

Introduction
Coordinated Compensation Proceedings
FY 2026-2027
October 2025

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 2026-27 for non-exclusively represented employees (NEREs).

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

Standards

- a. The public interest and welfare, including the current and forecasted financial condition of the state.
- b. Comparison of the overall compensation received by NEREs with the overall compensation received by exclusively represented employees.
- c. Comparison of 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.

Direct Wage Increase Fiscal Year 2026-27

In the past years, our state has continued to face retention and recruitment problems in many of our State Departments, especially the Michigan Department of Corrections (MDOC) and the Michigan Department of Health and Human Services (MDHHS). A contributing factor to this problem is the lack of adequate compensation increases.

At the end of fiscal year 2025, the total general fund balance was approximately \$14.8 billion. (<https://mlpp.org/2025-state-budget-analysis/#:~:text=The%20final%20budget%20agreement%2C%20which,41.7%25%20of%20the%20state%20budget.>) This was an increase from fiscal year 2024, when the total general fund balance was \$12.7 billion. [1]

MAGE has historically advocated for general wage increases above the current inflation rate. According to the U.S. Bureau of Labor Statistics, the Consumer price index (CPI) for the past 12 months as of July 2025, for all items less food and energy index rose to 3.1% and the food index at 2.9 %. [ii]

While the inflation rate over the last 12 months has seen an increase since our last position statement, 2.9% in 2024, it is not the only factor impacting NERE wages. State employees have taken on a significant increase to their health insurance rates. Employees in 2024-2025 saw the State PPO increase by 20% and Blue Care Network increase by approximately 23.8%. The State Dental Plan also saw an increase of 8%. The increase in health care costs alone ate up the 3% wage increase that NERE's have received in the fall of 2025. [iii] This year we anticipate significant increases in health care costs again; these increases will again eat up this year's proposed 3% increase for October 2026.

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

WAGE COMPRESSION

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

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

MAGE has repeatedly addressed the issues of pay compression, excessive vacancy rates, and high turnover rates with the Departments, the Office of State Employer (OSE) and here during the Commission's coordinated compensation plan process. In fact, MAGE has addressed these issues, not less than 11 times in the past 13 years.

This year again, MAGE raised pay compression issues during its compensation discussions with OSE and the Departments. Wage compression has a negative effect on the Department's ability to attract and retain employees in many of the State's key positions such as the MDOC Supervisors and the DHHS Program Managers. The lack of compensation improvements compared to their employees, will lead to turnover in the future. Providing a special compensation increase is a way to prevent State of Michigan supervisors from taking their skills elsewhere. [iv]

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

One issue of wage compression that MAGE requests the Commission address is at MDHHS. In 2024, MDHHS reclassified UAW First Line Specialist to Senior Specialist. This reclassification was understandably made to address a recruitment and retention problem currently occurring at DHHS. However, the reclassification caused another incident of pay compression between these Specialist level employees and their supervisors.

The Specialist level employees were announced in a memorandum dated April 5, 2023, MDHHS indicated a reclassification of First Line Specialist to a Senior Level First Line Specialist. [v]

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

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

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

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

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

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

Service Program Managers are now being required to go out into the field with staff on a monthly basis. Staff are receiving a hazard pay of .46 cents and supervisors are not receiving this pay. This is an unfair discrepancy and the Service Program Managers should be receiving this hazard pay as well.

For the reasons indicated above, MAGE recommends a special wage increase of 5% and to change the classification designation to allow these classifications to earn overtime. We also recommend that Service Program Managers receive the .46 cent per hour hazard pay while being required to work in the field.

Corrections Supervisors:

For years MAGE has been advocating for special wage increases for our Corrections Shift Supervisors. Last year the Commission approved a \$1.30 pay schedule increase for Correction Shift Supervisors beginning October 1, 2025. However, we continue to advocate today for all NERE employees in the Department of Corrections because the Department continues to experience staffing struggles that negatively affect our members.

In October of 2025, all MCO classifications received the same 3% base pay increase as supervisors, and those officers who had a minimum of one year at the top of their pay rate received an additional 4% (\$1.30) increase. This is the same increase that was provided to the Corrections Shift Supervisors. The additional \$1.30 Supervisors received in the end did not address the ongoing pay compression between officers and supervisors. [ix]

Our supervisors continue to face tight pay compression between them and their employees. One of the biggest problems caused by this ongoing wage compression is quick turnover and the high rate of vacancies. Many of our facilities are facing substantial vacancy rates for example. Alger Correctional Facility at 33.9%, Charles E. Egeler Reception and Guidance Center at 32.5%, Chippewa 32%, Robert Cotton at 33.3%. [x] These vacancies are leading to constant overtime mandates which leave our staff exhausted with limited time to care for their families, homes, or themselves. With the bombardment of overtime and low staffing, the lack of monetary incentive, many employees contemplate if it is worth continuing with this profession. Ultimately, many leave.

As of March 2025, the Michigan Department of Corrections had a grand total of 2,269.9 vacancies. 875.9 of those vacancies were corrections officer positions. In FY2024, the Department of Corrections paid a total of \$118.2 Million for 2,572,496 overtime hours. 2,433,786 of those hours or 95%, were corrections officer overtime hours. [xi]

As we all know, the jobs our corrections supervisors do day in and day out are anything but easy. Their jobs are both mentally and physically taxing. Providing a monetary incentive such as wage increases that combat a wage compression will help improve the retention problem we face. When more employees stay, the need for mandated overtime decreases, and therefore improves the work life balance for all.

For the reasons listed above, MAGE is recommending a special wage increase of 3% for all Corrections Supervisors in addition to the recommended overall increase of 5%.

Motor Carrier Lieutenant 14:

Included in last year's Resolution 4-M, Motor Carrier Sergeant 13, Motor Carrier specialist sergeant 13, received a 10% wage increase. The Motor Carrier Lieutenant 14 was not included in this increase. This created a new pay compression between the Sergeant 13 and Lieutenant 14. The new difference in wages is now only \$1.58, down from \$5.70 leading to a compression rate of 72%. [xii]

We recommend a 10% wage increase for Motor Carrier Lieutenant 14 in addition to the 5% recommended base wage increase.

Pharmacist Manager:

State employed pharmacists are a small, often underrepresented group, despite their significant contributions in supporting physicians, nurses, and patients. NERE Pharmacist Managers numbers are limited, and as such, we believe they were overlooked when OSE implemented the 20% compensation increases authorized to other licensed professionals in 2022.

Despite our pharmacists unwavering commitment and the critical nature of their work, we find our pharmacists to be among the lowest-paid pharmacists in the region. Disparities of up to 35% compared to industry standards are evident, with the mean annual wage for pharmacists employed by MDHHS significantly below the Michigan average salary in Michigan for pharmacist managers. This significant wage gap is concerning, particularly when compared to state-employed pharmacists nationally and in neighboring Midwestern states. [xiii]

As our state pharmacists were left out of the 20% raise granted to specially licensed positions; we recommend a salary increase of 20%, for the Pharmacist Managers of the state of Michigan.

Auditor, Auditor Specialists, and Auditor Managers

Civil Service recently approved a 20% pay premium for Field Auditors at the Michigan Department of Treasury during their May 2024, meeting by amending CS Rule 5-6.4. Although this increase was intended to make the compensation for Field Auditors more competitive with the private sector and the Federal Government, it also has the unintended consequences of incentivizing other Auditors to abandon their positions in favor of Field Audit positions.

Due to the fact that it is difficult to recruit and retain qualified auditors across all departments, we urge the Commission to consider extending the Civil Service recently approved 20% pay premium to all auditors.

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

State Police Technical Leader STPLDR 15_

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

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

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

The Current rates for comparison are:[xvii]

- State Police Technical Leader STAPOLFOR NERE-271 \$38.77 to \$58.65 per hour
- State Police Laboratory Director SPTLBDIR NERE- \$93,681 - \$134,751 annually or \$44.87 – \$64.54 per hour.

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

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

PROFESSIONAL DEVELOPMENT FUNDS

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

Respectfully submitted,

Brant Wimbush

Brant Wimbush, Chair
Compensation Committee
MAGE-OPEIU Local 2002

Exhibits

- [i] - Exhibit #1 - <https://mlpp.org/2025-state-budget-analysis/#:~:text=The%20final%20budget%20agreement%2C%20which,41.7%25%20of%20the%20state%20budget.>
- [ii] - Exhibit #2 - July 2025 CPI Summary - US Bureau of Labor Statistics
- [iii] - Exhibit #3 - January 2025 Insurance Premium Rates Increases
- [iv] - Exhibit #4 - Dems, Unions Open Push for More Public Sector Workers www.gongwer.com
- [v] - Exhibit #5 - DHHS Memo on reclassification
- [vi] - Exhibit #6 - Services Program Manager Job Specification <https://www.michigan.gov/-/media/Project/Websites/mdcs/JOBSECS/S/ServicesProgramManager.pdf?rev=fd98ce62f1024ac7b710d99dcd12d5e6>
- [vii] - Exhibit #7 - Appendix A - UAW Contract Agreement 2025-2027
- [viii] - Exhibit #8 - 10/01/202 Compensation Plan pg. 67
- [ix] - Exhibit #9 - MCO 10/11/2024 Compensation Update
- [x] - Exhibit #10 - Corrections Excel Data on Vacancy Rates <https://www.michigan.gov/corrections/public-information/staffing-reports>
- [xi] - Exhibit #11 - House Fiscal Agency fiscal snapshot MDOC
- [xii] - Exhibit #12 - Resolution 4-m; Motor Carrier lieutenant 14 Job Description; State Police Lieutenant 14 Job Description; Comparison of Pay Scales
- [xiii] - Exhibit #13 - Pharmacist Salaries, Occupational Employment and Wages, May 2023 - Pharmacists, Pharmacist Salary Comparison with UofM
- [xiv] - Exhibit #17 - 1/1/2024 Compensation Plan - State Police Technical Leader and State Police Laboratory Director salary comparison

Exhibit 1

The starting point for the final budget agreement came out of the May Consensus Revenue Estimating Conference. The May Conference showed that the state is well on its way to returning to a “new normal.” The economy is stable, with a lot of the same risks that have been discussed at the past few conferences, and revenues are largely on pace with expectations. General Fund/General Purpose (also commonly referred to as General Fund, or GF/GP) related taxes are coming in slightly ahead of anticipated, but School Aid Fund (SAF) related taxes are coming in slightly below projections. Overall, net revenues were adjusted slightly upward, with General Fund upward adjustments more than fully offsetting SAF downward adjustments.

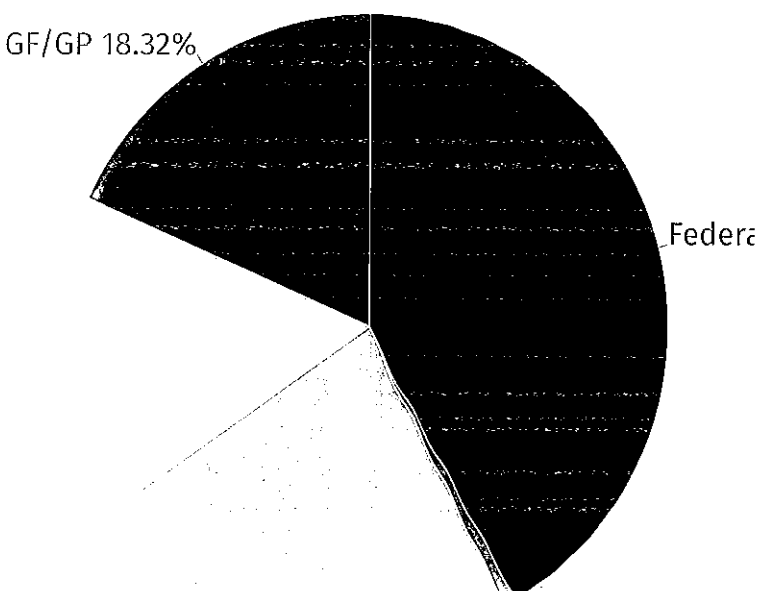
Revenue estimates indicate stable economy and slight growth, but School Aid Fund less strong

	Fiscal Year 2023-24		Fiscal Year 2024-25		Fiscal Year 2025-26	
	May 2024	Change from Jan 2023	May 2024	Change from Jan 2023	May 2024	Change from Jan 2023
General Fund/GP	\$13,948.8	\$351.4	\$14,257.8	\$235.6	\$14,886.5	\$178.9
School Aid Fund	\$17,783.6	-\$163.3	\$18,146.9	-\$160.1	\$18,572.5	-\$133.5
TOTAL	\$31,732.4	\$188.1	\$32,404.7	\$75.5	\$33,459.0	\$45.4

Source: Consensus Revenue Estimating Conference, May 2024

The final budget agreement, which was passed by the Legislature early on June 27, 2024 and signed by the governor on July 23, 2024 (School Omnibus) and July 24, 2024 (General Fund Omnibus), contains the details of the plan to allocate the state's resources for the FY 2024-2025 budget year, which begins on Oct. 1, 2024 and ends on September 30, 2025. The final budget includes \$81.2 billion in total spending from state and federal sources. About \$18.6 billion of SAF dollars are spent across pre-K-12 schools, community colleges, and colleges and universities. Spending from the state's General Fund—the portion of the budget over which lawmakers have the most control—is expected to be \$14.9 billion. Federal funds continue to make up the largest portion of the state budget at nearly \$33.9 billion or 41.7% of the state budget.

Budget funding blend remains on trend



Business-type Activities

The business-type activities' net position increased \$412.3 million (17.9 percent) during the fiscal year. The \$412.3 million increase in net position for business-type activities was primarily due to the increase in net position for the Michigan Unemployment Compensation Funds of \$397.6 million (16.6 percent). In fiscal year 2023, there was an increase in net position of \$575.5 million for the Michigan Unemployment Compensation Funds. The net position continued to increase because unemployment contributions from employers exceeded the unemployment benefits that were paid.

FINANCIAL ANALYSIS OF THE STATE'S FUNDS

As the State completed the year, its governmental funds reported fund balances of \$23.0 billion. Of this amount, \$2.1 billion constitutes unassigned fund balance in the General Fund, which is available to appropriate in future years. Of the total governmental fund balances, \$1.3 billion is in non-spendable form made up of amounts legally or contractually required to be maintained intact, including permanent fund endowments and assets that will not be converted to cash in the short-term, including consumable inventories. Another \$10.5 billion of the governmental fund balances are restricted for specific purposes by enabling legislation and external restriction, a majority of which includes the School Aid Fund and funds legally restricted for capital projects. Committed governmental fund balances totaled \$8.9 billion as of the end of the fiscal year representing funding set aside for multi-year projects and earmarked revenue carried forward with legislative authority for specific ongoing programs. Another \$315.0 million of the governmental fund balances are assigned for encumbered services and goods to be received after the end of the fiscal year. Two capital projects funds reported a negative unassigned fund balance totaling \$29.7 million due to expenditures incurred in advance of bonding proceeds which will be received after the end of the fiscal year.

