees quadrupled in 2021, records show, amid a vastly improved state budget outlook from a year earlier.

The state paid 1,546 employees just over \$5.6 million in one-time, lump-sum bonuses during the fiscal year that ended Sept. 30, according to records the Free Press obtained under Michigan's Freedom of Information Act.



That is up sharply from the 265 state employees who received just under \$1.4 million in one-time bonuses in 2020, the records show.

"From a budget perspective the revenue picture improved greatly from FY (fiscal year) '20 to FY '21," said Kurt Weiss, a spokesman for the Department of Technology, Management and Budget, when asked to explain the surge in cash bonuses to certain managers, supervisors and information technology workers.

Weiss said the payments were not drawn from federal coronavirus relief funding — either the \$6.5 billion the state is receiving under the American Rescue Plan or the more than \$3 billion the state received earlier, under the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020. State income tax and sales tax revenues have also exceeded forecasts and Weiss said the total cost of performance pay represents only a fraction of the state's civil service payroll of about \$6 billion.

But state government was forecasting dire budget deficits early in 2020, before the unprecedented surge of federal cash was released. Much of the boost in state sales tax and income tax revenues was tied to federal stimulus checks and unprecedented unemployment insurance payouts, largely funded by the federal government, and Weiss does not deny that federal aid and Michigan's dramatically improved budget picture are strongly linked.

Amid the pandemic, the payments are controversial from a fairness perspective. Only about 3,000 of the state's roughly 50,000 workers are eligible for performance pay, and those members of the classified civil service tend to be already high-level and relatively highly paid — receiving annual salaries of at least \$91,489.

Employees in the performance pay program can get increases in their base pay above what other state employees get, one-time bonuses in the form of lump sum payments, or a combination of both. The average bonus the state paid in 2021 was \$3,626.

Unionized employees are not eligible for the bonuses and most nonunion employees are not eligible, either.

"It feels like picking winners and losers," said Jeremy Tripp, executive director of the Service Employees International Union, Local 517M, which represents more than 4,000 state employees in scientific, engineering and technical jobs, as well as examiners and other workers at the Michigan Unemployment Insurance Agency.

Tripp said his members include state lab workers who were under extreme pressure to process rapid and accurate results for tens of thousands of COVID-19 swab tests, especially early on in the pandemic, and highway workers who stayed on the job when few others were working and did not even have restrooms they could use during breaks because all the restaurants and other public restrooms were closed.

Though there has been some hazard pay or other special pay approved for state corrections officers and nurses because of the pandemic, Tripp said requests for recognition pay for his members and members of many other state employee unions have been rejected.

"We don't begrudge anybody, and we know there's a lot of people doing a lot of hard work across the state, but we wish that it would be applied evenly to folks," Tripp said. "We can't just stop at one group of people and pat ourselves on the back and move forward."

Introduced in the early 1980s under former Republican Gov. William Milliken and revamped in the 1990s under former Republican Gov. John Engler, performance pay in Michigan was halted in 2003 by Engler's successor, Democratic Gov. Jennifer Granholm, who cited "continued deterioration in state budget conditions" during the depths of a recession. Prior to the sharp uptick in bonuses in 2021, it had been making a slow comeback in recent years, as state government's financial fortunes improved.

Proponents say the bonuses are needed for employee recruitment and retention, especially in certain hard-to-fill jobs.

The bonuses are at the discretion of each department, and do not require signoff from the state Budget Office as long as departments stay within their overall budgets.

Under state rules, performance bonuses cannot exceed 5% of an eligible employee's salary without getting signoff from the state personnel director. None of the 2021 bonuses exceeded 5% of salary, said John Gnodtke, a spokesman for the Civil Service Commission.

Eight of the nine biggest bonuses the state paid in 2021 — ranging from \$9,217 to \$13,398 — went to state psychiatric managers and directors.

The Michigan Civil Service Commission withheld the names of seven of those eight psychiatric managers from its response to the Free Press FOIA request, citing a section of the Corrections Code that exempts the personnel records of employees of the Center for Forensic Psychiatry in Washtenaw County, where all seven of them work, as well as the personnel records of Corrections Department employees, from FOIA. The Free Press is appealing that refusal.

The state employees receiving the highest bonuses whose names were released pursuant to the FOIA request were: Dr. George Mellos, a senior executive psychiatric director with the Michigan Department of Health and Human Services, who received \$10,718; state Personnel Director Janine Winters, who received \$9,559; and Senior Chief Deputy Directors Kenneth McFarlane, Lewis Roubal and Jeffrey Guilfoyle, who work for the Department of Agriculture and Rural Development, DHHS and Treasury, respectively, and who each received \$8,298.

Though now common at all levels of government, performance pay in the public sector was contentious long before the pandemic. Unlike the situation in the private sector, the performance of nearly all state agencies and those who work inside them cannot be measured in corporate financial terms, such as revenue growth or profit earned, potentially making performance appraisals more complex and less reliable. Studies have shown that when employees do not have strong confidence in the integrity of an appraisal system, it is not useful as either a motivator or a way of improving morale.

DTMB issued the highest number of bonuses in 2021, with 611 bonuses totaling \$1.9 million. Of those, 458 bonuses totaling \$1.3 million went to information technology workers who have been included in the pay-for-performance program since 2015 as a way of attracting and retaining high-tech workers, officials said.

The highest average bonuses — \$5,976 — were paid by the Attorney General's Office.

"Over the course of the pandemic, staff at the department have been subjected to a hiring freeze and layoff days that resulted in pay reductions," said Lynsey Mukomel, a spokeswoman for Attorney General Dana Nessel.

"Meanwhile, our employees are asked to work on the most significant and legally complex cases and initiatives in the state, including complaints seeking millions of dollars. Great expertise is required or the state risks losing a tremendous amount of money. As workloads increase and we continue to have difficulty filling critical positions in the department, we must use additional tools to help compete with the private sector to recruit and retain the best attorneys we can."

The percentage of employees who were eligible to receive lump sum bonuses who actually received such bonuses ranged from a low of 14% at the Department of Licensing and Regulatory Affairs to a high of 100% at Agriculture and Rural Development, Health and Human Services, and the Department of State, officials said.

But officials at several departments said that when the other element of performance pay is included — pay increases as a reward for performance — all or close to all of their eligible employees received performance pay increases in 2021.

At the Civil Service Commission, for example, where 39 employees received lump-sum bonuses totaling \$172,931, all 11 other eligible employees who stayed with the agency through the end of the fiscal year received performance bonuses in the form of increases to their base pay, Gnodtke said.

"I think that you can accurately say that 100% of our eligible employees employed at the end of the fiscal year received some form of bonus," he said.

At the Department of Environment, Great Lakes and Energy, 72 employees were eligible for performance pay and 70 of those received either a lump sum bonus, a performance-related pay increase, or a combination of the two, said Hugh McDiarmid Jr., a spokesman for the department.

John DeTizio, labor relations director for the Michigan Association of Governmental Employees, which represents about 2,000 state managers, supervisors and executive assistants who are not part of a union, has members who are eligible for performance pay and others who are not.

He said his association recently successfully pushed to have physician managers included in pay for performance, along with psychiatrist managers who were included earlier, because of recruitment and retention problems in that area.

Asked whether he thought still more state employees should be included in the performance pay program, DeTizio said: "You could always tie everybody into it, but then nobody would get anything."

Contact Paul Egan: 517-372-8660 or pegan@freepress.com. Follow him on Twitter [@paulegan4](https://twitter.com/paulegan4). [Read more on Michigan politics](#) and sign up for our [elections newsletter](#).

