

Provide Workgroup Recommendations

(FY2020 Appropriation Act - Public Act 67 of 2019)

March 1, 2020

Sec. 1060. (1) *The department shall continue to convene a workgroup that meets at least quarterly in collaboration with the chairs of the house and senate appropriations subcommittees on the department budget or their designees, labor union representation, civil service, and any other appropriate parties to recommend solutions to address mandatory overtime, staff turnover, and staff retention at the state psychiatric hospitals and centers, including, but not limited to, permitting retired workers to return, permitting 12-hour shifts, and permitting hiring of part-time workers.*

(2) By March 1 of the current fiscal year, the department shall provide a status update on the department's implementation of the workgroup's recommendations to the senate and house appropriations subcommittees on the department budget, the senate and house fiscal agencies, and the state budget office. The report shall include, but is not limited to, the following:

(a) Descriptions of the measures being implemented.

(b) Descriptions of the measures not being implemented and barriers preventing implementation.

(c) The number of direct care and clinical staff positions that are currently vacant by hospital.

(d) A breakdown of voluntary and mandatory overtime hours worked by position and by hospital.

(e) The ranges of wages paid by position and by hospital.



Section 1060(2) PA 67 of 2019

Background and Current Efforts

In 2017, the Michigan Department of Health and Human Services’ Office of Human Resources worked in coordination with the Bureau of Hospitals and Administrative Operations to explore options for use in the state hospital system that could be implemented with the intended goal of reducing the prevalence of mandatory overtime in state hospitals, as well as improve staff retention.

In January 2018, consistent with this section of the Fiscal Year (FY) 2018 budget, MDHHS convened an initial workgroup to review the identified options to address mandatory overtime in state hospitals and to receive input regarding the possibility of implementation. This workgroup identified several potential solutions but indicated that “more review and discussion would need to transpire.”

The 1060 workgroup reconvened on Tuesday, September 3, 2018, to discuss the workgroup’s purpose and challenges related to state hospital overtime; a permanent intermittent direct care staff pool; and 12-hour nursing shifts. The workgroup decided that two sub workgroups be established. The first focusing on Wage Structure to be chaired by Center for Forensic Psychiatry Director Andrea VanDenBergh, and the second focusing on Time and Recruitment to be chaired by Walter Reuther Psychiatric Hospital Director Mary Clare Solky. Below is a chart identifying workgroup members as well as subcommittee members and the organization each one represents:

Member	Organization*	Workgroup	Time and Recruitment Subcommittee	Wage Structure Subcommittee
Dr. George Mellos, Deputy Director	MDHHS	X	X	X
Steve Angelotti	SFA	X		
Shellie Budd	MDHHS	X		
Mike DeRose	MDHHS	X		X
Amanda Despins	Rep. Whiteford	X		
John Detizio	MAGE	X		X
Candace Ewing	MDHHS	X		
Nora Grambau	AFSCME	X		
Patricia Hertrich	Sen. MacGregor	X		
Valerie Hill	OSE	X		
Kristen Jordan	MDHHS	X		X
Mike McWhirter	UAW	X	X	X
Pete Neu	MAGE	X	X	
Nick Norcross	MDHHS	X	X	X
Byron Osborn	MCO	X	X	
Mary Openlander	AFSCME	X	X	
Karla Ruest	MDHHS	X		
Renee Schilling	MDHHS	X	X	
Cheryl Schmittziel	OSE	X		X
Mary Clare Solky	MDHHS	X	X	X
Andrea VanDenBergh	MDHHS	X	X	X
Miya Williamson	UAW	X		

*Organization -

AFSCME - American federation of State, County and Municipal Employees

MAGE - Michigan Association of Governmental Employees

MCO - Michigan Corrections Organization

MDHHS - Michigan Department of Health and Human Services

OSE - Office of State Employer

SFA - Senate Fiscal Agency

UAW - United Auto Workers

Follow-up meetings of the 1060 workgroup and associated subcommittees met on October 1, 2019, October 8, 2019, and October 15, 2019, and February 26, 2020.

