

INTRODUCTION
Coordinated Compensation Proceedings
FY 2024-2025
October 2023

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 2024-25 for non-exclusively represented employees (NEREs).

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

1. Standards.
 - a. The public interest and welfare, including the current and forecasted financial condition of the state.
 - b. Comparison of the overall compensation received by NEREs with the overall compensation received by exclusively represented employees.
 - c. Comparison of the rates of pay, the continuity and stability of employment, and the overall compensation and benefits received by state employees with employees performing similar services in other public and private employment.
 - d. Other appropriate considerations to the sound and rational determination of a coordinated compensation plan.
2. Consensus Agreements. The Panel shall also consider any recommendations that represent an agreement or consensus between the OSE and LROs or other participants in the CCP process.

DIRECT WAGE INCREASE FISCAL YEAR 2024-25

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

Currently we face an unprecedented surplus and robust state economy. Our Governor recently presented a nearly \$80 billion dollar state budget for next fiscal year using billions in surplus state revenue. *"In presenting her budget for 2024 fiscal year, Whitmer is in a position with no modern precedent. The state has a record surplus, estimated at just over \$9 billion in January..."* (Exhibit A: Detroit Free Press, Whitmer Presents \$79B state budget for 2024, resulting from record surplus, Paul Egan, & Clara Hendrickson, February

8, 2023: <https://www.freep.com/story/news/local/michigan/2023/02/08/whitmer-michigan-state-budget-surplus/69883610007/>)

The same holds true for the budget projections for FY 2025 year. A review of the executive budget for fiscal years 2024 and 2025 begins with Governor Whitmer stating, *"Michigan's revenue estimates continue to appear strong. We enter Fiscal Year 2025 with a multi-billion-dollar surplus, up from a projected \$3 billion deficit in 2020.* (Exhibit B: Executive Budget, Fiscal Years 2024 and 2025, February 8, 2023.)

As the Board and Commission are aware, MAGE has historically advocated that wage increases be above or minimally proportional to inflation. According to the U.S. Bureau of Labor Statistics, the Consumer Price Index (CPI) for the past 12 months as of August 2023 the CPI for all items less food and energy index was 4.3%, and the energy index at 3.6% and the food index at 4.3% over the year last.(Exhibit C: U.S Bureau of Labor Statistics, Economic News Release, September 13, 2023; <https://www.bls.gov/news.release/cpi.nr0.htm#:~:text=The%20all%20items%20index%20increased%203.7%20percent%20for%20the%2012,over%20the%20last%2012%20months.>)

Given that 2023 inflation has been hovering at just under and nearly 5%, MAGE agrees with the OSE proposal of a general wage increase for all NERE Employees. (Exhibit D: Projected Annual Inflation Rate in the United States 2010 to 2028, <https://www.statista.com/statistics/244983/projected-inflation-rate-in-the-united-states/#:~:text=Projected%20annual%20inflation%20rate%20in%20the%20United%20States%202010%2D2028&text=The%20inflation%20rate%20in%20the,data%20represents%20U.S.%20city%20averages.>)

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

As you know, MAGE has repeatedly addressed the issues of pay compression, excessive vacancy rates, and high turnover rates with the Departments, the Office of State Employer (OSE) and here during the Commission's coordinated compensation plan process. In fact, MAGE has addressed these issues, not less than 8 times in the past 11 years.

This year again, MAGE raised similar issues during its compensation discussions with OSE and the Departments. Based on these discussions, OSE and MAGE have agreed to establish a committee to review MAGE's concerns related to classification compensation, recruitment and retention during the fiscal year of 2024.

MAGE looks forward to working with OSE and the departments on the retention, recruitment and compensation issues. MAGE also believes this committee will provide its members with a positive opportunity to identify key positions; like the MDOC Supervisors, the DHHS Program Managers, and the managers at DHHS and MDOC that supervise mental health professionals, among others, that need increased compensation to alleviate wage compression and/or be made more competitive with the market and help the positions attract new employees to public service. As MAGE has repeatedly argued, for many classified positions, we simply are not compensating numerous positions at a high enough level to attract and retain candidates. (Exhibit E: Staffing Crisis Articles and Examples.) & (Exhibit F: Dems, Unions Open Push For More Public Sector Workers, www.gongwer.com, Friday July 21, 2023.)

For the reasons indicated above, MAGE recommends the adoption of the Office of State Employer's proposed general wage increase of 5%.