Staffing shortages impact operations at Michigan's prisons

10/3/23, 12:25 PM

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Staffing shortages impact operations at Michigan's prisons

"I think it's at about 920 right now"



Like many other industries, the Michigan Department of Corrections said they are seeing 'significant' vacancies for officers across the state.

ADVERTISEMENT

By **Ta'Niyah Jordan**

Published: Aug. 2, 2023 at 7:17 PM EDT



LANSING, Mich. (WILX) - Prisons in Michigan are facing staffing shortages that corrections officers say threaten their daily operations.

Like many other industries, the Michigan Department of Corrections said they are seeing 'significant' vacancies for officers across the state.

G. Robert Cotton Correctional Facility in Jackson is a local state prison in need of more corrections officers. Their union, the Michigan Corrections Organization, called their current need a "severe staffing crisis."

"Like many employers, the MDOC is facing significant staffing pressures in some communities. This has a direct impact on our current employees, who must consistently answer the call to ensure that our facilities can operate

The MDOC has undertaken a variety of efforts to address staffing over the last few years, including investing record funding into recruiting around the state, operating quarterly corrections officer academies, changing to a 12-hour shift schedule at some facilities, offering retention bonuses, and recertifying former corrections officers who work for the MDOC in other roles to work voluntary overtime. These steps have helped us reach staffing stability at some prisons, but the Department continues to face very real challenges related to staffing in the current environment at others.

The Legislature and MDOC recently agreed to \$12m in recruitment and retention bonuses in the upcoming fiscal year for corrections officers. The goal of these incentives is to attract new candidates, while increasing the retention of current employees, with a focus on those in the first three years of their career with the MDOC. The Department has also invested in trying to improve the working environment, equipment, and experience of employees to increase retention, which is an ongoing effort at all prisons.

The Department is appreciative of the hard work of our employees who are ensuring that our facilities continue to run safely and effectively even as staffing presents a serious challenge at many prisons. The MDOC will continue to engage with our employees, prospective employees, the Legislature and others to develop and implement strategies to support our staff and operations."

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Latest News

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Dems, Unions Open Push For More Public Sector Workers

There are nearly 1 million vacancies in the public service sector in Michigan, and elected officials and members of AFSCME are encouraging people to fill open positions during the "Staff the Front Lines" bus tour.

Lt. Governor Garlin Gilchrist II joined members of AFSCME and Rep. Jim Haadsma (D-Battle Creek) and Sen. John Cherry (D-Flint) in Flint on Friday to promote jobs in public service.

"Democrats in Michigan, who are in the majority for the first time in 40 years, are committed to making sure that Michigan is an amazing place for public sector employees to be their best, to have a career, to retire with dignity with everything that's been promised to them," Gilchrist said at a Lansing event. "We also have committed to restoring worker protections and rights in a way that no state has done in America in decades because we want to make sure that it's unequivocal that Michigan is the best place to work, grow, retire and live. ... When we make this commitment, we make it real with policy and real with investments."

Michigan has opportunities in a variety of different public sector jobs, Gilchrist said.

"What we're looking to highlight when we talk about the crisis, because it is a big number, but we really see this as an opportunity to recruit," he said. "There's a big opportunity to open up a whole new class of people from all walks of life. All skill levels, all education levels. I see that the public sector as a place to come and make a difference."

AFSCME Secretary Treasurer Elissa McBride said that her organization, along with state partners, was laying out a plan to recruit and retain the next generation of public service workers.

"We're encouraging qualified, passionate, skilled workers to join us in public service, and we're supporting policies that make these jobs good jobs," she said.

Gilchrist said that the state is doing policy work to make Michigan a better place for all workers, such as rolling back the tax on retirement income.

"The policy that we've done thus far this year has been a demonstration of restoring respect for people who work in organized labor fields," Gilchrist said.

Jacob Brown of the Department of Natural Resources said one of the biggest challenges for public sector employees, especially in the DNR, is turnover.

"Parks is all about passion. They're passionate about it, and then they figure out they can't feed their families with this," he said.

He said the state could help address the problem by providing pensions and additional funding to make seasonal employment year-round work.

AFSCME Council 25 President Lawrence Roehrig said he felt confident that Michigan was entering a time of progress for public sector employees.

"There was a time 10 years ago when we wouldn't be out here having this press conference because we wouldn't be allowed to have this kind of discussion knowing that we can deliver on

our promise to let people know that being a public employee or public service provider does not make us persona non grata anymore in the state of Michigan," he said. "It's okay to be a community activist and a leader. It's ok to have a job that has good benefits and provides a service to your community. ... We're trying to match jobs to people who want to be part of this solution."

Public sector work is evolving, and one of the conversations is how state workers and other employees fit into the fabric of cities that built up around them post-pandemic, like Lansing, Gilchrist said.

"That continues to be an evolving conversation," he said. "Work norms are different, and I don't think we should pretend like they're going to snap back to what they were in 2019 ... a city like Lansing, and many of our cities that have a lot of public sector employees working in their city centers, are trying to understand what this reality means for them and what it means for the small businesses that support those workers."

Cities need to have the infrastructure and public spaces that make people want to spend time there.

"That's where those vibrant communities are going to make places that people actually want to live," Gilchrist said. "Just like we worked with folks to try to get through the pandemic, we're going to work with them to understand what this new reality is, and I think the investments that we've committed to in terms of the revitalization and placement grants and things like that the state is doing. ... I think an example of part of our solution to that is community investment and investing in communities differently."

EXHIBIT

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Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Pay Class Plan	Shift	Job Cat	Job Class	10/01/2024	
										Minimum	Maximum
Corrections Medical Unit Ofr-E	E10	CRMDOFRE	C12-003	C12	N	H BWN3	Y	4	CL1	\$23.13	\$34.94
Corrections Officer Non Career	N	CORONON	C12-001P	C12	N	H BWN3	Y	4	CL1	\$23.56	\$32.94
Corrections Officer-E	8	CORROFRE	C12-001	C12	N	H BWN3	Y	4	CL1	\$22.77	\$31.55
Corrections Officer-E	E9	CORROFRE	C12-001	C12	N	H BWN3	Y	4	CL1	\$23.56	\$32.94
Corrections Program Coord-A	12	CORPCDRA	W22-041	W22	N	H BWN1	Y	2	CL2	\$27.21	\$37.24
Corrections Program Coord-E	9	CORPCDRE	W22-007	W22	N	H BWN1	Y	2	CL2	\$25.14	\$31.25
Corrections Program Coord-E	10	CORPCDRE	W22-007	W22	N	H BWN1	Y	2	CL2	\$24.11	\$32.83
Corrections Program Coord-E	P11	CORPCDRE	W22-007	W22	N	H BWN1	Y	2	CL2	\$25.84	\$34.68
Corrections Qmhp-A	12	CORQMHPA	NERE-310	Y99	Y	H BWE1	Y	2	CL2	\$35.96	\$53.34
Corrections Qmhp-A	12	CORQMHPA	W22-105	W22	Y	H BWE1	Y	2	CL2	\$35.62	\$51.99
Corrections Qmhp-E	9	CORQMHP E	NERE-318	Y99	N	H BWN2	Y	2	CL2	\$31.22	\$38.67
Corrections Qmhp-E	9	CORQMHP E	W22-092	W22	N	H BWN1	Y	2	CL2	\$31.22	\$38.67
Corrections Qmhp-E	10	CORQMHP E	NERE-318	Y99	N	H BWN2	Y	2	CL2	\$31.94	\$43.50
Corrections Qmhp-E	10	CORQMHP E	W22-092	W22	N	H BWN1	Y	2	CL2	\$31.94	\$43.50
Corrections Qmhp-E	P11	CORQMHP E	NERE-318	Y99	Y	H BWE1	Y	2	CL2	\$33.75	\$46.67
Corrections Qmhp-E	P11	CORQMHP E	W22-092	W22	N	H BWN1	Y	2	CL2	\$33.75	\$46.67
Corrections Resident Rep	E10	CORRSREP	C12-005	C12	N	H BWN3	Y	5	CL1	\$20.31	\$36.67
Corrections Security Inspector	13	CORSCISP	NERE-131	Y51	Y	H BWE1	Y	4	CL1	\$30.77	\$45.17
Corrections Security Rep	E10	CORSCREP	C12-005	C12	N	H BWN3	Y	5	CL1	\$20.31	\$36.67
Corrections Shift Supv-1	11	CORSPV1	NERE-127	Y51	N	H BWN2	Y	4	CL3	\$25.77	\$37.57
Corrections Shift Supv-2	12	CORSPV2	NERE-130	Y51	N	H BWN2	Y	4	CL3	\$28.97	\$41.01
Corrections Shift Supv-3	13	CORSPV3	NERE-131	Y51	Y	H BWE1	Y	4	CL3	\$30.77	\$45.17
Corrections Trnsprtain Ofcr-E	E10	CORTOFRE	C12-003	C12	N	H BWN1	Y	8	CL1	\$23.13	\$34.94
Dairy Industry Scientist-A	12	DRYISCA	H21-009	H21	Y	H BWE1	Y	2	CL2	\$30.54	\$44.52