The ending fund balance of \$23.0 billion for governmental funds was a decrease of \$1.4 billion (5.7 percent) from the prior year. The \$1.4 billion decrease in the ending fund balance was primarily due to decreases in fund balance in the School Aid Fund and the capital project funds of \$1.3 billion and \$541.4 million, respectively, while the fund balance for the General Fund increased \$131.2 million. The changes in fund balance for the General Fund and School Aid Fund are further discussed below. The decrease in fund balance for the capital project funds was due to spending of bond proceeds that were received in prior years on transportation projects.

General Fund

The General Fund is the chief operating fund of the State. At the end of fiscal year 2024, the General Fund total fund balance was \$12.7 billion, of which \$2.1 billion was unassigned and, therefore, available for appropriation. The General Fund total fund balance of \$12.7 billion represents an increase of \$131.2 million (1.0 percent) from the fiscal year 2023 ending total fund balance. In fiscal year 2023, the General Fund total fund balance decreased \$530.9 million from the fiscal year 2022 ending total fund balance. The \$662.1 million increase in the change in fund balance was primarily due to an increase in revenue of \$2.7 billion, which exceeded the increase in expenditures of \$2.0 billion. The following factors contributed to the changes in revenue and expenditures:

- General Fund tax revenues increased by \$2.1 billion (10.9 percent) from fiscal year 2023. Of the \$2.1 billion increase, personal income and quality assurance assessment tax revenue accounted for increases of \$1.1 billion and \$897.3 million, respectively. The increase in personal income tax revenue in fiscal year 2024 was attributable to several factors some of which included strong wage gains, an increase in overall employment, and a return of the personal income tax rate to 4.25 percent for tax year 2024.

The increase in the quality assurance assessment tax revenue was primarily due to clarifying guidance from the Centers for Medicare and Medicaid Services (CMS) that resulted in an increase in the amount of quality assurance assessment tax billed to hospitals. The CMS guidance also contributed to the increase in General Fund current expenditures for health and human services noted below.

- General Fund current expenditures for health and human services increased \$2.6 billion (7.9 percent) from fiscal year 2023 due to increased investment in health and human services programs, including Medicaid.
- General Fund current expenditures for labor, commerce, and regulatory decreased by \$1.4 billion (34.5 percent) from fiscal year 2023 primarily due to a decrease in appropriations to the Michigan Strategic Fund for infrastructure, community enhancement, and economic development grants.

Included within the General Fund's committed fund balance is \$2.0 billion in the Counter-Cyclical Budget and Economic Stabilization Fund. This fund, also referred to as the Rainy Day Fund, is used to stabilize government programs in times of economic downturn.

General Fund Budgetary Highlights:

The original enacted fiscal year 2024 General Fund budget was \$54.0 billion. During the year, various positive and negative supplemental appropriations and other adjustments resulted in a final enacted budget of \$53.4 billion. Included in the difference between the final enacted budget of \$53.4 billion and actual spending and encumbrances of \$53.3 billion were spending authority lapses of \$466.3 million and restricted revenue authorized, but not spent, totaling \$110.1 million. In addition, there were line-item overexpenditures in the General Fund of \$461.3 million, which included net overexpenditures of \$3.3 million for community college

appropriations. More detailed information regarding the State's budgetary overexpenditures is presented in Note 3 to the financial statements. At fiscal year end, excess restricted revenue of \$5.9 billion was carried forward into fiscal year 2025 and is available for appropriation.

School Aid Fund

Fund balance at September 30, 2024, totaled \$4.5 billion, a decrease of \$1.3 billion (22.1 percent) from the prior year. Total revenues and transfers to the School Aid Fund remained consistent in fiscal year 2024 at \$21.9 billion, while expenditures increased \$1.3 billion. School Aid Fund expenditures increased \$1.3 billion due to increases in the State's per pupil foundation allowance and additional investments in various education programs, such as programs for students with disabilities and universal school meals.

The restricted fund balance in the School Aid Fund includes balances related to two stabilization funds. The balances for the School Aid Stabilization Fund and the School Aid Countercyclical Budget and Foundation Stabilization Fund were \$1.3 billion and \$476.9 million, respectively.

CAPITAL ASSETS AND DEBT ADMINISTRATION

Capital Assets: At the end of the fiscal year 2024, the State had invested \$27.8 billion, net of accumulated depreciation, in a broad range of capital assets (see the table below). Depreciation charges for this fiscal year totaled \$504.0 million.

Capital Assets as of September 30
(Net of Depreciation, In Millions)

	Governmental Activities		Business-type Activities		Total Primary Government	
	2024	2023	2024	2023	2024	2023
Land	\$ 3,712.1	\$ 3,702.2	\$ -	\$ -	\$ 3,712.1	\$ 3,702.2
Land improvements and other assets	145.4	150.9	-	-	145.4	150.9
Land rights	80.2	80.0	-	-	80.2	80.0
Buildings and improvements	1,463.9	1,468.3	-	-	1,463.9	1,468.3
Equipment	426.7	373.6	0.5	0.1	427.2	373.7
Computer software	241.1	265.8	-	-	241.1	265.8
Infrastructure	15,648.8	15,486.7	-	-	15,648.8	15,486.7
Right-to-use assets	1,094.2	1,233.6	2.9	3.3	1,097.2	1,236.9
Other	19.8	19.8	-	-	19.8	19.8
Subtotal	22,832.2	22,781.0	3.4	3.4	22,835.7	22,784.4
Construction in progress	4,961.8	4,005.1	-	-	4,961.8	4,005.1
Total	\$ 27,794.1	\$ 26,786.1	\$ 3.4	\$ 3.4	\$ 27,797.5	\$ 26,789.5

The most significant impact on capital assets during the year were additions of \$1.5 billion to construction in progress primarily from partially completed road and bridge construction and repair projects (detailed further in Note 9 to the financial statements).

As allowed by GASB Statement No. 34, Basic Financial Statements – and Management's Discussion and Analysis – for State and Local Governments, as amended, the State has adopted an alternative process for recording depreciation expense on selected infrastructure assets. Under this alternative method, referred to as the modified approach, the State expenses certain maintenance and preservation costs and does not report depreciation expense. Assets accounted for under the modified approach include the State's network of public transportation roads and bridges, including ancillary assets, such as guard rails, signs, lighting, culverts, fencing, and the like. The State is responsible for maintaining approximately 28,681 lane miles of roads and 4,844 bridges (spans in excess of 20 feet).

The State assesses the condition of the trunkline system of paved roads, and the State's goal is to have more than 70.0 percent of roads in fair to good condition. The most recent condition assessment indicated that 75.8 percent of roads were considered fair or better, a decrease from the previous assessment of 77.0 percent.

The State's bridges have assessed conditions that are better than the established benchmark that no more than 35.0 percent of bridges shall be rated as structurally deficient. The most recent assessment (2024) indicated that the condition of the bridges improved slightly from the prior year. For fiscal year 2024, 93.7 percent of the bridges were assessed as structurally fair or better.

The Legislature passed capital outlay appropriations of \$3.0 billion for fiscal year 2024. Under Michigan Compiled Laws Section 18.1248, capital outlay appropriations do not lapse at the end of the fiscal year they are appropriated in. The appropriations typically

Exhibit 2



Economic News Release

Consumer Price Index Summary

Transmission of material in this release is embargoed until
8:30 a.m. (ET) Tuesday, August 12, 2025 USDL-25-1264

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CONSUMER PRICE INDEX - JULY 2025

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent on a seasonally adjusted basis in July, after rising 0.3 percent in June, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.7 percent before seasonal adjustment.

The index for shelter rose 0.2 percent in July and was the primary factor in the all items monthly increase. The food index was unchanged over the month as the food away from home index rose 0.3 percent while the food at home index fell 0.1 percent. In contrast, the index for energy fell 1.1 percent in July as the index for gasoline decreased 2.2 percent over the month.

The index for all items less food and energy rose 0.3 percent in July, following a 0.2-percent increase in June. Indexes that increased over the month include medical care, airline fares, recreation, household furnishings and operations, and used cars and trucks. The indexes for lodging away from home and communication were among the few major indexes that decreased in July.

The all items index rose 2.7 percent for the 12 months ending July, after rising 2.7 percent over the 12 months ending June. The all items less food and energy index rose 3.1 percent over the last 12 months. The energy index decreased 1.6 percent for the 12 months ending July. The food index increased 2.9 percent over the last year.

Changes to wireless telephone services source data and methodology

With this release, BLS has replaced survey data collected for the CPI's wireless telephone services index with secondary source data and non-traditional index methods.

Additional information is available on the CPI website, www.bls.gov/cpi/additional-resources/alternative-data-wireless-telephone.htm, and in a new factsheet "Measuring Price Change in the CPI: Wireless Telephone Services," www.bls.gov/cpi/factsheets/wireless-telephone-service.htm.

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 Jul. 2025
	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025	May 2025	Jun. 2025	Jul. 2025	
All items	0.5	0.2	-0.1	0.2	0.1	0.3	0.2	2.7
Food	0.4	0.2	0.4	-0.1	0.3	0.3	0.0	2.9
Food at home	0.5	0.0	0.5	-0.4	0.3	0.3	-0.1	2.2
Food away from home ⁽¹⁾	0.2	0.4	0.4	0.4	0.3	0.4	0.3	3.9
Energy	1.1	0.2	-2.4	0.7	-1.0	0.9	-1.1	-1.6
Energy commodities	1.9	-0.9	-6.1	-0.2	-2.4	1.0	-1.9	-9.0
Gasoline (all types)	1.8	-1.0	-6.3	-0.1	-2.6	1.0	-2.2	-9.5
Fuel oil	6.2	0.8	-4.2	-1.3	0.9	1.3	1.8	-2.9
Energy services	0.3	1.4	1.6	1.5	0.4	0.9	-0.3	7.2
Electricity	0.0	1.0	0.9	0.8	0.9	1.0	-0.1	5.5
Utility (piped) gas service	1.8	2.5	3.6	3.7	-1.0	0.5	-0.9	13.8
All items less food and energy	0.4	0.2	0.1	0.2	0.1	0.2	0.3	3.1
Commodities less food and energy commodities	0.3	0.2	-0.1	0.1	0.0	0.2	0.2	1.2
New vehicles	0.0	-0.1	0.1	0.0	-0.3	-0.3	0.0	0.4
Used cars and trucks	2.2	0.9	-0.7	-0.5	-0.5	-0.7	0.5	4.8
Apparel	-1.4	0.6	0.4	-0.2	-0.4	0.4	0.1	-0.2
Medical care commodities ⁽¹⁾	1.2	0.1	-1.1	0.4	0.6	0.1	0.1	0.1
Services less energy services	0.5	0.3	0.1	0.3	0.2	0.3	0.4	3.6
Shelter	0.4	0.3	0.2	0.3	0.3	0.2	0.2	3.7

Footnotes

⁽¹⁾ Not seasonally adjusted.

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Jul. 2025
	Jan. 2025	Feb. 2025	Mar. 2025	Apr. 2025	May 2025	Jun. 2025	Jul. 2025	
Transportation services	1.8	-0.8	-1.4	0.1	-0.2	0.2	0.8	3.5
Medical care services	0.0	0.3	0.5	0.5	0.2	0.6	0.8	4.3

Footnotes

(1) Not seasonally adjusted.

Food

The index for food was unchanged in July, after increasing 0.3 percent in the previous 2 months. The food at home index fell 0.1 percent over the month. Two of the six major grocery store food group indexes increased in July, while three decreased and one was unchanged. The index for dairy and related products rose 0.7 percent over the month as the index for milk increased 1.9 percent. The meats, poultry, fish, and eggs index increased 0.2 percent in July, with mixed subcomponents including a 1.5-percent increase in the beef index and a 3.9-percent decrease in the eggs index.

The index for other food at home declined 0.5 percent in July, after rising 0.2 percent in June. The nonalcoholic beverages index also declined 0.5 percent over the month, as the juices and nonalcoholic drinks index fell 1.3 percent. The index for cereals and bakery products fell 0.2 percent in July. The fruits and vegetables index was unchanged over the month.

The food away from home index rose 0.3 percent in July. The index for full service meals rose 0.5 percent over the month and the index for limited service meals increased 0.1 percent.

The index for food at home rose 2.2 percent over the 12 months ending in July. The meats, poultry, fish, and eggs index rose 5.2 percent over the last 12 months as the eggs index increased 16.4 percent. The index for nonalcoholic beverages increased 3.6 percent over the same period and the index for other food at home rose 1.2 percent. The cereals and bakery products index increased 1.0 percent over the 12 months ending in July. The index for dairy and related products rose 1.5 percent and the index for fruits and vegetables increased 0.2 percent over the same period.

The food away from home index rose 3.9 percent over the last year. The index for full service meals rose 4.4 percent and the index for limited service meals rose 3.3 percent over the same period.

Energy

The index for energy decreased 1.1 percent in July, after rising 0.9 percent in June. The gasoline index decreased 2.2 percent over the month. (Before seasonal adjustment, gasoline prices decreased 0.5 percent in July.) The index for electricity decreased 0.1 percent over the month and the index for natural gas decreased 0.9 percent over the same period.

The index for energy decreased 1.6 percent over the past 12 months. The gasoline index fell 9.5 percent over this 12-month span and the fuel oil index fell 2.9 percent over the same period. In contrast, the index for electricity increased 5.5 percent over the last 12 months and the index for natural gas rose 13.8 percent.

All items less food and energy

The index for all items less food and energy rose 0.3 percent in July, following a 0.2-percent increase in June. The shelter index increased 0.2 percent over the month. The index for owners' equivalent rent rose 0.3 percent in July as did the index for rent. Conversely, the lodging away from home index fell 1.0 percent in July.

The medical care index increased 0.7 percent over the month, following a 0.5-percent increase in June. The index for dental services increased 2.6 percent in July and the index for hospital and related services increased 0.4 percent. The physicians' services index rose 0.2 percent over the month, while the prescription drugs index fell 0.2 percent.

The index for airline fares increased 4.0 percent over the month, after declining 0.1 percent in June. The recreation index increased 0.4 percent over the month, as did the household furnishings and operations index. The index for used cars and trucks rose 0.5 percent in July and the index for personal care rose 0.4 percent. The new vehicles index was unchanged over the month while the communication index fell 0.3 percent.

The index for all items less food and energy rose 3.1 percent over the past 12 months. The shelter index increased 3.7 percent over the last year. Other indexes with notable increases over the last year include medical care (+3.5 percent), household furnishings and operations (+3.4 percent), motor vehicle insurance (+5.3 percent), and recreation (+2.4 percent).

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 2.7 percent over the last 12 months to an index level of 323.048 (1982-84=100). For the month, the index increased 0.2 percent prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 2.5 percent over the last 12 months to an index level of 316.349 (1982-84=100). For the month, the index increased 0.1 percent prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 2.5 percent over the last 12 months. For the month, the index increased 0.1 percent on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

The Consumer Price Index for August 2025 is scheduled to be released on Thursday, September 11, 2025, at 8:30 a.m. (ET).