PROFESSIONAL DEVELOPMENT FUNDS

OSE has requested that the Professional Development Fund be increased by \$25,000.00 over last year's funding recommendation because last year's employee reimbursement requests exceeded the \$200,000.00 approved last year by approximately \$17,000.00. Professional development opportunities are important for NERE employees as it allows our professional employees to expand their knowledge base, boost their confidence and credibility and it expands their potential for advancement.

For the reasons indicated above, MAGE recommends the adoption of the Office of State Employer's proposed funding the Professional Development Fund at an increased amount of \$225,000.00.

In summary, MAGE requests the Panel and the Commission to consider approving all of OSE's recommendations as if they represent a consensus between OSE and the LROs for this years CCP, under Regulation 6.06 D.2. for Consensus Agreements.

Respectfully submitted,

Brant Wimbush

Brant Wimbush, Chair
Compensation Committee
MAGE-OPEIU Local 2002

EXHIBIT A

Whitmer presents \$79B state budget for 2024, resulting from record surplus

Paul Egan , Clara Hendrickson Detroit Free Press

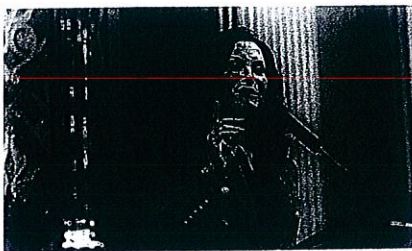
LANSING – Gov. Gretchen Whitmer presented a \$79 billion state budget Wednesday for the fiscal year that starts Oct. 1, using billions in surplus state revenue to boost schools, infrastructure, public health and the environment.

Whitmer said her budget recommendations would “lower costs, grow our economy and build a brighter future for Michigan.”

“Now the ball is in your court,” she told lawmakers, who will use her recommendations as a starting point as they craft the state budget.

In presenting her budget for the 2024 fiscal year, Whitmer is in a position with no modern precedent. The state has a record surplus, estimated at just over \$9 billion in January, and her Democratic Party holds majorities, albeit slim ones, in both chambers of the Legislature.

Whitmer's budget, if fully enacted, will drain nearly all of the surplus, though it provides for large sums to be deposited to reserve funds, State Budget Director Chris Harkins told lawmakers. Despite that major change, and with state officials anticipating a possible mild recession in the next year, “we feel very confident that what's been proposed is a sustainable plan,” Harkins said.



The \$79 billion budget calls for a \$14.8 billion general fund and a \$19 billion School Aid Fund.

As first presented one year ago, Whitmer's budget for the 2023 fiscal year totaled \$74.1 billion, with a \$14.3 billion general fund and an \$18.4 billion School Aid Fund. But that budget has experienced several upward revisions, as state tax revenues have continued to exceed expectations. Harkins said the proposed general fund budget for 2024 is actually down 3% from the 2023 budget, as enacted.

The 2024 fiscal year budget includes:

- Measures to “put money back in people's pockets,” including boosting the Earned Income Tax Credit, reducing taxes on retirement income, moving toward pre-K for all Michigan 4-year-olds, which Whitmer said would save families an average of \$10,000 a year, and providing a refundable tax credit of up to \$3,000 for child care and preschool teachers.

- A proposed School Aid budget boosts the foundation allowance schools receive by 5%, or \$548 per pupil, bringing the per-pupil allowance to \$9,608 for brick-and-mortar schools. Fully virtual schools, however, would receive 20% less, or \$7,687 per pupil in recognition of their lower operating costs. It also includes increased per-pupil funding for at-risk groups of students, \$911 million to provide free breakfast and lunch to all students and \$742 million for literacy coaches and tutoring efforts.
- A deposit of \$900 million into a new "Rainy Day Fund" for schools, to help ensure future financial stability. The state has a similar fund designed to help cushion the effects of economic downturns.
- For Michigan's community colleges, the budget proposal recommends \$140 million to temporarily expand eligibility for the Michigan Reconnect program that provides tuition-free associate degrees or skills certificates. In her State of the State address this year, Whitmer called for lowering the age to apply for the program from 25 to 21.
- A \$6.2 billion Michigan Department of Transportation budget, which is up \$478 million from the current year. It includes \$200 million in new funding to help replace about 30 state and local bridges and \$160 million to support capital investments in rail, marine and transit projects.
- Whitmer said the budget "delivers on commonsense gun safety measures," including universal background checks, safe storage, and extreme risk protection orders, which are often referred to as "red flag laws" intended to get guns away from people deemed a serious risk of harm to themselves or others.
- \$150 million to attract and establish a Michigan-based insulin manufacturing facility to lower the cost of insulin while creating high-skill jobs.
- \$226 million to remove and replace 40,000 lead service lines across the state over 10 years, plus \$122.5 million to ensure the safety and quality of drinking water and \$100 million for an "environmental justice contaminated site cleanup fund," intended to remediate and redevelop contaminated sites in historically disadvantaged communities.
- An \$800 million deposit of fiscal year 2022 general fund revenues in the Strategic Outreach and Attraction Reserve (SOAR) Fund, used to offer incentives to companies that locate major economic development projects in the state, plus an additional deposit of up to \$500 million from 2023 revenues, and each year going forward, through 2025, should annual corporate income tax revenues exceed \$1.2 billion.
- A \$200 million deposit to Michigan's Budget Stabilization Fund, more commonly known as the "Rainy Day Fund," bringing the balance in the fund to a record nearly \$2 billion by the end of 2024.
- An extra \$88.9 million to provide a 5% increase in both ongoing and one-time statutory revenue sharing for counties, cities, villages and townships, plus a 2% ongoing increase and a 5% one-time increase for local public safety initiatives, as well as a \$61.9 million increase in constitutional revenue sharing payments.