(a) Measures Being Implemented

Permanent Intermittent Direct Care Staff Pool

The state hospital system is in the process of developing the necessary position descriptions of a direct care staff pool within the confines of collective bargaining structures for submission to the Michigan Civil Service Commission for consideration. There are organized labor concerns for such a pool at the Center for Forensic Psychiatry that are a barrier to implementation at that facility.

Nursing 12-Hour Shifts

In the fall of 2019, Hawthorn Center, Kalamazoo Psychiatric Hospital and Walter Reuther Psychiatric Hospital have adopted 12-hour shifts for licensed practical nurses, registered nurse manager 12, and registered nurse manager 13.

Descriptions of the Measures Not Being Implemented and Barriers Preventing Implementation

Efforts by the workgroup(s) to review and compare Michigan salary data with other like states to make a viable business case for wage and benefit adjustments have not been successful. MDHHS staff have used various contacts attempting to secure data deemed necessary by the Michigan Civil Service Commission for such an argument, however, responses have been minimal or overly insufficient. Without such information it will be difficult to effectively reason that professional staff within the state hospitals are under compensated in comparison to neighboring states.

(b) The Number of Direct Care and Clinical Staff Positions that are Currently Vacant by Hospital

As of the pay period ending January 25, 2020, the following positions are vacant:

<u>Hospital</u>	<u>Classification</u>	<u>Number of Current Vacancies</u>
Caro Center	Behavioral Analyst	1
	Licensed Practical Nurse	8
	Occupational Therapist	1
	Pharmacist	1
	Physican - 17	3
	Physician Manager- 20	1
	Psychiatrist - 18	5
	Psychiatrist- 20	1
	Psychologist	3
	Recreational Therapist	6
	Registered Nurse Manager - 1	3
	Registered Nurse Manager - 2	2
	Resident Care Aide	5
	Senior Executive Psychiatrist Director	1

<u>Hospital</u>	<u>Classification</u>	<u>Number of Current Vacancies</u>
Center for Forensic Psychiatry	Client Resident Affairs Supervisor-2	1
	Dental Aide-E	1
	Forensic Psychiatrist-A	9
	Forensic Psychologist MGR	3
	Forensic Psychologist-A	5
	Forensic Security Assistant-E	12
	Forensic Security SPV-2	5
	Music Therapist-E	1
	Physician-A	1
	Registered Nurse Manager-2	2
	Registered Nurse Manager-3	1
	Registered Nurse - 1	7
	Registered Nurse - 2	2
	Registered Nurse - E	1
	Hawthorn Center	
Hawthorn Center	Child Care Worker	5
	Child Care Worker - A	4
	Clinical Social Worker	1
	Mental Health Social Worker	1
	Psychiatrist	1
	Psychologist	1
	Registered Dietician Nutritionist Manager	1
	Registered Nurse Manager	7
Kalamazoo Psychiatric		
Kalamazoo Psychiatric	Licensed Practical Nurse	2
	Physician P17	2
	Psychiatrist 18	8
	Psychologist	2
	Registered Nurse Manager - 1	5
	Registered Nurse Manager - 2	5
	Registered Nurse Manager - 3	2
	Resident Care Aide	17
	Senior Executive Psychiatrist Director	1
Walter Reuther		
Walter Reuther	License Practical Nurse	2
	Psychiatrist 18	5
	Psychologist	2
	Physician P17	1
	Registered Nurse Manager	1
	Registered Nurse	1
	Resident Care Aide (Regular)	6
	Resident Care Aide (Perm/Inter)	15

(c) Voluntary & Mandatory Overtime by Position and Hospital

	Caro Center							
	Direct Care OT		LPN OT		RN MGR 12 OT		RN MGR 13 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2018)	6,458	2,137	397	342	833	374	149	0
September	7,681	2,554	492	153	477	210	136	0
October	7,857	2,215	432	101	394	148	137	0
November	7,956	2,455	438	74	625	205	120	0
December	6,575	1,665	338	78	431	91	198	0
January (2019)	4,773	1,065	125	37	163	31	197	0
February	4,885	947	58	50	277	76	87	0
March	5,195	753	125	0	241	7	107	0
April	2,510	486	38	21	42	6	27	8
May	2,553	302	56	19	31	30	147	0
June	495	187	35	55	35	27	132	0
July	687	51	47	0	114	32	81	0
August	653	33	16	7	178	78	138	0
September	643	15	15	24	71	70	86	0
October	777	27	7	7	39	18	156	0
November	912	57	4	0	51	29	17	0