Changes to the health insurance index

With the release of October 2025 data on November 13, 2025, the Bureau of Labor Statistics (BLS) will remove long-term care (LTC) insurance from the health insurance index. Changes in the market for LTC insurance have made it out of scope and ineligible for pricing in the CPI market basket.

Technical Note

Brief Explanation of the CPI

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

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

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

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

Sampling Error in the CPI

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

Calculating Index Changes

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

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

Use of Seasonally Adjusted and Unadjusted Data

The Consumer Price Index (CPI) program produces both unadjusted and seasonally adjusted data. Seasonally adjusted data are computed using seasonal factors derived by the X-13ARIMA-SEATS seasonal adjustment method. These factors are updated each February, and the new factors are used to revise the previous 5 years of seasonally adjusted data. The factors are available at www.bls.gov/cpi/tables/seasonal-adjustment/seasonal-factors-2025.xlsx. For more information on data revision scheduling, please see the Factsheet on Seasonal Adjustment at www.bls.gov/cpi/seasonal-adjustment/questions-and-answers.htm and the Timeline of Seasonal Adjustment Methodological Changes at www.bls.gov/cpi/seasonal-adjustment/timeline-seasonal-adjustment-methodology-changes.htm.

How to Use Seasonally Adjusted and Unadjusted Data

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

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

Intervention Analysis

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

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

For the seasonal factors introduced for January 2025, BLS adjusted 63 series using intervention analysis seasonal adjustment, including selected food and beverage items, motor fuels and vehicles.

Revision of Seasonally Adjusted Indexes

Seasonally adjusted data, including the U.S. city average all items index levels, are subject to revision for up to 5 years after their original release. Every year, economists in the CPI calculate new seasonal factors for seasonally adjusted series and apply them to the last 5 years of data. Seasonally adjusted indexes beyond the last 5 years of data are considered to be final and not subject to revision. For January 2025, revised seasonal factors and seasonally adjusted indexes for 2020 to 2024 were calculated and published. For series which are directly adjusted using the Census X-13ARIMA-SEATS seasonal adjustment software, the seasonal factors for 2024 will be applied to data for 2025 to produce the seasonally adjusted 2025 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 2025, 34 of the 81 components of the U.S. city average all items index are not seasonally adjusted.

Contact Information

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

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

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

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

[Table 2. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, by detailed expenditure category](#)

[Table 3. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, special aggregate indexes](#)

[Table 4. Consumer Price Index for All Urban Consumers \(CPI-U\): Selected areas, all items index](#)

[Table 5. Chained Consumer Price Index for All Urban Consumers \(C-CPI-U\) and the Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, all items index](#)

[Table 6. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, by expenditure category, 1-month analysis table](#)

[Table 7. Consumer Price Index for All Urban Consumers \(CPI-U\): U.S. city average, by expenditure category, 12-month analysis table](#)

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Last Modified Date: August 12, 2025

Exhibit 3

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

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

PLAN NAME/CODE	Option	Employee	State (80%)	Total
[HAEX] State Health Plan PPO (Blue Cross)	Employee Only	\$58.78	\$235.11	\$293.89
	Employee & Spouse	\$132.25	\$528.99	\$661.24
	Employee & Child (ren)	\$102.86	\$411.44	\$514.30
	Full Family	\$176.33	\$705.32	\$881.65
PLAN NAME/CODE	Option	Employee	State*	Total
[HBCN] Blue Care Network	Employee Only	\$112.68	\$235.11	\$347.79
	Employee & Spouse	\$253.54	\$528.99	\$782.53
	Employee & Child (ren)	\$197.20	\$411.44	\$608.64
	Full Family	\$338.05	\$705.32	\$1,043.37
PLAN NAME/CODE	Option	Employee	State (100%)	Total
[VEYE] State Vision Plan	Employee Only	\$0.00	\$2.29	\$2.29
	Employee & Spouse	\$0.00	\$5.15	\$5.15
	Employee & Child (ren)	\$0.00	\$4.01	\$4.01
	Full Family	\$0.00	\$6.87	\$6.87
PLAN NAME/CODE	Option	Employee	State (95%)	Total
[DBEX] State Dental Plan	Employee Only	\$0.99	\$18.83	\$19.82
	Employee & Spouse	\$1.98	\$37.65	\$39.63
	Employee & Child (ren)	\$2.23	\$42.36	\$44.59
	Full Family	\$3.22	\$61.18	\$64.40

Yearly Cost
Employee
\$1,529.78
\$3,436.50
\$2,674.30
\$4,381.56
Employee
\$2,829.58
\$6,192.54
\$4,727.25
\$8,789.26
Employee
\$0.00
\$0.00
\$0.00
\$0.00
Employee
\$25.74
\$51.48
\$57.98
\$63.72

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

2024

→

2025

Increase
Bi-weekly

Monthly

Blue Cross

Emp	\$58.78	\$67.92	\$9.14	\$18.28
Emp + Spouse	\$132.25	\$152.82	\$20.57	\$41.14
Emp + Child	\$102.86	\$118.86	\$16.00	\$32.00
Full family	\$176.33	\$203.76	\$27.43	\$54.86

Blue Care Network

Emp	\$112.68	\$141.43	\$28.75	\$57.50
Emp + Spouse	\$253.54	\$318.22	\$64.68	\$129.36
Emp + Child	\$197.20	\$247.50	\$50.30	\$100.60
Full family	\$338.05	\$424.29	\$86.24	\$172.48

Oct. 2025 - 3%
Wage Increase.
BCBS + Dental
Net increase
was 4%

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

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

PLAN NAME/CODE	Option	Employee	State (80%)	Total (20% Inc.)
[HAEX] State Health Plan PPO (Blue Cross)	Employee Only	\$67.92	\$271.68	\$339.60
	Employee & Spouse	\$152.82	\$611.28	\$764.10
	Employee & Child (ren)	\$118.86	\$475.44	\$594.30
	Full Family	\$203.76	\$815.04	\$1,018.80
PLAN NAME/CODE	Option	Employee	State*	Total (23.8% Inc.)
[HBCN] Blue Care Network	Employee Only	\$141.43	\$271.68	\$413.11
	Employee & Spouse	\$318.22	\$611.28	\$929.50
	Employee & Child (ren)	\$247.50	\$475.44	\$722.94
	Full Family	\$424.29	\$815.04	\$1,239.33
PLAN NAME/CODE	Option	Employee	State (100%)	Total
[VEYE] State Vision Plan	Employee Only	\$0.00	\$2.20	\$2.20
	Employee & Spouse	\$0.00	\$4.96	\$4.96
	Employee & Child (ren)	\$0.00	\$3.86	\$3.86
	Full Family	\$0.00	\$6.61	\$6.61
PLAN NAME/CODE	Option	Employee	State (95%)	Total (8% Inc.)
[DBEX] State Dental Plan	Employee Only	\$1.03	\$19.68	\$20.61
	Employee & Spouse	\$2.06	\$39.16	\$41.22
	Employee & Child (ren)	\$2.32	\$44.05	\$46.37
	Full Family	\$3.35	\$63.63	\$66.98

Increase Biweekly	Increase Yearly	Yearly Cost
Employee	Employee	Employee
\$9.14	\$237.64	\$1,763.82
\$20.57	\$534.82	\$3,873.32
\$16.00	\$416.00	\$3,090.24
\$27.43	\$713.18	\$5,397.75
Employee	Employee	Employee
\$28.75	\$747.50	\$5,677.13
\$64.68	\$1,661.68	\$12,373.72
\$50.30	\$1,267.60	\$9,438.00
\$86.24	\$2,242.24	\$11,581.84
Employee	Employee	Employee
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
\$0.00	\$0.00	\$0.00
Employee	Employee	Employee
\$0.04	\$1.04	\$26.78
\$0.08	\$2.08	\$53.56
\$0.09	\$2.34	\$60.32
\$0.13	\$3.38	\$87.10

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

Average Annual Salary per Forty-Forth Annual Workplace Report

9/30/2023	5% Raise 10/1/24
\$1,726,116	\$2,041,66

Total Annual Increase in Health and Dental Insurance Premiums

PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	-5286.68
Employee & Spouse	-5746.54
Employee & Child (ren)	-5305.90
Full Family	-5418.34
	-5130.14
	-5256.02

Overall Net Increase

PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	\$3,462.37
Employee & Spouse	\$3,104.15
Employee & Child (ren)	\$1,867.29
Full Family	\$2,222.71
	\$2,320.97
	\$1,366.43

Overall Net As % Increase

PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	4.67%
Employee & Spouse	3.97%
Employee & Child (ren)	2.68%
Full Family	3.20%
	1.97%

Break Even Salary

PPO: BCBS & State Dental	HMO: BCN & State Dental
Employee Only	\$4,773.60
Employee & Spouse	\$3,076.00
Employee & Child (ren)	\$4,366.80
Full Family	\$3,531.20
	\$4,972.40

PPO BCBS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$87.00
Less Increase in Annual Premium	\$0.00
Net Increase	\$87.00
As a Percentage of Annual Salary	0.50%

HMO BCBS: Net Impact Calculation Full Family Coverage

Average Annual Raise (5%)	\$87.00
Less Increase in Annual Premium	\$0.00
Net Increase	\$87.00
As a Percentage of Annual Salary	0.50%

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

Annual Salary	\$4,972.40
Raise (5%)	\$248.62
Less Increase in Annual Premium	\$0.00
Net Increase	\$248.62
As a Percentage of Annual Salary	0.50%

Assumes making less than this salary without checking full family coverage on the 1380 / 142 N will have an overall net decrease

Exhibit 4

Dems, Unions Open Push For More Public Sector Workers

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Exhibit 5



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

Memorandum

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

CSA/ESA-2023-01

To: BSC Directors
County Directors
District Managers

Date: April 5, 2023

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Exhibit 6

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION

SERVICES PROGRAM MANAGER

JOB DESCRIPTION

Employees in this job direct the activities of professional Services Specialists in one or more of a variety of service program areas such as protective services, foster care, adoption, juvenile justice, foster home licensing and adult services in a Michigan Department of Health and Human Services (MDHHS) county or district office. May also supervise Family Independence Specialists and/or Assistance Payments Workers. The employee works within general methods and procedures and exercises considerable independent judgment to adapt and apply the guidelines to specific situations. The work requires knowledge of the policies, procedures, and regulations of social services programs, and of supervisory techniques, personnel policies, and procedures.

There are four classifications in this job. The classification level is determined by the application of the Professional Managerial Position Evaluation System.

Position Code Title - Services Program Mgr-2

Services Program Manager 13

The employee functions as a first-line professional manager of professional positions in a standard work area.

Position Code Title - Services Program Mgr-3

Services Program Manager 14

The employee functions as a first-line professional manager of professional positions in a complex work area.

Position Code Title - Services Program Mgr-4

Services Program Manager 15

The employee functions as a second-line professional manager of professional positions in a complex work area.

Position Code Title - Services Program Mgr-5

Services Program Manager 16

The employee functions as a third-line professional manager of professional positions in a complex work area.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Monitors case activity and periodically reviews cases to ensure that appropriate services are provided and referral sources are developed.

Monitors and evaluates the provision of client services in the work area.

Assists employees with and reviews cases, handles contacts with clients and others as required.

May be responsible to initiate, coordinate, or monitor contracts with providers in support of human service programs.

Provides assistance to staff in developing effective caseload management techniques to maintain timely service to clients.

Plans and conducts in-service training for subordinate staff.

Maintains liaison with public agencies, private agencies, and governmental entities.

Serves as a resource person to subordinate staff and the public with respect to community resources available for client referrals and in interpreting services available.

Directs the activities of services staff.

Provides assistance to the management staff in defining and resolving service delivery problems.

Develops plans and finds resources to address clients and families problems in housing, employment, training, counseling, and other areas, using specific service methods; monitors services provided.

Provides assistance in the development of programs, policies, and procedures related to the provision of services to the public.

Prepares reports, attends conferences and individual meetings, gives testimony, and makes speeches as necessary.

Provides direct counseling services to clients.

May be assigned or approved to represent the MDHHS' interests on a human services agency governing board or committee.

May occasionally perform any task assigned to subordinate staff, consistent with any licensing or certification requirements.

Performs related work as assigned.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Thorough knowledge is required at the 13 and 14 levels and extensive knowledge is required at the 15 and 16 levels.

Knowledge of state and federal social welfare laws, rules, and regulations.

Knowledge of departmental assistance programs.

Knowledge of social work theory, methods, and terminology for casework, group work, and community organization.

Knowledge of human behavior and the behavioral sciences, including human growth and development, dynamics of interpersonal relationships, and family dynamics.

Knowledge of interviewing techniques and methods for obtaining and communicating information.

Knowledge of social problems, their causes, effects, and means of remediation.

Knowledge of family and marital problems, their characteristics, and solutions.

Knowledge of community resources for providing assistance to families, individuals, and groups.

Knowledge of cultural and subcultural values and patterns of behavior.

Knowledge of emotional states and their behavior indicators.

Knowledge of the principles and techniques of achieving change in individuals and groups, and an ability to demonstrate successful application.

Knowledge of the types of discrimination and mistreatment to which clients may be subjected and applicable remedies.

Knowledge of training and supervisory techniques and an ability to successfully apply techniques as needed.

Knowledge of employee policies and procedures.

Knowledge of equal employment practices.

Ability to instruct, direct, and evaluate employees.

Ability to communicate with individuals who have emotional or mental problems and with members of different cultural or subcultural groups.

Ability to persuade or influence people in favor of specific actions, changes in attitude, or insights.

Ability to alleviate stress and anxiety and be supportive of persons.

Ability to work tactfully, collaboratively, and diplomatically with others.

Ability to maintain records, prepare reports, and compose correspondence related to the work.

Ability to effectively communicate with others, both verbally and in writing.

Ability to maintain favorable public relations.

Working Conditions

Some jobs require an employee to work in adversarial situations.

Physical Requirements

None

Education

Possession of a bachelor's or master's degree with a major in one of the following human services areas: social work, sociology, psychology, forensic psychology, education, community development, law enforcement, behavioral science, gerontology, special education, education of the emotionally disturbed, education of the gifted, family ecology, community services, family studies, family and/or child development, counseling psychology, criminal justice, human services, a human services-related counseling major, or interdisciplinary studies in social science.

OR

Possession of a bachelor's degree in any major with at least 30 semester (45 term) credits in one or a combination of the following human services areas: social work, sociology, psychology, forensic psychology, education, community development, law enforcement, behavioral science, gerontology, special education, education of the emotionally disturbed, education of the gifted, family ecology, community services, family studies, family and/or child development, counseling psychology, criminal justice, human services, a human services-related counseling major, or interdisciplinary studies in social science.

Experience

Services Program Manager 13

Three years of professional experience equivalent to a Services Specialist or Family Independence Specialist, including one year equivalent to a Services Specialist P11 or Family Independence Specialist P11.

OR

One year of experience equivalent to a Family Independence Manager 12.

Services Program Manager 14

Three years of professional experience equivalent to a Services Specialist or Family Independence Specialist, including one year equivalent to a Services Specialist P11 or Family Independence Specialist P11.