Outside of the 2024 budget, Whitmer and Democratic legislative leaders are working on adjustments to prior year budgets as they pursue goals that include easing the pain inflation is inflicting on Michigan households and setting aside hundreds of millions of dollars in incentives that can be used to attract new economic development projects.

More: Whitmer's budget to propose slashing sales tax for buyers of electric vehicles

More: Whitmer budget to propose hundreds of millions for school tutors, literacy programs

On Monday, they announced plans to use an estimated \$800 million in general fund revenues from 2022 to issue a \$180 check to every Michigan tax filer. They also want to hike the state Earned Income Tax Credit to 30% of the federal credit, up from 6%, at an estimated annual cost of \$440 million, and reduce the amount of income tax paid by retirees, at an estimated annual cost of \$500 million. Legislative action on those plans is expected Wednesday and Thursday.

Those plans would make a significant dent in the state surplus, estimated at \$9.2 billion as of the Jan. 13 revenue conference. Harkins said at that time about \$5.1 billion of the surplus is in the general fund and \$4.1 billion in the School Aid Fund. Of the general fund surplus, Harkins said about \$3 billion is deemed "one-time money," leaving the state with \$2.1 billion in ongoing new revenue that can be used for new programs.

On Wednesday, in response to a question from a lawmaker, Harkins said enacting all of Whitmer's budget recommendations would reduce the state's combined general fund and School Aid Fund surplus to \$250 million by the end of the 2024 fiscal year.

Also, reducing the size of the surplus is a \$1.1 billion supplemental bill Whitmer signed Jan. 31 that includes \$200 million to support an aging paper mill near Escanaba, in Michigan's Upper Peninsula, plus money to reduce blight and boost affordable housing.

That bill secured enough Republican support in the Senate for it to take effect immediately. Whitmer is seeking similar GOP support for her rebate checks, EITC and pension tax plans, in the hopes the "inflation relief" checks can be issued as early as this spring.

Republicans say Whitmer's plans to divert about \$800 million in 2022 general fund revenue are aimed at averting a 0.2-point reduction in Michigan's 4.25% personal income tax rate, which is likely to be triggered under a 2015 law, due to the record size of state tax revenues. They want that across-the-board cut to go ahead. Whitmer has vetoed previous bills to reduce the rate.

On Monday morning, House Minority Leader Matt Hall, R-Richland Township, said Whitmer is trying to bribe Michiganders with one-time checks that amount to about 50 cents a day, over the course of a year. Compared with a permanent tax cut, "it's not a good trade," Hall said at a Capitol news conference.

Still, Senate Minority Leader Aric Nesbitt, R-Porter Township, would not rule out providing immediate effect to a plan that averted the income tax rollback. That would depend on the details of any proposal, Nesbitt said Monday. "It shouldn't be that hard to find a bipartisan compromise."

Contact Paul Egan: 517-372-8660 or pegan@freepress.com. Follow him on Twitter @paulegan4.

EXHIBIT B

EXECUTIVE BUDGET

Fiscal Years 2024 and 2025

STATE OF MICHIGAN

Gretchen Whitmer, Governor

Christopher M. Harkins, State Budget Director

EXECUTIVE



GRETCHEN WHITMER, Governor

BUDGET

STATE OF MICHIGAN : FISCAL YEAR 2024



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
OFFICE OF THE GOVERNOR
LANSING

GARLIN GILCHRIST II
LT. GOVERNOR

February 8, 2023

My Fellow Michiganders:

I am proud to put forward my Executive Budget Recommendation for fiscal year 2024. This is a budget focused on the challenges people are facing right now and building a brighter future for Michigan.