	Center for Forensic Psychiatry							
	FSA OT		FSS OT		RN 12 OT		RN MGR 13 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2018)	10,575	620	546	29	679	56	64	0
September	12,370	1,385	N/A	N/A	832	15	21	0
October	8,858	779	661	26	767	N/A	121	0
November	9,031	870	942	25	768	38	43	0
December	12,069	2,101	1,130	118	879	69	22	4
January (2019)	5,410	3,583	3,047	265	656	29	43	24
February	8,898	3,473	766	183	411	0	20	0
March	8,643	4,720	927	166	709	21	50	6
April	9,611	4,327	762	272	726	103	25	12
May	9,715	3,013	742	330	1,559	230	64	3
June	8,977	2,872	702	477	1,325	357	53	16
July	10,266	2,658	1,029	321	1,243	454	64	22
August	18,859	1,852	1,305	240	1,177	709	27	3
September	10,284	1,242	1,184	216	1,267	310	12	30
October	10,707	1,242	1,193	141	1,237	171	39	13
November	13,443	2,701	1,292	49	1,086	563	36	0

	Kalamazoo Psychiatric Hospital							
	Direct Care OT		LPN OT		RN MGR 12 OT		RN MGR 13 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2018)	4,716	3,326	445	22	946	244	0	0
September	6,644	7,444	975	293	1,022	582	0	0
October	6,656	2,729	1,001	128	935	608	0	0
November	6,281	746	1,043	98	1,001	558	0	0
December	6,889	1,118	1,035	53	1,088	377	0	0
January	7,594	2,033	1,035	274	863	361	0	0
February	5,574	4,168	878	151	857	377	0	0
March	4,433	6,243	705	428	832	489	0	0
April	5,483	5,390	817	360	808	194	0	0
May	5,574	4,168	878	151	857	377	0	0
June	6,926	5,295	600	300	999	329	0	0
July	7,102	5,490	720	323	1,224	279	0	0
August	8,715	3,317	623	383	1,133	338	0	0
September	9,256	5,206	720	270	1,160	383	0	0
October	7,088	2,758	120	593	1,323	338	0	0
November	9,919	1,989	638	75	1,182	253	0	0

Walter Reuther Psychiatric Hospital								
	Direct Care OT		LPN OT		RN MGR 12 OT		RN MGR 13 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2018)	1,502	30	605	38	645	16	296	0
September	2,320	53	697	8	899	0	259	0
October	2,113	46	306	15	110	0	286	0
November	3,057	43	758	0	753	8	293	0
December	6,880	903	1,642	99	1,416	30	449	8
January	5,968	855	1,404	152	1,304	38	361	15
February	5,491	1,274	1,206	38	1,148	16	428	0
March	3,444	1,306	791	23	655	16	142	0
April	3,460	2,237	902	8	892	31	217	16
May	2,689	3,433	796	23	547	92	166	16
June	2,867	4,123	1,217	77	962	54	299	31
July	2,586	2,656	913	8	936	61	254	8
August	2,501	1,391	902	23	846	85	287	46
September	2,713	1,949	1,101	0	778	32	409	8
October	2,018	1,684	1,120	0	563	20	395	0
November	3,882	785	1,495	0	935	0	667	0
December	3,300	437	921	8	738	43	468	6

Hawthorn Center								
	Direct Care OT		LPN OT		RN 1 OT		RN 2 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2018)								
September								
October								
November								
December								
January								
February								
March								
April								
May								
June								
July								
August	2,794	160			399	61	51	8
September	2,494	216			535	14	106	4
October	3,789	319			1,057	43	184	4
November	2,436	210			545	68	91	4

