

INTRODUCTION

Coordinated Compensation Proceedings FY 2020-2021

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 2019-20 for non-exclusively represented employees.

Direct Wage Increase FY 2019-20

Civil Service Regulation 6.06 provides that the Board consider *“Comparison of the rates of pay, the continuity and stability of employment, and the overall compensation and benefits received by excluded and non-exclusively represented classified state employees performing similar services in other public and private employment.”*

Historically, the Office of the State Employer has referred to the state’s depressed economy when advocating for an insignificant general wage adjustment. They direct our attention to the high unemployment rate, the depressed housing market, the paltry auto and truck sales, and corresponding meager anticipated tax income for the state.

The latest quarterly economic survey from Business Leaders in Michigan shows continued optimism about the state economy.

Business executives from across the state harbored very optimistic views regarding expected investments and job growth in the next 12 months. “More than half of respondents said they see capital investments occurring at about the same level and 37.5 percent project ‘better/higher’ capital spending” **(Exhibit 1)**. Economic outlooks from the University of Michigan project a similar positive forecast **(Exhibit 1)**.

Michigan is expected to maintain job growth through 2019 **(Exhibit 2)**.

Between the first and second quarters of 2018, Michigan’s economy grew 5.4 percent. That is higher than any other state in the Great Lakes Region **(Exhibit 2)**.

Michigan’s employment rate has remained below 4 percent and the University of Michigan expects the state’s unemployment rate to average 3.9 percent for all of 2019 **(Exhibit 2)**.

Outlooks from the Product Center for Economic Analysis from Michigan State University projects similar positive forecasts, “For Michigan, we see a steady stream of economic growth” **(Exhibit 3)**.

Economic Industries also project no change in the unemployment rate, which remains the lowest since December of 1969 **(Exhibit 4)**.

The economic forecast from the business leaders in Michigan also found that 80 percent of respondents believe the U.S. economic outlook would remain the same for the next 6 to 12 months **(Exhibit 5)**.

General Fund collections for fiscal year 2018-19 are now 149.8 million above estimates **(Exhibit 7)**. Earmarked general fund collections were \$282.3 million above monthly projections **(Exhibit 7)**.

The CPI has continued hovering around 1.5 percent **(Exhibit 6)**. It is expected to continue on this path into the immediate future. A review of the cumulative CPI since 1980 compared to the cumulative percentage general wage increases of State employees confirms that state employee compensation over the last 40 years has not kept pace with inflation **(Exhibit 8&9)**.

MAGE hereby recommends a 4 percent general wage increase.

Request for Pay Increase of SPM-14s

The Panel will recall that MAGE addressed the pay/morale problems of our Child Protective Services Supervisors during last year's CCP process. The panel responded as follows,

"The panel recommends rejecting MAGE's proposal for a 10% special pay increase for SPM-14's. The panel encourages the Department to consider using Regulation 5.02's on-call request procedure to allow SPM-14's to receive on-call pay and the parties to investigate potential issues involving SPMs" (Pg. 6 of CCP Proposal).

A recent state audit of Child Protective Services (CPS) confirms beyond any doubt that the Legislature and the Department have failed to appropriately fund CPS, and the positions residing there.

It is clear that Legislators and the Department now realize that more attention must be paid to the difficulties our CPS Supervisors have been experiencing. "Both Republican and Democratic Lawmakers expressed outrage at the findings in the performance audit". **(Exhibit 10)**

"Representative Pam Faris (D-Clio) blamed Republicans in part for the issues, complaining that chronic underfunding by the republican majority of critical protections within the DHHS over the past seven years had put the lives of our children at risk." **(Exhibit 10)**

The Panel may peruse some of the conclusions outlined in the audit. **(Exhibit 11)**

MAGE mentions this recent audit solely to demonstrate to the Board that the Department has neglected to realize the plight of our embattled CPS Supervisors.

They receive calls at all hours of the day or night from neighbors, teachers, doctors, in-laws who have reason to believe that children are in imminent danger. It is their responsibility to respond immediately to these critical situations and follow them through until the children are safe. One example is an

emergency room doctor who calls claiming that a child appears to have endured some abuse and the parent is demanding to take the child back home from the hospital. This requires immediate action and numerous calls to police etc.

Both the CPS Supervisors and their subordinates, the CPS workers, are "on-call" to handle these exigent situations. The workers (Services Specialists) are paid for being "on-call". Their supervisors (SPM14s) are not compensated for being on call. In the example above, the supervisor would be called and would be responsible for staying with this situation and assuring the safety of the child. Even to the extent of dropping whatever they're doing and personally rushing to the hospital to prevent the parents from taking the child back home. One mis-step, oversight, or underestimation of a situation can actually result in death for the child and manslaughter charges against the Supervisors (Which recently occurred in Wayne County).

On average, the SPM-14 makes only \$861 more than their subordinate, the Services Specialist when you include the Specialists "on-call" pay. **(Exhibit 12)**. What is important to remember is that the SPM-14s are also "on-call" but are not compensated. In many offices, the SPM-14s are "on-call" one week every third week. During the week of "on-call" they are expected to be available all day, all night and all weekends, including holidays.

Management has considered addressing this problem by compensating the Supervisors with "on-call pay"; however, they foresee some inequities between counties who may be "on-call" more hours but receive less calls to counties who are "on-call" less hours but receive numerous calls.

A review of the Department's notes of a meeting convened to address this issue confirms that upper management in the Department recognizes the inequity and confirms that the pay compression problem..."discourages good candidates from applying for supervisory positions" **(Exhibit 12)**

Although Administrators in DHHS recognize this problem, nothing has been done about it. The Department has considered options other than just paying the SPMs "on-call" pay. One option they have considered is converting SPMs into the Pay for Performance System. MAGE does not advocate for performance pay as it is limited to 5% per year and there are also limits on how many employees may receive the maximum 5%, even though management may believe that they all deserve it. It appears that DHHS management arrived at the same conclusion. **(Exhibit 12)**

To date, the department is not paying the SPM 14's "On Call" pay as recommended by the panel.

MAGE does advocate for a special general base wage increase of 10% for the SPM-14s. This would alleviate the drastic morale problem and frustrations that the SPM-14's currently harbor.

Request for Pay Increase of Medical Service Physicians

The Medical Service Physicians (MSP) have always taken pride in and delivered quality care for the patients in the State of Michigan institutions. Our patient population requires more medical care due to the chronic nature of the diseases, treatment modalities and the fact that most of the patients have

not received or received minimal preventative care prior to hospitalization. The acuity of the medical illness among the patients is more severe in comparison to the patients in the community. The MSP have been working hard to fulfill the special needs of our patient populations.

In addition, there has been an increase in the patient population which has led to increasing workloads for the MSP. As an example the MSP carry a much larger caseload at the Forensic Center than other physicians in the State Hospitals for the last few years. Currently 8 positions out of 18 are vacant. This is a 45% vacancy rate. We have 8 vacancies out of which 7 are filled with locum tenens with one longstanding unfilled position. While using locum tenens is a good stop gap, it is not good in the long run due to the interruption in the chronic and long-term care of the patients. This can lead to detrimental consequences.

In the past, the SOM has always been able to attract the very best physicians with talents and passions in treating and providing quality medical care to seriously mentally ill patients with medical issues. With a current vacancy rate of 45% of MSP positions, the current are at a critical juncture where the stability of the hospital staff and quality of care of patients are at risk. Stagnating salaries have hindered recruitment of qualified individuals. In order to maintain the high level of patient care, stem the accelerated exodus of experienced physicians, and promptly fill the vacancies generated by attrition, the Medical Service Physicians are requesting a serious consideration of the above concerns and an examination of the data in order to implement measures to provide competitive salaries and reverse the erosion of care and morale.

The markets response to the national physician shortage has been the sharp increases in general and specialized Medical Service Physician's salaries. According to current data from the Bureau of Labor Statistics and other reliable sources, the median salaries for Community Physicians have increased drastically and has far outpaced that of state employed Medical Service Physicians. Similar retention measures have already been implemented in other states with success, leading to far better outcomes and fewer dietary issues, locum tenens contracts which do not guarantee the quality and continuity of care, will only magnify these issues given that they are compensated at a far higher rate than the employed physicians, those making the process less cost effective.

Data regarding current Physician Salaries nationally and in a few Midwest, states compared to salaries for SOM Physicians:

1: The State of Michigan's Physician Manager Salaries currently top out at an hourly rate of \$91.59 for the Physician Mng-1 (19 level) and go as high as \$93.49 for the Physician Executive (22 Level). This mean average hourly wage of 92.54 equates to \$192,473 per year. **(Exhibit 13)**

The most recent Merritt Hawkins overview of salaries of Physicians shows a low of \$200,000 and a high of \$465,000 with an average of \$261,000 **(Exhibit 14-pg. 9)**.

2: Comparison of State Physician salaries, we have attached or presented the raw data from each of the states featured (Wisconsin, Nebraska, Illinois, Minnesota) (**Exhibit 15**). For each individual state, we calculated average state MSP salaries as follows:

A. Wisconsin: we have included the physician salary of 2017. There were three physician classifications, "Physician", "Physician Management", and "Physician Supervisor". Using the most common hourly salary rate of these three classifications (range of \$66.24 to 107.17/hr), the annual physician salary range was from \$137,799 to \$222,913/year. The average of this range came out to \$180,356/year. Alternatively, if we simply took an average of the entire spectrum of salary rates (\$66.24 to 107.17/hr.), the annual physician salary range comes to an average of \$194,541 which is slightly higher.

<https://projects.jsonline.com/database/2017/8/Wisconsin-state-employee-salaries-2016.html#!/grosspay16.desc.1/class=title=physician&grosspay16%5Bmin%5D=0&grosspay16%5Bmax%5D=877731&total16%5Bmin%5D=-920&total16%5Bmax%5D=130324/>

B. Nebraska: We have included Nebraska state physician salary information from July 2018. The salary ranged from the lowest at \$136,905 to highest at \$314,887 with the average Physician salary of \$225,896.

http://das.nebraska.gov/personnel/classncomp/pay_plan/pay_plan_current.pdf

C. Illinois: there were three categories of Physician Classifications, "Physician Specialist Option A", "Physician Specialist Option B", and "Physician Specialist Option C". The highest salary is \$290,772.66 and the lowest salary is \$157,154.96.

Average is \$223,963.81.

The source of this information was the Illinois State Journal-Register, which can be accessed at:

<http://databases.sj-r.com/salaries/state-of-il/departments/departments-of-human-services/list/>
<https://www2.illinois.gov/sites/work/sitemap/search.aspx>

D. Minnesota: We have attached Minnesota State Employee Salary information from January 2017. There were Medical Specialist classifications, 1-4. By taking an average of each of the four hourly salary ranges (Corresponding to each classification 1-4) and subsequently computing the average of each of the corresponding (average) annual salaries, the average annual state Medical Specialist salary comes out to \$216,771.25.

https://mn.gov/mmb/assets/SalaryPlanAlt010213_tcm1059-129429.pdf

In summary, we are requesting a pay raise for Medical Service Physician (MSP) Managers. We have 4 positions in the state in which 1 position is vacant. The compensation for the Physician Managers is much lower than the compensation for the Physician Managers or equivalent position in comparison to other states. For example:

Michigan – Average - \$80.515/hr.

<https://civilservice.state.mi.us/MCSCJobSpecifications/JobSpecMain.aspx>

Wisconsin – Average - \$113/hr. (Key Words – Physician Management)

[https://projects.jsonline.com/database/2018/2/Wisconsin-state-employee-salaries-2017.html#!/grosspay17.desc.1/class=title=physician&grosspay17%5Bmin%5D=-15838&grosspay17%5Bmax%5D=1025009&totot17%5Bmin%5D=-1685&totot17%5Bmax%5D=119957/\)](https://projects.jsonline.com/database/2018/2/Wisconsin-state-employee-salaries-2017.html#!/grosspay17.desc.1/class=title=physician&grosspay17%5Bmin%5D=-15838&grosspay17%5Bmax%5D=1025009&totot17%5Bmin%5D=-1685&totot17%5Bmax%5D=119957/))

Illinois – Average - \$93.75/hr. (Page 16)

<https://agency.governmentjobs.com/illinois/default.cfm?action=jobs&sortBy=CLASSIFICATION&sortByASC=ASC&bHideSearchBox=1&SEARCHAPPLIED=0&TRANSFER=0&PROMOTIONALJOBS=0>

Nebraska – Average - \$108.604/hr. (Page 38)

http://das.nebraska.gov/personnel/classncomp/pay_plan/pay_plan_current.pdf

Minnesota – Averages \$100.45/hr. (Page 29)

<https://mn.gov/mmb-stat/000/az/labor-relations/salary-plans/salary-plan-lr0067-1-9-17-alpha.pdf>

Based on the above data the MSP Managers are woefully underpaid. The Psychiatry Managers, who were in the similar position, received a raise recently. Their situation was comparable to the MSP Director's situation regarding the vacancies and pay. It makes for an unhappy work environment when one department is discriminated regarding the pay raise. As you know low employee morale is a silent killer of workplace productivity and performance. In addition to our current job, we have also been helping the other physicians and assuming additional duties due to the severe shortage our department has been facing. The Medical Service Physicians are requesting a serious consideration of the above concerns and an examination of the data in order to implement measures to provide competitive salaries and reverse the erosion of care and morale. We hope you would consider a pay raise for us. Thank you for your attention to this matter.

In conclusion, when comparing the average salary of our Physician Managers to those in other states, we find they top out at substantially lower levels. MAGE hereby requests a special 10% base wage increase for the Physician Managers (1-3) and Physician Executive.

Special Wage Increase for Corrections Shift Supervisors in the Department of Corrections

Another issue that MAGE has addressed in the past is the pay structure in the Department of Corrections. MAGE has historically discussed the fact that officers choose not to promote to supervisory positions and opt instead to work out of class. This is due to a pay compression problem exaggerated by the fact that officers lose "shift preference" and overtime opportunities when they become supervisors.

Adding to the morale problems is the overall meager pay structure which MAGE has been addressing for many years and the D.O.C. is finally recognizing publicly. We refer you to our **(Exhibit 16)** where

the chief spokesperson of the D.O.C. acknowledges a recruitment problem and a compensation problem.

We ask that the panel, at minimum, recommend that the Department perform a study into the recruitment/retention problem that they themselves have recognized and perform a study to determine why there are so many rank and file officers refusing to promote into supervisory positions and instead continue to work out of class, and why the department continues to refuse to allow supervisors to demote back into the rank and file.

Professional Development Fund

The State has historically funded the Professional Development Fund at \$250,000. MAGE requests funding of \$250,000.

Respectfully submitted,

Brant Wimbush

Brant Wimbush, Chair
Compensation Committee
MAGE-OPEIU Local 2002

MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #1

Michigan execs remain optimistic about state economy, job growth

BY MARK SANCHEZ

The latest quarterly economic survey from **Business Leaders for Michigan** shows continued optimism about the state economy, although few executives expect higher growth through 2019 and into next year.