My budget recommendation includes investments to lower costs for working families, create more economic opportunity for workers, and provide our children with what they need to succeed -- a great education and safe neighborhoods. It will build on the good work we accomplished in my first term, with critical investments in education, public safety, infrastructure, and economic development.

Michigan's revenue estimates continue to appear strong. We enter fiscal year 2024 with a multi-billion dollar surplus up from a projected \$3 billion deficit in 2020. The budget recommendation lays out my plan for investments to deliver on the issues that make a real difference in people's lives and build a brighter future. We must stay focused on passing a fiscally responsible, balanced budget that strategically invests our one-time resources and sets funds aside for a rainy day. Since I took office, we have paid down \$14 billion in debt and brought our rainy day fund to an all-time high of \$1.4 billion.

The Legislature and I will now work together to finalize a budget by July 1 to move Michigan forward. The fiscal year 2024 Executive Budget Recommendation contained in the following pages provides my plan for building a brighter, stronger future for the state we all love.

Sincerely,

A handwritten signature in cursive script that reads "Gretchen Whitmer".

Gretchen Whitmer
Governor

EXHIBIT C



U.S. BUREAU OF LABOR STATISTICS

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

Economic News Release

CPI PRINT:

Consumer Price Index Summary

Transmission of material in this release is embargoed until
8:30 a.m. (ET) Wednesday, September 13, 2023 USDL-23-1972

Technical information: (202) 691-7000 * cpi_info@bls.gov * www.bls.gov/cpi

Media contact: (202) 691-5902 * PressOffice@bls.gov

CONSUMER PRICE INDEX - AUGUST 2023

The Consumer Price Index for All Urban Consumers (CPI-U) rose 0.6 percent in August on a seasonally adjusted basis, after increasing 0.2 percent in July, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 3.7 percent before seasonal adjustment.

The index for gasoline was the largest contributor to the monthly all items increase, accounting for over half of the increase. Also contributing to the August monthly increase was continued advancement in the shelter index, which rose for the 40th consecutive month. The energy index rose 5.6 percent in August as all the major energy component indexes increased. The food index increased 0.2 percent in August, as it did in July. The index for food at home increased 0.2 percent over the month while the index for food away from home rose 0.3 percent in August.

The index for all items less food and energy rose 0.3 percent in August, following a 0.2-percent increase in July. Indexes which increased in August include rent, owners' equivalent rent, motor vehicle insurance, medical care, and personal care. The indexes for lodging away from home, used cars and trucks, and recreation were among those that decreased over the month.

The all items index increased 3.7 percent for the 12 months ending August, a larger increase than the 3.2-percent increase for the 12 months ending in July. The all items less food and energy index rose 4.3 percent over the last 12 months. The energy index decreased 3.6 percent for the 12 months ending August, and the food index increased 4.3 percent over the last year.

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

	Seasonally adjusted changes from preceding month							Un- adjusted 12-mos. ended Aug. 2023
	Feb. 2023	Mar. 2023	Apr. 2023	May 2023	Jun. 2023	Jul. 2023	Aug. 2023	
All items	0.4	0.1	0.4	0.1	0.2	0.2	0.6	3.7
Food	0.4	0.0	0.0	0.2	0.1	0.2	0.2	4.3
Food at home	0.3	-0.3	-0.2	0.1	0.0	0.3	0.2	3.0
Food away from home ⁽¹⁾	0.6	0.6	0.4	0.5	0.4	0.2	0.3	6.5
Energy	-0.6	-3.5	0.6	-3.6	0.6	0.1	5.6	-3.6
Energy commodities	0.5	-4.6	2.7	-5.6	0.8	0.3	10.5	-4.2
Gasoline (all types)	1.0	-4.6	3.0	-5.6	1.0	0.2	10.6	-3.3
Fuel oil ⁽¹⁾	-7.9	-4.0	-4.5	-7.7	-0.4	3.0	9.1	-14.8