(d) The Ranges of Wages Paid by Position and by Hospital

Caro Center		
Position Description and Pay Grade	Pay Range - Minimum	Pay Range - Maximum
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44
ACTIVITIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12
ADMINISTRATIVE MANAGER-3 14	\$28.71	\$42.80
BEHAVIOR ANALYST-A 12	\$29.98	\$42.73
CARPENTER-E 8/E9	\$19.40	\$27.34
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17
CLINICAL SOCIAL WORK MGR-3 14	\$29.92	\$45.37
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60
DENTAL HYGIENIST E11	\$20.04	\$28.41
DENTIST-E P15	\$38.41	\$60.51
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56
DIETITIAN NUTRITIONIST-E 9/10/P11	\$21.94	\$30.01
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27
ELECTRICIAN LICENSED-E E9	\$21.27	\$27.34
ELECTRICIAN MASTER LICENS-D-A 11	\$23.19	\$32.19
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44
LABORATORY ASSISTANT-E 6/7/E8	\$15.44	\$23.67
LABORER-E 5/E6	\$17.40	\$23.02
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92
MOTOR VEHICLE OPERATOR-E E6	\$17.95	\$23.02
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01
PHARMACIST MANAGER-3 14	\$34.65	\$50.20
PHARMACIST-E 10/P11	\$24.97	\$40.23
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67
PHYSICIAN-E P17	\$58.11	\$81.49
PLUMBER LICENSED-E E10	\$21.52	\$29.35
POWER PLANT OPERATOR-E 8/E9	\$19.40	\$27.34
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92
PSYCHIATRIST MANAGER-1 FZN 19	\$69.91	\$107.13
PSYCHOLOGIST MANAGER-2 13	\$32.25	\$47.58
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69
RECREATIONAL THERAPIST-E 9/10/P11	\$21.15	\$29.16
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69

REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98
REGISTERED NURSE-E P11	\$24.20	\$31.98
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12
SECRETARY-A 9	\$19.93	\$26.19
SECRETARY-E 7/E8	\$18.89	\$24.55
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00
STOREKEEPER SUPERVISOR-1 8	\$21.36	\$27.76
STOREKEEPER-E 5/E6	\$17.40	\$23.02
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44

Center for Forensic Psychiatry

Position Description and Pay Grade	Pay Range - Minimum	Pay Range - Maximum
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55
ACCOUNTING TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10
BARBER COSMETOLOGIST-E 7/E8	\$19.00	\$23.70
CLIENT RESIDENT AFFAIRS REP - 8/E9	\$19.45	\$25.07
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17
CLINICAL SOCIAL WORK MGR-3 14	\$29.92	\$45.37
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60
DENTAL HYGIENIST E11	\$20.04	\$28.41
DENTIST-E P15	\$38.41	\$60.51
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95
DEPARTMENTAL SUPERVISOR-2 11	\$22.59	\$32.95
DEPARTMENTAL SUPERVISOR-3 12	\$24.34	\$35.59
DEPARTMENTAL TECHNICIAN-A 10	\$21.57	\$28.92
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94
ELECTRICIAN MASTER LICENS-D E E10	\$21.52	\$29.35
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20
FINANCIAL ANALYST-E 9/10/P11	\$20.26	\$32.95
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64
FORENSIC PSYCHIATRIST-A 18	\$66.31	\$92.47
FORENSIC PSYCHOLOGIST MGR-2 13	\$32.25	\$47.58
FORENSIC PSYCHOLOGIST MGR-3 14	\$33.33	\$49.51
FORENSIC PSYCHOLOGIST MGR-4 15	\$36.17	\$53.43
FORENSIC PSYCHOLOGIST-A 12	\$29.98	\$42.73
FORENSIC PSYCHOLOGIST-E 11	\$27.63	\$39.35