Two-thirds of Business Leaders for Michigan's members say they expect the state economy to remain in "about the same" growth mode over the next six to 12 months, according to results from the groups' first quarter survey. Just 7.5 percent of respondents expect higher economic growth in Michigan and one-quarter see lower growth ahead.



Doug Rothwell, CEO of Business Leaders for Michigan

Business executives offered a more optimistic view when asked about expected investments and job growth in the next six to 12 months. More than half of respondents said they see capital investments occurring at "about the same" level and 37.5 percent project "better/higher" capital spending. Another 10 percent expect "worse/lower" capital investments.

Nearly two-thirds of respondents said they expect employment to remain at about the same level and one-quarter project higher employment. The remaining 10 percent projected lower employment.

As national outlooks project economic growth easing through 2019 and 2020, Business Leaders for Michigan President and CEO Doug Rothwell views the quarterly survey results as showing strong optimism for the state's economy.

"Michigan's business leaders remain bullish on their ability to grow jobs and investment, and are anticipating plenty of opportunities on the horizon," Rothwell said in a statement. "Any uncertainty expressed by the state's senior executives are grounded in the unknowns surrounding international trade relations."

Asked about their priorities, business executives indicated that "we must invest while our state economy is still growing — namely, directing at least \$2 billion dollars annually to fixing our severely ailing roads," Rothwell said.

An updated economic outlook the **University of Michigan** issued this week also expects continued job growth for the state, albeit at a slower rate than in recent years.

U-M economists now project the state economy to add 37,000 jobs in 2019 and 26,000 in 2020, for annual growth rates of 0.8 percent and 0.6 percent, respectively. The projection compares to 1.7 percent average annual growth from 2011 to 2018.

“We judge that the state’s solid job growth last year was helped by above-trend growth in U.S. real GDP, which we see slowing over the forecast period,” U-M economists wrote in their April 5 state outlook. “Local job growth over the next two years is also restrained by layoffs at General Motors and a decline in Detroit Three light vehicle sales. Perhaps the most important factor restraining job growth over the forecast, however, is the tight labor market.”

The outlook predicts statewide unemployment of 3.9 percent each of the next two years.

Nationally, U-M’s latest U.S. economic outlook issued in mid March predicted 2.4 percent real GDP growth for all of 2019, with a growth rate of 2 percent in the fourth quarter alone. The U.S. economy recorded 2.9 percent growth in Real GDP for 2018. U-M economists predicts further easing of U.S. economic growth into 2020 with a forecast of 1.8 percent Real GDP growth.

From light vehicle sales of 17.2 million in 2018, sales should ease to 16.9 million units in North America for 2019 and 16.8 million in 2020, according to the U-M outlook.

In Business Leaders for Michigan’s first quarter survey, eight of 10 respondents expect about the same rate of U.S. economic growth over the next six to 12 months, and just 2.5 percent predict lower growth. Another 17.5 percent expect worse or lower U.S. economic growth through early 2020.

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October 2019 - CCP

Exhibit #2

Michigan to continue growing, but at slower rate in 2019

BY MARK SANCHEZ

Michigan will maintain job growth through 2019, although at a slower rate than the past several years as employers have fewer people to hire.

That prediction comes from economists at the **University of Michigan** who expect the state next year to tie and exceed a record for its longest period of job growth.

“That’s the good news,” said Gabriel Ehrlich, director of U-M’s Research Seminar in Quantitative Economics. “The mixed news is that job growth is slowing down as the labor market tightens.”

U-M predicts the state will add 35,800 jobs in 2019 and 39,300 in 2020. That compares with employment growth which is projected at 55,200 jobs this year and the 53,000 that were added in 2017.

From the fall of 2009, when the state’s economy bottomed out during the Great Recession, to the end of 2020, Michigan will have added more than 683,000 jobs, recouping four of the five lost during the mid-2000s.

Between the first and second quarters of 2018, Michigan’s economy Real GDP grew 5.4 percent. That’s higher than any other state in the Great Lakes region and second nationally to the 6 percent Real GDP growth for the same period in Texas, according to newly released data from the U.S Bureau of Economic Analysis.

As the Michigan economy recovered economically and grew jobs since late 2009, the labor market steadily tightened, with difficulty finding qualified works today ranking among the top concerns of employers.

Michigan’s unemployment rate as of October was 3.9 percent, the lowest since October 2000. U-M expects the state’s unemployment rate to average 3.9 percent for all of 2019.

Given the tight labor market, slower job growth for Michigan was inevitable, Ehrlich said.

“Part of the story is there just is not much slack left in the labor market,” he said. “In an environment like that, it’s just natural the growth is going to slow down. There just are not a lot of people to take the jobs.”

Among the projected top growth sectors for Michigan so far in 2018 are construction and professional and business services, which collectively added

11,000 jobs through the third quarter. Health care added another 7,400 jobs and manufacturing grew by 6,900 positions.

U-M projects the construction industry will add 8,300 jobs over the next two years, and professional and business services will add 13,500 jobs by 2020.

The auto industry will ease slightly, as sales dip from an estimated 17.1 million units for 2018 to 16.9 million units in each of the next two years.

Nationally, U-M expects the U.S. economy to maintain growth in 2019, although at a slower rate as well. Economists predict U.S. Real GDP to grow at 2.7 percent next year, followed by 1.9 percent in 2020 as benefits taper off from tax reform a year ago and higher federal spending.

Real GDP growth for 2018 is expected to come in at 2.9 percent.

The big uncertainty nationally for 2019 is foreign trade and tariffs, according to economists.

“The budding trade war with China makes it hard to interpret the economy’s recent performance,” U-M economist Daniil Manaenkov said. “It is unclear how much of the jumps in inventory investment and imports were due to producers ramping up imports in anticipation of increased tariffs on Chinese products.”

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Exhibit #3



Product Center
Center for Economic Analysis

MSU Economic Forecast Model

Michigan 2019 Economic Outlook: Mid-Year Update

Economic Situation

The phrase we use to describe the U.S. economy is, "chugging along." Despite rocky trade negotiations and questionable application of tit-for-tat tariffs. Looking at employment numbers, the economy is coming up rosy. The first half of 2019 has so far bucked the general January consensus that the economy was approaching a downturn. This leaves the second half.

Talk of an economic slowdown was reignited with the May jobs report, which showed a weaker than expected gain of 75,000 jobs nationally. As is often the case, these monthly jobs reports are revised and, in themselves, are not good indicators of short-term economic leanings. Rather, we look to other indicators, like the Federal Funds Rate, which is the short-term interest rate banks charge banks. The Federal Funds Rate has been trending up since January 2016 from a low of 0.34% to 2.42%. Higher rates indicate that banks are pushing more money around and making loans. However, as of late, the rise in the Federal Fund Rate has decreased, or rather stabilized to no change. Furthermore, the yield curve, measured as the 10-year treasury yields minus the 1-year yields have maintained negative values since mid-May. A negative yield curve is strongly correlated with an economic downturn. Another measure is the industrial production index produced by the Federal Reserve. Like that of the Federal Funds Rate, the industrial production index shows a long-term trend since the first quarter of 2016 but has seen steady declines since January 2019. Inflation's predictive power, once a standard for gauging the economy's capacity for growth, has appeared to wane of recent years, and remains subdued at around 2 percent. So, what do we make of all these warning signs? Well, not much, as employment and gross domestic production continues unhindered.

For Michigan, we see a steady stream of economic growth. State gross domestic product adjusted for inflation should see an increase of about 1.3% over 2018, while non-farm employment growth is expected to gain 0.7% growth, year over year. Real personal income will remain unchanged.

Expect no change in the state unemployment rate, which is now pegged at 4.1 percent. Lansing and Detroit's economies largely mirror's that of the state. No change in unemployment steadfast growth in production and no substantive change in real personal income.

The accompanying tables provides our detailed Mid-Year Forecast Update to the 2019 MSU Economic Forecast Model.

Updated June 13, 2019

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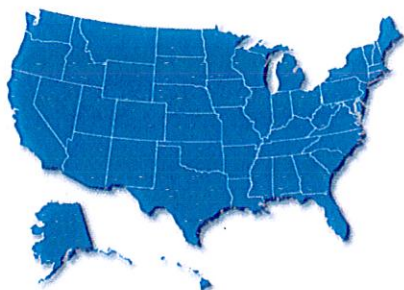
Exhibit #4

Michigan Economic Indicators

APRIL 2019



ECONOMIC HIGHLIGHTS



The **U.S. unemployment rate** decreased to 3.6% in April 2019, down from 3.8% in March 2019 and 3.9% in April 2018. The April 2019 unemployment rate is the lowest level since December 1969, when the rate was 3.5%. The decline from March 2019 occurred due to large numbers of people leaving the labor force. Employment fell by 103,000 jobs in April, but the labor force decreased by 490,000 people. However, compared to April 2018, the decline in the unemployment rate reflected employment growing by 1.4 million jobs while only 919,000 additional individuals entered the labor force, causing the number of unemployed individuals to decline by more than 500,000.

The United States **current account deficit** increased \$39.4 billion, to \$488.5 billion (2.4% of GDP), in 2018, up from \$449.1 billion (2.3% of GDP) in 2017. The current account measures the balance of trade plus transfers of capital. The largest component of the current account deficit is the trade deficit, which increased by \$69.8 billion, from \$552.3 billion in 2017 to \$622.1 billion in 2018, as the deficit in trade for goods increased faster than the surplus of trade for services. The surplus in capital transfers (mostly net income) increased \$30.5 billion between 2017 and 2018. The largest annual current account deficit was 2006, when it was \$806.0 billion (5.8% of GDP).



In April 2019, **revenue from Michigan's major taxes** totaled \$2.73 billion, up 15.1% (\$358.4 million) from April 2018. The increase was due largely to increased individual income tax annual payments, which were up 56.6% (\$329.7 million) from the previous year. Much of the increase may be attributed to changes in taxpayer behavior during 2018, especially by those with pass-through business activity, in response to Federal income tax changes that were realized with April payments.

Regional unemployment rates decreased in April 2019 compared to April 2018 for all but two metropolitan statistical areas, reflecting an overall tighter labor market in the State. The two metropolitan areas that saw an increase in the unemployment rate were Detroit-Warren-Dearborn, which increased from 3.5% to 3.9%, and Monroe, which increased from 3.4% to 3.5%. The northeast lower Michigan area saw the largest decrease, falling 0.7% from 7.4% in April 2018 to 6.7% in April 2019. Northwest lower Michigan and Muskegon also saw large decreases, each falling 0.6% from the previous year.

| U.S. & MICHIGAN LABOR MARKET NEWS (Seasonally adjusted, thousands) | | | | | | | |
|---|-----------|----------|----------|-----------------|---------|----------------------|--------------|
| U.S. | Apr 2019 | Mar 2019 | Apr 2018 | Change from Mar | | Change from Year Ago | |
| | | | | Number | Percent | Number | Percent |
| Labor Force | 162,470 | 162,960 | 161,551 | (490) | (0.3%) | 919 | 0.6% |
| Employment | 156,645 | 156,748 | 155,216 | (103) | (0.1) | 1,429 | 0.9 |
| Unemployment | 5,825 | 6,212 | 6,335 | (387) | (6.2) | (510) | (8.1) |
| Unemployment Rate | 3.6% | 3.8% | 3.9% | -- | -- | -- | -- |
| Michigan | Apr 2019* | Mar 2019 | Apr 2018 | Change from Mar | | Change from Year Ago | |
| | | | | Number | Percent | Number | Percent |
| Labor Force | 4,948 | 4,937 | 4,907 | 10 | 0.2% | 41 | 0.8% |
| Employment | 4,746 | 4,739 | 4,697 | 7 | 0.1 | 49 | 1.0 |
| Unemployment | 202 | 198 | 209 | 3 | 1.7 | (8) | (3.7) |
| Unemployment Rate | 4.1% | 4.0% | 4.3% | -- | -- | -- | -- |
| Source: Bureau of Labor Statistics, U.S. Department of Labor (Household Data) | | | | | | | *Preliminary |



| MICHIGAN WAGE AND SALARY EMPLOYMENT (Seasonally adjusted, thousands) | | | | | | | |
|--|--------------|-------------|-------------|------------------------|---------|---------------------------|---------|
| | Apr 2019* | Mar 2019 | Apr 2018 | <u>Change from Mar</u> | | <u>Change from Yr Ago</u> | |
| | | | | Number | Percent | Number | Percent |
| Total Non-Agricultural Jobs | 4,448 | 4,446 | 4,411 | 2 | 0.0% | 37 | 0.8% |
| Goods Producing Industries | 816 | 818 | 803 | (2) | (0.2) | 13 | 1.6 |
| Mining and Logging | 7 | 7 | 7 | 0 | 1.4 | 0 | 1.4 |
| Construction | 174 | 173 | 167 | 1 | 0.4 | 7 | 3.9 |
| Manufacturing | 635 | 637 | 628 | (3) | (0.4) | 7 | 1.0 |
| Transportation Equipment | 196 | 196 | 192 | 0 | 0.1 | 4 | 2.2 |
| Service Producing Industries | 3,632 | 3,628 | 3,608 | 4 | 0.1 | 24 | 0.7 |
| Trade, Transportation & Utilities | 797 | 796 | 789 | 0 | 0.0 | 7 | 0.9 |
| Wholesale Trade | 173 | 172 | 172 | 0 | 0.2 | 1 | 0.5 |
| Retail Trade | 470 | 469 | 471 | 0 | 0.1 | (1) | (0.3) |
| Transportation & Utilities | 154 | 155 | 147 | (0) | (0.3) | 8 | 5.2 |
| Information | 58 | 57 | 56 | 1 | 0.9 | 2 | 3.4 |
| Financial Activities | 222 | 222 | 219 | (0) | (0.1) | 4 | 1.6 |
| Professional & Business Services | 661 | 660 | 660 | 1 | 0.1 | 1 | 0.2 |
| Education & Health Services | 676 | 676 | 681 | 0 | 0.0 | (4) | (0.6) |
| Leisure & Hospitality Services | 441 | 441 | 432 | 0 | 0.0 | 9 | 2.1 |
| Other Services | 170 | 169 | 167 | 1 | 0.6 | 4 | 2.2 |
| Government | 608 | 607 | 606 | 1 | 0.2 | 2 | 0.3 |

Source: Bureau of Labor Statistics, U.S. Department of Labor (Establishment Data)