OR

Two years of experience equivalent to a Family Independence Manager 12.

OR

One year of experience equivalent to a Services Program Manager 13, General Services Program Manager 13 or Family Independence Manager 13.

Services Program Manager 15 - 16

Three years of experience equivalent to a Family Independence Manager 12.

OR

Two years of experience equivalent to a Services Program Manager 13, General Services Program Manager 13 or Family Independence Manager 13.

OR

One year of experience equivalent to a Services Program Manager 14, General Services Program Manager 14 or Family Independence Manager 14.

Alternate Education and Experience

Services Program Manager 13 - 14

Two years of experience as a Services Specialist or a Family Independence Specialist in addition to one year of experience in one of the following areas:

- Human Resource Developer providing training to services staff in a services program area (e.g., a trainer for the Child Welfare Institute).
- Resource Program Analyst or Departmental Analyst work as a services program analyst responsible for activities such as assessing legislation, developing program policy, or serving as a policy and case consultant (e.g., foster care analyst, protective services analyst, zone service specialist).
- Departmental Analyst work in the Business Service Center (BSC) as a Child Welfare (CW) Analyst providing consultation and support from extensive policy knowledge across child welfare programs; tracking and monitoring performance and improvement efforts.
- Departmental Analyst work in the Business Service Center (BSC) as a Quality Assurance (QA) Analyst providing consultation and support from extensive policy knowledge across child welfare programs; tracking and monitoring performance and improvement efforts.

Special Requirements, Licenses, and Certifications

Candidates are subject to a MDHHS background check.

An applicant hired or promoted to a Services Program Manager position that involves the management of protective services, foster care services or adoption services must successfully complete a supervisory training program of at least 40 class hours; and, pass a competency-based performance evaluation of that training within three months after assuming the Services Program Manager position. The competency-based performance evaluation shall include a written examination.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

<u>Job Code</u>	<u>Job Code Description</u>	
SOCSPRMGR	SERVICES PROGRAM MANAGER	
<u>Position Title</u>	<u>Position Code</u>	<u>Pay Schedule</u>
Services Program Mgr-2	SOCPMGR2	NERE-140
Services Program Mgr-3	SOCPMGR3	NERE-143
Services Program Mgr-4	SOCPMGR4	NERE-147
Services Program Mgr-5	SOCPMGR5	NERE-156

JZ

12/13/2020

Exhibit 7

APPENDIX A

APPENDIX A HUMAN SERVICES UNIT -- W-22

All employees in the following classifications in the Human Services Unit are eligible for overtime pay in accordance with Article 15 as follows:

Code 1 Regular overtime payment;

Code 2 Eligible for overtime payment not after eight (8) hours in a day, but after forty (40) hours in a workweek;

Code 3 Ineligible for overtime payment; or

Code 4 Eligible for overtime payment after eighty (80) hours in a pay period.

<u>Classification</u>	<u>Code</u>
Adult Foster Care Consultant P11	3
Assistance Payments Worker 8	1
Assistance Payments Worker 9	1
Assistance Payments Worker E10	1
Assistance Payments Worker 11	1
Audiologist P11	2
Audiology/Speech Consultant 9	1
Audiology/Speech Consultant 10	3
Audiology/Speech Consultant P11	3
Audiology/Speech Consultant 12	3
Behavior Analyst 9	1
Behavior Analyst 10	1
Behavior Analyst P11	1
Behavior Analyst 12	3
Blind Rehabilitation Instructor P11	1
Camp Consultant P11	3
Camp Consultant 12	3
Child Day Care Consultant P11	3
Child Welfare Consultant P11	3

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Child Welfare Consultant 12	3
Civil Rights Representative Dept Trainee 9	1
Civil Rights Representative 9	1
Civil Rights Representative 10	1
Civil Rights Representative P11	2
Civil Rights Representative 12	3
*Civil Rights Specialist 13	3
Civil Rights Specialist 15	3
Clinical Social Worker 9	1
Clinical Social Worker 10	1
Clinical Social Worker P11	1
*Clinical Social Worker 12	3
Corrections Field Services Assistant 9	1
Corrections Field Services Assistant E10	1
Corrections Program Coordinator 9	1
Corrections Program Coordinator 10	1
Corrections Program Coordinator P11	1
Corrections Program Coordinator 12	1
Corrections Qualified Mental Health Prof 9	1
Corrections Qualified Mental Health Prof 10	1
Corrections Qualified Mental Health Prof P11	1
Corrections Qualified Mental Health Prof 12	3
Developmental Disabilities Programmer 9	1
Developmental Disabilities Programmer 10	1
Developmental Disabilities Programmer P11	1
Developmental Disabilities Programmer 12	1
Dietitian/Nutritionist 9	1
Dietitian/Nutritionist 10	1
Dietitian/Nutritionist P11	1
*Dietitian/Nutritionist 12	1
Disability Examiner 9	1
Disability Examiner 10	1
Disability Examiner P11	1

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Disability Examiner 12	1
Education Assessment Specialist 13	3
Education Assessment Specialist 14	3
Education Assessment Specialist 15	3
Education Consultant 11	3
Education Consultant 12	3
Education Consultant P13	3
*Education Consultant 14	3
Education Field Services Consultant 11	3
Education Field Services Consultant 12	3
Education Field Services Consultant P13	3
Education Field Services Consultant 14	3
Education Research Consultant 11	3
Education Research Consultant 12	3
Education Research Consultant P13	3
Education Research Consultant 14	3
Education Research Consultant 15A	3
Education Research Consultant 15B	3
Education Specialist 9	1
Education Specialist 10	1
Education Specialist P11	1
Education Specialist 12	1
Employment Counselor 9	1
Employment Counselor 10	1
Employment Counselor P11	1
Family Independence Specialist 9	2
Family Independence Specialist 10	2
Family Independence Specialist P11	2
Family Independence Specialist 12	2
Forensic Psychiatrist P17	3
Forensic Psychiatrist 18	3
Forensic Psychologist P11	3
Forensic Psychologist 12	3

APPENDIX A

Health Care Surveyor 9	2
Health Care Surveyor 10	2
Health Care Surveyor P11	2
Health Care Surveyor 12	2
Higher Education Consultant 11	3
Higher Education Consultant 12	3
Higher Education Consultant P13	3
Higher Education Consultant 14	3
Historian 9	2
Historian 10	2
Historian P11	2
Historian 12	3
History Specialist 9	2
History Specialist 10	2
History Specialist P11	2
History Specialist 12	2
Institution Chaplain 9	1
Institution Chaplain 10	1
Institution Chaplain P11	1
Institution Chaplain 12	1
Librarian 9	1
Librarian 10	1
Librarian P11	1
Librarian 12	3
Library Consultant 12	3
Library Consultant P13	3
Library Consultant 14	3
Library Research Analyst 9	1
Library Research Analyst 10	1
Library Research Analyst P11	2
Library Research Analyst 12	2
Mental Health Social Worker 9	2
Mental Health Social Worker 10	2
Mental Health Social Worker P11	2
Mental Health Social Worker 12	2

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Migrant Program Worker 8	1
Migrant Program Worker 9	1
Migrant Program Worker E10	1
Music Therapist 9	1
Music Therapist 10	1
Music Therapist P11	1
Nurse Consultant 9	1
Nurse Consultant 10	3
Nurse Consultant P11	3
Nurse Consultant 12	3
*Nurse Consultant 13	3
Nursing Graduate RN 9	1
Nutrition/Food Management Consultant 10	3
Nutrition/Food Management Consultant P11	3
Nutrition/Food Management Consultant 12	3
Nutrition/Food Management Consultant 13	3
Occupational Therapist 9	1
Occupational Therapist 10	1
Occupational Therapist P11	1
Occupational Therapist 12	1
Park Interpreter 9	1
Park Interpreter 10	1
Park Interpreter P11	1
Park Interpreter 12	2
Parole Probation Officer 9	4
Parole Probation Officer 10	4
Parole Probation Officer P11	4
Parole Probation Officer 12	4
Physician P17	3
Physician 18	3
Physician Assistant P11	1
Physician Assistant 12	3
Physician Assistant 13	3
Prison Counselor 9	1

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Prison Counselor 10	1
Prison Counselor P11	1
Psychiatric Advanced Practice Professional P13	3
Psychiatric Advanced Practice Professional 14	3
Psychiatric Advanced Practice Professional 15	3
Psychiatric Resident 11	3
Psychiatrist P17	3
Psychiatrist 18	3
Psychologist 9	1
Psychologist 10	3
*Psychologist P11	3
*Psychologist 12	3
Public Health Consultant 9	2
Public Health Consultant 10	3
Public Health Consultant P11	3
Public Health Consultant 12	3
*Public Health Consultant 13	3
Recreational Therapist 9	1
Recreational Therapist 10	1
Recreational Therapist P11	1
Recreational Therapist 12	1
Registered Nurse P11	1
*Registered Nurse 12	1
*Registered Nurse 13	1
Registered Nurse 14	1
Registered Nurse Non-Career	1
Rehabilitation Consultant P11	3
Rehabilitation Consultant 12	3
*Rehabilitation Consultant 13	3
Rehabilitation Counselor 9	2
Rehabilitation Counselor 10	2
Rehabilitation Counselor P11	2
Rehabilitation Counselor 12	3

APPENDIX A

Rehabilitation Services Coordinator 9	2
Rehabilitation Services Coordinator 10	2
Rehabilitation Services Coordinator P11	2
*Resources Program Analyst 9	1
*Resources Program Analyst 10	1
*Resources Program Analyst P11	1
*Resources Program Analyst 12	3
Rights Representative Trainee 9	1
Rights Representative 9	1
Rights Representative 10	1
Rights Representative P11	2
Rights Representative 12	3
*Rights Specialist 13	3
School District Consultant 11	3
School District Consultant 12	3
School District Consultant P13	3
School District Consultant 14	3
School Psychologist 9	1
School Psychologist 10	3
School Psychologist P11	3
School Teacher P11A	2
School Teacher P11B	3
School Teacher P11C	3
Services Program Monitor 14	3
Services Specialist Assistant 8	1
Services Specialist Assistant 9	1
Services Specialist Assistant E-10	1
Services Specialist 9B	2
Services Specialist 9M	2
Services Specialist 10B	2
Services Specialist 10M	2

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Services Specialist P11B	2
Services Specialist P11M	2
Services Specialist 12B	2
Services Specialist 12M	2

Social Work Specialist 9	2
Social Work Specialist 10	2
Social Work Specialist P11	2
Social Work Specialist 12	3
Social Work Specialist 13	3
Special Education Consultant 11	3
Special Education Consultant 12	3
Special Education Consultant P13	3
Special Education Consultant 14	3

Special Education Teacher P11A	3
Special Education Teacher P11B	3
Special Education Teacher P11C	3
Special Education Teacher-Deaf/HOH 12A	3
Special Education Teacher-Deaf/HOH 12B	3
Special Education Teacher-Deaf/HOH 12C	3

*State Transitional Professional 9**

*State Worker 4**

*Student Assistant**

Trades Instructor P11A	2
Trades Instructor P11B	2
Trades Instructor P11C	3
Trades Instructor P11D	3
Trades Instructor P11E	3

*Trades Instructor 12A	3
Trades Instructor 12B	3

Exhibit 8

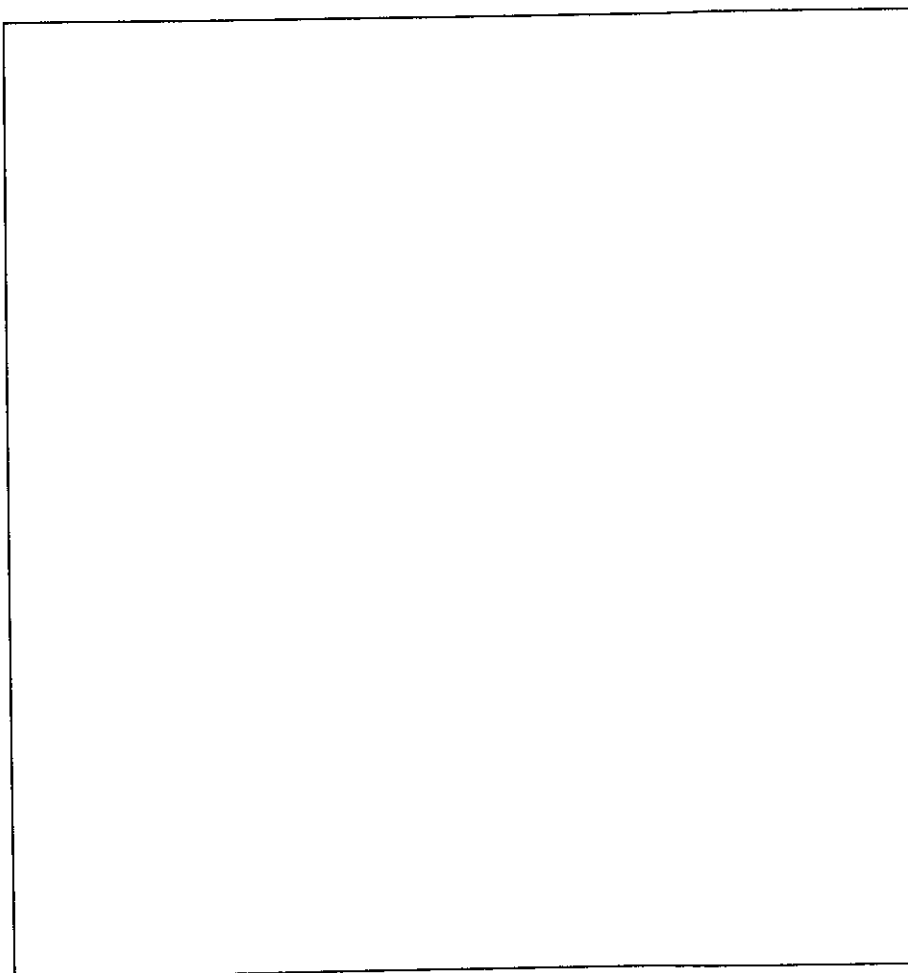
Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Plan	Shift	Job Cat	Job Class	10/01/2025 Minimum	10/01/2025 Maximum
Senior Executive Warden	17	SENEXWAR	NERE-071P	Y98	Y	S BWE1	N	1	CL4	\$112,333	\$163,339
Senior Investment Manager	18	SENIMGR	NERE-125P	Y98	Y	S BWE1	N	1	CL4	\$172,246	\$246,065
Senior Management Executive	19	SENMGEXC	NERE-073P	Y98	Y	S BWE1	N	1	CL4	\$117,645	\$179,954
Senior Policy Executive	18	SENPLEXC	NERE-072P	Y98	Y	S BWE1	N	1	CL4	\$117,645	\$170,648
Services Program Mgr-2	13	SOCPMGR2	NERE-140	Y51	Y	H BWE1	Y	2	CL3	\$29.56	\$43.73
Services Program Mgr-3	14	SOCPMGR3	NERE-143	Y51	Y	H BWE1	Y	2	CL3	\$31.72	\$48.07
Services Program Mgr-4	15	SOCPMGR4	NERE-147	Y51	Y	H BWE1	Y	2	CL3	\$34.94	\$53.11
Services Program Mgr-5	16	SOCPMGR5	NERE-156	Y51	Y	H BWE1	Y	2	CL3	\$39.27	\$58.49
Services Program Monitor	14	SERPMON	W22-089	W22	Y	H BWE1	Y	2	CL2	\$31.37	\$47.59
Services Specialist Asst-E	8	SRVSPLAE	W22-001	W22	N	H BWN1	Y	5	CL1	\$24.03	\$29.64
Services Specialist Asst-E	9	SRVSPLAE	W22-001	W22	N	H BWN1	Y	5	CL1	\$23.60	\$31.75
Services Specialist Asst-E	E10	SRVSPLAE	W22-001	W22	N	H BWN1	Y	5	CL1	\$24.40	\$33.09
Services Specialist-A	12B	SOCSSPLA	W22-080	W22	N	H BWN1	Y	2	CL2	\$28.03	\$38.36
Services Specialist-A	12M	SOCSSPLA	W22-080	W22	N	H BWN1	Y	2	CL2	\$29.38	\$42.60
Services Specialist-E	9B	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$25.89	\$32.19
Services Specialist-E	9M	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$26.80	\$33.19
Services Specialist-E	10B	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$24.83	\$33.81
Services Specialist-E	10M	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$26.62	\$35.72
Services Specialist-E	11B	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$26.62	\$35.72
Services Specialist-E	11M	SOCSSPLE	W22-079	W22	N	H BWN1	Y	2	CL2	\$28.03	\$38.36
Social Servcs Licensing Mgr-2	13	SOCCLMGR2	NERE-148	Y51	Y	H BWE1	Y	2	CL3	\$36.27	\$53.55
Social Services Admin Mgr-2	13	SOCAMGR2	NERE-182	Y51	Y	H BWE1	Y	2	CL3	\$31.99	\$47.75
Social Services Admin Spv-1	11	SOCASPV1	NERE-179	Y51	Y	H BWE1	Y	5	CL3	\$27.77	\$40.51
Social Services Admin Spv-2	12	SOCASPV2	NERE-180	Y51	Y	H BWE1	Y	5	CL3	\$29.92	\$43.73