Energy services	-1.7	-2.3	-1.7	-1.4	0.4	-0.1	0.2	-2.7
Electricity	0.5	-0.7	-0.7	-1.0	0.9	-0.7	0.2	2.1
Utility (piped) gas service	-8.0	-7.1	-4.9	-2.6	-1.7	2.0	0.1	-16.5
All items less food and energy	0.5	0.4	0.4	0.4	0.2	0.2	0.3	4.3
Commodities less food and energy commodities	0.0	0.2	0.6	0.6	-0.1	-0.3	-0.1	0.2
New vehicles	0.2	0.4	-0.2	-0.1	0.0	-0.1	0.3	2.9
Used cars and trucks	-2.8	-0.9	4.4	4.4	-0.5	-1.3	-1.2	-6.6
Apparel	0.8	0.3	0.3	0.3	0.3	0.0	0.2	3.1
Medical care commodities⁽¹⁾	0.1	0.6	0.5	0.6	0.2	0.5	0.6	4.5
Services less energy services	0.6	0.4	0.4	0.4	0.3	0.4	0.4	5.9
Shelter	0.8	0.6	0.4	0.6	0.4	0.4	0.3	7.3
Transportation services	1.1	1.4	-0.2	0.8	0.1	0.3	2.0	10.3
Medical care services	-0.7	-0.5	-0.1	-0.1	0.0	-0.4	0.1	-2.1

Footnotes⁽¹⁾ Not seasonally adjusted.**Food**

The food index rose 0.2 percent in August, as it did in the previous month. The index for food at home increased 0.2 percent over the month, after rising 0.3 percent in July. The six major grocery store food group indexes were split over the month, with three increases and three decreases. The index for meats, poultry, fish, and eggs rose 0.8 percent in August as the index for pork increased 2.2 percent. The index for other food at home increased 0.2 percent over the month and the index for cereals and bakery products rose 0.5 percent.

The index for dairy and related products decreased 0.4 percent in August after increasing 0.5 percent in July. The fruit and vegetables index declined 0.2 percent over the month, as did the nonalcoholic beverages index.

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

The food at home index rose 3.0 percent over the last 12 months. The index for cereals and bakery products rose 6.0 percent over the 12 months ending in August. The meats, poultry, fish, and eggs index was unchanged over the year. The remaining major grocery store food groups posted increases ranging from 0.3 percent (dairy and related products) to 4.8 percent (nonalcoholic beverages).

The index for food away from home rose 6.5 percent over the last year. The index for limited service meals rose 6.7 percent over the last 12 months, and the index for full service meals rose 5.2 percent over the same period.

Energy

The energy index rose 5.6 percent in August after increasing 0.1 percent in July. The gasoline index increased 10.6 percent in August, following a 0.2-percent increase in the previous month. (Before seasonal adjustment, gasoline prices rose 5.9 percent in August.)

Other energy components also increased in August. The index for electricity rose 0.2 percent in August, after decreasing 0.7 percent in July. The natural gas index increased 0.1 percent over the month, following a 2.0-percent increase in July. The index for fuel oil also rose in August, increasing 9.1 percent.

Despite the August monthly increases, the energy index fell 3.6 percent over the past 12 months. The gasoline index decreased 3.3 percent over the last 12 months, while the natural gas index fell 16.5

percent, and the fuel oil index fell 14.8 percent over the span. In contrast, the index for electricity rose 2.1 percent over the last year.

All items less food and energy

The index for all items less food and energy rose 0.3 percent in August, after rising 0.2 percent in July. The shelter index increased 0.3 percent over the month, after rising 0.4 percent in each of the preceding 2 months. The index for rent rose 0.5 percent in August, and the index for owners' equivalent rent increased 0.4 percent over the month. The lodging away from home index decreased 3.0 percent in August, its third consecutive decrease.

The shelter index was the largest factor in the monthly increase in the index for all items less food and energy. Among the other indexes that rose in August was the index for motor vehicle insurance, which increased 2.4 percent after rising 2.0 percent the preceding month. The indexes for airline fares, personal care, new vehicles, and household furnishings and operations also increased in August.

The medical care index rose 0.2 percent in August, after falling 0.2 percent the previous month. The index for hospital services increased 0.7 percent over the month, and the index for physicians' services rose 0.1 percent. The prescription drugs index rose 0.4 percent in August.

The index for used cars and trucks fell 1.2 percent in August, after decreasing 1.3 percent in July. The recreation index declined 0.2 percent over the month, and the communication index declined 0.1 percent.

The index for all items less food and energy rose 4.3 percent over the past 12 months. The shelter index increased 7.3 percent over the last year, accounting for over 70 percent of the total increase in all items less food and energy. Other indexes with notable increases over the last year include motor vehicle insurance (+19.1 percent), recreation (+3.5 percent), personal care (+5.8 percent), and new vehicles (+2.9 percent).