*Preliminary

| MICHIGAN AVERAGE WEEKLY HOURS AND EARNINGS (Not seasonally adjusted) | | | | | | |
|--|-----------------------------|----------|----------------|--------------------------------|------------|----------------|
| Industry | <u>Average Weekly Hours</u> | | | <u>Average Weekly Earnings</u> | | |
| | Apr 2019* | Year Ago | Percent Change | Apr 2019* | Year Ago | Percent Change |
| Construction | 38.6 | 39.3 | (1.8%) | \$1,058.03 | \$1,003.33 | 5.5% |
| Manufacturing | 42.2 | 44.0 | (4.1) | 935.57 | 938.52 | (0.3) |
| Durable Goods | 43.0 | 45.0 | (4.4) | 982.55 | 999.45 | (1.7) |
| Transportation Equipment Mfg. | 46.3 | 49.6 | (6.7) | 1,194.54 | 1,221.65 | (2.2) |
| Motor Vehicle Parts Mfg. | 46.5 | 49.3 | (5.7) | 1,088.57 | 1,090.02 | (0.1) |
| Nondurable Goods | 39.6 | 40.7 | (2.7) | 781.70 | 744.40 | 5.0 |
| Wholesale Trade | 38.0 | 40.1 | (5.2) | 1,028.28 | 1,071.47 | (4.0) |
| Retail Trade | 29.2 | 29.9 | (2.3) | 443.55 | 436.54 | 1.6 |
| Information | 34.7 | 33.7 | 3.0 | 941.06 | 946.97 | (0.6) |
| Financial Activities | 35.8 | 35.7 | 0.3 | 917.91 | 848.59 | 8.2 |
| Professional & Business Services | 35.0 | 35.0 | 0.0 | 912.45 | 842.45 | 8.3 |
| Health Care & Social Assistance | 32.4 | 32.6 | (0.6) | 730.62 | 695.03 | 5.1 |
| Leisure & Hospitality | 22.9 | 22.9 | 0.0 | 288.08 | 284.42 | 1.3 |
| Accommodation & Food Services | 23.0 | 23.0 | 0.0 | 283.13 | 277.38 | 2.1 |

Source: Bureau of Labor Statistics, U.S. Department of Labor

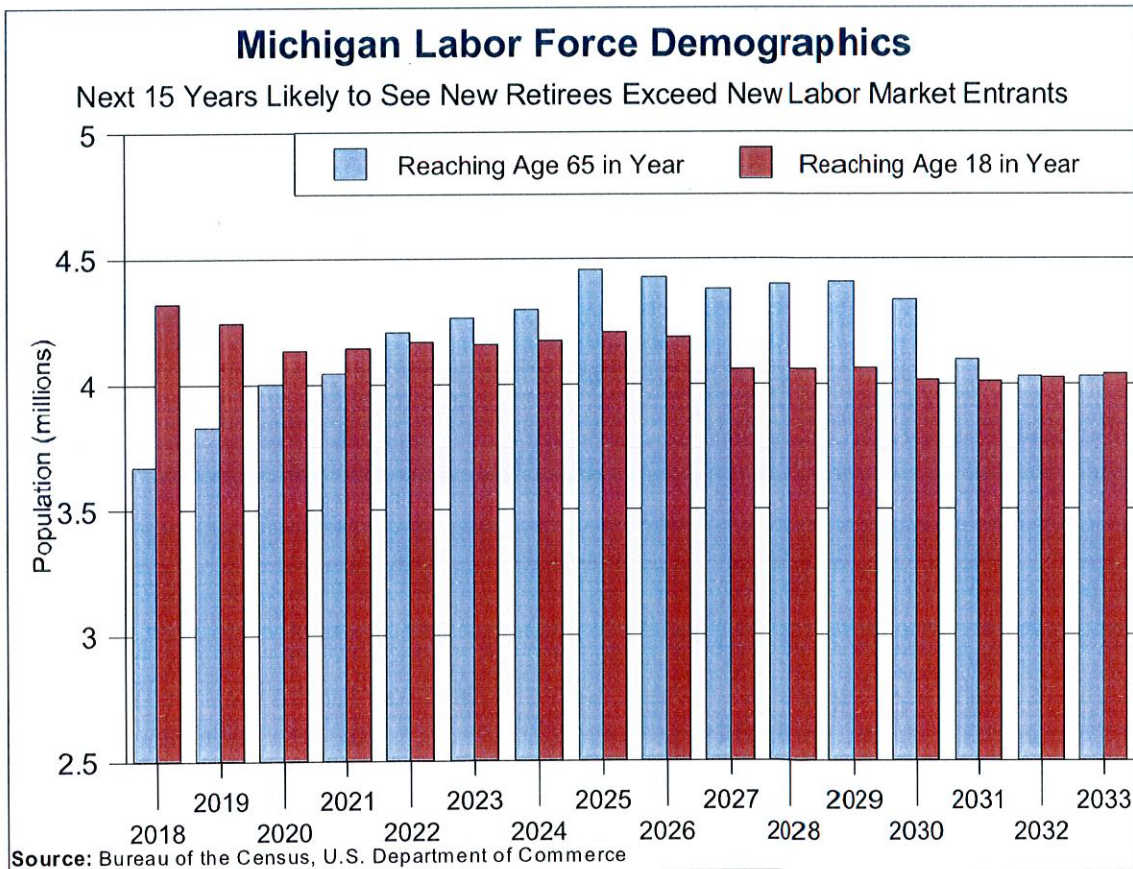
*Preliminary



| MICHIGAN UNEMPLOYMENT RATES BY SELECTED METROPOLITAN AREAS AND MULTI-COUNTY AREAS (Not Adjusted for Seasonal Variations) | | | | |
|--|----------|----------|----------|----------|
| | Apr 2019 | Mar 2019 | Feb 2019 | Apr 2018 |
| Metropolitan Statistical Areas | | | | |
| Ann Arbor | 2.5% | 3.0% | 2.7% | 2.6% |
| Battle Creek | 3.7 | 4.4 | 4.1 | 4.0 |
| Bay City | 4.3 | 5.3 | 5.1 | 4.8 |
| Detroit-Warren-Dearborn | 3.9 | 4.4 | 4.0 | 3.5 |
| Flint | 4.3 | 5.2 | 4.9 | 4.6 |
| Grand Rapids-Wyoming | 2.5 | 3.2 | 2.9 | 2.7 |
| Jackson | 3.3 | 4.1 | 3.9 | 3.6 |
| Kalamazoo-Portage | 3.1 | 3.9 | 3.6 | 3.4 |
| Lansing-East Lansing | 2.9 | 3.6 | 3.3 | 3.2 |
| Midland | 3.4 | 4.3 | 4.0 | 3.9 |
| Monroe | 3.5 | 4.1 | 4.2 | 3.4 |
| Muskegon | 3.7 | 4.6 | 4.2 | 4.3 |
| Niles-Benton Harbor | 3.6 | 4.5 | 4.4 | 4.0 |
| Saginaw | 4.3 | 5.3 | 5.1 | 4.5 |
| Multi-County Areas | | | | |
| Northeast Lower Michigan | 6.7 | 8.8 | 8.4 | 7.4 |
| Northwest Lower Michigan | 4.7 | 5.8 | 5.6 | 5.3 |
| Upper Peninsula | 5.7 | 6.6 | 6.2 | 6.1 |
| Michigan Statewide Average (unadjusted - comparable to figures shown above) | | | | |
| | 3.7 | 4.4 | 4.1 | 3.7 |
| Source: Michigan Department of Technology, Management, and Budget | | | | |

| MOTOR VEHICLE SALES AND PRODUCTION STATISTICS (Thousands of Units, Seasonally Adjusted Annual Rates) | | | | | | | |
|---|----------|----------|----------|----------|-----------------|----------------------|-----------------------|
| | Apr 2019 | Mar 2019 | Feb 2019 | Jan 2019 | Year Ago Apr | Percent Change From: | |
| | | | | | | Apr/Mar | Apr 2019/ Apr 2018 |
| Motor Vehicle Sales¹⁾ | | | | | | | |
| Autos | 4,789 | 5,031 | 4,714 | 5,313 | 5,317 | (4.8%) | (9.9%) |
| Domestics | 3,591 | 3,885 | 3,609 | 4,147 | 4,081 | (7.6) | (12.0) |
| Imports | 1,198 | 1,146 | 1,105 | 1,166 | 1,236 | 4.5 | (3.1) |
| Import Share | 25.0% | 22.8% | 23.4% | 21.9% | 23.2% | ---- | ---- |
| Light Trucks | 11,636 | 12,414 | 11,668 | 11,376 | 11,883 | (6.3) | (2.1) |
| Domestics | 9,131 | 9,755 | 8,935 | 8,768 | 9,090 | (6.4) | 0.5 |
| Imports | 2,505 | 2,659 | 2,733 | 2,608 | 2,793 | (5.8) | (10.3) |
| Import Share | 21.5% | 21.4% | 23.4% | 22.9% | 23.5% | ---- | ---- |
| Subtotal: Light Vehicle Sales | 16,425 | 17,445 | 16,382 | 16,689 | 17,200 | (5.8) | (4.5) |
| Heavy Trucks | 508 | 516 | 504 | 532 | 447 | (1.6) | 13.6 |
| Total Vehicle Sales | 16,933 | 17,961 | 16,886 | 17,221 | 17,647 | (5.7) | (4.0) |
| U.S. Motor Vehicle Production¹⁾ | | | | | | | |
| Autos | 2,441 | 2,442 | 2,666 | 2,845 | 2,914 | (0.0) | (16.2) |
| Michigan Motor Vehicle Production²⁾ | | | | | | | |
| Autos | 270 | 327 | 293 | 279 | 647 | (17.5) | (58.3) |
| Trucks | 1,716 | 1,603 | 1,549 | 1,748 | 1,405 | 7.1 | 22.1 |
| Total | 1,986 | 1,929 | 1,842 | 2,026 | 2,052 | 2.9 | (3.2) |
| Michigan Production as % of U.S. | 18.3% | 18.9% | 17.4% | 16.6% | 18.4% | ---- | ---- |
| U.S. Motor Vehicle Inventories³⁾ | | | | | | | |
| Total Car | 1,082 | 1,118 | 1,138 | 1,109 | 1,267 | (3.2) | (14.6) |
| Days Supply | 69 | 62 | 72 | 76 | 71 | 11.3 | (2.8) |
| Total Truck | 3,039 | 3,070 | 2,990 | 2,907 | 2,835 | (1.0) | 7.2 |
| Days Supply | 81 | 74 | 81 | 93 | 73 | 9.5 | 11.0 |
| Sources: 1) U.S. Department of Commerce, Bureau of Economic Analysis. 2) Michigan Department of Treasury, Office of Revenue and Tax Analysis and the Senate Fiscal Agency. 3) Automotive News, Crain Communications, Inc. (ending inventory, not seasonally adjusted). | | | | | | | |

| OTHER KEY ECONOMIC INDICATORS | | | | | | |
|--|------------------|---------------|-----------------|------------|-------------------------------|----------|
| Variable | Latest Period | Actual Data | | | Percent Chng From | |
| | | Latest Period | Previous Period | Year Ago | Previous Period ⁹⁾ | Year Ago |
| Index of Consumer Sentiment , monthly ¹⁾ (1996 Q1=100) | Apr | 97.2 | 98.4 | 98.8 | (1.2%) | (1.6%) |
| Oil Prices ²⁾ (\$ per barrel, West Texas Intermediate Crude) | Apr | \$63.86 | \$58.15 | \$66.25 | 9.8 | (3.6) |
| Housing Starts, U.S. ³⁾ (thousands of units, SAAR) | Apr | 1,235 | 1,168 | 1,267 | 5.7 | (2.5) |
| Retail Sales, U.S. ³⁾ (billions, seasonally adjusted) | Apr | \$451.9 | \$453.0 | \$439.7 | (0.2) | 2.8 |
| Industrial Production Index ⁴⁾ (2007=100, seasonally adjusted) | Apr | 109.2 | 109.7 | 108.2 | (0.5) | 0.9 |
| Capacity Utilization ⁴⁾ (% of total capacity, seasonally adjusted) | Apr | 77.9 | 78.5 | 78.8 | (0.7) | (1.1) |
| Consumer Price Index ⁵⁾ (1982-84=100) | | | | | | |
| U.S. (seasonally adjusted) | Apr | 255.0 | 254.1 | 250.0 | 3.9 | 2.0 |
| Detroit (not seasonally adjusted) | Apr | 234.0 | 232.5 | 231.8 | 3.9 | 1.0 |
| Interest Rates | | | | | | |
| 3-month Treasury Bill ⁴⁾ | Apr | 2.43% | 2.45% | 1.79% | -- | -- |
| 30-year Conventional Mortgage ⁶⁾ | Apr | 4.14% | 4.27% | 4.47% | -- | -- |
| Real Gross Domestic Product ⁷⁾ (billions of 2009 \$, SAAR, Chain-Weighted) | 2019 1st Quarter | \$18,907.5 | \$18,765.3 | \$18,324.0 | 3.1 | 3.2 |
| Michigan Tax Collections ⁸⁾ (12 major taxes, millions) | Apr | \$2,729.0 | \$1,339.7 | \$2,370.6 | NM | 15.1 |
| SAAR = Seasonally Adjusted at Annual Rates. NM = Not Meaningful. Revenue data vary greatly from month-to-month due to timing and other noneconomic factors. | | | | | | |
| Sources: 1) University of Michigan Surveys of Consumers. 2) U.S. Energy Information Administration/Federal Reserve Bank of St. Louis. 3) U.S. Department of Commerce, Bureau of the Census. 4) Board of Governors of the Federal Reserve System. 5) U.S. Department of Labor, Bureau of Labor Statistics. The U.S. CPI is released monthly, while the Detroit CPI is released every two months, beginning in Feb. of each year. 6) Freddie Mac, Primary Mortgage Market Survey. 7) U.S. Department of Commerce, Bureau of Economic Analysis. 8) Michigan Department of Treasury and the Senate Fiscal Agency. 9) Percent changes from previous period for CPI and GDP at annual rate. | | | | | | |



MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #5

(/)



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BLM 1Q 2019 economic forecast: Majority of MI Business Leaders optimistic about

state, U.S. economic strength

Capital investment, job growth expected to remain stable over next 6–12 months

Wednesday, Apr 10, 2019

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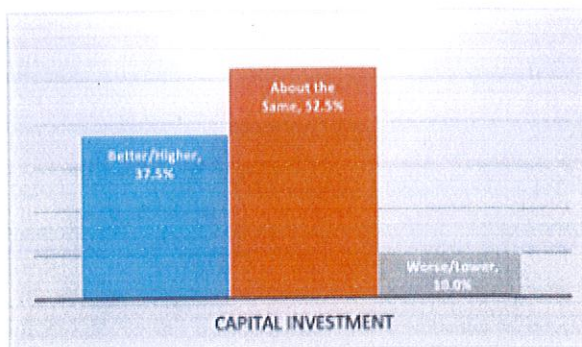


DETROIT— Optimism remains strong among Michigan's business community, with most leaders anticipating continuing growth during the remainder of 2019.