Exhibit 9

~~From: Michigan Contracting Organization <mail@mco-seiu.org>~~
~~Sent: Friday, October 11, 2024 12:52 PM~~
~~To: 'Robert D. (MBO)' <robert.d@mihs.gov>~~
~~Subject: MCO Contract Negotiations Update~~

CAUTION: This is an External email. Please send suspicious emails to abuse@michigan.gov



October 11, 2024

Contract Negotiations Update

The MCO bargaining team has reached a tentative contract agreement with the Office of the State Employer. Details on the proposed changes are listed below. The bargaining team focused on securing enhancements to help address the ongoing retention issues with long

term E9 Corrections Officers after recent measures taken by the state focused more on newly hired E9 Officers.

The proposed contract will now go out to the MCO membership for a ratification vote.

***Please note- only dues paying members are eligible to vote on the contract. The deadline to reauthorize your dues if you have not already done so IS TOMORROW. If you do not reauthorize your dues, you will not be able to vote on this contract. If you need the reauthorization link sent to you again, please contact the MCO office at 517-485-3310 asap.**

Details on proposed changes:

Wages (A 10% raise – in just base salary – for the C/O E-9 Classification)

October of 2025-

3% base pay increase for all MCO classifications.

A new top pay rate has been negotiated for the C/O E-9 classification for the purpose of retention. It adds \$1.30 (4%) to the top pay rate. This \$1.30 is in addition to the 3% base wage increase given on October 1, 2025.

All corrections officers that have a minimum of one year at top pay as of October of 2025 will receive the additional 4%.

All corrections officers that do not have a minimum of one year at top pay as of October of 2025 will receive the additional 4% when they attain one year at top pay.

This is a 7% increase for the C/O E-9 classification.

October of 2026-

3% base pay increase for all MCO classifications.

October of 2027- negotiations for this pay increase will reopen in the fall of 2026.

Longevity Payments

Effective October 2025 all steps of Longevity payments will be doubled.

(\$260 to \$520, \$300 to \$600, \$370 to \$740, \$480 to \$960, \$610 to \$1,220, \$790 to \$1,580, \$1,040 to \$2,080).

Compensatory Time Caps Increased

8-hour shift facilities maximum accumulation of compensatory time will increase to 150 hours with an annual 200-hour accrual cap.

12-hour shift facilities maximum accumulation of compensatory time will increase to 200 hours with an annual 250-hour accrual cap.

New language for investigations

For any investigatory questionnaires or oral interviews, members shall now be allowed to review any available video and audio recordings of the incident BEFORE answering any questions.

New language for the arbitration process

MCO will no longer be required to wait indefinitely on MDOC responses to grievances. If no answer is received at the pre-arbitration step of the process within 60 days, MCO can file the grievance to arbitration.

This is a tentative agreement that is now subject to a ratification vote by dues paying members. If approved, it will then go to the Civil Service Commission for final approval. If it is not ratified by the vote, the parties will be referred to the Civil Service Impasse Panel. The ratification vote will be conducted electronically, and as soon as the vote date is determined a notice will be sent to all dues paying members.

*Michigan Teachers' Organizing
1211 N. Kalamazoo St
Lansing, MI 48906
United States*

For more information, please contact the Michigan Teachers' Organizing at [mta@mta-union.org](#) or [unsubscribe](#)

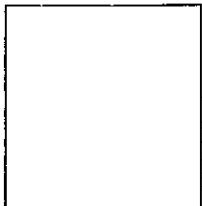


Exhibit 10

Data as of July 10, 2025

Facility	Current Vacancy Percent
Alger Correctional Facility (LMF)	33.90%
Baraga Correctional Facility (AMF)	28.90%
Bellamy Creek Correctional Facility (IBC)	24.60%
Carson City Correctional Facility (DRF)	7.80%
Central Michigan Correctional Facility (STF)	2.00%
Charles E. Egeler Reception & Guidance Center (RGC)	32.50%
Chippewa Correctional Facility (URF)	32.00%
Cooper Street Correctional Facility (JCS)	20.50%
Earnest C. Brooks Correctional Facility (LRF)	0.80%
G. Robert Cotton Correctional Facility (JCF)	33.30%
Gus Harrison Correctional Facility (ARF)	7.00%
Ionia Correctional Facility (ICF)	13.40%
Kinross Correctional Facility (KCF)	27.10%
Lakeland Correctional Facility (LCF)	24.80%
Macomb Correctional Facility (MRF)	11.90%
Marquette Branch Prison (MBP)	31.20%
Muskegon Correctional Facility (MCF)	2.70%
Newberry Correctional Facility (NCF)	9.90%
Oaks Correctional Facility (ECF)	3.60%
Parnall Correctional Facility (SMT)	16.80%
Richard A. Handlon Correctional Facility (MTU)	17.30%
Saginaw Correctional Facility (SRF)	6.00%
St. Louis Correctional Facility (SLF)	3.80%
Thumb Correctional Facility (TCF)	-2.50%
Women's Huron Valley Correctional Facility (WHV)	22.60%
Woodland Center Correctional Facility (WCC)	6.40%

Exhibit 11

FISCAL SNAPSHOT

EMPLOYEE RECRUITMENT/RETENTION CHALLENGES AND OVERTIME HOURS/COSTS

Date: July 2025

Analyst: Robin R. Risko

Summary

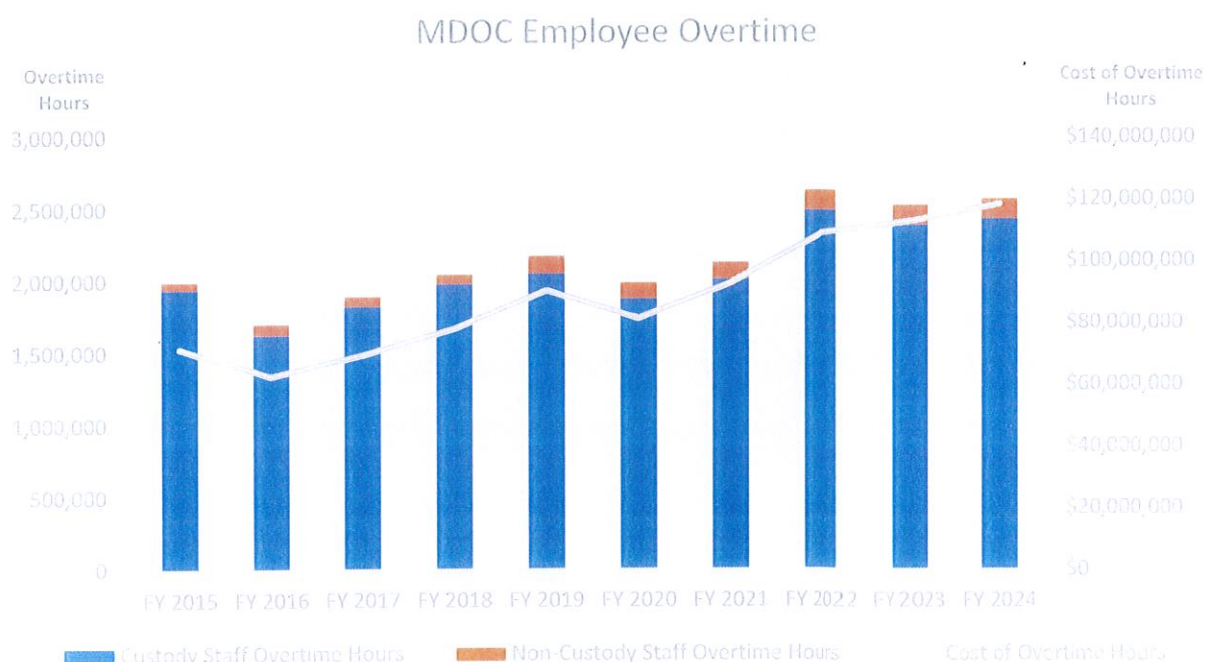
The Michigan Department of Corrections (MDOC) continues to face challenges related to recruiting and retaining staff. This is part of a national trend affecting numerous employers. Challenges facing MDOC include generational turnover, staff burnout, labor market conditions, less scheduling flexibility, and an overall reduced interest in law enforcement careers. MDOC employees make up 22% of the state's workforce but MDOC struggles to fill vacant positions and continues to be short staffed. Vacancies occur throughout the department, but vacancies occur primarily with corrections officer positions. As a result, overtime costs are significant and continue to increase.

Background

Recruiting challenges include having to compete for talent in communities where there is already a reduced labor force and the inability to compete with benefits offered in other areas of employment (i.e., no remote work opportunities; facilities need to be staffed 24 hours a day, 7 days a week). MDOC struggles to retain staff primarily due to the nature of the work, the lack of scheduling flexibility, and staff burnout.

Recent Activity

MDOC continues to commit resources to recruitment and retention of employees. Recruitment efforts include advertising by means of the internet, television, and billboards; facility-specific recruitment teams and hiring events; satellite academies for some sites; and additional recruiting staff, including a social media recruiter. Current retention efforts include restructuring of the wage scale for corrections officers and including additional step increases for corrections officers and supervisors. Retention efforts over the past few years have included increased pay for health care, skilled trades, and transportation staff, as well as recruitment and retention bonuses for staff ranging from \$1,000 to \$3,000 depending on years of service.



The Bottom Line

As of March 29, 2025, MDOC had 2,769.9 vacancies across all classifications. Of those, 875.9 were corrections officer vacancies, 465.3 were healthcare staff vacancies, and 166.0 were central staff vacancies. Overtime hours are significant because of these vacancies. Historically, corrections officers overtime hours account for anywhere between 93% and 100% of total overtime hours. Overtime is paid at either one and one-half or two times the employee's regular rate of pay depending on the circumstances (i.e., voluntary vs. mandatory). In FY 2024, MDOC paid \$118.2 million for a total of 2,572,496 staff overtime hours. Of those hours, 2,433,786, or 95%, were corrections officer overtime hours.

Exhibit 12

RESOLUTION 4-M, AS AMENDED
NERE RATE OF COMPENSATION ADJUSTMENTS

Under rule 5-1.2, the commission amends the compensation plan as follows:

A. All steps of the pay schedules for the classifications listed below are increased by 10%:

Motor Carrier Sergeant 13
Motor Carrier Specialist Sergeant 13
State Properties Security Supervisor 10

B. All steps of the pay schedules for the classifications listed below in are increased by 15%:

State Police Lieutenant 14
State Police Detective Lieutenant 14
State Police Specialist Lieutenant 14
State Police Laboratory Manager 14

C. All steps of the pay schedules for the classifications listed below in are increased by 20%:

Architect Manager Licensed 13-15
Civil Technician Supervisor 12-13
Clinical Social Work Manager 13-15
Clinical Social Worker
Dentist Manager 17
Engineer Manager 12-15
Environmental Manager 13-15
Hazardous Materials Storage Inspector Supervisor 12
Historian Manager 12-15
Industrial Hygienist Manager 13-15
Land Surveyor Manager 13-15
Mental Health Services Manager 13
Occupational Safety Advisor 9-12
Public Utilities Engineering Specialist 15
Vocational Rehabilitation Manager 13-15

D. Placement Formula.

1. An employee in a position in a classification listed above in §§ A, B, or C is placed at the step of the increased pay schedule that reflects a salary increase not less than the difference between the minimum and the first step of the former pay schedule.
2. An employee who is at the top step of the former pay schedule before application of § D.1 has hours since step set to zero upon application of § D.1. An employee who is at a step other than the top step of the former pay schedule before application of § D.1 retains hours since step.

E. Corrections Shift Supervisors. Each step of each pay schedule for all levels of the Corrections Shift Supervisor classification is increased by \$1.30, effective the first full pay period of October 2025.

F. Dentist 15 and Dentist Manager 18. The minimum and maximum of the pay ranges for Dentist 15 and Dentist Manager 18 are increased by 20%. An employee in a position classified as a Dentist or Dentist Manager 18 has their base salary adjusted to halfway between their current base salary and the new maximum rate.

G. Effective Date. Except as provided in § E, the provisions of this resolution are effective on the earlier of:

1. As soon as administratively feasible after any legislative waiver of the notice provisions under Article XI, § 5 of the Michigan Constitution.
2. October 1, 2025, if the legislative notice provisions of Article 11, § 5 of the Michigan Constitution are satisfied for inclusion in the fiscal year 2025-26 budget.

**MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION**

MOTOR CARRIER LIEUTENANT

JOB DESCRIPTION

Employees in this job function as supervisors of Motor Carrier Officers and/or Motor Carrier Investigators, responsible for enforcing federal laws; Motor Carrier Division orders, rules and regulations; the general laws of the state pertaining to the operation of commercial vehicles; and conducting investigations of criminal and non-criminal activity related to the review of corporate records or hazardous materials hauling. Employees are located in the Motor Carrier Division of the Department of State Police and may be exposed to hazardous materials or situations. The work requires knowledge of state and federal laws related to motor carrier operations and the trucking industry, commercial transport of materials, corporate recordkeeping processes, hazardous materials, and supervisory techniques, personnel policies, and procedures.