EXHIBIT

9

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Pharmacist Salary in Michigan

Search More Jobs
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How much does a Pharmacist make in Michigan? The average Pharmacist salary in Michigan is **\$148,681**, as of September 25, 2023, but the range typically falls between **\$140,086** and **\$158,364**. Salary ranges can vary widely depending on the city and many other important factors, including education, certifications, additional skills, the number of years you have spent in your profession.

[View Minimum Wage Values in Michigan](#) (<https://www.salary.com/research/minimum-wage/michigan>)

[Develop a job description](#) (https://www.salary.com/resources/how-to-manage-job-descriptions/?cd_salaryseo&job=Pharmacist&location=MI)

[Pay Equity](https://www.salary.com/resources/how-to-define-pay-equity/?cd_salaryseo&job=Pharmacist&location=MI) (https://www.salary.com/resources/how-to-define-pay-equity/?cd_salaryseo&job=Pharmacist&location=MI)

[Salary Grading Scale](https://www.salary.com/blog/what-is-a-salary-grading-scale/?cd_salaryseo&job=Pharmacist&location=MI) (https://www.salary.com/blog/what-is-a-salary-grading-scale/?cd_salaryseo&job=Pharmacist&location=MI)

[Pay Strategy](https://www.salary.com/blog/creating-the-perfect-pay-strategy-within-budget-constraints/?cd_salaryseo&job=Pharmacist&location=MI) (https://www.salary.com/blog/creating-the-perfect-pay-strategy-within-budget-constraints/?cd_salaryseo&job=Pharmacist&location=MI)

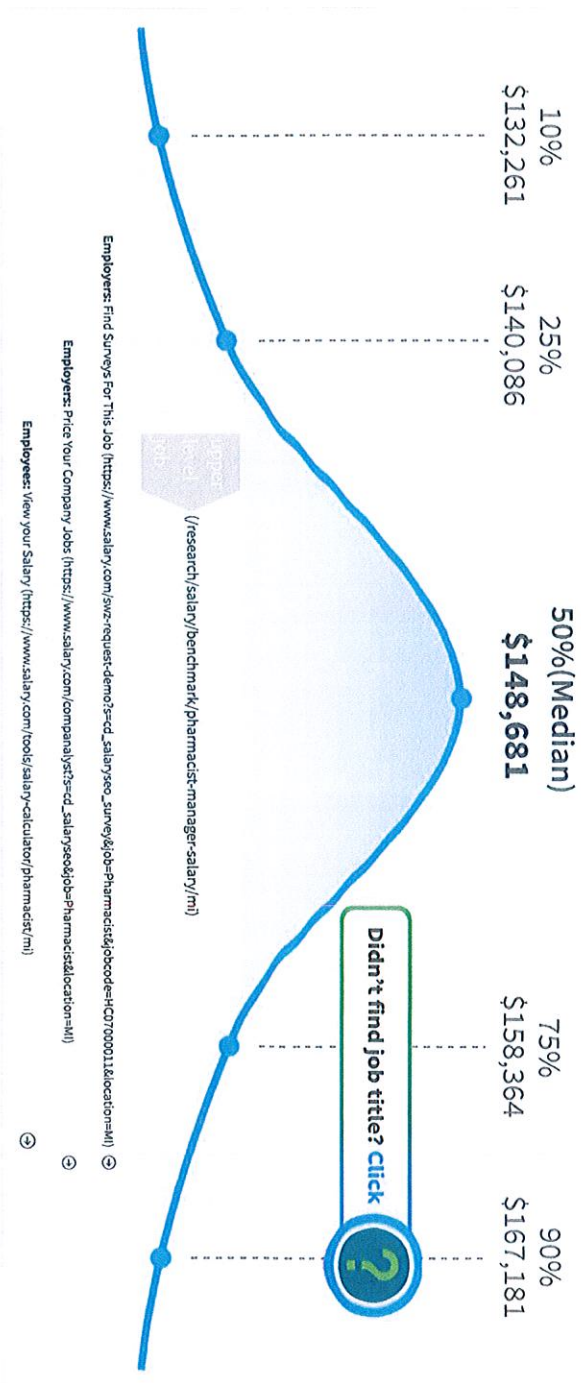
[Salary](#) | [Salary + Bonus](#) | [Benefits](#) | [Salary Calculator](#) (<https://www.salary.com/research/local-salary-calculator>)

Based on HR-reported data: a national average with a geographic differential

Pharmacist	base	=	\$148,681
Pharmacist Manager	"	=	156,476
Pharmacist Director	"	=	194,903

What should I pay?
Employers Price a Job >

[View as table](#)



You may get higher pay by adjusting the following factors:

- Location
- Years of Exp.
- Education
- Direct Reports
- Performance
- Other

Change Search Criteria

Enter a job title or keyword Enter a city or zip code Search

Check out Pharmacist jobs in Michigan

- Staff Pharmacist
Gibson Pharmacy - Athens, TX
- Clinical Pharmacist
Allmed Staffing Inc - Blank, MD

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Pharmacist Salary in Michigan | Salary.com

Part-Time Staff Pharmacist

Cortco Wholesale #103 - Clarkston, WA

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Specialty Pharmacist

Professional Arts Specialty Pharmacy - Lafayette, LA

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Search More Pharmacist Jobs in Michigan <https://www.salary.com/research/jobs/pharmacist-jobs/mi>


For Employers

Blogs That May Help You

 **Gender Pay Gap Report** (https://www.salary.com/resources/white-papers/the-gender-pay-gap/?s=cd_salaryseo&job=Pharmacist&location=MI)

 **Compensation Analysis Glossary** (https://www.salary.com/blog/compensation-analysis-glossary/?s=cd_salaryseo&job=Pharmacist&location=MI)

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Individualize employee pay based on unique job requirements and personal qualifications.

 **Price My Industry Jobs** (https://secure.salary.com/SalaryWizardProfessionalV2?F=SWP_CompCty_CTA)
Get the latest market price for benchmark jobs and jobs in your industry.