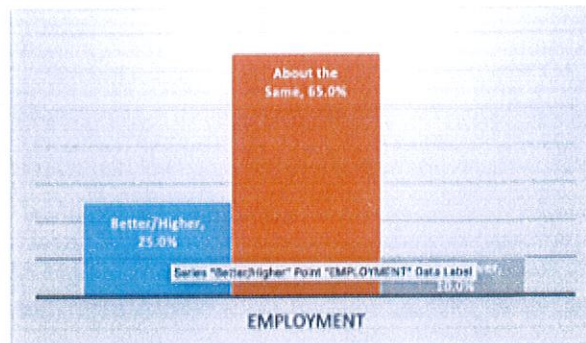
"Michigan's business leaders remain bullish on their ability to grow jobs and investment, and are anticipating plenty of opportunities on the horizon," said BLM president & CEO Doug Rothwell. "Any uncertainty expressed by the state's senior executives are grounded in the unknowns surrounding international trade relations."

PROJECTED MI INVESTMENT AMONG SURVEYED COMPANIES

NEXT 6–12 MONTHS



(<http://businessleadersformichigan.com/blm-1q-2019-economic-forecast-majority-of-mi-business-leaders-optimistic-about-state-u-s-economic-strength/capital-investmentq119-jpg/>)



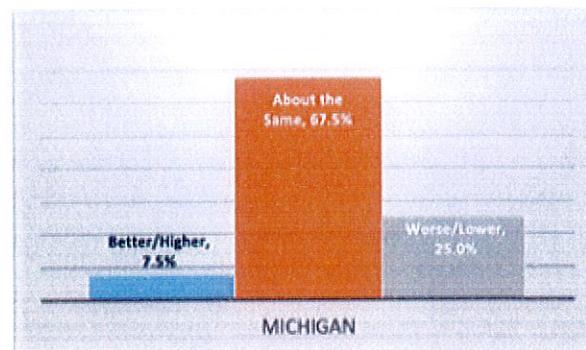
(<http://businessleadersformichigan.com/blm-1q-2019-economic-forecast-majority-of-mi-business-leaders-optimistic-about-state-u-s-economic-strength/employmentq119/>)

Regarding the overall economic outlook for the state and nation, a majority of the executives surveyed predict stability, though 25 percent see a downturn in Michigan as a possibility, due to the state's higher exposure to international trade changes.

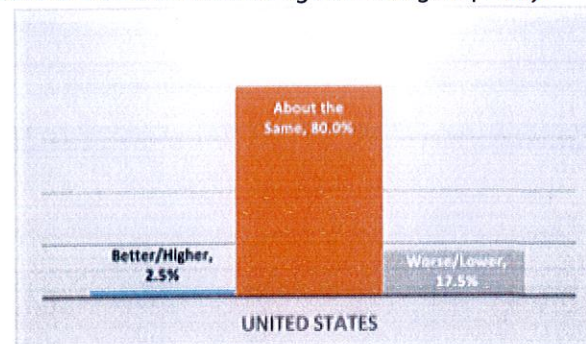
"Most respondents—80 percent—think the U.S. economic outlook is going to stay about the same during the next six to 12 months, while just over 67 percent believe Michigan also will remain stable," Rothwell said. "There are priorities that we must invest in while our state economy is still growing – namely, directing at least \$2 billion dollars annually to fixing our severely ailing roads."

PROJECTED U.S., MI ECONOMIC GROWTH

NEXT 6–12 MONTHS



(<http://businessleadersformichigan.com/blm-1q-2019-economic-forecast-majority-of-mi-business-leaders-optimistic-about-state-u-s-economic-strength/michiganq119/>)



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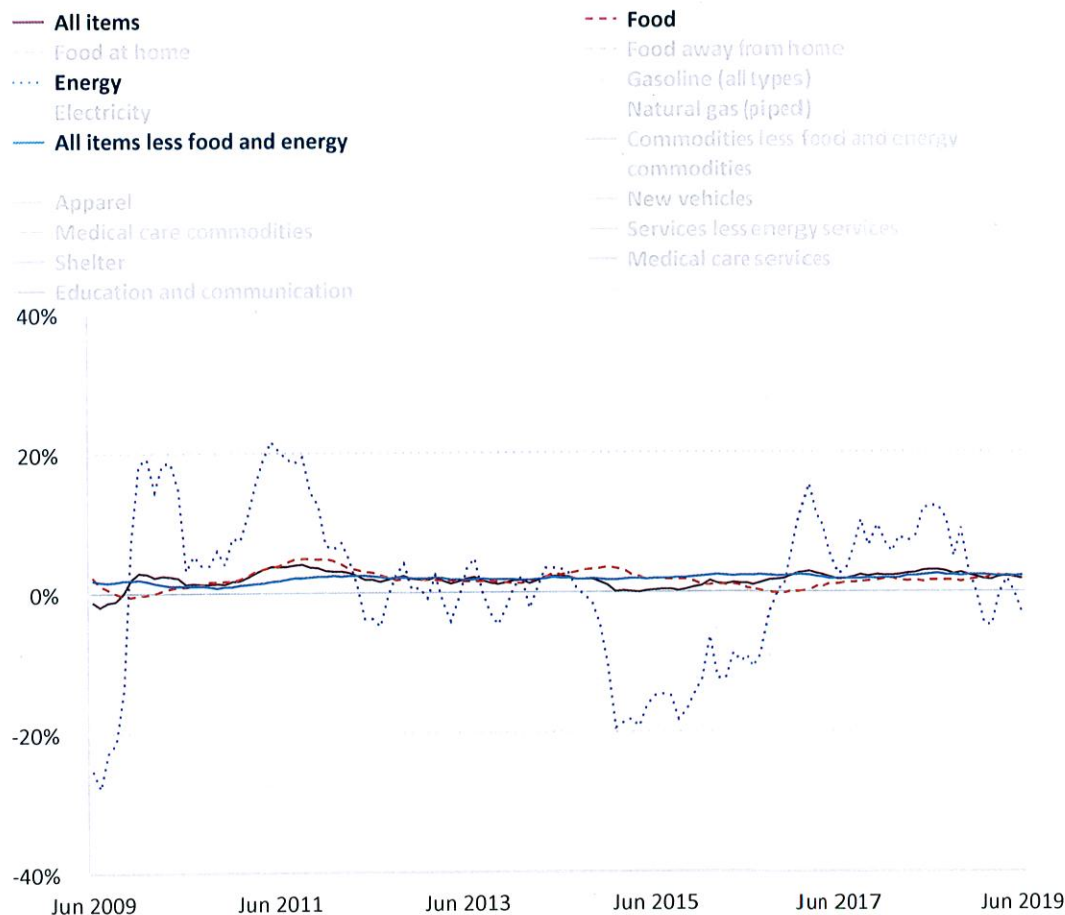
Exhibit #6

Bureau of Labor Statistics

[The Economics Daily](#) > [2019](#)**Consumer prices up 1.6 percent over 12 months ending June 2019**

July 15, 2019

The Consumer Price Index for All Urban Consumers (CPI-U) increased 1.6 percent for the 12 months ending June 2019, a smaller increase than the 1.8-percent rise for the period ending May. Prices for all items less food and energy rose 2.1 percent over the last 12 months, and food prices increased 1.9 percent. Energy prices, in contrast, declined 3.4 percent over the last 12 months.

12-month percentage change, Consumer Price Index, June 2009–19, selected categories, not seasonally adjusted

Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

[View Chart Data](#)

These data are from the [Consumer Price Index](#) program and are not seasonally adjusted. For more information, see "[Consumer Price Index — June 2019](#)." Also see [Charts related to the latest "U.S. Consumer Price Index" news release](#).

SUGGESTED CITATION

Bureau of Labor Statistics, U.S. Department of Labor, *The Economics Daily*, Consumer prices up 1.6 percent over 12 months ending June 2019 on the Internet at <https://www.bls.gov/opub/ted/2019/consumer-prices-up-1-point-6-percent-over-12-months-ending-june-2019.htm> (visited July 16, 2019).

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Table 1. Consumer Price Index for All Urban Consumers (CPI-U): U. S. city average, by expenditure category

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): U.S. city average, by expenditure category, June 2019

[1982-84=100, unless otherwise noted]

| Expenditure category | Relative importance May 2019 | Unadjusted indexes | | | Unadjusted percent change | | Seasonally adjusted percent change | | |
|--|---------------------------------|--------------------|-----------|-----------|---------------------------|--------------------|------------------------------------|--------------------|--------------------|
| | | Jun. 2018 | May 2019 | Jun. 2019 | Jun. 2018-Jun. 2019 | May 2019-Jun. 2019 | Mar. 2019-Apr. 2019 | Apr. 2019-May 2019 | May 2019-Jun. 2019 |
| All items | 100.000 | 251.989 | 256.092 | 256.143 | 1.6 | 0.0 | 0.3 | 0.1 | 0.1 |
| Food | 13.237 | 253.231 | 258.110 | 258.064 | 1.9 | 0.0 | -0.1 | 0.3 | 0.0 |
| Food at home | 7.212 | 239.158 | 242.145 | 241.407 | 0.9 | -0.3 | -0.5 | 0.3 | -0.2 |
| Cereals and bakery products | 0.955 | 273.682 | 277.795 | 276.891 | 1.2 | -0.3 | -0.1 | 0.4 | -0.6 |
| Meats, poultry, fish, and eggs | 1.586 | 248.609 | 250.356 | 249.231 | 0.3 | -0.4 | -0.2 | 0.8 | -0.7 |
| Dairy and related products | 0.719 | 216.126 | 217.841 | 217.433 | 0.6 | -0.2 | 0.1 | 0.7 | 0.3 |
| Fruits and vegetables | 1.278 | 295.523 | 302.352 | 298.611 | 1.0 | -1.2 | -0.9 | -0.8 | -0.5 |
| Nonalcoholic beverages and beverage materials | 0.867 | 166.431 | 171.260 | 170.230 | 2.3 | -0.6 | -0.9 | 1.2 | -0.6 |
| Other food at home | 1.807 | 210.259 | 210.815 | 212.056 | 0.9 | 0.6 | -0.6 | 0.0 | 0.7 |
| Food away from home ⁽¹⁾ | 6.024 | 275.808 | 283.394 | 284.316 | 3.1 | 0.3 | 0.3 | 0.2 | 0.3 |
| Energy | 7.903 | 229.137 | 225.773 | 221.373 | -3.4 | -1.9 | 2.9 | -0.6 | -2.3 |
| Energy commodities | 4.595 | 260.848 | 259.310 | 246.818 | -5.4 | -4.8 | 5.4 | -0.4 | -3.5 |
| Fuel oil | 0.113 | 293.685 | 289.711 | 277.244 | -5.6 | -4.3 | 1.3 | -0.3 | -2.3 |
| Motor fuel | 4.411 | 257.041 | 255.584 | 243.163 | -5.4 | -4.9 | 5.6 | -0.5 | -3.6 |
| Gasoline (all types) | 4.321 | 255.885 | 254.551 | 242.043 | -5.4 | -4.9 | 5.7 | -0.5 | -3.6 |
| Energy services | 3.308 | 207.631 | 202.101 | 206.219 | -0.7 | 2.0 | -0.1 | -0.8 | -0.7 |
| Electricity | 2.578 | 218.591 | 212.326 | 217.947 | -0.3 | 2.6 | 0.0 | -0.8 | -0.8 |
| Utility (piped) gas service | 0.730 | 172.167 | 168.826 | 168.628 | -2.1 | -0.1 | -0.8 | -1.0 | -0.3 |
| All items less food and energy | 78.860 | 257.697 | 262.590 | 263.177 | 2.1 | 0.2 | 0.1 | 0.1 | 0.3 |
| Commodities less food and energy commodities | 19.350 | 144.237 | 144.457 | 144.461 | 0.2 | 0.0 | -0.3 | -0.1 | 0.4 |
| Apparel | 2.997 | 125.382 | 124.429 | 123.749 | -1.3 | -0.5 | -0.8 | 0.0 | 1.1 |
| New vehicles | 3.691 | 146.562 | 147.659 | 147.417 | 0.6 | -0.2 | 0.1 | 0.1 | 0.1 |
| Used cars and trucks | 2.359 | 139.090 | 138.888 | 140.823 | 1.2 | 1.4 | -1.3 | -1.4 | 1.6 |
| Medical care commodities | 1.687 | 385.121 | 381.066 | 379.462 | -1.5 | -0.4 | 0.9 | -0.4 | -0.2 |
| Alcoholic beverages | 0.958 | 248.844 | 252.101 | 252.538 | 1.5 | 0.2 | -0.2 | 0.4 | 0.3 |
| Tobacco and smoking products | 0.664 | 1,060.067 | 1,108.299 | 1,109.099 | 4.6 | 0.1 | -0.1 | 0.4 | 0.1 |
| Services less energy services | 59.511 | 328.068 | 336.204 | 337.197 | 2.8 | 0.3 | 0.3 | 0.2 | 0.3 |
| Shelter | 33.208 | 307.521 | 317.188 | 318.300 | 3.5 | 0.4 | 0.4 | 0.2 | 0.3 |
| Rent of primary residence | 7.901 | 318.318 | 329.333 | 330.648 | 3.9 | 0.4 | 0.4 | 0.2 | 0.4 |
| Owners' equivalent rent of residences ⁽²⁾ | 23.900 | 314.472 | 324.143 | 325.189 | 3.4 | 0.3 | 0.3 | 0.3 | 0.3 |
| Medical care services | 6.961 | 518.307 | 531.566 | 532.956 | 2.8 | 0.3 | 0.2 | 0.5 | 0.4 |
| Physicians' services | 1.710 | 380.991 | 382.436 | 382.702 | 0.4 | 0.1 | 0.2 | 0.1 | 0.1 |
| Hospital services ⁽³⁾ | 2.302 | 333.408 | 335.966 | 335.078 | 0.5 | -0.3 | -0.5 | 0.5 | -0.1 |
| Transportation services | 5.936 | 323.646 | 326.397 | 326.667 | 0.9 | 0.1 | 0.1 | 0.1 | 0.0 |
| Motor vehicle maintenance and repair ⁽¹⁾ | 1.125 | 285.753 | 294.586 | 295.670 | 3.5 | 0.4 | 0.4 | -0.2 | 0.4 |
| Motor vehicle insurance | 2.350 | 565.284 | 568.301 | 569.079 | 0.7 | 0.1 | -0.2 | -0.4 | 0.3 |
| Airline fares | 0.739 | 278.937 | 283.275 | 283.001 | 1.5 | -0.1 | -0.1 | 2.0 | -0.9 |

Footnotes

⁽¹⁾ Not seasonally adjusted.

⁽²⁾ Indexes on a December 1982=100 base.

⁽³⁾ Indexes on a December 1996=100 base.

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MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #7

SFA: April Revenues Surge \$323M Above Forecast

With higher-than-expected April revenue coming into the state the fiscal year 2018-19, revenue for the General Fund has risen back into the black after being more than \$100 million in the red for the fiscal year just one month ago, according to the monthly revenue report from the Senate Fiscal Agency.