There is one classification in this job.

Position Code Title - Motor Carrier Lieutenant

Motor Carrier Lieutenant 14

The employee functions as a second-line supervisor and has the working title of lieutenant, with responsibility for directing the work of Motor Carrier Officers and/or Motor Carrier Investigators through a first-line supervisor. Employees function as supervisors for all motor carrier inspection, enforcement, or investigative activities.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Develops, implements, and enforces Motor Carrier Division policies and procedures.

Assumes responsibility for the supervision and training of officers and/or investigators enforcing motor carrier laws, rules, and regulations.

Reviews citations and complaints written by Motor Carrier Officers and/or Motor Carrier Investigators and aids them in preparing for court cases.

Keeps staff informed of policies and procedure changes, court decisions, Motor Carrier Division decisions, and Public Service Commission orders affecting enforcement activities.

Assists Motor Carrier Officers and/or Motor Carrier Investigators in unusual or difficult enforcement or investigative activities.

Enforces state criminal laws relating to commercial vehicles along with other violations, which affect public safety.

Enforces state laws relating to the economic regulation of the motor carrier industry.

May develop policies for review and implementation with the Motor Carrier Division.

May prepare legislative analysis of pending legislation affecting the Motor Carrier Division or department.

May prepare legislation for review and introduction into law.

Meets with officials of corporations and other governmental agency representatives regarding enforcement/investigative activities.

Educates and trains corporate officials, law enforcement officers, and government agency representatives on proper record keeping processes, requirements of transporting hazardous materials, and other motor carrier acts, laws, and regulations.

Provides testimony in court and administrative hearings.

Assumes and ensures responsibility for the maintenance of equipment such as buildings, patrol cars, radio communications, and computers.

Selects, administers, and documents progressive and corrective disciplinary measures.

Speaks before service clubs and other community groups as required.

Operates a patrol car and stops commercial vehicles to enforce the general laws of the State of Michigan as they pertain to commercial vehicles and drunk driving laws as they pertain to all vehicles.

Performs related work as assigned.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

Extensive knowledge of state and federal rules and regulations related to motor carrier operations and the trucking industry.

Extensive knowledge of federal rules and regulations pertaining to the component checks required for a Safety Review or Compliance Review.

Extensive knowledge of business practices, transportation related documents, and various legal forms common to the trucking industry.

Extensive knowledge of interviewing techniques necessary to conduct investigations of motor carrier industries.

Extensive knowledge of inspection and investigative techniques and procedures.

Extensive knowledge of obtaining and documenting information through visual observation and interviews.

Extensive knowledge of the operating procedures within the Michigan Public Service Commission.

Extensive knowledge of the enforcement authority of this position.

Extensive knowledge of hazardous materials, federal rules and regulations pertaining to required safety equipment and operating procedures as they apply to the transportation of hazardous materials, and methods to employ under emergency conditions.

Extensive knowledge of the general criminal laws of the State of Michigan.
Extensive knowledge of management, supervisory, and training methods and techniques.
Extensive knowledge of employee relations, policies, and procedures.
Extensive knowledge of equal employment opportunity policies, practices, and procedures.
Extensive knowledge of accounting and budgeting practices and procedures.
Extensive knowledge of administrative theories and practices.
Knowledge of the Fire Prevention Act.
Ability to instruct, supervise, and evaluate employees.
Ability to interpret and apply complex laws, rules, and regulations.
Ability to analyze and apprise facts and precedents in investigative activities.
Ability to observe critically and ascertain information regarding illegal motor carrier activities.
Ability to conduct investigations through the systematic search for evidence.
Ability to follow verbal and written instructions.
Ability to communicate effectively.
Ability to maintain accurate records and to prepare written reports and correspondence.
Ability to appear and testify as a witness in court and at administrative hearings.
Ability to use and maintain assigned firearms.
Ability to operate a motor vehicle.
Ability to maintain favorable relations with courts, public officials, and others.
Ability to supervise field inspections through first-line supervisors in a statewide inspection and enforcement program.

Working Conditions

Some jobs require an employee to work in adversarial situations.
Some jobs require an employee to be exposed to hazardous work environments.
Some jobs require an employee to work in a hostile environment.
Some jobs require an employee to be exposed to inclement weather conditions.
An employee may be assigned to work any day of the week or on any shift.

Physical Requirements

Ability to place and remove 50-pound portable scales into and from the trunk of an automobile and to carry and relocate them as required.
The job duties require an employee to be absent of any physical limitation which would impair effective performance.
The job duties require an employee to work under stressful conditions.

Education

Education level typically acquired through completion of high school and successful completion of the State Police Training Academy Motor Carrier School.

Experience

Motor Carrier Lieutenant 14

One year of experience equivalent to a Motor Carrier Sergeant 13 or Motor Carrier Specialist Sergeant 13.

Special Requirements, Licenses, and Certifications

Positions in this class are test-designated and subject to pre-appointment, random-selection, and post-accident drug and alcohol testing.

Absence of a criminal record of felony convictions which would prohibit the applicant from receiving, possessing, and carrying a firearm.

Some positions within this class series are assigned job duties that may require possession of the Commercial Driver's License (CDL) issued by the Secretary of State as required by Public Act 346 of 1988 to operate a designated state vehicle.

Possession of a Michigan driver's license.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

MCLT

Job Code Description

MOTOR CARRIER LIEUTENANT

Position Title

Motor Carrier Lieutenant

Position Code

MCLT

Pay Schedule

NERE-056P

RH

05/19/2019

MICHIGAN CIVIL SERVICE COMMISSION
JOB SPECIFICATION

STATE POLICE LIEUTENANT

JOB DESCRIPTION

Employees in this job function as supervisors responsible for the enforcement of all traffic and criminal laws of the state, the protection of life and property, and the provision of related services to the public. Employees have the authority to enforce the general criminal laws of the state and may be used in other law enforcement areas for emergencies. The work requires knowledge of federal and state laws and their enforcement; methods, practices, procedures and policies of a specialty area; and supervisory techniques, personnel policies, and procedures.

Position Code Title - State Police Lieutenant

State Police Lieutenant 14

The employee functions as a first-line supervisor of law enforcement officers.

JOB DUTIES

NOTE: The job duties listed are typical examples of the work performed by positions in this job classification. Not all duties assigned to every position are included, nor is it expected that all positions will be assigned every duty.

Selects and assigns staff, ensuring equal employment opportunity in hiring and promotion.

Coordinates activities by scheduling work assignments, setting priorities, and directing the work of subordinate employees.

Evaluates and verifies employee performance through the review of completed work assignments and work techniques.

Identifies staff development and training needs and ensures that training is obtained.

Ensures proper labor relations and conditions of employment are maintained.

Maintains records, prepares reports, and composes correspondence relative to the work.

Serves as the Department's principal liaison with other law enforcement agencies in a geographical area.

Represents the Michigan Department of State Police in law enforcement and traffic safety matters at civic club meetings, schools, conferences, and to other law enforcement agencies, community organizations, and the news media.

Directs all investigative and general police services in an assigned geographical area.

Directs the development and implementation of an emergency preparedness training and education program for all levels of government throughout the state.

Directs the planning, development, and conducting of training programs for employees in the law enforcement field.

Directs the development and coordination of traffic safety initiatives.

Establishes and maintains cooperative working relationships with other law enforcement agencies, courts, prosecutors, and community agencies and organizations in the post area.

Formulates and executes plans, procedures, and priorities designed to improve post operations and services.

Reviews complaint files, arrest records, and other records of post activity in order to assess performance of personnel and ascertain if problems exist in the area of post operations.

Conducts staff meetings and prepares written directives to inform subordinate personnel of new or revised policies, procedures, laws, court decisions, and other information which may affect the performance of law enforcement duties.

Keeps command informed of any unusual occurrences or serious crimes within the post area.

Assists with the preparation and management of budgets.

Assists with writing and administering federal grants essential for law enforcement operations, ensuring appropriate spending and reporting procedures are followed.

Directs and supervises the use and maintenance of cars, equipment, and buildings and grounds; contracts with local businesses to provide needed services and supplies, or requisition it from headquarters.

Oversees the preparation and ensures the completion of post activity reports for submission.

Oversees the on-scene investigation of major crimes.

Works the post desk, answers telephone calls from the general public, operates radios to direct patrol units, and runs file checks on the LEIN terminal when regular desk personnel are unavailable.

Coordinates emergency response personnel from other departments at scenes of hazardous emergencies.

Adapts methods and procedures to deal effectively with unusual or unique situations at crime scenes.

Participates in criminal investigations, effects arrests of suspected criminals, and responds to civil disorders requiring personal confrontation and use of physical force, as required.

Coordinates statistical, licensure, and fee account programs.

May be required to perform the full range of law enforcement officer duties as described in the composite position description for State Police Trooper 10/11.

JOB QUALIFICATIONS

Knowledge, Skills, and Abilities

NOTE: Considerable knowledge is required at the 14 level.

Knowledge of state and federal regulatory agencies, their laws, and their enforcement.

Knowledge of current department official orders, rules, regulations, and directives.

Knowledge of the court system, court procedures, and appropriate court decisions.

Knowledge of post desk procedures.

Knowledge of patrol and investigative techniques.

Knowledge of disaster planning and control.

Knowledge of the functions and procedures of other divisions and bureaus.

Knowledge of law enforcement communication systems.

Knowledge of equipment used and its care.

Knowledge of personnel management and resource management techniques.

Knowledge of employee policies and procedures.

Knowledge of collective bargaining agreements and personnel directives.

Knowledge of equal employment practices.

Knowledge of analytical techniques and equipment used in performing the job duties.

Knowledge of current methods and technical phases of criminal investigations.

Knowledge of rules of evidence and other standards governing the use of evidence in the criminal justice system.

Knowledge of the court system, court procedures, and appropriate court decisions of state and federal laws.

Knowledge of the preparation, management and administration of federal grants and financial budgets.

Ability to communicate explicit expectations and standards of performance to subordinates and to follow up and evaluate work performed.

Ability to maintain records, and prepare reports and correspondence related to the work.

Ability to make appropriate decisions by consistently applying department policies, standards, values, and sound management practices to specific situations.

Ability to favorably present and promote department priorities, services, and actions internally and externally.

Ability to provide effective guidance and motivational support to subordinates in the resolution of operational problems and the achievement of objectives.

Ability to apply policies and procedures to persons in a uniform manner without favoritism.

Ability to be tactful and courteous in dealing with others.

Ability to communicate information clearly and concisely.

Ability to identify training needs and initiate appropriate training methods.

Ability to recognize conditions not requiring personal attention and delegate assignments to the most appropriate subordinate.

Ability to control emotions and maintain consistent performance under pressure, uncertainty, or opposition.

Ability to effectively plan and organize work activities and prioritize task completion to meet schedules and deadlines.

Ability to confront problems in a timely manner and develop and initiate appropriate solutions.

Ability to manage information, organize, analyze, and disseminate appropriate information, and draw sound and logical conclusions.

Ability to understand, prepare, manage, and administer a financial budget.

Working Conditions

Employees may be required to work on a rotating shift.

Employees are required to be available for duty 24 hours a day, including holidays.

Employees may be subject to transfer on a temporary or permanent basis anywhere in the state.

Some jobs require an employee to work in adversarial situations.

Some jobs require an employee to be exposed to hazardous work environments.

Some jobs require an employee to work in a hostile environment.

Some jobs require an employee to be exposed to inclement weather conditions.

Physical Requirements

The job duties require an employee to be absent of any physical limitation which would impair effective performance.

The job duties require an employee to work under stressful conditions.

Education

Possession of a high school diploma or GED Certificate and successful completion of the Michigan State Police Training Academy Recruit School.

Experience

State Police Lieutenant 14

Two years of experience as a State Police Sergeant 12.

Special Requirements, Licenses, and Certifications

Positions in this class are test-designated and subject to pre-appointment, random-selection, and post-accident drug and alcohol testing.

Absence of a criminal record of felony convictions which would prohibit the applicant from receiving, possessing, and carrying a firearm.

Possession of a Michigan driver's license.

NOTE: Equivalent combinations of education and experience that provide the required knowledge, skills, and abilities will be evaluated on an individual basis.

JOB CODE, POSITION TITLES AND CODES, AND COMPENSATION INFORMATION

Job Code

STPLT

Job Code Description

STATE POLICE LIEUTENANT

Position Title

State Police Lieutenant

Position Code

STPLT

Pay Schedule

NERE-272


JZ

07/30/2017


Classification Specification Job Titles		Pay Ranges
Motor Carrier Lieutenant 14		\$32.88 - \$47.63
Motor Carrier Sergeant 13		\$28.75 - \$41.93
State Police Lieutenant 14		\$37.68 - \$54.43
Conservation Officer-Law Spv 13 - 16		\$33.94 - \$62.52
Departmental Manager 12 - 16		\$29.06 - \$63.78

HRMN Position Description	Grade	Schedule	Unit	Exempt	Min	Max	New Min	New Max	New Min	New Max	Compression Rate
Motor Carrier Lieutenant	14	NERE-056P	y51	y	\$32.88	\$47.63			\$34.52	\$50.01	
Motor Carrier Sergeant-2	13	NERE-056	y51	n	\$28.75	\$41.93	\$31.63	\$46.12	\$33.21	\$48.43	-68%
State Police Lieutenant	14	NERE-272	y51	y	\$37.68	\$54.43	\$43.33	\$62.59	\$45.50	\$65.72	-72%
Departmental Manager-3	14	NERE-186	y51	y	\$34.25	\$51.08			\$35.96	\$53.63	129%
Conservation Officer Law Spv-1	13	NERE-124	y51	y	\$33.94	\$48.72			\$35.64	\$51.16	
Conservation Officer Law Spv-2	14	NERE-125	y51	y	\$36.72	\$52.58			\$37.51	\$55.21	
MC Lt to MC Sgt					\$4.13	\$5.70			\$1.32	\$1.58	
State Police Lt to MC Lt					\$4.80	\$6.80			\$10.97	\$15.71	
Conservation Lt to MC Lt					\$2.84	\$4.95			\$2.98	\$5.20	
Dept 14 to MC Lt					\$1.37	\$3.45			\$1.44	\$3.62	



Exhibit 13


 We use cookies and similar technologies on this site to enhance functionality, analyze site usage, and deliver personalized content. [Learn More \(Ugqjlpnqoy-kmowu\)](#)

 Accept


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


Pharmacist Salary in Michigan



 Search More Jobs
 Change City *


 Change Country *


How much does a Pharmacist make in Michigan? The average Pharmacist salary in Michigan is \$248,682 as of September 25, 2022, but the range typically falls between \$240,086 and \$258,364. Salary ranges can vary widely depending on the city and many other important factors, including education, certifications, additional skills, the number of years you have spent in your profession.