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 3.7 percent over the last 12 months to an index level of 307.026 (1982-84=100). For the month, the index increased 0.4 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 3.4 percent over the last 12 months to an index level of 301.551 (1982-84=100). For the month, the index increased 0.6 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 3.7 percent over the last 12 months. For the month, the index increased 0.4 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

The Consumer Price Index for September 2023 is scheduled to be released on Thursday, October 12, 2023, at 8:30 a.m. (ET).

Technical Note

Brief Explanation of the CPI

The Consumer Price Index (CPI) measures the change in prices paid by consumers for goods and services. The CPI reflects spending patterns for each of two population groups: all urban consumers and urban wage earners and clerical workers. The all urban consumer group represents about 93 percent of the total U.S. population. It is based on the expenditures of almost all residents of urban or metropolitan areas, including professionals, the self-employed, the poor, the unemployed, and retired people, as well as urban wage earners and clerical workers. Not included in the CPI are the spending patterns of people living

in rural nonmetropolitan areas, farming families, people in the Armed Forces, and those in institutions, such as prisons and mental hospitals. Consumer inflation for all urban consumers is measured by two indexes, namely, the Consumer Price Index for All Urban Consumers (CPI-U) and the Chained Consumer Price Index for All Urban Consumers (C-CPI-U). The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) is based on the expenditures of households included in the CPI-U definition that meet two requirements: more than one-half of the household's income must come from clerical or wage occupations, and at least one of the household's earners must have been employed for at least 37 weeks during the previous 12 months. The CPI-W population represents about 29 percent of the total U.S. population and is a subset of the CPI-U population.

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

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

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

Sampling Error in the CPI

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

Calculating Index Changes

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

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

Use of Seasonally Adjusted and Unadjusted Data

The Consumer Price Index (CPI) produces both unadjusted and seasonally adjusted data. Seasonally adjusted data are computed using seasonal factors derived by the X-13ARIMA-SEATS seasonal adjustment method. These factors are updated each February, and the new factors are used to revise the previous 5 years of seasonally adjusted data. The factors are available at www.bls.gov/cpi/tables/seasonal-adjustment/seasonal-factors-2022.xlsx. For more information on data revision scheduling, please see the Factsheet on Seasonal Adjustment at www.bls.gov/cpi/seasonal-adjustment/questions-and-answers.htm and the Timeline of Seasonal Adjustment Methodological Changes at www.bls.gov/cpi/seasonal-adjustment/timeline-seasonal-adjustment-methodology-changes.htm.

For analyzing short-term price trends in the economy, seasonally adjusted changes are usually preferred since they eliminate the effect of changes that normally occur at the same time and in about the same magnitude every year—such as price movements resulting from weather events, production cycles, model changeovers, holidays, and sales. This allows data users to focus on changes that are not typical for the time of year. The unadjusted data are of primary interest to consumers concerned about the prices they actually pay. Unadjusted data are also used extensively for escalation purposes. Many collective bargaining contract agreements and pension plans, for example, tie compensation changes to the Consumer Price Index before adjustment for seasonal variation. BLS advises against the use of seasonally adjusted data in escalation agreements because seasonally adjusted series are revised annually.

Intervention Analysis

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

For example, this procedure was used for the motor fuel series to offset the effects of the 2009 return to normal pricing after the worldwide economic downturn in 2008. Retaining this outlier data during seasonal factor calculation would distort the computation of the seasonal portion of the time series data for motor fuel, so it was estimated and removed from the data prior to seasonal adjustment. Following that, seasonal factors were calculated based on this "prior adjusted" data. These seasonal factors represent a clearer picture of the seasonal pattern in the data. The last step is for motor fuel seasonal factors to be applied to the unadjusted data.

For the seasonal factors introduced for January 2022, BLS adjusted 72 series using intervention analysis seasonal adjustment, including selected food and beverage items, motor fuels, electricity, and vehicles.

Revision of Seasonally Adjusted Indexes

Seasonally adjusted data, including the U.S. city average all items index levels, are subject to revision for up to 5 years after their original release. Every year, economists in the CPI calculate new seasonal factors for seasonally adjusted series and apply them to the last 5 years of data. Seasonally adjusted indexes beyond the last 5 years of data are considered to be final and not subject to revision. For January 2022, revised seasonal factors and seasonally adjusted indexes for 2017 to 2021 were calculated and published. For series which are directly adjusted using the Census X-13ARIMA-SEATS seasonal adjustment software, the seasonal factors for 2021 will be applied to data for 2022 to produce the seasonally adjusted 2022 indexes. Series which are indirectly seasonally adjusted by summing seasonally adjusted component series have seasonal

factors which are derived and are therefore not available in advance.