For Employees

 **Get a Salary Increase** (https://secure.salary.com/personalsalaryreport?F=PSR_CompCty_CTA&job=Pharmacist&state=MI&cty=MI)
Analyze the market and your qualifications to negotiate your salary with confidence.

 **Search Job Openings** (<https://www.salary.com/research/jobs/pharmacist-jobs/mi>)
Search thousands of open positions to find your next opportunity.

View Average Salary for [Pharmacist](#)

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Pharmacist Salary in Michigan | Salary.com

United States

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JOB DESCRIPTION FOR PHARMACIST

Pharmacist compounds and dispenses prescribed drugs per physician's instructions in a hospital or healthcare facility setting. Consults with medical staff about potential drug interactions, patient medical history, and the use of particular medications. Being a Pharmacist responds to questions from patients about medications and dosage instructions. Ensures that all required pharmacy data is recorded and maintained and complies with all regulatory, security and hospital procedures. Additionally, Pharmacist may supervise pharmacy technicians. Requires a doctorate degree in pharmacy (Pharm.D.). Typically reports to a manager. Requires Registered Pharmacist (RPh). Pharmacist's years of experience requirement may be unspecified. Certification and/or licensing in the position's specialty is the main requirement. (Copyright 2023 Salary.com). [View full job description](#) (<https://www.salary.com/research/job-description/benchmark/pharmacist-job-description>)

See user submitted job responsibilities for Pharmacist.

[Employers: Job Description Management Tool](https://www.salary.com/business/compensation-software/job-description) (<https://www.salary.com/business/compensation-software/job-description>)



[/research/salary/benchmark/pharmacist-manager-salary/mi](https://www.salary.com/research/salary/benchmark/pharmacist-manager-salary/mi)

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Job Openings for Pharmacist in Michigan

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[airforce.com](https://www.airforce.com/air-force/Pharmacist)
<https://www.airforce.com/air-force/Pharmacist>

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<https://www.indeed.com/>

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★ In-Vivo Research Internship Labcorp - Ann Arbor, MI

Company Overview: At Labcorp, we believe in the power of science to change lives. We are a leading global life sciences company that delivers answers for crucial health questions because we know that knowledge has the potential to...

- 4 days ago

Patient Care Advocate - Pharmacy Tech (Licensed) Walgreens - Canton, MI

Job Summary: Provides new and existing patients with the best possible patient experience in relation to their prescriptions, clinical services, billing inquiries, feedback, and suggestions. As the first line of contact to patients and stakeholders, the patient care advocate will set the tone for how our company and services are experienced. Job Responsibilities: Connects patients with pharmacists ... more

- 5 days ago

Pharmacy Technician Valiant Compounding Pharmacy - Ypsilanti, MI (48197)

Pharmacy Technician, Valiant Compounding Pharmacy is seeking a full-time Pharmacy Technician in Ypsilanti, MI (48197) About the Role: We are looking for a dependable Pharmacy Technician that will process and fill prescriptions. You will also undertake other tasks under the direction of a pharmacist to provide excellent customer service and ensure the pharmacy runs smoothly. As a pharmacy technician ... more

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REMOTE Pharmacy Technician A-Line Staffing Solutions - Detroit, MI

Job Description Job Description 15 Certified Pharmacy Technicians needed. Candidate can be located anywhere in the US. Perfect time to get in for you, please apply now! Naley /586 710 7946 Pharmacy Technician Pay: 18.75/hr Pharmacy Technician Schedule: Mon-Fri must be flexible to

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Pharmacist Salary in Michigan | Salary.com
work an 8hr shift between 8a-12a Pharmacy
Technician Job Duties: ... more

Pharmacy Technician CPHI Closed-Door
J&B Medical - Novi, MI

Job Description: Job Description: The Pharmacy Technician will perform many pharmacy-related functions in our Closed-Door Pharmacy under the direct supervision of a licensed pharmacist and perform administrative functions as required per job duties. Monday - Friday day shift. No late nights, no holiday or weekends. Saturday morning could be required for inventory or special projects. ***Mail order, high ... more

- 4 days ago

Nurse Practitioner (Family Medicine)
EPIC Health Systems - Detroit, MI

Job Description: Job Description EPIC Health's mission is to provide exceptional healthcare for our community. We are a Multi-Specialty Practice treating patients from the beginning of life to the very end stages of life. Our network consists of Physicians, Psychologists, Exercise Physiologists, Physical Therapists, Care Coordinators, Medical Billers and much more. We look at all aspects that

- 2 days ago

Pharmacy Technician Certified
Melody Sherman - Detroit, MI

Job Description: Job Description We are seeking a Pharmacy Technician Certified to become a part of our team! You will assist in the preparation of medications under the direction of a pharmacist. Responsibilities: Prepare medication and other healthcare products for patients Measure dosage of medications, according to prescription orders Process prescriptions using computer software Label and record ... more

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https://www.salary.com/compare/mother-salary/

(research/salary/benchmark/pharmacist-manager-salary/mi)

Select a city to view specific salary and bonus information for Pharmacist

Find your city for detailed salary data

Search city or zip code

882 Results

Pharmacist's Average Annual Base Salary

LOCATION	ANNUAL SALARY	DATE UPDATED
Taylor, MI (research/salary/benchmark/pharmacist-salary/taylor-mi)	\$151,237	September 25, 2023
Acme, MI (research/salary/benchmark/pharmacist-salary/acme-mi)	\$141,278	September 25, 2023
Ada, MI (research/salary/benchmark/pharmacist-salary/ada-mi)	\$145,286	September 25, 2023
Addison, MI (research/salary/benchmark/pharmacist-salary/addison-mi)	\$151,452	September 25, 2023
Adrian, MI (research/salary/benchmark/pharmacist-salary/adrian-mi)	\$148,851	September 25, 2023
Afton, MI (research/salary/benchmark/pharmacist-salary/afton-mi)	\$139,299	September 25, 2023
Ahmeek, MI (research/salary/benchmark/pharmacist-salary/ahmeek-mi)	\$142,402	September 25, 2023
Akron, MI (research/salary/benchmark/pharmacist-salary/akron-mi)	\$139,459	September 25, 2023
Alanson, MI (research/salary/benchmark/pharmacist-salary/alanson-mi)	\$139,299	September 25, 2023
Alba, MI (research/salary/benchmark/pharmacist-salary/alba-mi)	\$139,299	September 25, 2023

Career Path for Pharmacist



What does a Pharmacist do?

Pharmacist in Vallejo, CA

In the oncology department of a hospital, for example, the work of a pharmacist may center on preparing solutions such as chemotherapy.

Pharmacists' salaries vary slightly based on the setting.



(research/salary/benchmark/pharmacist-manager-salary/mi)

November 22, 2019

October 07, 2019

Pharmacist in Sioux City, IA

Pharmacists, also known as druggists or chemists, are healthcare professionals who practice in pharmacy, the field of health sciences focusing on safe and effective medication use.