General Fund collections for fiscal year 2018-19 are now \$149.8 million above estimates from the January revenue conference. School Aid Fund collections, while improved, remained \$57.1 million below estimates for the fiscal year.

April collections combined for the General Fund and School Aid Fund were \$2.7 billion, an increase of 15.1 percent from April 2018. Tax collections for the month were \$323.6 million above the estimate for the month. Individual income tax and use tax collections above estimates as well as Corporate Income Tax payments being above projections along with lower-than-expected Michigan Business Tax refunds offset sales tax collections that came in below expectations.

Earmarked General Fund collections were \$282.3 million above monthly projections while School Aid Fund collections were \$50.1 million more than expected.

Net income tax revenue totaled \$1.4 billion for April. This was an increase of 24.4 percent from the same time the previous year and \$250.8 million above estimates. Withholding payments were 4.3 percent above levels from a year ago.

Annual payments were up 56.6 percent and estimated payments up 9.9 percent compared to April 2018. Most of the increase in annual payments, SFA said, was due to the changes in taxpayer behavior in 2018, particularly those with pass-through business activity, due to federal tax law changes.

The annual payments were \$260.7 million more than expected, but estimated payments were \$6.7 million below what was estimated for April, with refunds being \$22.4 million above what was expected. For the fiscal year-to-date net individual income tax collections were down 1.8 percent.

Sales tax receipts were at \$645.6 million in April, which was \$47.2 million below projections for the month and down 2.3 percent from the same period last year. Sales tax collections for the fiscal year to-date were up 2.2 percent compared to fiscal year 2017-18 but were down \$159.4 million from what was expected.

For sales tax collections from motor vehicles, collections were up 12.8 percent in April over the previous year and for the fiscal year to-date were down 2.4 percent.

Use tax collections were at \$187.6 million for April, or 33.8 percent higher than April 2018, and \$46.9 million above estimates. For the fiscal year to-date use tax collections were up 1.2 percent from the previous fiscal year and \$59.4 million higher than projected.

Combined business tax collections from the Single Business Tax, MBT and CIT were \$172.4 million for the month, an increase over the previous year of 13.9 percent.

CIT revenue for April was up 9.2 percent from a year ago but \$4.7 million below estimates. For the fiscal year to-date, CIT revenue was up 38.2 percent and \$23.6 million above what was expected. Net MBT revenue was \$11.3 million, which was \$77 million more than expected because refunds were expected to exceed payments.

Julie VanHorn

From: gongwerreports@gongwer.com on behalf of Gongwer News Service
<gongwerreports@gongwer.com>
Sent: Friday, May 17, 2019 12:08 PM
To: updates@gongwer.com
Subject: NEWS UPDATE--Slight Increase In Revenue According To Consensus Forecast

NEWS UPDATE

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News
Bill Tracking
Legislation

Friday, May 17, 2019, 12:07 PM

Slight Increase In Revenue According To Consensus Forecast

Lawmakers will have a slight cushion of revenue to complete budget work in the weeks ahead for the current fiscal year and fiscal year 2019-20 under the Revenue Estimating Conference agreement reached this morning.

For the remainder of the 2018-19 budget year, the group estimated total General Fund and School Aid Fund revenue of \$24.334 billion, up \$14.9 million from the \$24.25 billion decided upon at the January Revenue Estimating Conference. General Fund revenue is expected to be \$10.871 billion, an increase of \$151.5 million from the \$10.7 billion in January while School Aid Fund was at \$13.482 billion, a decrease of \$68.2 million from the \$13.55 billion set in January.

Appropriators will have for fiscal year 2019-20 total General Fund and School Aid Fund revenue of \$24.617 billion, an increase of 1.2 percent over the current fiscal year, or \$282.7 million.

General Fund for fiscal year 2019-20 is projected to be \$10.777 billion, down \$74.8 million from the January projection of \$10.717 billion and School Aid Fund is expected to be at \$13.840 billion, an increase of \$357.5 million from the January estimate of \$13.926 billion.

Gongwer News Service will have more on this story in the full Michigan Report.

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SFA: May Revenue \$100M Above Estimate

Revenue collected by the state in May for the General Fund and School Aid Fund totaled more than \$100 million above what was projected for the month based on the revised consensus revenue estimates adopted during that month, according to the Senate Fiscal Agency.

For May, combined revenue was \$1.9 billion, a total of \$104.1 million or 5.6 percent above projections.

The above-estimate revenue collections came from a combination of individual income tax, sales and use tax and Corporate Income Tax collections. There were also lower-than-expected Michigan Business Tax collections and individual income tax refunds more than offset lower-than-expected Single Business Tax revenue.

General Fund collections were \$77.7 million above projections in May and School Aid Fund collections were \$26.6 million higher. About \$200,000 less in collections were made to other funds during the month, with constitutional revenue sharing making up the lion's share of the lower collections.

Net income tax collections were \$734.5 million for the month, an increase of 5.2 percent from the same period during the previous year. The monthly total was \$62.2 million more than expected. Withholding payments were up 5.3 percent from one year ago and \$5.3 million higher than estimates.

Individual income tax refunds were \$40.6 million below projections for May despite being up 1.2 percent over a year ago. For the fiscal year to-date, net individual income tax revenue is down 1 percent.

Sales tax collections were collected to the tune of \$694.8 million during May. This was a 6 percent jump from 2018 levels and \$3.2 million above what was projected. Use tax collections were \$14.9 million above the monthly estimate but were about level compared to May 2018.

For the fiscal year to-date, sales tax collections were up 2.8 percent and use tax collection were up 1 percent. Sales tax collections from vehicle sales were down 1.5 percent compared to the previous May.

Combined business tax collections from the SBT, MBT and CIT were \$53.3 million for the month. This was \$11.3 million above projections but also 12 percent below what was taken in during May 2018.

Net CIT collections were up 17.2 percent in May over the previous year and for the fiscal year to-date were also up 35.4 percent. For new MBT revenue, the total was a negative \$2.1 million due to refunds exceeding payments, but refunds were also \$21.1 million less than expected SBT revenue was negative \$23 million for the month.

MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #8

NERE Pay Increases 1981-2019



MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #9

| Fiscal Year Starting in October | NERE % Increase | CPI % | NERE Increase Cumulative | CPI Accumulative |
|---------------------------------------|--------------------|-------|--------------------------------|---------------------|
| 1981 | 9 | 10.3 | 0 | 0 |
| 1982 | 0 | 6.1 | 9 | 16.4 |
| 1983 | 2 | 3.2 | 11 | 19.6 |
| 1984 | 5 | 4.3 | 16 | 23.9 |
| 1985 | 5 | 3.5 | 21 | 27.4 |
| 1986 | 5 | 1.9 | 26 | 29.3 |
| 1987 | 3.5 | 3.7 | 29.5 | 33 |
| 1988 | 4 | 4.1 | 33.5 | 37.1 |
| 1989 | 4 | 4.8 | 37.5 | 41.9 |
| 1990 | 4 | 5.4 | 41.5 | 47.3 |
| 1991 | 4 | 4.2 | 45.5 | 51.5 |
| 1992 | 0 | 3 | 45.5 | 54.5 |
| 1993 | 0.875 | 3 | 46.375 | 57.5 |
| 1994 | 2 | 2.6 | 48.375 | 60.1 |
| 1995 | 3 | 2.8 | 51.375 | 62.9 |
| 1996 | 1 | 2.9 | 52.375 | 65.8 |
| 1997 | 3 | 2.3 | 55.375 | 68.1 |
| 1998 | 3 | 1.6 | 58.375 | 69.7 |
| 1999 | 3 | 2.2 | 61.375 | 71.9 |
| 2000 | 2 | 3.4 | 63.375 | 75.3 |
| 2001 | 2 | 2.8 | 65.375 | 78.1 |
| 2002 | 2 | 1.6 | 67.375 | 79.7 |
| 2003 | 3 | 2.3 | 70.375 | 82 |
| 2004 | 4 | 2.7 | 74.375 | 84.7 |
| 2005 | 2 | 3.4 | 76.375 | 88.1 |
| 2006 | 4 | 3.2 | 80.375 | 91.3 |
| 2007 | 4 | 2.9 | 84.375 | 94.2 |
| 2008 | 0 | 3.8 | 84.375 | 98 |
| 2009 | 1 | -0.4 | 85.375 | 97.6 |
| 2010 | 0 | 1.6 | 85.375 | 99.2 |
| 2011 | 0 | 3.2 | 85.375 | 102.4 |
| 2012 | 3 | 2.1 | 88.375 | 104.5 |
| 2013 | 1 | 1.5 | 89.375 | 106 |
| 2014 | 2 | 1.6 | 91.375 | 107.6 |
| 2015 | 2 | 0.1 | 93.375 | 107.7 |
| 2016 | 1 | 1.3 | 94.375 | 109 |
| 2017 | 3 | 2.1 | 97.375 | 111.1 |
| 2018 | 2 | 2.2 | 99.375 | 113.3 |
| 2019 | 2 | | | |
| 2020 | | | | |

<https://www.minneapolisfed.org/community/financial-and-economic-education/cpi-calculator-information/consumer->

MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #10

Thursday, September 6, 2018 - GONGWER

Audit Slams State Child Protective Services

Michigan Children's Protective Services investigators in too many cases failed to start investigations in required times and perform criminal background checks, all while most state investigators don't feel safe in the field, Auditor General Doug Ringler's staff found in releasing a damning audit of the agency's functions.

Governor Rick Snyder said he had ordered top assistant Rich Baird to assess the Department of Health and Human Services response to the audit and to "pull together the necessary resources to assist DHHS in rooting out processes or practices that are standing in the way of excellent service."

A spokesperson for DHHS, which houses Children's Protective Services, said as the audit was being worked on - involving some cases that were as much as four years old - staff knew what some of the findings would be.

However, it also allowed department staff to begin to take corrective action, Bob Wheaton said, and efforts began on improving training and working with local DHHS offices to be sure CPS staff understood all the required timelines that had to be followed in investigations.

Department officials are also looking at staffing levels and considering a request of the Legislature and the Executive Office for additional funding for more staff, Mr. Wheaton said.

Both Republican and Democratic lawmakers also expressed outrage at the findings in the performance audit. House Oversight Committee Chair Rep. Joseph Graves (R-Linden) said the audit revealed, "a troubling trend of children across the state being abused and neglected each day, while not receiving help from a system that is in place to ensure their safety. I will take the necessary actions to correct course and make sure children trapped in dangerous situations receive the justice they desperately need."

And **Rep. Pam Faris** (D-Clio) blamed Republicans in part for the issues, complaining that "chronic underfunding by the Republican majority of critical protections within the Department of Health and Human Services over the past seven years has put the lives of our children at risk." She added that, "these failures cannot be allowed to continue; our children deserve better from state government."

The audit listed 17 material conditions where CPS failed to meet substantial requirements. A material finding is the most serious infraction an audit can have. That is an extremely large and unusual number of material conditions in an audit.

In addition, the audit found seven reportable conditions.

And in concluding whether the agency sufficiently met "appropriate and consistent application of selected CPS investigation requirements," the audit said the department was, "not sufficient." That also is a rare overall negative designation. Most audits that find problems generally find overall functions of the agency in question at least moderately effective.

There were several "observations" included in the audit, which is unusual in an audit report. The headline observation was that a "majority of the over 800 respondents had concerns regarding their physical safety while conducting CPS investigations."

The observations also said there was no legal requirement for centralized oversight to make sure appropriate child abuse and neglect investigation protocols were in place in all Michigan's 83 counties. And the observations said making sure the department standardized "commonly used policy terminology would increase (the department's) assurance that CPS investigation requirements are carried out in a consistent, systematic and objective manner."

The department agreed or partly agreed with most the findings.

And in a letter to DHHS Director Nick Lyon, accompanying the audit, Mr. Ringler reminded him that state law requires the audited agency to develop a plan to meet the requirements and submit within 60 days to the Office of Internal Audit in the State Budget Office.

The conclusions outlined in the audit resulted in a troubling list. Among those:

- In 27 percent of 160 cases studied investigations into suspected child abuse or neglect did not happen within the required 24 hours.
- In 72 percent of 112 investigations the department did not show that it had cleared all required individuals associated with an investigation. That included 63 alleged perpetrators.
- In 52 percent of 102 investigations DHHS did not complete criminal history checks of all required individuals.
- In 40 percent of the investigations checked DHHS could not provide documentation that a complete CPS history of the affected family and household had been done.
- CPS investigators did not consistently make face-to-face contact with the child victims within 72 hours as required.
- Nor did investigators consistently document that during their initial contact with families under investigation that a safety plan had been established.
- DHHS did not always file court petitions as required.
- In several instances DHHS did not refer CPS cases to the county prosecutor when required.
- Nor did DHHS always meet the requirement to accurately assess the risk of future harm to children in an investigation.
- DHHS did not monitor family participation in post-investigative services set up to help prevent future harm to a child.
- Finally, DHHS did not always make sure that it had added confirmed perpetrators to a required central registry. In the cases reviewed, the audit said 257 confirmed perpetrators were not added to the central registry.

Even within the audit, however, there were some improvements in the department's performance shown. For example, in 2015 the department began requiring investigations within 24 hours 85 percent of the time. In 2016 that had improved to 92 percent of the time.

In his statement, Mr. Snyder also said, "A lot of good people are trying to accomplish a lot of good things in protecting Michigan's most vulnerable populations. It can be stressful, and I understand the frustration people involved in this area must feel when they are hindered by cumbersome processes."

Mr. Wheaton said child welfare investigations are complex, difficult and emotional, and that sometimes that complexity is a factor in how an investigation is resolved.

And sometimes families accuse the department of taking too long in an investigation as officials go through the steps to ensure a child is protected, Mr. Wheaton said.

Asked if Mr. Snyder still confidence in DHHS **Director Nick Lyon** has, Ari Adler, Mr. Snyder's communications director, said, "We need to get a handle on what is going on in DHHS, and in particular with Child Protective Services. The governor still has confidence in Nick Lyon's leadership, but he is concerned about this audit."

Mr. Lyon was forced to spend much of the last year dealing with criminal charges filed against him in relationship to the Flint drinking water crisis.

The audit also covered some of the overlap when the Department of Human Services was merged into the Department of Community Health to create DHHS, but Mr. Adler said it was unclear if the merger process had any effect on the CPS problems. While that would be examined, Mr. Adler said, the administration's focus is to move forward to fix the problems.

Part of the rationale for the merger was the hope that putting Human Services, which had long struggled with a myriad of problems, under the leadership of Community Health, considered one of the best-run departments, could address the deep-seated problems on the Human Services side.

And Mr. Adler said there would be conversations both on staffing and funding in the department and if those needs are being met.

When Mr. Snyder first took office in 2011 the department hired 700 new CPS staff. Mr. Wheaton said that provided the department with the number needed at the time, but that since then staffing level needs may have increased.

MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #11

find problems generally find overall functions of the agency in question at least moderately effective.

There were several "observations" included in the audit, which is unusual in an audit report. The headline observation was that a "majority of the over 800 respondents had concerns regarding their physical safety while conducting CPS investigations."

The observations also said there was no legal requirement for centralized oversight to make sure appropriate child abuse and neglect investigation protocols were in place in all Michigan's 83 counties. And the observations said making sure the department standardized "commonly used policy terminology would increase (the department's) assurance that CPS investigation requirements are carried out in a consistent, systematic and objective manner."

The department agreed or partly agreed with most the findings.

And in a letter to DHHS Director Nick Lyon, accompanying the audit, Mr. Ringler reminded him that state law requires the audited agency to develop a plan to meet the requirements and submit within 60 days to the Office of Internal Audit in the State Budget Office.

The conclusions outlined in the audit resulted in a troubling list. Among those:

- In 27 percent of 160 cases studied investigations into suspected child abuse or neglect did not happen within the required 24 hours.
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- In 52 percent of 102 investigations DHHS did not complete criminal history checks of all required individuals.
- In 40 percent of the investigations checked DHHS could not provide documentation that a complete CPS history of the affected family and household had been done.
- CPS investigators did not consistently make face-to-face contact with the child victims within 72 hours as required.
- Nor did investigators consistently document that during their initial contact with families under investigation that a safety plan had been established.
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- In several instances DHHS did not refer CPS cases to the county prosecutor when required.
- Nor did DHHS always meet the requirement to accurately assess the risk of future harm to children in an investigation.

Julie VanHorn

From: gongwerreports@gongwer.com on behalf of Gongwer News Service
<gongwerreports@gongwer.com>
Sent: Thursday, September 6, 2018 10:30 AM
To: updates@gongwer.com
Subject: NEWS UPDATE--Audit Slams State Child Protective Services

NEWS UPDATE

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Thursday, September 6, 2018, 10:29 AM

Audit Slams State Child Protective Services

A damning audit of Michigan's Child Protective Services found that it failed to commence many investigations within required times, failed to clear all required individuals in cases investigated, failed too often to perform criminal history checks, failed in many cases to contact mandated reporters along with many other shortcomings was issued this morning, with a further finding that most CPS investigators said they feared for their safety while conducting investigations.

The audit listed 17 material conditions in which CPS, in the Department of Health and Human Services, had failed to meet standards and listed seven reportable conditions. A material condition is the most serious breach the auditor general's office lists.

The department agreed or partially agreed with most of the findings, but disagreed on two: that the department did not monitor family participation in post investigative services in nearly 22,000 investigations, and a conclusion by the auditor general that new legislation is needed to give the department the ability to include unlicensed child development and care providers to a registry when the department determines those individuals have committed child abuse and neglect.

Gongwer News Service will more on this story in Thursday's Michigan report.

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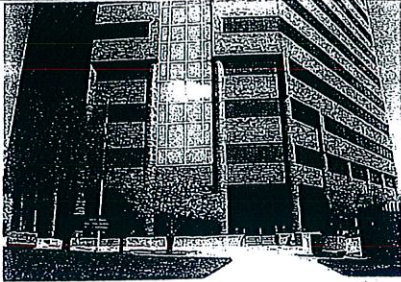
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Audit blasts Michigan's Child Protective Services for failing kids

Meira Gebel, Detroit Free Press Published 11:44 a.m. ET Sept. 6, 2018 | Updated 11:47 a.m. ET Sept. 6, 2018



The headquarters to the Michigan Department of Health and Human Services is the Grand Tower in Lansing. (Photo: Courtney Morra, Lansing State Journal)

A state audit of Child Protective Services says the agency failed to investigate instances of abuse and neglect of children, according to a damning report released on Thursday.

The report from Auditor General Doug Ringler says the agency failed to collect mandated reports of the whereabouts and safety of children, failed to investigate criminal background checks of parents with histories of abuse and did not obtain medical examinations of children.

The agency now has 60 days to submit a plan of correction to the Michigan Department of Health and Human Services.

Bob Wheaton, the public information officer for Michigan Department of Health and Human Service (MDHHS), which oversees CPS, said the department is taking the findings seriously.

"We do not agree with all the findings, but we do agree that CPS must do better. We share the concern that we should protect children from abuse and neglect and we are taking this as an opportunity to improve," Wheaton said.

Wheaton also said he does not believe the report accurately depicts the agency as it functions today.

"I think there has been improvements since the audit period," he said. The audit was conducted between May 2014 and July 2016. Nine percent of the investigations reviewed were taken from Wayne County.

According to the report, MDHHS did not complete criminal background checks in more than 50 percent of cases involving child abuse or neglect. The report said nearly 30 percent of the cases that were not reviewed by the agency involved an individual with a felony or misdemeanor.

The agency did not conduct face-to-face interviews nor did investigators promptly document interviews with children or provide reasoning as to why an interview was not recorded, the report says.

The agency also did not verify, nor document, the safety and whereabouts of children in 13 percent of cases, according to the report.

Wheaton said the data collection system CPS uses is not "user-friendly" and that the agency will begin to provide training to investigators and updating the system. He also said the agency has been assessing staffing issues and will be working with the Legislature about increased funding.

The agency currently has 3,300 field agents. In 2016, the agency had more than 25,500 cases with preponderance findings.

The report comes at a time when the agency, and state department, has been experiencing a litany of problems.

Two years ago, MDHHS reported 85 foster children had died from abuse or neglect — becoming one of the five worst states in the nation. Deaths increased despite MDHHS nearly doubling its child welfare budget and increased staffing, according to an investigation by Lansing State Journal.

As for submitting a plan of correction for the CPS audit, Wheaton said, "We will submit the corrective action plan within the timeframe required by statute."



OAG

Office of the Auditor General

Report Summary

Performance Audit

Children's Protective Services (CPS) Investigations

Michigan Department of Health and Human Services (MDHHS)

Report Number:
431-1285-16

Released:
September 2018

Michigan's Child Protection Law (CPL) requires that MDHHS investigate allegations of child abuse and/or neglect (CA/N). MDHHS's CPS investigators are responsible for conducting CPS field investigations in compliance with CPL and MDHHS policy requirements and taking appropriate action(s) to ensure the child's safety. Investigators are compelled to follow these requirements to help ensure that (1) allegations of CA/N are promptly and appropriately addressed, (2) the current safety and future risk of harm to a child are properly assessed, (3) appropriate protective interventions are put in place, and (4) preponderance of evidence conclusions are supported by a systematic and objective examination of facts and evidence. CPS investigators completed approximately 206,000 investigations between May 1, 2014 and July 31, 2016, and determined that a preponderance of evidence of CA/N existed in 26% of investigations.

| Audit Objective | | | Conclusion |
|--|--------------------|----------------------|-----------------------------|
| Objective #1: To assess the sufficiency of MDHHS's efforts to ensure the appropriate and consistent application of selected CPS investigation requirements. | | | Not sufficient |
| Findings Related to This Audit Objective | Material Condition | Reportable Condition | Agency Preliminary Response |
| MDHHS did not appropriately commence 17% of reviewed investigations within the CPL-required 24-hour time frame. MDHHS cited differences in interpretation of the law with the OAG regarding the requirement and application of MDHHS policy for over one-third of the exceptions noted (Finding #1). | X | | Partially agrees |
| MDHHS could not support that investigators conducted Central Registry clearances for all required individuals in over 70% of the investigations reviewed (Finding #2). | X | | Partially agrees |
| Investigators did not complete required criminal history checks for over 50% of the investigations reviewed (Finding #3). | X | | Agrees |
| MDHHS could not support that investigators had conducted a complete CPS history review for family and household members in approximately 40% of the investigations reviewed (Finding #4). | X | | Agrees |

| Findings Related to This Audit Objective (Continued) | Material Condition | Reportable Condition | Agency Preliminary Response |
|--|-------------------------------|---------------------------------|--|
| MDHHS could not support that the required contact with mandated reporters had occurred in over 30% of reviewed investigations. MDHHS also could not support that it provided the mandated reporter with written notification of MDHHS's disposition in nearly 70% of reviewed investigations (<u>Finding #5</u>). | X | | Agrees |
| Investigators' face-to-face contact with alleged child victims was not within required time frames in 11% of reviewed investigations, averaging 6.4 days late (<u>Finding #6</u>). | X | | Agrees |
| Investigators did not document required interviews of children, or the reason(s) why an interview was not conducted, in 7% of reviewed investigations. Investigators also did not document verification of the safety and whereabouts of all children in 13% of reviewed investigations (<u>Finding #7</u>). | | X | Agrees |
| MDHHS could not support that initial safety planning had occurred or that it was not needed in 33% of reviewed investigations. Also, investigators' safety assessments were not complete or accurate for 7% of reviewed investigations and, on average, were not completed until 25 days after the initial contact with families (<u>Finding #8</u>). | X | | Partially agrees |
| Required court petitions were not submitted by MDHHS in accordance with the CPL in 10% of reviewed investigations (<u>Finding #9</u>). | X | | Agrees |
| MDHHS did not refer investigations to the county prosecuting attorney, as required, for 50% of reviewed investigations (<u>Finding #10</u>). | X | | Agrees |
| Required sibling placement evaluations were not completed in 80% of the relevant investigations reviewed to document how a child remained safe in the perpetrator's care when another sibling(s) had been removed from the perpetrator's care (<u>Finding #11</u>). | | X | Agrees |
| Required medical examinations of children were not obtained in over 15% of reviewed investigations, nor did MDHHS document the reasons why the medical examinations were not obtained (<u>Finding #12</u>). | | X | Agrees |
| MDHHS did not accurately assess the risk of future harm to children in over 35% of reviewed investigations. These inaccuracies led to improper category classification and Central Registry omissions for 8 investigations in our sample (<u>Finding #13</u>). | X | | Agrees |
| MDHHS did not conduct impact assessments for Michigan Statewide Automated Child Welfare Information System (MiSACWIS) risk assessment functionality changes. We identified over 6,000 previously completed investigations with incorrect risk levels and nearly 24,000 other investigations with potentially incorrect risk levels (<u>Finding #14</u>). | X | | Agrees |
| Investigators did not complete required child and family needs and strengths assessments for nearly 20% of reviewed investigations (<u>Finding #15</u>). | | X | Agrees |

| Findings Related to This Audit Objective (Continued) | Material Condition | Reportable Condition | Agency Preliminary Response |
|--|-------------------------------|---------------------------------|--|
| MDHHS did not complete nearly 30% of reviewed investigations within required time frames, ranging from 1 day to 8 months late and averaging 44 days late (Finding #16). | X | | Agrees |
| Ineffective supervisory review of investigations significantly contributed to deficiencies reported in 15 findings, 11 of which are considered to be material conditions. Also, CPS supervisors did not review 18% of reviewed investigations within 14 calendar days and could not support that required case consultations occurred with investigators for 15% of reviewed investigations (Finding #17). | X | | Agrees |
| MDHHS did not monitor families' participation in post-investigative services for nearly 22,000 investigations and therefore could not determine whether these families received and participated in the services intended to alleviate the child's risk level for CA/N (Finding #18). | X | | Disagrees |
| Clarification of MDHHS policy and guidance provided to CPS investigators is needed for properly classifying investigations when MDHHS has filed a court petition and subsequent evidence does not support that CA/N occurred. Misclassification can impact Central Registry decisions, post-investigative service provision, and the accuracy of CPS history records (Finding #19). | | X | Partially agrees |
| We identified 257 confirmed perpetrators of CA/N that MDHHS did not add to the Central Registry as required by the CPL (Finding #20). | X | | Agrees |
| MDHHS could not support that it provided notification to perpetrators that their names had been added to the Central Registry for over 40% of reviewed investigations (Finding #21). | X | | Agrees |
| Amendatory legislation is needed to add unlicensed Child Development and Care (CDC) Program child care providers to Section 8d(3) of the CPL to provide MDHHS with the statutory authority to include unlicensed CDC providers in the Central Registry when MDHHS identifies these individuals as perpetrators of CA/N in <u>Category III</u> CPS investigations (Finding #22). | | X | Disagrees |
| CPS investigators were not required to complete an investigation checklist when conducting abbreviated CPS investigations, nor did MDHHS ensure that local county office directors always conducted a review of abbreviated investigations, when necessary, prior to closing the investigation (Finding #23). | | X | Partially agrees |

| Observations Related to This Audit Objective | Material Condition | Reportable Condition | Agency Preliminary Response |
|--|----------------------------------|----------------------|-----------------------------|
| Our survey of CPS investigators indicated that a majority of the over 800 respondents had concerns regarding their physical safety while conducting CPS investigations (<u>Observation #1</u>). | Not applicable for observations. | | |
| No statutory requirement exists for centralized oversight to ensure that an appropriate CA/N investigation protocol has been implemented in all Michigan counties (<u>Observation #2</u>). | Not applicable for observations. | | |
| Standardizing commonly used policy terminology would increase MDHHS's assurance that CPS investigation requirements are carried out in a consistent, systematic, and objective manner (<u>Observation #3</u>). | Not applicable for observations. | | |

| Audit Objective | | | Conclusion |
|---|--------------------|----------------------|-----------------------------|
| Objective #2: To determine the effectiveness of MDHHS's efforts to accurately capture data used to report its compliance with selected CPS investigation timeliness requirements. | | | Moderately effective |
| Findings Related to This Audit Objective | Material Condition | Reportable Condition | Agency Preliminary Response |
| MDHHS did not capture complete, accurate, and/or valid investigation commencement data for 26% of reviewed investigations (<u>Finding #24</u>). | X | | Agrees |

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Lansing, Michigan 48913

Doug A. Ringler, CPA, CIA
Auditor General

Laura J. Hirst, CPA
Deputy Auditor General

MAGE-OPEIU Local 2002

October 2019 - CCP

Exhibit #12

SPM 14 Notes concerning overtime/pay issues/internal discussion September 2017

Participants:

Nancy Vreibel (Chief Deputy Director)
Terry Beurer (Outstate Operations Director)
Dr. Herman McCall (Children's Services Director)
Vickie Grant (OHR Director)

The Issue:

SPM 14's in BSC 5 believe that their subordinate child welfare workers make more than they do when overtime, call back, and on call pay are taken into consideration. Supervisors are extremely unhappy and have been in contact with MAGE representative John DeTizio; John DeTizio has had multiple contacts with Jen Wrayno, Director of BSC 5, and Vickie Grant. He advocates for a pay increase. Jen Wrayno supports the idea; she does not want to see supervisors receive on call pay as she believes it would be unfair – that supervisors up north would get paid more than supervisors in BSC 5 based on staffing levels.