FORENSIC SECURITY ASSISTANT-E 8/9/E10	\$18.02	\$29.28
FORENSIC SECURITY SUPV-2 12	\$23.58	\$33.69
FORENSIC SECURITY SUPV-3 13	\$25.06	\$37.13
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44
INSTITUTION CHAPLAIN-A 12	\$22.79	\$31.20
LIBRARIAN-A 12	\$24.85	\$35.59
MAINTENANCE MECHANIC SPV-1 11	\$24.05	\$33.11
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01
PHARMACIST MANAGER-2 13	\$32.49	\$46.57
PHARMACIST-A 12	\$30.51	\$43.70
PHARMACIST-E 10/P11	\$24.97	\$40.23
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67
PHYSICAL PLANT SUPERVISOR-2 13	\$28.74	\$40.87
PHYSICIAN MANAGER-2 20	\$69.91	\$93.90
PHYSICIAN-A 18	\$62.43	\$87.77
PLUMBER-E 8/E9	\$19.40	\$27.34
POWER PLANT OPERATOR-E 8/E9	\$19.40	\$27.34
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92
PSYCHIATRIST DIRECTOR-1 20	\$75.41	\$114.61
PSYCHIATRIST MANAGER-1 19	\$69.91	\$107.13
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27
REGISTERED NURSE-1 12	\$26.07	\$34.31
REGISTERED NURSE-2 13	\$26.69	\$36.84
REGISTERED NURSE-E P11	\$24.20	\$31.98
SECRETARY-A 9	\$19.93	\$26.19
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00
SPECIAL EDUCATION TEACHER-E 11A	\$23.49	\$38.24
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00
STOREKEEPER-E 5/E6	\$17.40	\$23.02
STUDENT ASSISTANT-E A	\$9.45	\$24.04
WORD PROCESSING ASSISTANT-A 8	\$19.94	\$24.55
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44
Hawthorn Center		
Position Description and Pay Grade	Pay Range - Minimum	Pay Range - Maximum
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55
BEHAVIOR ANALYST-E 9/10/P11	\$23.02	\$39.95

BUILDING TRADES CREW LEADER E10	\$21.82	\$29.80
CHILD CARE WORKER-A 10	\$20.31	\$26.58
CHILD CARE WORKER-E 8/E9	\$19.20	\$24.57
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60
COMMUNITY HEALTH SER MGR-FZN 13	\$32.25	\$47.58
COOK-A 7	\$18.53	\$22.39
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20
FINANCIAL ANALYST-A 12	\$24.34	\$35.59
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44
HUMAN RESOURCES MGR-2-FZN 13	\$26.02	\$38.83
LIBRARIAN-E 9/10/P11	\$22.53	\$32.09
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01
PAINTER-E 8/E9	\$19.40	\$27.34
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67
PHYSICAL PLANT SUPERVISOR-1 12	\$25.33	\$35.77
PHYSICIAN-A 18	\$62.43	\$87.77
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92
PSYCHIATRIST-A 18	\$66.31	\$92.47
PSYCHOLOGIST MANAGER-2 13	\$32.25	\$47.58
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98
REGISTERED NURSE-2 13	\$26.69	\$36.84
SCHOOL PRINCIPAL-3 14M	\$33.33	\$49.51
SECRETARY-A 9	\$19.93	\$26.19
SECRETARY-E 7/E8	\$18.89	\$24.55
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00
SPECIAL EDUCATION TEACHER-E 11A	\$23.49	\$38.24
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47
SPECIAL EDUCATION TEACHER-E 11C	\$25.67	\$41.48
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00
STATE ASSISTANT ADMINISTRATOR 15	\$78,493.00	\$112,905.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00

STUDENT ASSISTANT-E A	\$9.45	\$24.04
TEACHER AIDE-E 6/7/E8	\$17.65	\$22.85
Kalamazoo Psychiatric Hospital		
Position Description and Pay Grade	Pay Range - Minimum	Pay Range - Maximum
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44
ACTIVITIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10
ADMINISTRATIVE MANAGER-4 15	\$32.16	\$47.58
BARBER COSMETOLOGIST-E 7/E8	\$19.00	\$23.70
CLIENT RESIDENT AFFAIRS REP-E 8/E9	\$19.74	\$25.07
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60
DENTAL HYGIENIST E11	\$20.04	\$28.41
DENTIST-E P15	\$38.41	\$60.51
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95
DEPARTMENTAL SPECIALIST-2 13	\$26.02	\$38.83
DEPARTMENTAL TECHNICIAN-A 10	\$21.57	\$28.92
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
DEVELOPMENTAL DISABIL PRGMR-E 9/10/P11	\$20.20	\$29.05
DIETITIAN NUT MGR-FZN 13	\$25.76	\$37.56
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27
DOMESTIC SERVICES SPV-2 9	\$19.71	\$24.46
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94
ELECTRICIAN MASTER LICENS-D-A 11	\$23.19	\$32.19
ELECTRICIAN MASTER LICENS-D-E E10	\$21.52	\$29.35
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90
FIRE SAFETY OFFICER-A 8	\$19.69	\$24.71
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64
FOOD SERVICES SUPERVISOR-1 9	\$19.15	\$26.02
GENERAL OFFICE ASSISTANT-A 8	\$19.94	\$24.55
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44
HUMAN RESOURCES DEVELOPER-E 9/10/P11	\$21.03	\$32.95
INSTITUTIONAL TRAINING TECH-E 7/8/E9	\$18.03	\$24.06
MAINTENANCE MECHANIC-A 10	\$21.82	\$29.80
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92
MOTOR VEHICLE OPERATOR-E E6	\$17.95	\$23.02
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01