October 18, 2019

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(https://www.salary.com/companalyst3=cd_salarysoo_ca_old_banner?job=pharmacist&location=MI&c=)

About Michigan

Michigan consists of two peninsulas that lie between 82°30' to about 99°30' west longitude, and are separated by the Straits of Mackinac. The 45th parallel north runs through the state—marked by highway signs and the Polar-Squaw Trail—along a line including Mission Point Light near Traverse City, the towns of Gaylord and Alpena in the Lower Peninsula and Menominee in the Upper Peninsula. With the exception of two small areas that are claimed by the Mississippi River by way of the Wisconsin River in the Upper Peninsula and by way of the Kankakee-Illinois River in the Lower Peninsula, Michigan...
Source: wikipedia (as of 04/11/2018). Read more from wikipedia (https://en.wikipedia.org/w/index.php:search:Michigan)

Similar Jobs to Pharmacist

See Additional Similar Jobs

JOB TITLE	EXPERIENCE	EDUCATION	SALARY COMPARED TO THIS JOB
Clinical Pharmacist (research/salary/benchmark/clinical-pharmacist-salary/mi)		Doctorate	-5.1%
Nuclear Pharmacist (research/salary/benchmark/nuclear-pharmacists-salary/mi)		Advanced	+1.8%
Online Pharmacist (research/salary/benchmark/online-pharmacists-salary/mi) (research/salary/benchmark/pharmacists/online-pharmacist-salary/mi)		Doctorate	-3.7%
Pharmacist - Home Care (research/salary/benchmark/pharmacist-home-care-salary/mi)		Doctorate	-6.9%
Pharmacist - Retail (research/salary/benchmark/pharmacist-retail-salary/mi)		Doctorate	+7.4%

Level of Education for Pharmacist

Browse by Education Level (https://www.salary.com/education/)

Pharmacist Salaries with a Bachelor's Degree (https://www1.salary.com/Salaries-for-pharmacist-with-a-Bachelors-Degree)	Pharmacist Salaries with a Master's Degree or MBA (https://www1.salary.com/Salaries-for-pharmacist-with-a-Masters-Degree-or-MBA)	Pharmacist Salaries with a JD, MD, PhD or Equivalent (https://www1.salary.com/Salaries-for-pharmacist-with-a-JD-MD-PhD-or-Equivalent)
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Pharmacist Salary by Global Country

United States <https://www.salary.com/research/salary/benchmark/pharmacist-salary>

Canada <https://www.salary.com/research/salary/benchmark/pharmacist-salary/canada>

View Salary Data for All Nearby Cities

Indiana

Pharmacist Salaries in Elkhart, Indiana ([research/salary/benchmark/pharmacist-salary/elkhart-in](https://www.salary.com/research/salary/benchmark/pharmacist-salary/elkhart-in))

Pharmacist Salaries in South Bend, Indiana ([research/salary/benchmark/pharmacist-salary/south-bend-in](https://www.salary.com/research/salary/benchmark/pharmacist-salary/south-bend-in))

Minnesota

Pharmacist Salaries in Duluth, Minnesota ([research/salary/benchmark/pharmacist-salary/duluth-mn](https://www.salary.com/research/salary/benchmark/pharmacist-salary/duluth-mn))

Ohio

Pharmacist Salaries in Toledo, Ohio ([research/salary/benchmark/pharmacist-salary/toledo-oh](https://www.salary.com/research/salary/benchmark/pharmacist-salary/toledo-oh))

Wisconsin

Pharmacist Salaries in Green Bay, Wisconsin ([research/salary/benchmark/pharmacist-salary/green-bay-wi](https://www.salary.com/research/salary/benchmark/pharmacist-salary/green-bay-wi))

Most Popular Cities for Pharmacist Job

- Washington, DC Pharmacist ([research/salary/benchmark/pharmacist-salary/washington-dc](https://www.salary.com/research/salary/benchmark/pharmacist-salary/washington-dc))
- Seattle, WA Pharmacist ([research/salary/benchmark/pharmacist-salary/seattle-wa](https://www.salary.com/research/salary/benchmark/pharmacist-salary/seattle-wa))
- Chicago, IL Pharmacist ([research/salary/benchmark/pharmacist-salary/chicago-il](https://www.salary.com/research/salary/benchmark/pharmacist-salary/chicago-il))
- New York, NY Pharmacist ([research/salary/benchmark/pharmacist-salary/new-york-ny](https://www.salary.com/research/salary/benchmark/pharmacist-salary/new-york-ny))
- Houston, TX Pharmacist ([research/salary/benchmark/pharmacist-salary/houston-tx](https://www.salary.com/research/salary/benchmark/pharmacist-salary/houston-tx))
- Phoenix, AZ Pharmacist ([research/salary/benchmark/pharmacist-salary/phoenix-az](https://www.salary.com/research/salary/benchmark/pharmacist-salary/phoenix-az))
- Atlanta, GA Pharmacist ([research/salary/benchmark/pharmacist-salary/atlanta-ga](https://www.salary.com/research/salary/benchmark/pharmacist-salary/atlanta-ga))
- Indianapolis, IN Pharmacist ([research/salary/benchmark/pharmacist-salary/indianapolis-in](https://www.salary.com/research/salary/benchmark/pharmacist-salary/indianapolis-in))
- Los Angeles, CA Pharmacist ([research/salary/benchmark/pharmacist-salary/los-angeles-ca](https://www.salary.com/research/salary/benchmark/pharmacist-salary/los-angeles-ca))
- Dallas, TX Pharmacist ([research/salary/benchmark/pharmacist-salary/dallas-tx](https://www.salary.com/research/salary/benchmark/pharmacist-salary/dallas-tx))

Browse All Pharmaceutical's Jobs by Salary Level

Browse Related Job Categories With Pharmacist

About Michigan Michigan consists of two peninsulas that lie between 82°30' to about 90°30' west longitude, and are separated by the Straits of Mackinac. The 45th par...More

Skills associated with Pharmacist Drug Utilization Review (DUR) (research/salary/skill/drug-utilization-review-dur-salary), Inquiry Research/Response (research/salary/skill/inquiry-research-response-salary), Pharmaceutical Policy Compliance (research/salary/skill/pharmaceutical-policy-compliance-salary), Pharmaceutical Compounding (research/salary/skill/pharmaceutical-compounding-salary) ...More (research/search?Page=1&type=skill&fbclid=Iw000011)

Recently searched related titles: Pharmacy Graduate Intern (research/salary/posting/pharmacy-graduate-intern-salary), Industry Pharmacist (research/salary/posting/industry-pharmacist-salary), Long Term Care Pharmacist (research/salary/posting/long-term-care-pharmacist-salary)

Recently searched companies with related titles: Rite Aid Corporation, Praxair, Inc. (research/salary/benchmark/pharmacist-manager-salary/mi), U.S. Air Force (USAF) Pharmacist (research/salary/employer/us-air-force-usaf/pharmacist-salary)

Recently searched related titles: Enterprise Architecture Manager (research/salary/position/enterprise-architecture-manager-salary), Pharmacy Manager, Pharmacist (research/salary/benchmark/pharmacist-manager-salary)

Salary estimation for Pharmacist at companies like: Canisno (research/company/canisno-salary), Alliance For A Livable World (research/company/alliance-for-a-livable-world-salary), Jackson Immunoresearch Laboratories Inc (research/company/jackson-immunoresearch-laboratories-inc-salary)

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 [learn.ultimatemedical.edu](https://learn.ultimatemedical.edu/pharm-tech/online-class)
<https://learn.ultimatemedical.edu/pharm-tech/online-class>

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EXHIBIT

10

Occupational Employment and Wages, May 2023

29-1051 Pharmacists

National estimates for Pharmacists:

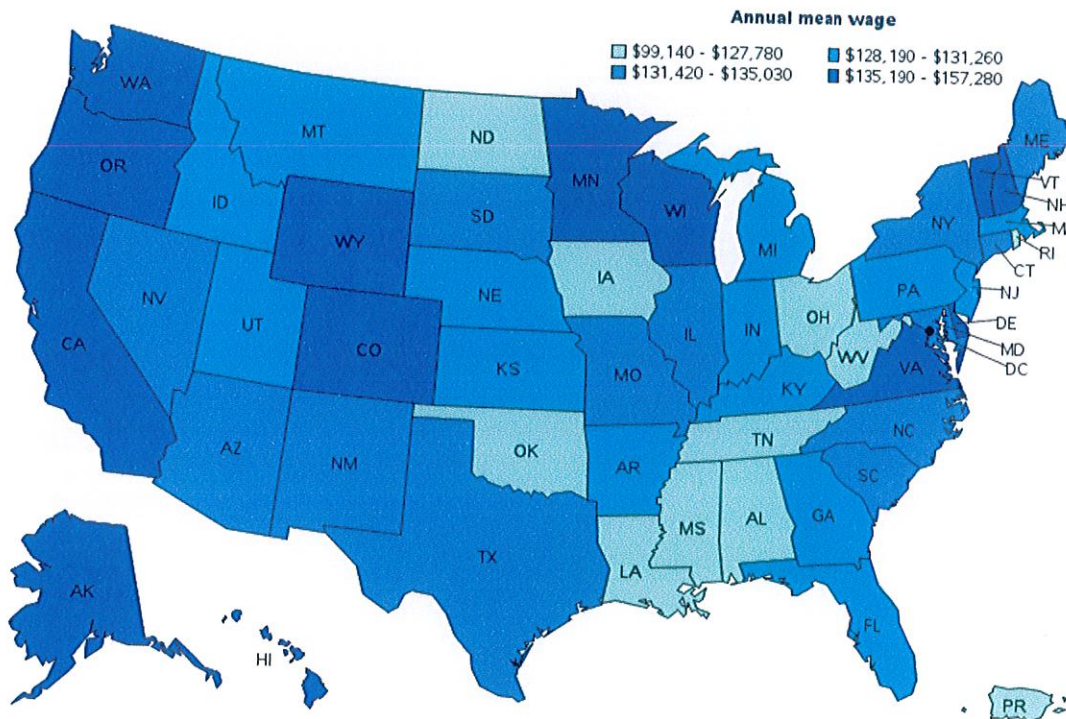
Employment estimate and mean wage estimates for Pharmacists:

Employment (1)	Employment RSE (3)	Mean hourly wage	Mean annual wage (2)	Wage RSE (3)
331,700	0.6 %	\$ 64.81	\$ 134,790	0.3 %

Percentile wage estimates for Pharmacists:

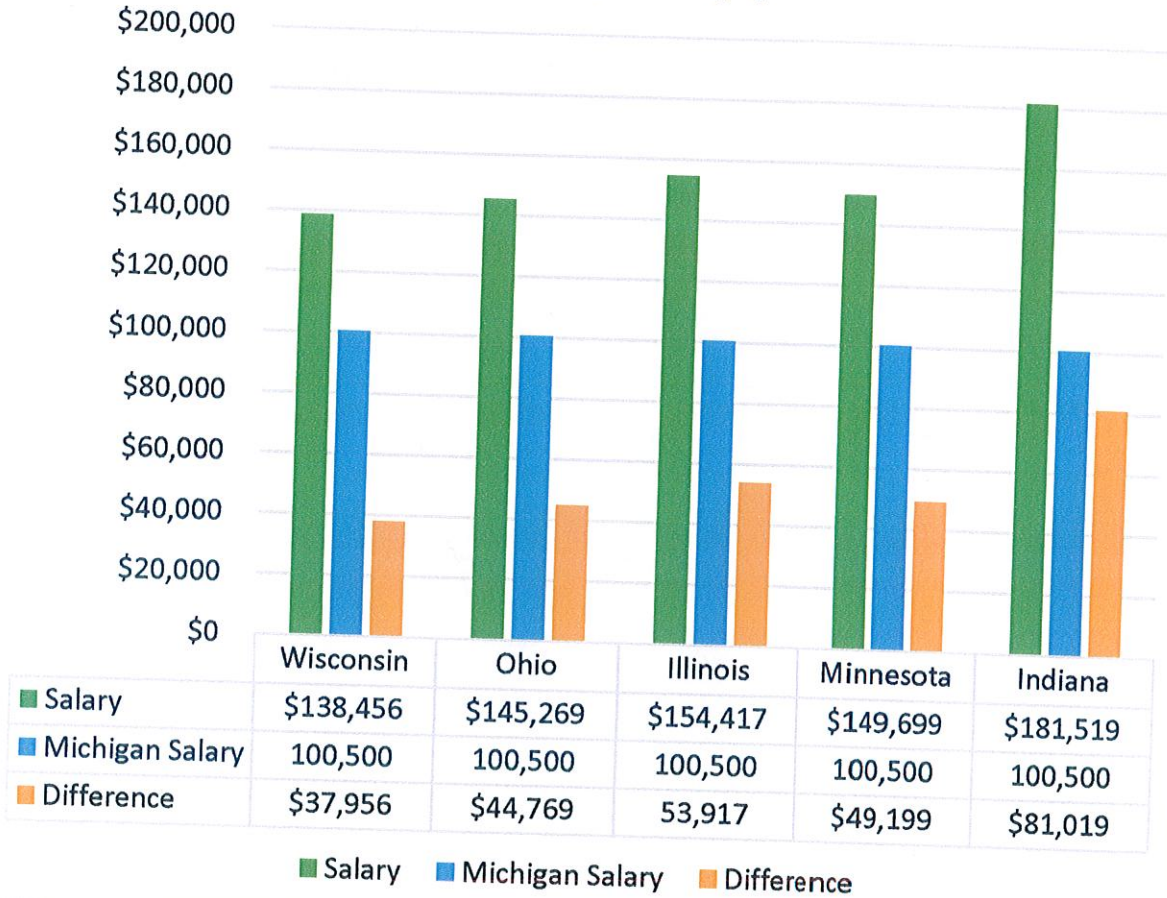
Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 43.26	\$ 60.51	\$ 65.40	\$ 74.78	\$ 81.08
Annual Wage (2)	\$ 89,980	\$ 125,860	\$ 136,030	\$ 155,550	\$ 168,650

Annual mean wage of pharmacists, by state, May 2023



Blank areas indicate data not available.

Comparison of State Employed Pharmacist Salaries (Average)



EXHIBIT

11

Title	Clinical Pharmacist Special
Year	2022-2023 v
List of Titles	
Submit	

U of M

Number of people with the title of: Clinical Pharmacist Specialist 124	
Maximum Salary:	\$ 171,749.03
Average Salary:	\$ 152,462.48
Minimum Salary:	\$ 134,501.95

