

**REPORT TO THE LEGISLATURE**  
**Pursuant to P.A. 200 of 2012**  
**Section 204a**  
**Health Care Professionals Compensation Levels**

Sec. 204a. (1) The department shall collaborate with the civil service commission and the department of civil service to review the compensation rates for health care professionals who provide direct health care services to prisoners within the corrections system, including, but not limited to, doctors, all nursing professionals, pharmacists, pharmacy technicians, and psychologists. The review shall include health care professionals employed by the state as well as those employed through state contractors. These rates shall be compared to available data on compensation rates for comparable medical professionals in the private sectors who provide services to the general public to estimate any disparity in compensation.

(2) Following the review, the department shall make recommendations on changes needed to the state compensation plan for health care professional positions and to department contracts with health care providers so that compensation levels are sufficient to ensure that needed health care professional positions with vacancies are filled, that the department experiences adequate retention levels for these positions, and that necessary health care services are delivered in a timely manner to the prisoner population. A report outlining these recommendations shall be submitted to the senate and house appropriations subcommittees on corrections, the senate and house fiscal agencies, and the state budget office by May 1, 2013.

<b>Civil Service Classification</b>	<b>FY 2013 Civil Service Pay Range</b>	<b>Statewide</b>	<b>Temporary Service Contracts</b>
Clinical Social Worker P11	\$20.92-\$28.95/ hr \$43,514-\$60,216	Median \$45,673 \$39,319-\$57,176	\$36.00/hr Average \$74,800
Dental Hygienist E11	\$17.79-\$25.23/ hr \$37,003-\$52,478	Median \$49,465 \$27,434-\$79,916	
Dentist 16	\$38.45-\$53.74/ hr \$79,976-\$111,779	Median \$118,625 \$96,431-\$128,591	
Pharmacist 10-P11	\$22.18-\$35.73/ hr \$46,134-\$74,318	Median \$95,542 \$83,517-\$108,347	\$58.34/hr Average \$121,347
Pharmacy Assistant E8	\$16.38-\$21.02/ hr \$34,070-\$43,722	Median \$32,058 \$26,914-\$37,793	\$14.00/hr Average \$29,120
Physician 18	\$55.44-\$77.94/ hr \$115,315-\$162,115	Median \$135,501 \$114,776-\$154,143	\$81.50/hr Average \$169,520
Practical Nurse Licensed E9	\$18.60-\$23.57/ hr \$38,688-\$49,026	Median \$35,856 \$32,377-\$39,696	\$33.00/hr Average \$68,640
Psychiatrist 18	\$58.89-\$82.12/hr \$122,491-\$170,810	Median \$160,255 \$135,017-\$165,573	\$141.61/hr Average \$294,528
Psychologist P11	\$24.54-\$34.95/ hr \$51,043-\$72,696	Median \$64,971 \$50,084-\$76,021	\$36.90/hr Average \$76,752
Registered Nurse 12	\$23.16-\$30.47/ hr \$48,173-\$63,377	Median \$51,713 \$44,221-\$56,740	\$40.00/hr Average \$83,200
Registered Nurse Manager 13-15	\$24.66-\$39.47/ hr \$51,293-\$82,098	Median \$56,119 \$52,676-\$62,771	
X-Ray Tech E10	\$17.31-\$24.32/ hr \$36,005-\$50,586	Median \$40,647 \$37,702-\$48,015	

Sources for Information:

State of Michigan Civil Service Pay obtained from Michigan Civil Service Commission Compensation Plan.

Statewide rates obtained from [www.payscale.com](http://www.payscale.com)

Contracts with the State of Michigan obtained from existing contracts with the State of Michigan from various vendors based on 2080 hours annually.

The Michigan Department of Corrections continues its recruiting efforts to employ qualified healthcare staff. The MDOC continues to face challenges with the current civil service process as healthcare staff are in high demand nationwide and the system does not afford the department the ability to be flexible in establishing wages commensurate with the market demands in targeted geographical areas. There is an additional barrier that MDOC must deal with and that is the willingness of healthcare staff to work within correctional facilities. These barriers in hiring result in the department spending additional funds on overtime to cover vacant shifts and the use of temporary staffing agencies at much higher rates. If the department had the ability to negotiate wages for hard to recruit areas or positions, the department would have a better chance of getting highly qualified employees willing to provide medical care to prisoners housed in MDOC facilities.