Services workers vs: Services supervisor pay analysis

Reference attached chart evaluation and following conclusions:

- On average, a SPM 13 makes \$5988 less than a Services Specialist who receives an average amount of overtime, callback, and on call pay
- On average, a SPM 14 makes only \$861 more than a Services Specialist who receives an average amount of overtime, callback, and on call pay)
- A Centralized Intake SPM 14 makes on average \$6,129 more than a SPM 14 in the field, due to Overtime pay

Management believes that the pay differential between SPM 14 and SSplst discourages good candidates from applying for supervisory positions

Options:

1. Pay SPM 14's for on call/overtime they work

Cost: \$11,954/year per person assigned to be on call.

Assuming 1 person in 49 local offices is assigned to be on call every weekend, and is paid at the maximum pay rate, total cost per year = \$585,751.88/year

Jen Wrayno opposes this option

2. Pursue a base pay increase through Coordinate Compensation process

3. Consider converting SPM's to performance pay

Would eliminate step increases; must pay based on a midpoint formula and pay increases are limited to annual performance pay

Performance pay is limited to 5%/year

Considerations:

Possible equity issues: FIM staff may compare themselves to SPM 14 and they could argue that the staffing ratio differences make their jobs equally complex

Other areas in the department experience the same dynamic of staff making more than supervisors –eg: overtime paid in the hospitals; overtime paid in Juvenile Justice facilities

Corrections has same circumstances in prisons; they have a classification that MAGE has submitted to CCP for multiple years and have not been approved for pay increase.

We have other classifications in the department that we have challenges in filling based in part on pay rates and benefits that do not appear to be competitive based on market conditions (eg: Epidemiologists; Nurses; specialized/Phd level health services management positions)

Discussion:

Performance Pay not likely to be an incentive due to limitations of the process - limited number of people can receive 5%, no step increases – possible negative implications/ reduction in pay compared to current rates

It is more equitable to pay for actual time worked. SPM's in northern areas may be paid more, but the extra on call work may be a disincentive to them as some would prefer to have their time off instead

Cost is a concern – how would department pay the extra compensation?

The department has a variety of competing needs; must focus on priorities, and the department feels it is more important to advocate for more workers to decrease caseloads

MAGE-OPEIU Local 2002

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Exhibit #13

Compensation Plan Section A

| HRMN Position Description | Grade | Core Pos Code | Schedule | Unit | Exempt | Salary Pay Class | Plan | Shift | Job Cat | Job Class | 10/01/2018 Minimum | 10/01/2018 Maximum |
|--------------------------------|-------|---------------|----------|------|--------|------------------|------|-------|---------|-----------|--------------------|--------------------|
| Photo And Services Assistant-E | 7 | PHOTASTE | L32-004 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$16.42 | \$21.27 |
| Photo And Services Assistant-E | E8 | PHOTASTE | L32-004 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$18.08 | \$23.21 |
| Photographer Supervisor-1 | 13 | PHOTSPV1 | NERE-102 | Y51 | Y | H | BWE1 | Y | 3 | CL3 | \$24.84 | \$35.82 |
| Photographer-A | 12 | PHOTOGRA | L32-013 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$21.74 | \$32.51 |
| Photographer-E | 9 | PHOTOGRE | L32-007 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$18.08 | \$23.21 |
| Photographer-E | 10 | PHOTOGRE | L32-007 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$19.11 | \$26.86 |
| Photographer-E | E11 | PHOTOGRE | L32-007 | L32 | N | H | BWN1 | Y | 3 | CL1 | \$20.34 | \$29.44 |
| Physical Plant Supervisor-1 | 12 | PHYPPSPV1 | NERE-072 | Y51 | Y | H | BWE1 | Y | 7 | CL3 | \$24.83 | \$35.07 |
| Physical Plant Supervisor-2 | 13 | PHYPPSPV2 | NERE-074 | Y51 | Y | H | BWE1 | Y | 7 | CL3 | \$28.18 | \$40.07 |
| Physical Therapy Aide-A | 9 | PHTHADEA | U11-021 | U11 | N | H | BWN1 | Y | 5 | CL1 | \$18.53 | \$24.09 |
| Physical Therapy Aide-E | 6 | PHTHADEE | U11-016 | U11 | N | H | BWN1 | Y | 5 | CL1 | \$17.62 | \$21.17 |
| Physical Therapy Aide-E | 7 | PHTHADEE | U11-016 | U11 | N | H | BWN1 | Y | 5 | CL1 | \$18.07 | \$21.88 |
| Physical Therapy Aide-E | E8 | PHTHADEE | U11-016 | U11 | N | H | BWN1 | Y | 5 | CL1 | \$18.80 | \$22.66 |
| Physician Assistant-2A | 13 | PHYAST2A | W22-064 | W22 | Y | H | BWE1 | N | 2 | CL2 | \$32.48 | \$44.92 |
| Physician Assistant-A | 12 | PHYASTA | W22-063 | W22 | Y | H | BWE1 | N | 2 | CL2 | \$30.58 | \$43.41 |
| Physician Assistant-E | P11 | PHYASTE | W22-031 | W22 | N | H | BWN1 | Y | 2 | CL2 | \$25.81 | \$37.39 |
| Physician Executive | 22 | PHYSEXE | NERE-213 | Y98 | Y | H | BWE1 | Y | 2 | CL3 | \$86.19 | \$93.49 |
| Physician Manager-1 | 19 | PHYSMGR1 | NERE-208 | Y51 | Y | H | BWE1 | Y | 2 | CL3 | \$64.87 | \$91.59 |
| Physician Manager-2 | 20 | PHYSMGR2 | NERE-210 | Y51 | Y | H | BWE1 | Y | 2 | CL3 | \$68.54 | \$92.06 |
| Physician Manager-3 | 21 | PHYSMGR3 | NERE-212 | Y98 | Y | H | BWE1 | Y | 2 | CL3 | \$78.64 | \$93.00 |
| Physician-A | 18 | PHYSICNA | W22-054 | W22 | Y | H | BWE1 | N | 2 | CL2 | \$61.21 | \$86.05 |
| Physician-E | P17 | PHYSICNE | W22-053 | W22 | Y | H | BWE1 | N | 2 | CL2 | \$56.97 | \$79.89 |
| Physicist Manager-3 | 14 | PHYIMGR3 | NERE-113 | Y51 | Y | H | BWE1 | Y | 2 | CL3 | \$29.88 | \$44.01 |
| Physicist Manager-4 | 15 | PHYIMGR4 | NERE-114 | Y51 | Y | H | BWE1 | Y | 2 | CL3 | \$32.14 | \$48.66 |

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Exhibit #14

2018 REVIEW

OF PHYSICIAN AND ADVANCED PRACTITIONER RECRUITING INCENTIVES



An Overview of the Salaries, Bonuses, and Other
Incentives Customarily Used to Recruit Physicians,
Physician Assistants and Nurse Practitioners

MERRITT HAWKINS 
an AMN Healthcare company



2018 REVIEW

OF PHYSICIAN AND ADVANCED PRACTITIONER RECRUITING INCENTIVES

| | |
|--|----|
| Overview | 2 |
| Key Findings | 4 |
| Recruiting Assignment Characteristics and Metrics..... | 6 |
| Trends and Observations | 16 |
| Conclusion..... | 53 |

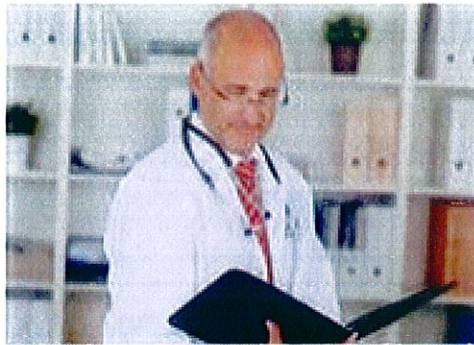
For additional information about this survey, please contact:

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Overview

Merritt Hawkins is a national healthcare search and consulting firm specializing in the recruitment of physicians in all medical specialties, physician leaders, and advanced practitioners. Now celebrating our 31st year of service to the healthcare industry, Merritt Hawkins is a company of AMN Healthcare (NYSE: AMN), the nation's largest healthcare staffing organization and the industry innovator of healthcare workforce solutions.



This report marks Merritt Hawkins' 25th annual *Review* of the search and consulting assignments the firm conducts on behalf of its clients. Merritt Hawkins' *Review* is the longest consecutively published and most comprehensive report on physician recruiting incentives in the industry.

Over the past 25 years the *Review* has become a standard benchmarking resource throughout the healthcare industry used by hospitals, medical groups and other healthcare facilities to determine which incentives are customary and competitive in physician recruitment. The *Review* also has become a resource widely utilized by healthcare journalists, analysts, policy makers and others who track trends in physician supply, demand and compensation.

The *Review* is part of Merritt Hawkins' ongoing thought leadership efforts, which include surveys and white papers conducted for Merritt Hawkins' proprietary use, and surveys, white papers and analyses Merritt Hawkins has completed on behalf of prominent third parties, including **The Physicians Foundation**, the **Indian Health Service**, the **American Academy of Physicians Assistants**, **Trinity University**, **Texas Hospital Trustees**, the **North Texas Regional Extension Center/Office of the National Coordinator of Health Information Technology**, the **Society for Vascular Surgery**, the **Maryland State Medical Society**, the **American Academy of Surgical Administrators**, the **Association of Managers of Gynecology and Obstetrics** and **Subcommittees of the Congress of the United States**.

The 2018 *Review* is based on a sample of 3,045 permanent physician and advanced practitioner search assignments that Merritt Hawkins and AMN Healthcare's sister physician staffing companies (Kendal & Davis and Staff Care) had ongoing or were engaged to conduct during the 12-month period from April 1, 2017, to March 31, 2018.

The intent of the *Review* is to quantify financial and other incentives offered by our clients to physician and advanced practitioner candidates during the course of recruitment. Incentives cited in the *Review* are based on formal contracts or incentive packages used by hospitals, medical groups and other facilities in real-world recruiting assignments. Unlike other physician compensation surveys, Merritt Hawkins' *Review* tracks **physician starting salaries** and other recruiting incentives, rather than total annual physician

compensation. It therefore reflects the incentives physicians are offered to attract them to new practice settings rather than what physicians in general may actually earn.



The range of incentives detailed in the *Review* may be used as benchmarks for evaluating which recruitment incentives are customary and competitive in today's physician recruiting market. In addition, the *Review* is based on a national sample of search assignments and provides an indication of which medical specialties are currently in the greatest demand as well as the types of medical settings into which physicians are being recruited.

Following are several key findings of the *Review*.

Key Findings

Merritt Hawkins' 2018 Review of Physician and Advanced Practitioner Recruiting Incentives reveals a number of trends within the physician and advanced practitioner recruiting market, including:



- For the 12th consecutive year, family physicians topped the list of Merritt Hawkins' 20 most requested recruiting assignments, underscoring the continued robust demand for primary care physicians at a growing number of settings, including hospitals, medical groups, urgent care centers, retail clinics, telemedicine providers and others.
- Though primary care physicians are in strong demand, a growing volume of recruitment activity is shifting toward medical specialists. 74% of Merritt Hawkins' search assignments tracked in the 2018 Review were for medical specialists, up from 67% three years ago.



- For third consecutive year, psychiatrists were second on the list of Merritt Hawkins' most requested recruiting assignments, reflecting a severe shortage of mental health professionals nationwide.
- Demand for nurse practitioners (NPs) and physician assistants (PAs) is accelerating. Merritt Hawkins conducted more search assignments for NPs and PAs in the previous year than in any other 12-month period tracked by the Review.
- Invasive cardiologists have the highest average starting salaries of physicians tracked in the 2018 Review at \$590,000, followed by orthopedic surgeons at \$533,000.
- The average starting salary for family medicine physicians is \$241,000, the highest amount ever recorded in the Review.



- The average starting salary for NPs is \$129,000, the highest amount ever recorded in the Review.

- The average signing bonus for physicians is \$33,707, the highest amount recorded in the *Review*.



8%

Of total physician compensation packages determined by quality/value-based compensation

- The use of quality/value-based physician compensation is rising. Nevertheless, quality on average determines only 8% of total physician compensation packages tracked in the *Review*.
- Employment rather than independent practice remains the dominant physician recruiting model. Over 90% of Merritt Hawkins' search assignments feature employed practice settings, while less than 10% feature independent practice.



62%

Recruiting Assignments Occurred in Communities of 100,000 or More

- 62% of Merritt Hawkins' recruiting assignments tracked in the 2018 *Review* occurred in communities of 100,000 or more, a record high, further reflecting rising demand for medical specialists who tend to practice in larger communities.

Following is a breakout of the characteristics and metrics of Merritt Hawkins' 2017/18 recruiting assignments.

Merritt Hawkins' 2018 Review of Physicians and Advanced Practitioner Recruiting Incentives: Recruiting Assignment Characteristics and Metrics

All of the following numbers are rounded to the nearest full digit

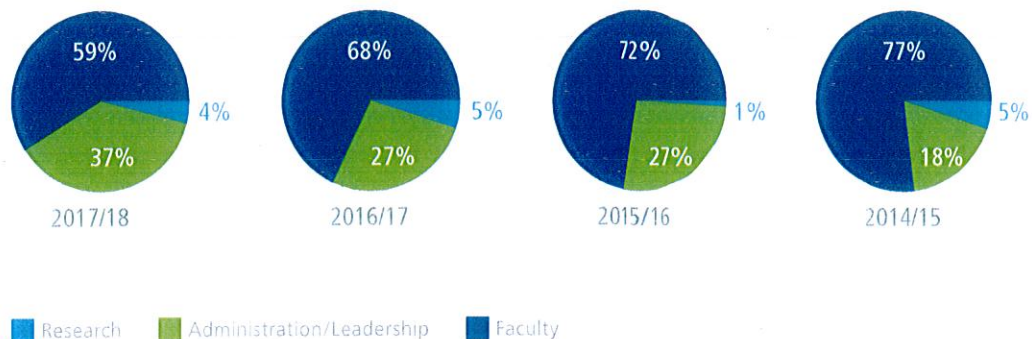
1 Total Number of Physician/Advanced Practitioner Search Assignments Represented

The 2018 Review is based on a sample of the 3,045 permanent physician and advanced practitioner search assignments Merritt Hawkins/AMN Healthcare's physician staffing companies had ongoing or were engaged to conduct during the 12 month period from April 1, 2017 to March 31, 2018. Data is extrapolated from the sample to derive the numbers below.

2 Settings of Physician Search Assignments

| | 2017/18 | 2016/17 | 2015/16 | 2014/15 | 2013/14 |
|---------------------------|------------|------------|------------|------------|------------|
| Hospital | 1,230(40%) | 1,415(43%) | 1,639(49%) | 1,596(51%) | 2,006(64%) |
| Group | 798(26%) | 886(27%) | 628(19%) | 625(20%) | 401(13%) |
| Solo/Direct Pay/Concierge | 62(2%) | 34(1%) | 181(5%) | 125(4%) | 17(<1%) |
| CHC/FQHC/IHS | 363(12%) | 497(15%) | 434(13%) | 406(13%) | 378(12%) |
| Academics | 464(15%) | 374(11%) | 367(11%) | 252(8%) | 188(6%) |
| Urgent Care | 91(3%) | 66(2%) | 80(2%) | 33(1%) | N/A |
| Other | 37(<2%) | 15(<1%) | 13(1%) | 59(2%) | 30(1%) |

If Academics, what type of position? (of 464 Academic positions)



3 States Where Search Assignments Were Conducted

Searches also conducted in Washington, D.C. and Canada.