Determining Seasonal Status

Each year the seasonal status of every series is reevaluated based upon certain statistical criteria. Using these criteria, BLS economists determine whether a series should change its status from "not seasonally adjusted" to "seasonally adjusted", or vice versa. If any of the 81 components of the U.S. city average all items index change their seasonal adjustment status from seasonally adjusted to not seasonally adjusted, not seasonally adjusted data will be used in the aggregation of the dependent series for the last 5 years, but the seasonally adjusted indexes before that period will not be changed. For 2022, 22 of the 81 components of the U.S. city average all items index are seasonally adjusted.

Contact Information

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

For additional information on seasonal adjustment in the CPI visit www.bls.gov/cpi/seasonal-adjustment/home.htm or contact the CPI seasonal adjustment section at 202-691-6968 or cpiseas@bls.gov.

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

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

[The PDF version of the news release](#)

[News release charts](#)

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Last Modified Date: September 13, 2023

EXHIBIT D

Projected annual inflation rate in the United States from 2010 to 2028

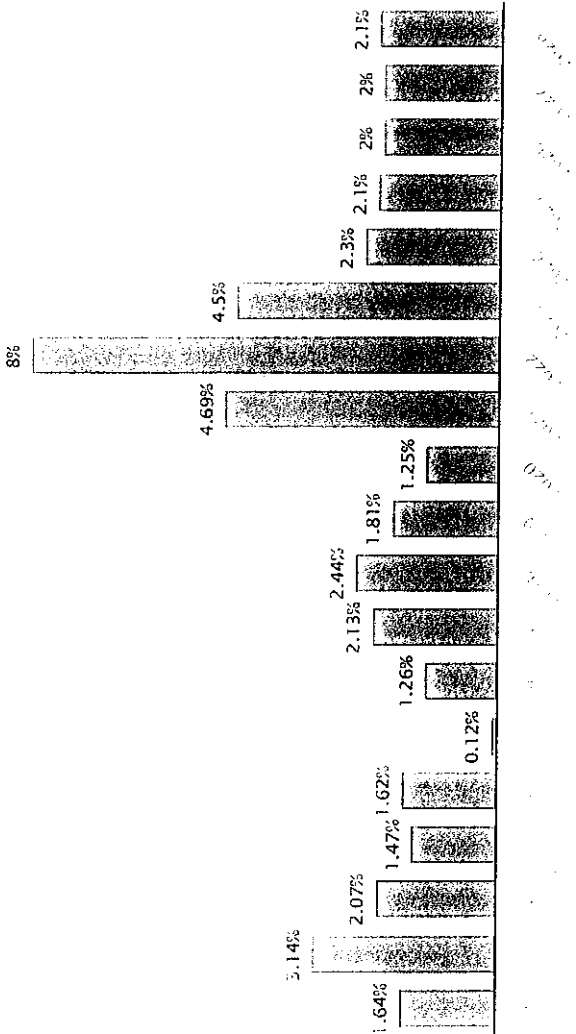
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Release date
Apr. 2021

Region
United States

Survey time period
2010 to 2026

Supplementary notes
- Projected

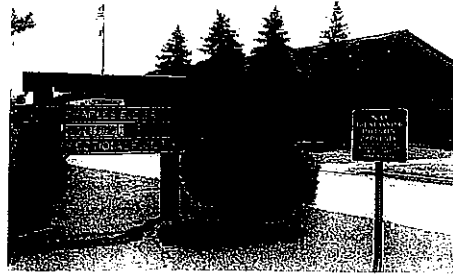
Open this statistic in...
Spanish

EXHIBIT E

Staffing Crisis Spotlight

Charles E. Egeler Reception and Guidance Center

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



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

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

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

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

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

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

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

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

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

Michigan Corrections Organization
421 W. Kalamazoo St.
Lansing, MI 49833
United States

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Performance bonuses paid to Michigan state government workers quadrupled in 2021

Paul Egan | Detroit Free Press

3 hours ago



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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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



ADVERTISEMENT





Staffing shortages impact operations at Michigan's prisons

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



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

ADVERTISEMENT

By Ta'Niyah Jordan
Published: Aug. 2, 2023 at 7:17 PM EDT
    

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

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

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

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

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

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

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

The Department has \$12 million to recruit and retain more staff. It is an incentive that MDOC could still attract more workers that are ready to fill these positions.