PHARMACIST-E 10/P11	\$24.97	\$40.23
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67
PHARMACY ASSISTANT-E E7	\$16.75	\$21.70
PHYSICIAN MANAGER-3 21	\$80.21	\$94.86
PLUMBER LICENSED-A 11	\$23.19	\$32.19
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92
PSYCHIATRIST-A 18	\$66.31	\$92.47
PSYCHOLOGIST-A 12	\$29.98	\$44.44
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98
REGISTERED NURSE-2 13	\$26.69	\$36.84
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12
SECRETARY-A 9	\$19.93	\$26.19
SECRETARY-E 7/E8	\$18.89	\$24.55
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00
STOREKEEPER-E 5/E6	\$17.40	\$23.02
STUDENT ASSISTANT-E A	\$9.45	\$24.04
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44

Walter Reuther Psychiatric Hospital

Position Description and Pay Grade	Pay Range - Minimum	Pay Range - Maximum
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44
ACCOUNTING TECHNICIAN-E 7/8/E9	\$18.90	\$25.96
ACTIVITIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10
ADMINISTRATIVE MANAGER-3 12	\$24.34	\$35.59
CLIENT RESIDENT AFFAIRS REP-E 8/E9	\$19.45	\$25.07
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24
DENTAL HYGIENIST-E E11	\$20.04	\$28.41
DEPARTMENTAL SPECIALIST-2 13	\$26.02	\$38.83
DEPARTMENTAL SUPERVISOR-3-FZN 12	\$24.34	\$35.59
DEPARTMENTAL TECHNICIAN-A-FZN 10	\$21.57	\$28.92
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96

DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27
DOMESTIC SERVICES SPV-2 9	\$19.71	\$24.46
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90
FIRE SAFETY OFFICER-A 8	\$19.69	\$24.71
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44
HUMAN RESOURCES DEV-STP 9/10/P11	\$21.03	\$32.95
HUMAN RESOURCES DVLPR SPL-2 13	\$26.02	\$38.83
INSTITUTION CHAPLAIN-A 12	\$22.79	\$31.20
MAINTENANCE MECHANIC-A 10	\$21.82	\$29.80
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42
OCCUPATIONAL THERAPIST-A 12	\$23.82	\$32.17
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01
OFFICE SUPERVISOR-1 9	\$20.22	\$27.12
PAINTER-E 8/E9	\$19.40	\$27.34
PHARMACIST-A 12	\$30.51	\$43.70
PHARMACIST-E 10/P11	\$24.97	\$40.23
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67
PHYSICAL PLANT SUP-FZN 12	\$25.33	\$35.77
PHYSICIAN MANAGER-2 20	\$69.91	\$93.90
PHYSICIAN-A 18	\$62.43	\$87.77
PLUMBER LICENSED-E E10	\$21.52	\$29.35
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92
PSYCHIATRIST-A 18	\$66.31	\$92.47
PSYCHOLOGIST-A 12	\$29.98	\$44.44
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27
REGISTERED NURSE-1 12	\$26.07	\$34.31
REGISTERED NURSE-2 13	\$26.69	\$36.84
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12
SECRETARY-A 9	\$19.93	\$26.19
SECRETARY-E 7/E8	\$18.89	\$24.55
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47

STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00
STOREKEEPER SUPERVISOR-1 8	\$21.36	\$27.76
STOREKEEPER-E 5/E6	\$17.40	\$23.02
STUDENT ASSISTANT-E A	\$9.45	\$24.04
WORD PROCESSING ASSISTANT-A 8	\$19.94	\$24.55
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44