AK, AL, AR, AZ, CA, CO, CT, DE, FL, GA, HI, IA, ID, IL, IN, KS, KY, LA, MA, MD, ME, MI, MO, MN, MS, MT, NC, ND, NE, NH, NJ, NM, NY, NV, OH, OK, OR, PA, RI, SC, SD, TN, TX, UT, VA, VT, WA, WI, WV, WY

4 Number of Searches by Community Size

| | 2017/18 | 2016/17 | 2015/16 | 2014/15 | 2013/14 |
|----------------|------------|------------|------------|------------|------------|
| 0-25,000 | 612(20%) | 755(23%) | 870(26%) | 1,184(38%) | 1,044(33%) |
| 25,001-100,000 | 545(18%) | 742(22%) | 766(23%) | 689(22%) | 819(26%) |
| 100,001+ | 1,888(62%) | 1,790(55%) | 1,706(51%) | 1,247(40%) | 1,295(41%) |

5 Top 20 Most Requested Searches by Medical Specialty

| | 2017/18 | 2016/17 | 2015/16 | 2014/15 | 2013/14 |
|----------------------------------|---------|---------|---------|---------|---------|
| Family Medicine (includes FP/OB) | 497 | 607 | 627 | 734 | 714 |
| Psychiatry | 243 | 256 | 250 | 230 | 206 |
| Nurse Practitioner | 220 | 137 | 150 | 143 | 128 |
| Internal Medicine | 150 | 193 | 233 | 237 | 235 |
| Radiology | 132 | 80 | 40 | 24 | 22 |
| OB/GYN | 118 | 109 | 112 | 112 | 70 |
| Hospitalist | 118 | 94 | 228 | 176 | 231 |
| Gastroenterology | 102 | 66 | 58 | 43 | 54 |
| Urgent Care | 91 | 74 | 80 | 33 | 16 |
| Orthopedic Surgery | 85 | 61 | 81 | 106 | 58 |
| Emergency Medicine | 74 | 90 | 70 | 80 | 89 |
| Dermatology | 66 | 83 | 71 | 44 | 30 |
| Pediatrics | 63 | 76 | 76 | 71 | 92 |
| Cardiology | 61 | 62 | 33 | 36 | 32 |
| Neurology | 57 | 61 | 101 | 60 | 61 |
| Otolaryngology | 52 | 42 | 44 | 52 | 32 |
| Urology | 41 | 37 | 51 | 40 | 29 |
| Pulmonology | 40 | 62 | 46 | 38 | 18 |
| Anesthesiology | 40 | 43 | 28 | 16 | 14 |
| Physician Assistant | 40 | 87 | 66 | 63 | 61 |

6 Other Specialty Recruitment Assignments

7 Administrative, Academic and Executive Titles Include:

| | | |
|--|---|--|
| Administrative Director | Chief Information Officer | Clerkship Director of Dermatology |
| Assistant Dean | Chief Medical Officer | Clerkship Director of Internal Medicine |
| Assistant Program Director | Chief Nursing Officer | Clerkship Director of Radiology |
| Assistant Professor | Chief of Adolescent Medicine | Clinical Instructor |
| Associate Dean | Chief of Cardiovascular Medicine | Dean |
| Business Manager | Chief of General Surgery | Director of Graduate Medical Education |
| Chair | Chief of Geriatric Medicine | Director of Nursing |
| Chair of Anesthesiology | Chief of Hematology and Oncology | Executive Vice President of Clinical Quality |
| Chair of Bioinformatics | Chief of Infectious Diseases | Facilities Director |
| Chair of Dermatology | Chief of Neonatal-Perinatal Medicine | Medical Director |
| Chair of Family Medicine | Chief of Pediatric Cardiology | Office Manager |
| Chair of Internal Medicine | Chief of Pediatric Critical Care Medicine | Practice Manager |
| Chair of Obstetrics & Gynecology | Chief of Pediatric Endocrinology | Residency Program Director |
| Chair of Ophthalmology & Visual Sciences | Chief of Pediatric Gastroenterology | RN Case Manager |
| Chair of Pathology | Chief of Pediatric Hematology/Oncology | Senior Medical Director |
| Chair of Pediatrics | Chief of Pediatric Hospital Medicine | Service Line Director |
| Chair of Psychiatry | Chief of Pediatric Nephrology | Vice Chair |
| Chair of Rehabilitation Medicine | Chief of Pediatric Neurology | Vice President of Health Affairs |
| Chief Executive Officer | Chief of Pediatric Pulmonology | Vice President of Medical Affairs |
| Chief Financial Officer | Chief of Pediatrics Genetics | |
| | Chief of Service Line | |

8 Income Offered to Top 20 Recruited Specialties (Base salary or guaranteed income only, does not include bonuses or benefits)

| Family Medicine | Low | Average | High | Psychiatry | Low | Average | High |
|-----------------|-----------|-----------|-----------|------------|-----------|-----------|-----------|
| 2017/18 | \$165,000 | \$241,000 | \$400,000 | 2017/18 | \$200,000 | \$261,000 | \$465,000 |
| 2016/17 | \$110,000 | \$231,000 | \$400,000 | 2016/17 | \$120,000 | \$263,000 | \$450,000 |
| 2015/16 | \$135,000 | \$225,000 | \$340,000 | 2015/16 | \$195,000 | \$250,000 | \$370,000 |
| 2014/15 | \$112,000 | \$198,000 | \$330,000 | 2014/15 | \$172,000 | \$226,000 | \$325,000 |
| 2013/14 | \$140,000 | \$199,000 | \$293,000 | 2013/14 | \$150,000 | \$217,000 | \$350,000 |

| Nurse Practitioner | Low | Average | High | Internal Medicine | Low | Average | High |
|--------------------|----------|-----------|-----------|-------------------|-----------|-----------|-----------|
| 2017/18 | \$85,000 | \$129,000 | \$205,000 | 2017/18 | \$190,000 | \$261,000 | \$475,000 |
| 2016/17 | \$85,000 | \$123,000 | \$181,000 | 2016/17 | \$170,000 | \$257,000 | \$600,000 |
| 2015/16 | \$92,000 | \$117,000 | \$197,000 | 2015/16 | \$195,000 | \$237,000 | \$320,000 |
| 2014/15 | \$78,000 | \$107,000 | \$129,000 | 2014/15 | \$100,000 | \$207,000 | \$260,000 |
| 2013/14 | \$70,000 | \$106,000 | \$150,000 | 2013/14 | \$145,000 | \$198,000 | \$360,000 |

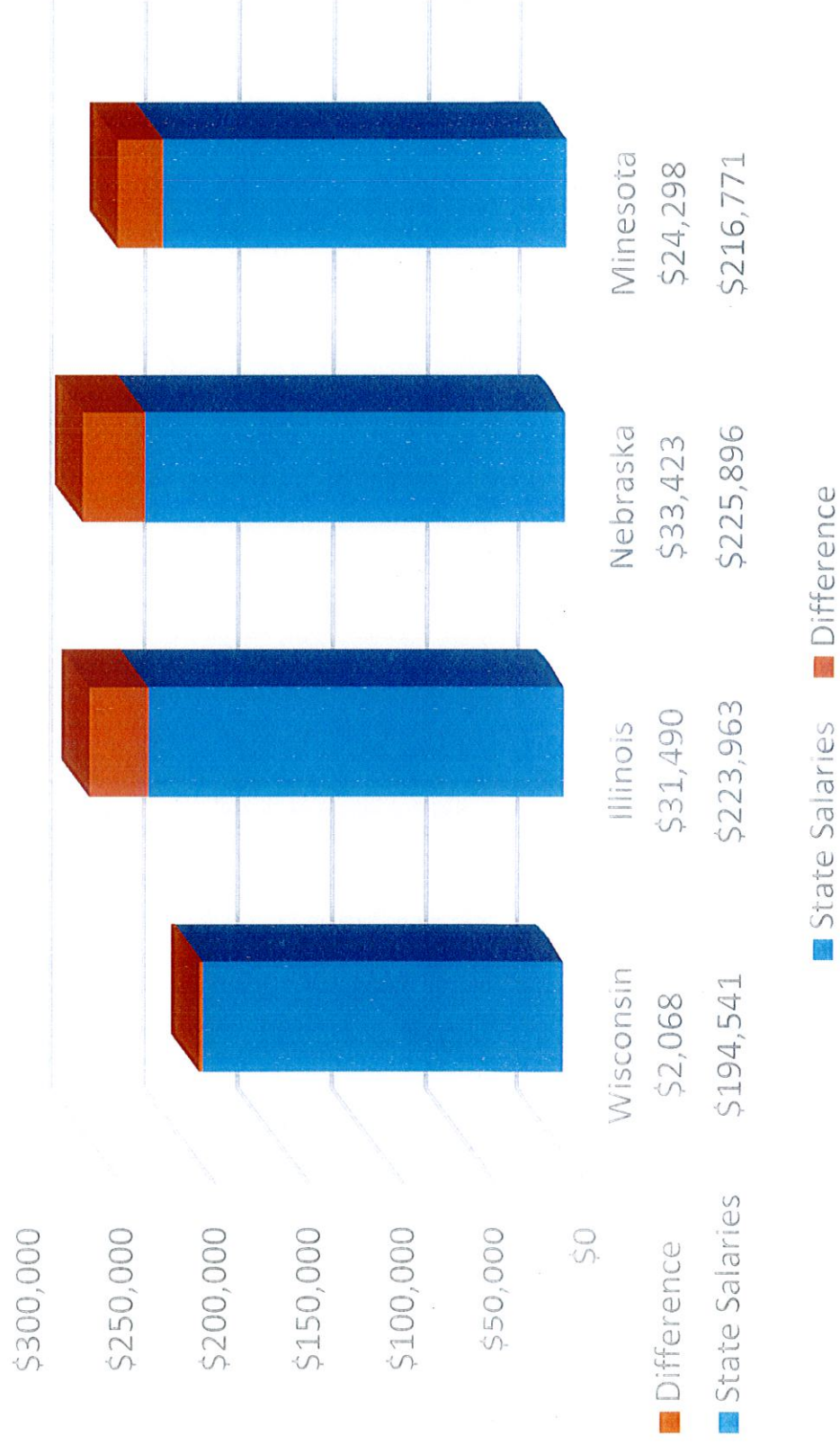
MAGE-OPEIU Local 2002

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Exhibit #15

Comparison of State physician Salaries

SOM Average Physician Salary \$192,473



MAGE – OPEIU Local 2002

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Exhibit 16

Corrections Seeks More Officers and Nurses; Cites Pay, Retirement Issues

While vacancies at the Department of Corrections are down this year compared to last by almost 250 employees, it's still treading water when it comes to retaining certain positions – particularly when staffing officers and nurses at facilities around the state.

This year there are 13,963 full-time employees with the department and 1,342 overall vacant positions. Breaking down the vacancies, department spokesperson Chris Gautz said Corrections is looking to hire 586 officers, 95 registered nurses, 45 licensed practical nurses and 21 dentists. Other vacancies comprise teachers, office assistants, prison counselors and more.

The number of overall vacancies within the department is less than the 1,588 in 2018, Mr. Gautz acknowledged, but it's still troublesome for a department stuck in what he defines as "a retirement bubble" when it comes to officer positions. Officer vacancies make up roughly 43 percent of overall vacancies within Corrections.

He characterized the problem as not just a Michigan issue, but one that correctional organizations are facing across the country.

"There was a huge hiring boom in the '80s and now there's a big retirement boom," Mr. Gautz said, adding that the department experiences around a 50-person loss each month simply due to retirements. "When you lose 50 a month, that's hard to replenish."

Areas of particular trouble in recruiting include rural correctional facilities, Mr. Gautz said, as the small cities surrounding them may not be what some are looking for when it comes to settling down or raising a family.

To combat this, the department has been emphasizing immediate entry into employment for those who graduate from Correctional Officer Academy – which typically brings in roughly 800 new employees a year – and is experimenting with increased online job promotions or geotargeting potential candidates for areas of need.

But when Corrections averages anywhere from 600 to 700 officers who retire, are promoted or quit each year, Mr. Gautz likened it to just keeping their heads above the water.

Further, when officers quit due to burnout or have their fellow employees retire or change careers, the burden then falls on officers who stay with Corrections. This perpetuates a cycle of overworking and more burnout, Mr. Gautz said, which typically falls on younger officers who see no way out other than to quit an otherwise well-paying job.

Byron Osborn, president of the Michigan Corrections Organization, said the department's mandatory overtime has been particularly grueling over the last two to

three years resulting in some officers under their purview working 16-hour shifts multiple times a pay period, which in turn "is exhausting people physically and mentally."

"That's time away from their family, that's stress of trying to find childcare or time away from your routine outside of work," Mr. Osborn said. "It is one of those stressors where, if you're a new employee in this work force made to work 16-hour days, that does impact their choice to continue to work."

He also pointed to lacking benefit packages for younger officers entering the field, which could spurn them into looking for work in other fields.

With nurses, however, the issue isn't with an aging population on the cusp of retirement or overworking, the issue is money. Specifically, it's Corrections' inability to offer starting wages that could compete with private sector nursing jobs or those in hospitals, Mr. Gautz said.

Considering the field of nursing, too, is experiencing a national shortage, Corrections is further unable to compete with employers able to offer signing bonus or other perks for working with their organization.

For a registered nurse employed with Corrections, depending on their work experience, starting wage can range from \$28.37 to \$38.87 per hour. What makes this difficult is that it is not up for Corrections to decide how much to pay its nurses, as hourly rates are decided by the Civil Service Commission. Any change to pay rates for nurses would affect all RN's employed by the state, which could have a drastic impact on the state's budget Mr. Gautz said.

The only thing Corrections is capable of offering is benefits, which Mr. Gautz said many younger nurses aren't considering as a deal maker as most "are looking at what the dollar sign is on that first check and since we can't compete, they're not interested."

The question then becomes what to do about the problem – the answer to which seems to be both incumbent on riding out the retirement wave, however long that will be, and encouraging practices within the department to better retain exhausted new officers.

Already looking at restructuring the way paid time off is requested so that newer members, too, get a chance at having much requested holidays or weekends off, Mr. Gautz said much of the state's efforts are going toward trying to continue to promote being a corrections officer as a possible field of employment.

"One of the problems we face is, people don't naturally think about growing up and working in a prison. Unless you know someone, it's really not top of mind," he said. "You see cops and attorneys on TV all the time... you don't see corrections, it's not really at the top of mind."