"We've got the departments utilizing other staff from outside our ranks to try and help fill in the holes in our ranks, which then of course puts a burden on them," said Byron.

Robert is also asking lawmakers to solve what he calls a "prison staffing crisis."

Jackson Area Correctional Facility will have a job fair August 6, 12 to find Corrections Officers, Healthcare and Mental Health professionals, Food Service staff, Skilled Trades workers, and other positions. The fair will be located at the Jackson County Fair at Jackson County Fair, 124 West Jackson Street, Jackson, Michigan 49201.

Latest News

2023-08-02

Exhibit F

Dems, Unions Open Push For More Public Sector Workers

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/01/2022 Minimum	10/01/2022 Maximum
Corrections Medical Officer-E	8	CRMEDOFE	C12-001	C12	N	H	BWN3	Y	4	CL1	\$20.08	\$29.46
Corrections Medical Officer-E	E9	CRMEDOFE	C12-001	C12	N	H	BWN3	Y	4	CL1	\$20.85	\$30.75
Corrections Medical Unit Off-E	E10	CRMDOFRE	C12-003	C12	N	H	BWN3	Y	4	CL1	\$21.60	\$32.63
Corrections Officer Non Career	N	CORONON	C12-001P	C12	N	H	BWN3	Y	4	CL1	\$20.85	\$24.59
Corrections Officer-E	8	CORROFRE	C12-001	C12	N	H	BWN3	Y	4	CL1	\$20.08	\$29.46
Corrections Officer-E	E9	CORROFRE	C12-001	C12	N	H	BWN3	Y	4	CL1	\$20.85	\$30.75
Corrections Program Coord-A	12	CORPCDRA	W22-041	W22	N	H	BWN1	Y	2	CL2	\$25.40	\$34.77
Corrections Program Coord-E	9	CORPCDRE	W22-007	W22	N	H	BWN1	Y	2	CL2	\$23.47	\$29.18
Corrections Program Coord-E	10	CORPCDRE	W22-007	W22	N	H	BWN1	Y	2	CL2	\$22.51	\$30.66
Corrections Program Coord-E	P11	CORPCDRE	W22-007	W22	N	H	BWN1	Y	2	CL2	\$24.13	\$32.38
Corrections Qmhp-A	12	CORQMHPA	NERE-166	Y99	Y	H	BWE1	Y	2	CL2	\$27.98	\$41.50
Corrections Qmhp-A	12	CORQMHPE	W22-056	W22	Y	H	BWE1	Y	2	CL2	\$27.71	\$40.45
Corrections Qmhp-E	9	CORQMHPE	NERE-285	Y99	N	H	BWN2	Y	2	CL2	\$24.29	\$30.09
Corrections Qmhp-E	9	CORQMHPE	W22-013	W22	N	H	BWN1	Y	2	CL2	\$24.29	\$30.09
Corrections Qmhp-E	10	CORQMHPE	NERE-285	Y99	N	H	BWN2	Y	2	CL2	\$24.85	\$33.85
Corrections Qmhp-E	10	CORQMHPE	W22-013	W22	N	H	BWN1	Y	2	CL2	\$24.85	\$33.85
Corrections Qmhp-E	P11	CORQMHPE	NERE-285	Y99	Y	H	BWE1	Y	2	CL2	\$26.26	\$36.32
Corrections Qmhp-E	P11	CORQMHPE	W22-013	W22	N	H	BWN1	Y	2	CL2	\$26.26	\$36.32
Corrections Resident Rep	E10	CORRSREP	C12-005	C12	N	H	BWN3	Y	5	CL1	\$18.96	\$34.24
Corrections Security Inspector	13	CORSCISP	NERE-131	Y51	Y	H	BWE1	Y	4	CL1	\$28.73	\$42.18
Corrections Security Rep	E10	CORSCREP	C12-005	C12	N	H	BWN3	Y	5	CL1	\$18.96	\$34.24
Corrections Shift Supv-1	11	CORSPV1	NERE-127	Y51	N	H	BWN2	Y	4	CL3	\$24.06	\$35.08
Corrections Shift Supv-2	12	CORSPV2	NERE-130	Y51	N	H	BWN2	Y	4	CL3	\$27.05	\$38.29
Corrections Shift Supv-3	13	CORSPV3	NERE-131	Y51	Y	H	BWE1	Y	4	CL3	\$28.73	\$42.18