2022-23 University of Michigan Salaries				Page 3 of 5
Name	Title	Department	FTR	GF
Sandison, Katherine	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 151,248.95	\$ 0.00
Davuluri, Ravi	Clinical Pharmacist Specialist	MM Research Pharmacy	\$ 150,603.31	\$ 0.00
Granata, Liane	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 150,465.19	\$ 0.00
Dillman, Nicholas	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 150,429.98	\$ 0.00
Hagopian, Jennifer	Clinical Pharmacist Specialist	MM CVC Pharmacy Services	\$ 150,043.09	\$ 0.00
Gebarski, Matthew	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 149,633.75	\$ 0.00
Scappaticci, Gianni Bruno	Clinical Pharmacist Specialist	MM Ambulatory Pharmacy	\$ 149,331.51	\$ 0.00
Aitken, Samuel	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 149,247.58	\$ 0.00
Glover, Tina	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 149,196.02	\$ 0.00
Merrill, Nicole M	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 148,109.86	\$ 0.00
Adie, Sarah	Clinical Pharmacist Specialist	MM CVC Pharmacy Services	\$ 147,039.35	\$ 0.00
Ahmed, Iman	Clinical Pharmacist Specialist	MM Ambulatory Pharmacy	\$ 147,039.35	\$ 0.00
Augustyn, Rebecca	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Bici, Anisa	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Blackburn, Scott	Clinical Pharmacist Specialist	MM Pharmacy Administration	\$ 147,039.35	\$ 0.00
Burns, Carly	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Rutchie, Jordan	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
Cui, Xinyi	Clinical Pharmacist Specialist	MM HHS CRC Med Use/CDS	\$ 147,039.35	\$ 0.00
DiClemente, Jillian	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 147,039.35	\$ 0.00
Elder, Mary	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Ellayan, Dawud	Clinical Pharmacist Specialist	MM Research Pharmacy	\$ 147,039.35	\$ 0.00
Farina, Nicholas	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 147,039.35	\$ 0.00
Fennelly, Jessica Elizabeth	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Fraga, Martina	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
German, Christopher	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Huebschman, Ashley	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
Jalilou, Mohamad	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Jarosz, Audrey	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
King, Madeleine	Clinical Pharmacist Specialist	MM CGC Infusion Pharmacy	\$ 147,039.35	\$ 0.00

Leja, Brett	Clinical Pharmacist Specialist	MM.CW - Pharmacy	\$147,039.35	\$0.00
Page: 3 of 5				
1 2 3 4 5				

U of M

Lists of recent University of Michigan searches of		
Names	Titles	Departments
wang, zheng	Research Lab Specialist Int	UMHMENatDomino
Johnson, Mich	Research Process Coor	Operating room
Miller, David	Web Administrator	Dock
peters, amy	payroll senior	UMH NNP Staff Sal/Bene Trsf
warren, h	Exec Secretary to top ex	Office of the President
Qiu, Yi	Physical Therapist ass	Cooks
kuro,	Dental Dispensing Assistant	accreditation
Macy, Michelle Lea	Clerk Intermediate	Flint
Glotzer, Sharon C	Systems Analyst Intermediate	ITS SS Computer Showcase
Kaufman, Martin Mark	Quality Assuranc	m
Stauffer,	Public Relations Manager	Umh

Warning: Undefined array key "Dept" in /home/dh_cn8jtr/umsalary.info/stat_table.inc on line 81

Random Names from University of Michigan
Mills, Sarah Lynn
Hayward, Laura Claire
Soderberg, Scott
Bhave, Nicole Marie Martin
Farhat, Kelli
Esper, Thomas K
Grove, Jason J
VanVoorhis, Catherine L
Rani, Nabila
Densham, Clinton

Random Titles from University of Michigan
Procurement Agent Associate
Pharmacy Technician Assoc
IEQ Adjunct Lecturer
Research Assoc Prof Emeritus/a
CS Operations Manager

Anatomical Donor Program Coord
Academic Human Resources Spec
App Systems Analyst Staff Spec
Ophthalmic Imaging Spec Assoc
Risk Analyst Lead

U of M

Random Departments from University of Michigan
MM OT Hand Therapy - Dominos
MM Livonia Family Medicine
Print Copy Mail Administration
Architecture
Duderstadt Ctr Studios
MM KEC Glaucoma/Retina
LSA UG English Language Inst
MM Peds OP_OT_PT at Milestone
ROSS SCH Admin Core Team
IntMed-Geri & Palliative Med.

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Accept

Click or scroll to view upper level job | [research/salary/benchmark/pharmacist-manager-salary/mi](#)

Pharmacist Salary in Michigan

Search More Jobs
Change City

Change Country

How much does a Pharmacist make in Michigan? The average Pharmacist salary in Michigan is \$148,581 as of September 25, 2023, but the range typically falls between \$140,095 and \$158,364. Salary ranges can vary widely depending on the city and many other important factors, including education, certifications, additional skills, the number of years you have spent in your profession, view minimum wage values in Michigan [\(https://www.salary.com/research/minimum-wages/michigan\)](#).

Develop a Job description https://www.salary.com/resources/how-to/how-to-manage-job-descriptions/?scd_salary&job=Pharmacist&location=MI

Pay Equity https://www.salary.com/resources/how-to/tips-for-achieving-pay-equity/?scd_salary&job=Pharmacist&location=MI

Salary Grading Scale https://www.salary.com/blog/what-is-a-salary-grading-scale/?scd_salary&job=Pharmacist&location=MI Job Skill Model <https://www.salary.com>

Pay Strategy https://www.salary.com/blog/crafting-the-perfect-pay-strategy-within-budget-constraints/?scd_salary&job=Pharmacist&location=MI

Salary - Salary - Demand - Structure - Salary Calculator <https://www.salary.com/research/salary-calculator>

Based on HR-reported data: a national average with a geographic differential

Pharmacist	base =	\$148,681
Pharmacist Manager	" =	166,476
Pharmacist Director	" =	194,903

Save as table

What should I pay?
Employers Price a Job >

EXHIBIT

12



Economic Stability Administration
235 S. Grand Ave., Suite 1406
P.O. Box 30037
Lansing, MI 48909
www.michigan.gov/dhs

STATE OF MICHIGAN
**Department of
Health and
Human Services**

Memorandum

CSA/ESA-2023-01

To: BSC Directors
County Directors
District Managers

Date: **April 5, 2023**

From: Demetrius Starling, Senior Deputy Director
Children Services Administration (CSA)

Dwayne A. Haywood, Senior Deputy Director
Economic Stability Administration (ESA)

Subject: Opportunity for Reclassification to Senior Level for First Line Specialist

In efforts to sustain and retain staff, the Michigan Department of Health and Human Services (MDHHS) must be competitive with the outside job market-based salaries/pay. The CSA and the ESA have been collaborating with the Office of Human Resources (HR), to assist with creating an opportunity for expanded use of senior level classifications for the following classifications:

- Social Services Specialist 11
- Family Independence Specialist 11
- Assistance Payments Worker 10

The criteria to be considered and evaluated for a reclassification to a senior level SSS12, FIS12, or APW11 is listed below. It is expected that staff meeting these criteria will be moved into the senior level standard by 05/14/2023.

- Annual performance management completed and a satisfactory rating in all areas, after having fulfilled one year at APW10, FIS11 or Services Specialist 11 level.
- The ability to work independently.
- Willingness to collaborate.
 - Conduct home call(s),
 - Assist with training staff (staff shadowing),
 - Mentoring of staff,
 - Assist district/county leadership in meeting performance objectives which may include review of reports, training, and technical assistance,

- No Notice of Formal Counseling (NFC) in the last six months, i.e.,
 - Performance
 - Attendance
 - Behavior

Note: Although, the NFC will remain in the file for 12 months, the county leadership has the discretion to approve based on case-by-case circumstances.

- And no written reprimand, interim service rating, or suspension within the last two years.

The manager/supervisor will draft a memo to the county director with the information listed below:

- **Name of employee and date the employee achieved success at the SSS11/FIS11/APW10 position. For example, Effective 05/14/2023, Jane Doe has maintained success at the SSS11/ FIS11/APW10 position and now is eligible for Senior 11/12 level.**
- **Provide a statement of what criteria the employee completed that makes them eligible for the Senior 11/12 level.**
- **Provide a statement that the employee has not received an NFC in the last six months and has not received discipline in the last two years.**

The county director will provide the business center liaison (BCL) with a copy of the advance level position description, and a memo requesting the BCL to submit a requisition to HR for processing; a copy of the advanced level position description must be attached.

Pay rates will be determined based on the civil service promotional formula. The pay rate will be automatically updated by Civil Service as soon as the reclassification is approved.