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

 Develop a Job description (<https://www.salary.com/resources/how-to/how-to-manage-job-descriptions/?sect=salary&job=pharmacist&location=mi>)


 Pay Equity (<https://www.salary.com/resources/how-to/salary-pay-equity/?sect=salary&job=pharmacist&location=mi>)  Job Skill Model (<https://www.salary.com/>)

 Salary Grading Scale (<https://www.salary.com/blog/what-is-a-salary-grading-scale?sect=salary&job=pharmacist&location=mi>)

 Pay Strategy (<https://www.salary.com/blog/crafting-the-perfect-pay-strategy-within-budget-constraints/?sect=salary&job=pharmacist&location=mi>)

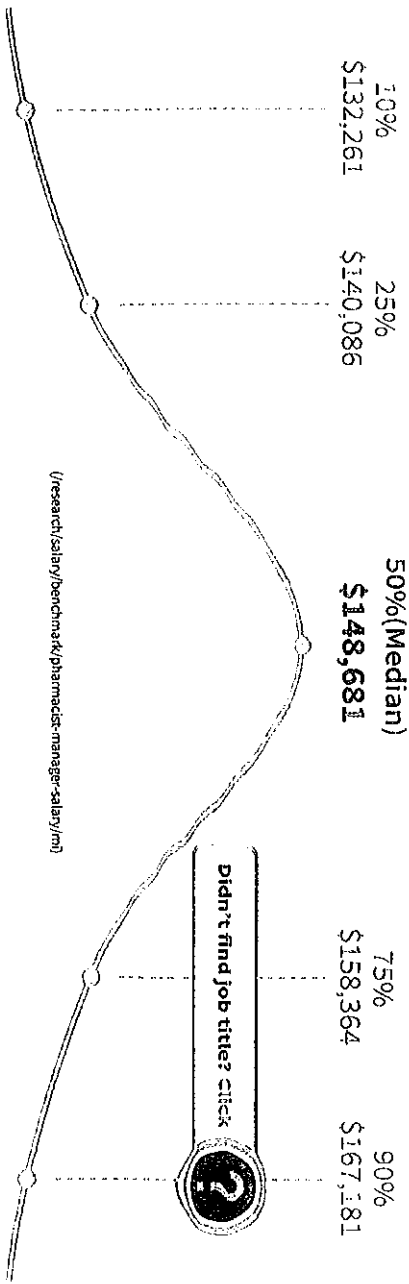
 Salary  Bonus  Benefits  Salary Calculator (<https://www.salary.com/research/salary-calculator>)

What Should I Pay?
Employers Price a Job >

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

View as table

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



Employees Find Surveys For This Job (<https://www.salary.com/research/salary/benchmark/pharmacist-manager-salary/mi>)

Employees Price Your Company Jobs (<https://www.salary.com/company/pricing-salary-survey-to-benchmark-pharmacist-location-mi>)

Employees View Your Salary (<https://www.salary.com/tools/salary-calculator/pharmacist/mi>)

You may get higher pay by adjusting the following factors:

Location Years of Exp. Education Direct Reports Performance Other

Change Search Criteria

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

Check out Pharmacist jobs in Michigan

Staff Pharmacist

Gibson Pharmacy - Athens, TX

Clinical Pharmacist

Allmed Staffing Inc - Blank, MD

Apply Now

Apply Now

10/4/23, 12:01 PM

Pharmacist Salary in Michigan | Salary.com

Part-Time Staff Pharmacist
Costco Wholesale #103 - Clarkston, WA

Apply Now

Specialty Pharmacist
Professional Arts Specialty Pharmacy - Lafayette, LA

Apply Now


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


For Employers


Blogs That May Help You


 **Gender Pay Gap Report** (https://www.salary.com/resources/white-papers/the-gender-pay-gap/?s=cd_salaryseo&job=Pharmacist&location=M1)

 **HR Total Reward** (https://www.salary.com/blog/balancing-pay-and-benefits-how-to-structure-total-rewards/?s=cd_salaryseo&job=Pharmacist&location=M1)

 **Compensation Analysis Glossary** (https://www.salary.com/blog/compensation-analysis-glossary/?s=cd_salaryseo&job=Pharmacist&location=M1)

 **Pay Transparency** (https://www.salary.com/blog/what-is-pay-transparency/?s=cd_salaryseo&job=Pharmacist&location=M1)


 **Adjust Employee Salary** (https://secure.salary.com/job-valuation-report?r=SMP_ComPCity_CTA&job=Pharmacist&state=M1&city=M1)


 **Price My Industry Jobs** (https://secure.salary.com/SalaryWizardProfessionalV2?r=SMP_ComPCity_CTA)

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

Get the latest market price for benchmark jobs and jobs in your industry.

For Employees

 **Get a Salary Increase** (https://secure.salary.com/personalsalaryreport?r=SQR_ComPCity_CTA&job=Pharmacist&state=M1&city=M1)

 **Search Job Openings** (<https://www.salary.com/research/jobs/pharmacist-jobs/m1>)

Analyze the market and your qualifications to negotiate your salary with confidence.

Search thousands of open positions to find your next opportunity.

View Average Salary for

Select State  **Select City in MI** 

<https://www.salary.com/research/salary/benchmark/pharmacist-salary/m1>

10/6/23, 12:01 PM

Pharmacist Salary in Michigan | Salary.com

United States



Pick Related Category



View Cost of Living in Michigan



Choose Similar Job

(<https://www.salary.com/research/cost-of-living/mi>)

JOB DESCRIPTION FOR PHARMACIST

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

See user submitted job responsibilities for Pharmacist.

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

(<https://www.salary.com/research/salary/benchmark/pharmacist-manager-salary/mi>)

Search Job Openings


Pharmacist

Enter a city or zip code


Search Job Openings

Job Openings for Pharmacist in Michigan

Sponsored

 <https://www.airforce.com/air-force-pharmacist>
USAF Pharmacist Jobs - U.S. Air Force
Visit Our Official Website And Become A Pharmacist For The Air Force Today. Provide Our Airmen With Proper Care, Apply For USAF Pharmacist Careers Now! Leadership Development, Excellent Pay & Benefits, Scholarship Opportunities, Types: Nurse, Doctor, Dental, Clinical Social Worker, **Pharmacist**.

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 [indeed.com](https://www.indeed.com)
<https://www.indeed.com>
Pharmacist Jobs, Employment in Saline, MI | Indeed.com
We search millions of resumes on Indeed to show candidates that fit your job description. Post your job, interview candidates, and make offers all on Indeed. Start hiring today. Hire Local Talent, Post Jobs, Reach 25M+ Job Seekers, Post a Job in Minutes, Number 1 Job Site. Services: Post Jobs, Resume Search, **Research Salary/benchmark/Pharmacist-manager-salary/mi** rating for Indeed.com

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

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

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

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

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

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

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

Job Description Job Description 15 Certified Pharmacy Technicians needed. Candidate can be located anywhere in the US. Perfect time to get in with a major healthcare company. If this is a great fit for you, please apply now! Netelr /586 710 7946 Pharmacy Technician Pay: 18.75/hr Pharmacy Technician Schedule: Mon-Fri must be flexible to

10/4/23, 12:01 PM

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

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

- 4 days ago

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

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

- 2 days ago

Pharmacy Technician Certified
Makoy Shambaum - Detroit, MI

(research/salary/trends/mw/pharmacist-manager-salary/mi)

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

- 1 day ago

by Taboola (https://popup.taboola.com/en?template=colofbox&utm_source=salary.com-salary.com&utm_medium=referral&utm_content=alternating-thumbnails-b:Hybrid Article Thumbnails:)
You May Like (https://popup.taboola.com/en?template=colofbox&utm_source=salary.com-salary.com&utm_medium=referral&utm_content=alternating-thumbnails-b:Hybrid Article Thumbnails:)
https://research.salary.com/salary/trends/mw/pharmacist-manager-salary/mi

Expert Says This Drugstore Wrinkle Cream is Actually Worth It

Symptoms of Infection with Coronavirus

10 Reasons Men Are Jumping on This Radical New Face Cream
Epoxide
(https://www.salary.com/salary/trends/mw/pharmacist-manager-salary/mi)
(https://www.salary.com/salary/trends/mw/pharmacist-manager-salary/mi)
(https://www.salary.com/salary/trends/mw/pharmacist-manager-salary/mi)

https://www.salary.com/research/salary/benchmark/pharmacist-salary/mi

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Pharmacist Salary in Michigan | Salary.com

Step Rate

How Much Is a Mother Really Worth?

Here's What a New Outdoor System Should Cost You in 2023

Voice Actor Jennifer Hale | Salary.com

https://www.salary.com/research/salary/benchmark/pharmacist-salary/mi/

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

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

Find your city for detailed salary data

Search city or zip code

Pharmacist's Average Annual Base Salary

Location	mi: (research/salary)	mi: (research/salary)	mi: (research/salary)
Taylor, MI	(research/salary/benchmark/pharmacist-salary/taylor-mi)	\$151,337	September 25, 2023
Acme, MI	(research/salary/benchmark/pharmacist-salary/acme-mi)	\$141,278	September 25, 2023
Ada, MI	(research/salary/benchmark/pharmacist-salary/ada-mi)	\$145,386	September 25, 2023
Addison, MI	(research/salary/benchmark/pharmacist-salary/addison-mi)	\$151,452	September 25, 2023
Adrian, MI	(research/salary/benchmark/pharmacist-salary/adrian-mi)	\$148,851	September 25, 2023
Albion, MI	(research/salary/benchmark/pharmacist-salary/albion-mi)	\$139,289	September 25, 2023
Almeida, MI	(research/salary/benchmark/pharmacist-salary/almeida-mi)	\$142,402	September 25, 2023
Auburn, MI	(research/salary/benchmark/pharmacist-salary/auburn-mi)	\$139,459	September 25, 2023
Alamogordo, MI	(research/salary/benchmark/pharmacist-salary/alamogordo-mi)	\$139,299	September 25, 2023
Alba, MI	(research/salary/benchmark/pharmacist-salary/alba-mi)	\$139,299	September 25, 2023

Career Path for Pharmacist



[Pharmacist \(research/salary/...](#)



[Pharmacist Manager \(research/s...](#)



[Pharmacist Director \(research/salary/de...](#)

What does a Pharmacist do?

Pharmacist in Vallejo, CA

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

Pharmacists' salaries vary slightly based on the setting. [\(research/salary/benchmark/pharmacist-manager-salary/mi\)](#)

November 22, 2019

Pharmacist in Sioux City, IA

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

October 13, 2019

Submit Other Responsibilities

Not the job you're looking for? Search more salaries here:

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Learn about:

https://www.salary.com/compensation/specialty_salaries/ca_civ_bureau&job=Pharmacist&location=MI&cr?



About Michigan

Michigan consists of two peninsulas that lie between 82°32' to about 90°30' west longitude, and are separated by "The Straits of Mackinac." The 45th parallel north runs through the state—marked by highway signs and the Peller-Egerton Trail—along a line including Mission Point Light near Traverse City, the towns of Gaylord and Alpena in the Lower Peninsula and Marquette in the Upper Peninsula. With the exception of two small areas that are crained by the Mississippi River by way of the Wisconsin River in the Upper Peninsula and by way of the Kalamazoo River in the Lower Peninsula, Michigan.

Source: Wikipedia (as of 04/11/2023). Read more from Wikipedia: https://en.wikipedia.org/wiki/Geography_of_Michigan

Similar Jobs to Pharmacist

Job Title	DESCRIPTION	EDUCATION	SALARY COMPARED TO THIS JOB	See additional Similar Jobs
Clinical Pharmacist (https://www.salary.com/benchmark/clinical-pharmacist-salary/mi)		Doctorate	-5.1%	
Nuclear Pharmacist (https://www.salary.com/benchmark/nuclear-pharmacist-salary/mi)		Advanced	+1.5%	
Online Pharmacist (https://www.salary.com/benchmark/online-pharmacist-salary/mi)			-5.7%	
Pharmacist - Home Care (https://www.salary.com/benchmark/pharmacist-home-care-salary/mi)		Doctorate	-6.5%	
Pharmacist - Retail (https://www.salary.com/benchmark/pharmacist-retail-salary/mi)		Doctorate	-7.4%	

Level of Education for Pharmacist

Pharmacist Salaries with a Bachelor's Degree (https://www.salary.com/salaries-for-pharmacist-with-a-bachelors-degree)	Pharmacist Salaries with a Master's Degree or MBA (https://www.salary.com/salaries-for-pharmacist-with-a-masters-degree-or-mba)	Pharmacist Salaries with a JD, MD, PhD or Equivalent (https://www.salary.com/salaries-for-pharmacist-with-a-jd-md-phd-or-equivalent)
--	---	--

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

 Pharmacist Salary by Global Country

United States Canada
(<https://www.salary.com/research/salary/benchmark/pharmacist-salary/>
salary/canada)

 View Salary Data for All Nearby Cities

Indiana

Pharmacist Salaries in Elkhart, Indiana ([/research/salary/benchmark/pharmacist-salary/elkhart-in](#))
Pharmacist Salaries in South Bend, Indiana ([/research/salary/benchmark/pharmacist-salary/south-bend-in](#))

Minnesota

Pharmacist Salaries in Duluth, Minnesota ([/research/salary/benchmark/pharmacist-salary/duluth-mn](#))
Pharmacist Salaries in Duluth, Minnesota ([/research/salary/benchmark/pharmacist-salary/duluth-mn](#))

Ohio

Pharmacist Salaries in Toledo, Ohio ([/research/salary/benchmark/pharmacist-salary/toledo-oh](#))

Wisconsin

Pharmacist Salaries in Green Bay, Wisconsin ([/research/salary/benchmark/pharmacist-salary/green-bay-wi](#))

 Most Popular Cities for Pharmacist Job

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

10/4/23, 12:01 PM

Pharmacist Salary in Michigan | Salary.com

5 Browse All Pharmaceuticals Jobs by Salary Level -

Browse Related Job Categories With Pharmacist -

About Michigan Michigan consists of two peninsulas that lie between 42°30' to about 50°30' west longitude, and are separated by the Straits of Mackinac. The 45th par... More

Skills associated with Pharmacist Drug Utilization Review (DUR) (research/salary/skill/long-term-care-pharmacist-salary), Pharmaceutical Policy Compliance (research/salary/skill/pharmaceutical-policy/compliance-salary), Pharmaceutical Compounding (research/salary/skill/pharmaceutical-compounding-salary) - More (research/search/pages/22qpsdtdlqpbcodekch0700011)

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

Recently searched companies with related titles: Rite Aid Corporation Pharmacist (research/salary/employment/rite-aid-corporation/pharmacist-salary), U.S. Air Force (USAF) Pharmacist (research/salary/employment/u-s-air-force-usaf/pharmacist-salary)

Recently searched related titles: Enterprise Architecture Manager (research/salary/postion/enterprise-architecture-manager-salary)

Jobs with a similar salary range to Pharmacist : Pharmacy Manager, Pharmacist (research/salary/benchmark/pharmacist-manager-salary)

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


04/23, 12:01 PM


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

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

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 <https://team.affirmmedical.edu/pharm-tech/online-class>


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Health Sciences - Pharmacy Technician Program with Externship. Learn More! Start A New Education Path With Flexible Study Hours, 24/7 Tech Support, Learn More! Competitively Priced. Apply for Financial Aid. Job Interview Coaching, Health Care Focus Courses, Certification Preparation.