Specialist meeting the criteria after the 05/14/2023, are eligible to move into the appropriate senior level 11/12 position once they meet the above requirements.

HR will send a NEOGOV Performance Management email notice to the manager/supervisor on file, advising the specialist rating is approaching. Upon receipt of the email, the manager should begin to prepare for a timely performance management evaluation with the specialist by scheduling a one-on-one prior to the due date, to discuss the objectives, competencies, all bullet points listed under the evaluation criteria above, and to answer any questions/concerns.

The manager/supervisor will complete the evaluation in NEOGOV by annual submission deadline. Upon reaching the "Overall Rating" section, you will select the appropriate rating. If the overall rating is satisfactory, and the specialist meets the criteria for reclassification as noted above, the manager/supervisor will enter the example of the comments listed above in the comment box, along with drafting a memo to the county director with the same information.

EXHIBIT

13

Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/01/2024 Minimum	10/01/2024 Maximum
Services Program Mgr-2	13	SOCPMGR2	NERE-140	Y51	Y	H	BWE1	Y	2	CL3	\$28.70	\$42.46
Services Program Mgr-3	14	SOCPMGR3	NERE-143	Y51	Y	H	BWE1	Y	2	CL3	\$30.80	\$46.67
Services Program Mgr-4	15	SOCPMGR4	NERE-147	Y51	Y	H	BWE1	Y	2	CL3	\$33.92	\$51.56
Services Program Mgr-5	16	SOCPMGR5	NERE-156	Y51	Y	H	BWE1	Y	2	CL3	\$38.13	\$56.79
Services Program Monitor	14	SERPMON	W22-089	W22	Y	H	BWE1	Y	2	CL2	\$30.46	\$46.20
Services Specialist Asst-E	8	SRVSPLAE	W22-001	W22	N	H	BWN1	Y	5	CL1	\$23.33	\$28.78
Services Specialist Asst-E	9	SRVSPLAE	W22-001	W22	N	H	BWN1	Y	5	CL1	\$22.91	\$30.83
Services Specialist Asst-E	E10	SRVSPLAE	W22-001	W22	N	H	BWN1	Y	5	CL1	\$23.69	\$32.13
Services Specialist-A	12B	SOCSSPLA	W22-080	W22	N	H	BWN1	Y	2	CL2	\$27.21	\$37.24
Services Specialist-A	12M	SOCSSPLA	W22-080	W22	N	H	BWN1	Y	2	CL2	\$28.52	\$41.36
Services Specialist-E	9B	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$25.14	\$31.25
Services Specialist-E	9M	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$26.02	\$32.22
Services Specialist-E	10B	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$24.11	\$32.83
Services Specialist-E	10M	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$25.84	\$34.68
Services Specialist-E	11B	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$25.84	\$34.68
Services Specialist-E	11M	SOCSSPLE	W22-079	W22	N	H	BWN1	Y	2	CL2	\$27.21	\$37.24
Social Servcs Licensing Mgr-2	13	SOCCLMGR2	NERE-148	Y51	Y	H	BWE1	Y	2	CL3	\$35.21	\$51.99
Social Services Admin Mgr-2	13	SOCAMGR2	NERE-182	Y51	Y	H	BWE1	Y	2	CL3	\$31.06	\$46.36
Social Services Admin Spv-1	11	SOCASPV1	NERE-179	Y51	Y	H	BWE1	Y	5	CL3	\$26.96	\$39.33
Social Services Admin Spv-2	12	SOCASPV2	NERE-180	Y51	Y	H	BWE1	Y	5	CL3	\$29.05	\$42.46
Social Services Division Admin	17	SSDIVADM	NERE-063P	Y98	Y	S	BWE1	N	1	CL4	\$93.681	\$155.330
Social Work Specialist 2	13	SOCWSPL2	W22-061	W22	Y	H	BWE1	N	2	CL2	\$30.80	\$46.74
Social Work Spl-A	12	SOCWKRA	W22-043	W22	Y	H	BWE1	Y	2	CL2	\$28.52	\$41.36
Social Work Spl-E	9	SOCWKRE	W22-015	W22	N	H	BWN1	Y	2	CL2	\$26.02	\$32.22

EXHIBIT

14

Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/01/2024 Minimum	10/01/2024 Maximum
State Assistant Administrator	15	STASTADM	NERE-060P	Y98	Y	S	BWE1	Y	1	CL4	\$93,681	\$134,751
State Bureau Administrator	18	BUREAADM	NERE-064P	Y98	Y	S	BWE1	N	1	CL4	\$124,447	\$165,632
State Deputy Warden-1	15	STDEPWD1	NERE-060P	Y98	Y	S	BWE1	N	1	CL4	\$93,681	\$134,751
State Division Administrator	17	STDIVADM	NERE-062P	Y98	Y	S	BWE1	N	1	CL4	\$114,254	\$155,330
State Office Administrator	17	STOFCADM	NERE-062P	Y98	Y	S	BWE1	N	1	CL4	\$114,254	\$155,330
State Pol Forensic Tech Leader	15	STAPLDR	NERE-271	Y98	Y	H	BWE1	Y	2	CL2	\$38,77	\$58,65
State Police Aircraft Plt Sgt-A	12	STPPLTA	T01-003	T01	N	H	BWN4	Y	4	CL1	\$42.39	\$46.51
State Police Aircraft Plt Tpr-E	11	STPPLTE	T01-002	T01	N	H	BWN4	Y	4	CL1	\$31.77	\$40.27
State Police Cadet	4	STPCADET	NERE-098P	Y52	N	H	BWN2	Y	4	CL1	\$10.33	\$21.16
State Police Detective Lt	14	STPDLT	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$37.68	\$54.43
State Police Detective Sgt	12	STPDSGT	T01-003	T01	N	H	BWN4	Y	4	CL1	\$42.39	\$46.51
State Police Detective Tpr Spl	11	STPDTPRS	T01-002	T01	N	H	BWN4	Y	4	CL1	\$31.77	\$40.27
State Police First Lieutenant	15	STPOLFTL	NERE-060P	Y98	Y	S	BWE1	N	2	CL4	\$93,681	\$134,751
State Police Lab Director	15	STPLBDIR	NERE-060P	Y98	Y	S	BWE1	N	2	CL4	\$93,681	\$134,751
State Police Lab Manager-3	14	STPLMGR3	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$37.68	\$54.43
State Police Lieutenant	14	STPLT	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$37.68	\$54.43
State Police Sergeant	12	STPSSGT	T01-003	T01	N	H	BWN4	Y	3	CL1	\$42.39	\$46.51
State Police Specialist Lt	14	STPSPLT	NERE-272	Y51	Y	H	BWE1	Y	4	CL2	\$37.68	\$54.43
State Police Specialist Sgt	12	STPSSPGT	T01-003	T01	N	H	BWN4	Y	4	CL1	\$42.39	\$46.51
State Police Specialist Tpr	11	STPSPTPR	T01-002	T01	N	H	BWN4	Y	4	CL1	\$31.77	\$40.27
State Police Trooper Trainee-E	9	STAPTRAE	T01-004	T01	N	H	BWN4	Y	4	CL1	\$23.90	\$26.98
State Police Trooper-E	10	STPTPRE	T01-001	T01	N	H	BWN4	Y	4	CL1	\$14.20	\$31.77
State Police Trooper-E	E11	STPTPRE	T01-001	T01	N	H	BWN4	Y	4	CL1	\$31.77	\$40.27
State Prop Security Of-A	9	PRSCOFRA	A02-035	A02	N	H	BWN1	Y	4	CL1	\$25.28	\$31.29