Healthcare Programs

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(<https://www.rosseducation.edu/>)

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Medical Assistant Program

Medical Billing Program


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Ann Arbor Campus Info

Guide to Getting Started

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 McGraw Hill

 https://www.mheducation.com/paid_survey/pharmacists

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How It Works

Earn Medical Heterotium

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Sign Up



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

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Occupational Employment and Wages, May 2023

29-1051 Pharmacists

National estimates for Pharmacists:

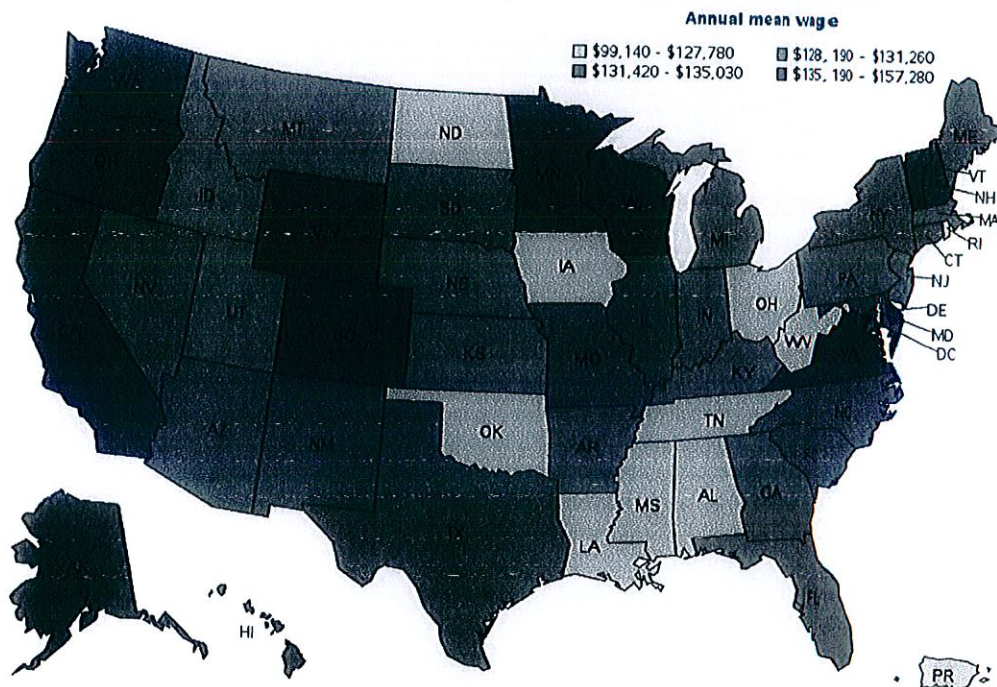
Employment estimate and mean wage estimates for Pharmacists:

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

Percentile wage estimates for Pharmacists:

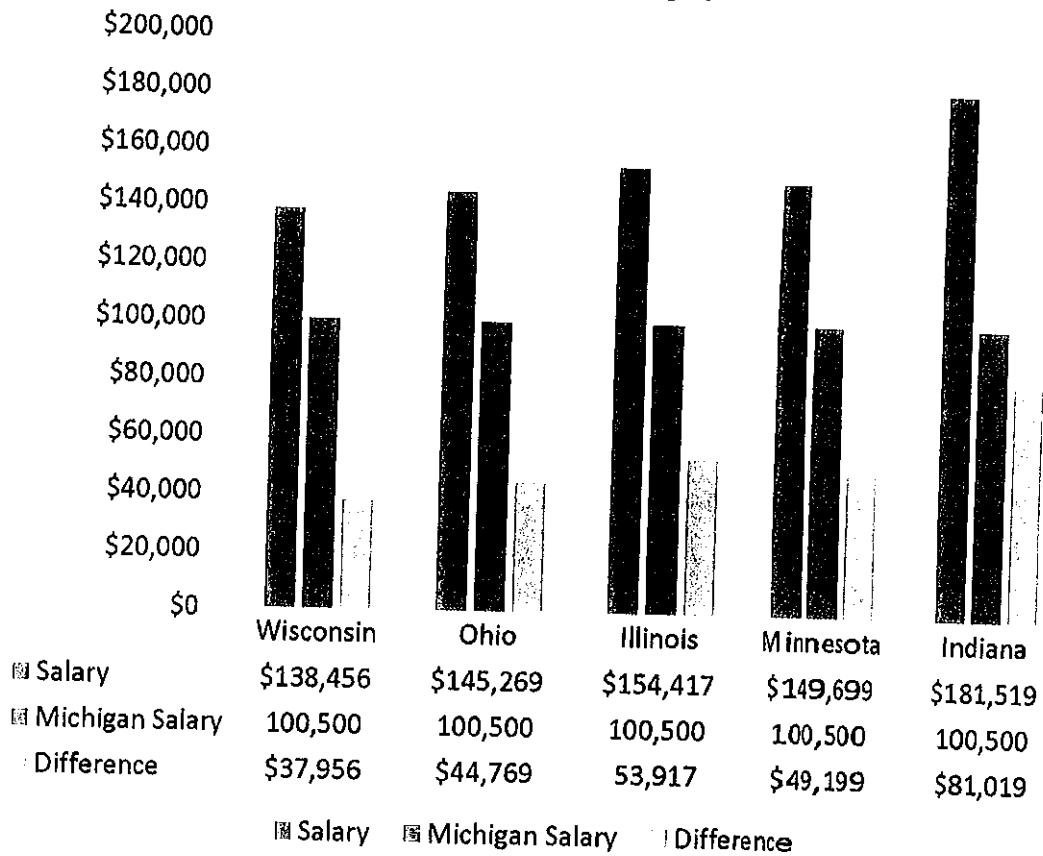
Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$ 43.26	\$ 60.51	\$ 65.40	\$ 74.78	\$ 81.08
Annual Wage (2)	\$ 89,980	\$ 125,860	\$ 136,030	\$ 155,550	\$ 168,650

Annual mean wage of pharmacists, by state, May 2023



Blank areas indicate data not available

Comparison of State Employed Pharmacist Salaries (Average)



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

U of M

Number of people with the title of: Clinical Pharmacist Specialist: 124	
Maximum Salary:	\$ 171,749.03
Average Salary:	\$ 152,462.46
Minimum Salary:	\$ 134,501.95

2022-23 University of Michigan Salaries				Page 3 of 5
Name	Title	Department	ITR	GF
Sandison, Katherine	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 151,248.95	\$ 0.00
Davukuri, Ravi	Clinical Pharmacist Specialist	MM Research Pharmacy	\$ 150,603.31	\$ 0.00
Granata, Wanne	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 150,465.19	\$ 0.00
Dillman, Nicholas	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 150,429.98	\$ 0.00
Hagonian, Jennifer	Clinical Pharmacist Specialist	MM CVC Pharmacy Services	\$ 150,043.09	\$ 0.00
Gebarski, Matthew	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 149,633.75	\$ 0.00
Scappaticci, Gianni Bruno	Clinical Pharmacist Specialist	MM Ambulatory Pharmacy	\$ 149,331.51	\$ 0.00
Aitken, Samuel	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 149,247.98	\$ 0.00
Glover, Tina	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 149,196.02	\$ 0.00
Merrill, Nicole M	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 148,109.86	\$ 0.00
Adie, Sarah	Clinical Pharmacist Specialist	MM CVC Pharmacy Services	\$ 147,039.35	\$ 0.00
Ahmed, Iman	Clinical Pharmacist Specialist	MM Ambulatory Pharmacy	\$ 147,039.35	\$ 0.00
Augustyn, Rebecca	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Bici, Anisa	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Blackburn, Scott	Clinical Pharmacist Specialist	MM Pharmacy Administration	\$ 147,039.35	\$ 0.00
Burns, Carly	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Butchio, Jordan	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
Cui, Xinyi	Clinical Pharmacist Specialist	MM HHS CRC Med Use/CDS	\$ 147,039.35	\$ 0.00
DiClemente, Jillian	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 147,039.35	\$ 0.00
Elder, Mary	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Ellayan, Dawud	Clinical Pharmacist Specialist	MM Research Pharmacy	\$ 147,039.35	\$ 0.00
Farina, Nicholas	Clinical Pharmacist Specialist	MM UH Pharmacy Services	\$ 147,039.35	\$ 0.00
Fennelly, Jessica Elizabeth	Clinical Pharmacist Specialist	MM Pharm Innov. & Partnerships	\$ 147,039.35	\$ 0.00
Fraga, Martina	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
German, Christopher	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Huebschman, Ashley	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
Jallof, Mohamad	Clinical Pharmacist Specialist	MM HomeMed Pharmacy Infusion	\$ 147,039.35	\$ 0.00
Jaros, Audrey	Clinical Pharmacist Specialist	MM CW - Pharmacy	\$ 147,039.35	\$ 0.00
King, Madeleine	Clinical Pharmacist Specialist	MM CGC Infusion Pharmacy	\$ 147,039.35	\$ 0.00

Leja, Brett	Clinical Pharmacist Specialist	MM, CW - Pharmacy	\$147,899.35	\$0.00
Page: 3 of 5				
1	2	3	4	5

U of M

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

Warning: Undefined array key "Dept" in /home/dh_cn8/jtr/umsalary.info/stat_table.inc on line 81

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

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

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

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

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Pharmacist Salary in Michigan | Salary.com

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1 ACCEPT

🔍 Click or scroll to view upper level job | research.salary.com/benchmark/pharmacist-manager-salary/mi

Pharmacist Salary in Michigan

🔍 Search More Jobs
📍 change city

📍 change country

How much does a pharmacist make in Michigan? The average pharmacist salary in Michigan is \$148,581 as of September 25, 2023, but the range typically falls between \$140,086 and \$159,264. Salary ranges can vary widely depending on the city and many other important factors, including education, certifications, additional skills, the number of years you have spent in your profession, view minimum wage values in Michigan. 📄 <https://www.salary.com/research/minimum-wage/michigan>

📄 Develop a job description https://www.salary.com/resources/how-to-how-to-manage-job-descriptions/?sect_salarycode=pharmacist&location=mi

📄 Pay Equity https://www.salary.com/resources/how-to-how-to-manage-pay-equity/?sect_salarycode=pharmacist&location=mi

📄 Salary Grading Scale https://www.salary.com/blog/what-is-a-salary-grading-scale?sect_salarycode=pharmacist&location=mi Job Skill Model <https://www.salary.com>

📄 Pay Strategy https://www.salary.com/blog/crafting-the-perfect-pay-strategy-within-budget-constraints/?sect_salarycode=pharmacist&location=mi

📄 Salary Benchmark <https://www.salary.com/research/salary/benchmark/pharmacist-manager-salary-calculator>

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

What Should I Pay?
Employers Price a Job >

Work As A

Pharmacist base = \$148,581
Pharmacist Manager " = 166,476
Pharmacist Director " = 194,903

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

Exhibit 14

Compensation Plan Section A

HRMN Position Description	Grade	Core Pos Code	Schedule	Unit	Exempt	Salary Class	Pay Plan	Shift	Job Cat	Job Class	10/01/2025 Minimum	10/01/2025 Maximum
Spl Educ Tchr Deaf H Of H	12B	SPEDTCHE	W22-082	W22	Y	H	BWE1	Y	2	CL2	\$31.79	\$52.09
Spl Educ Tchr Deaf H Of H	12C	SPEDTCHE	W22-082	W22	Y	H	BWE1	Y	2	CL2	\$33.02	\$53.42
State Administrative Manager-1	15	STDDADM1	NERE-060P	Y98	Y	S	BWE1	N	1	CL4	\$96,491	\$138,794
State Administrative Manager-2	16	STDDADM2	NERE-061P	Y98	Y	S	BWE1	N	1	CL4	\$107,029	\$149,448
State Assistant Administrator	15	STASTADM	NERE-060P	Y98	Y	S	BWE1	Y	1	CL4	\$96,491	\$138,794
State Bureau Administrator	18	BUREAADM	NERE-064P	Y98	Y	S	BWE1	N	1	CL4	\$128,180	\$170,601
State Deputy Warden-1	15	STDEPWD1	NERE-060P	Y98	Y	S	BWE1	N	1	CL4	\$96,491	\$138,794
State Division Administrator	17	STDIVADM	NERE-062P	Y98	Y	S	BWE1	N	1	CL4	\$117,682	\$159,990
State Office Administrator	17	STOFCADM	NERE-062P	Y98	Y	S	BWE1	N	1	CL4	\$117,682	\$159,990
State Pol Forensic Tech Leader	15	STAPLDR	NERE-271	Y98	Y	H	BWE1	Y	2	CL2	\$39.93	\$60.41
State Police Aircraft Plt Sgt-A	12	STPPILTA	T01-003	T01	N	H	BWN4	Y	4	CL1	\$52.40	\$57.43
State Police Aircraft Plt Tpr-E	11	STPPILTE	T01-002	T01	N	H	BWN4	Y	4	CL1	\$39.26	\$49.77
State Police Cadet	4	STPCADET	NERE-098P	Y52	N	H	BWN2	Y	4	CL1	\$12.48	\$21.79
State Police Detective Lt	14	STPDLT	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$38.81	\$56.06
State Police Detective Sgt	12	STPDSGT	T01-003	T01	N	H	BWN4	Y	4	CL1	\$52.40	\$57.43
State Police Detective Tpr Spl	11	STPDTPRS	T01-002	T01	N	H	BWN4	Y	4	CL1	\$39.26	\$49.77
State Police First Lieutenant	15	STPOLFTL	NERE-060P	Y98	Y	S	BWE1	N	2	CL4	\$96,491	\$138,794
State Police Lab Director	15	STPLBDIR	NERE-060P	Y98	Y	S	BWE1	N	2	CL4	\$96,491	\$138,794
State Police Lab Manager-3	14	STPLMGR3	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$38.81	\$56.06
State Police Lieutenant	14	STPLT	NERE-272	Y51	Y	H	BWE1	Y	2	CL3	\$38.81	\$56.06
State Police Sergeant	12	STPSGT	T01-003	T01	N	H	BWN4	Y	3	CL1	\$52.40	\$57.43
State Police Specialist Lt	14	STPSPLT	NERE-272	Y51	Y	H	BWE1	Y	4	CL2	\$38.81	\$56.06
State Police Specialist Sgt	12	STSPSGT	T01-003	T01	N	H	BWN4	Y	4	CL1	\$52.40	\$57.43
State Police Specialist Tpr	11	STPSPTPR	T01-002	T01	N	H	BWN4	Y	4	CL1	\$39.26	\$49.77