

# **Provide Workgroup Recommendations**

(FY2021 Appropriation Act - Public Act 166 of 2020)

**March 1, 2021**

***Sec. 1060. By March 1 of the current fiscal year, the department shall provide a status update on the department's implementation of the previous year's workgroup's recommendations to address mandatory overtime, staff turnover, and staff retention at the state psychiatric hospitals and centers 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 all of the measures being implemented.***

***(b) Descriptions of all 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, and how that compares to the number of vacancies during the previous fiscal year.***

***(d) A breakdown of voluntary and mandatory overtime hours worked by position and by hospital, and how that compares to the breakdown of voluntary and mandatory overtime hours during the previous fiscal year.***

***(e) The ranges of wages paid by position and by hospital, and how that compares to wages paid during the previous fiscal year.***



## Section 1060 PA 166 of 2020

### **(a) Descriptions of all of the measures being implemented.**

#### Permanent Intermittent Direct Care Staff Pool

The state hospital system has developed position descriptions of a permanent intermittent direct care staff pool and have posted these openings to the Michigan Civil Service Commission (MCSC) website. State hospitals who have posted for these positions have found success, mostly, in filling these positions and managing overtime.

#### Nursing 12-Hour Shifts

In the fall of 2019, several state hospitals adopted 12-hour shifts for certain applicable nursing classifications. For those hospital units that implemented 12-hour shifts, anecdotally such changes have been positive. There have been reductions in unit overtime (OT) for those areas who have incorporated the change. Additionally, this change has assisted with some hospitals being able to hire.

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

Efforts by the Sec. 1060 workgroup (as required via Public Act 67 of 2019) to review and compare Michigan salary data with other like states to make a viable business case for wage and benefit adjustments were not successful. MDHHS staff have used various contacts attempting to secure data deemed necessary by MCSC 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. State Hospital Administration staff continues to pursue data necessary to effectively pursue wage and benefit adjustments with MCSC.

The struggles listed here need to be qualified within the context of the COVID-19 pandemic and may not ultimately reflect what was considered as "business as usual." Related to the measures that have been implemented, barriers include:

#### Permanent Intermittent Direct Care Staff Pool

Some state hospitals have posted permanent intermittent positions consistent with MCSC rules, however, struggle to identify enough suitable applicants.

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

A barrier to implementation system-wide is that some nursing units at some state hospitals have chosen not to adopt 12-hour shifts. Implementing hospitals have found that these schedules are more difficult to staff and nursing deficits are greater felt in the hospital.

**(c) The number of direct care and clinical staff positions that are currently vacant by hospital, and how that compares to the number of vacancies during the previous fiscal year.**

<u>Hospital</u>	<u>Classification</u>	<u>Number of Feb. 2020 Vacancies</u>	<u>Number of Feb. 2021 Vacancies</u>
<b>Caro Center</b>	Behavioral Analyst	1	0
	Clinical Social Worker	0	2
	Dietitian Nutritionist Manager	0	1
	Licensed Practical Nurse	8	7
	Motor Vehicle Operator	0	1
	Occupational Therapist	1	0
	Pharmacist	1	1
	Physican - 17	3	3
	Physician Manager- 20	1	1
	Psychiatrist - 18	5	5
	Psychiatrist- 20	1	1
	Psychologist	3	1
	Recreational Therapist	6	3
	Registered Nurse Manager - 1	3	11
	Registered Nurse Manager - 2	2	3
	Resident Care Aide	5	2
Senior Executive Psychiatrist Director	1	1	
<b>Center for Forensic Psychiatry</b>	Dental Aide-E	1	1
	Forensic Psychiatrist-A	9	7
	Forensic Psychologist MGR	3	2
	Forensic Psychologist-A	5	10
	Forensic Security Assistant-E	12	36
	Forensic Security SPV-2	5	10
	Music Therapist-E	1	1
	Physican-A	1	1
	Registered Nurse Manager-2	2	0
	Registered Nurse Manager-3	1	1
	Registered Nurse - 1	7	8
	Registered Nurse - 2	2	2
	Registered Nurse - E	1	5
	Psychiatric Resident	0	1
<b>Hawthorn Center</b>	Child Care Worker	5	5
	Child Care Worker - A	4	2
	Clinical Social Worker	1	4
	Mental Health Social Worker	1	0
	Psychiatrist	1	1
	Psychologist	1	1
	Registered Dietician Nutritionist Manager	1	0
	Registered Nurse Manager	7	9

<u>Hospital</u>	<u>Classification</u>	<u>Number of Feb. 2020 Vacancies</u>	<u>Number of Feb. 2021 Vacancies</u>
<b>Kalamazoo Psychiatric Hospital</b>	Activities Therapy Aide	0	2
	Behavior Analyst - P11	0	2
	Clinical Social Worker	0	2
	Clinical Social Work Manager - 14	0	1
	Licensed Practical Nurse	2	2
	Occupational Therapist	0	2
	Physician P17	2	2
	Psychiatrist 18	8	8
	Psychologist	2	3
	Psychologist Manager - 14	0	1
	Recreational Therapist	0	1
	Registered Nurse Manager - 1	5	5
	Registered Nurse Manager - 2	5	2
	Registered Nurse Manager - 3	2	2
	Resident Care Aide	17	10
	Senior Executive Psychiatrist Director	1	1
<b>Walter Reuther Psychiatric Hospital</b>			
<b>Walter Reuther Psychiatric Hospital</b>	License Practical Nurse	2	1
	Psychiatrist 18	5	5
	Psychologist	2	0
	Physician P17	1	0
	Registered Nurse Manager-1	1	4
	Registered Nurse Manager-2	0	0
	Registered Nurse Manager-3	1	0
	Registered Nurse	1	1
	Resident Care Aide (Regular)	6	10
Resident Care Aide (Perm/Inter)	15	7	

**(d) A breakdown of voluntary and mandatory overtime hours worked by position and by hospital, and how that compares to the breakdown of voluntary and mandatory overtime hours during the previous fiscal year.**

	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
December	511	58	28	15	58	37	13	0
January (2020)	761	107	9	0	109	0	46	5
February	874	128	3	13	47	27	30	10
March	609	40	143	28	302	9	43	0
April	208	23	83	13	330	99	96	0
May	1,134	128	16	0	344	115	49	0
June	2,713	796	39	361	308	119	122	0
July	3,670	1,048	170	117	517	267	183	0
August	2,646	666	54	67	296	78	101	0
September	3,847	777	25	30	182	200	103	0
October	4,465	1,772	18	40	236	203	134	0
November	5,178	1,777	15	0	386	239	300	0

	Center for Forensic Psychiatry							
	Direct Care OT		LPN OT		RN MGR 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
December	13,486	1,661	1,381	51	992	785	53	10
January (2020)	11,980	1,410	1,420	47	1,004	387	31	11
February	11,852	1,725	1,352	76	830	203	34	22
March	12,805	1,621	1,515	44	822	392	31	2
April	9,700	511	1,321	25	1,034	686	37	3
May	7,233	147	1,311	25	1,062	77	98	2
June	8,572	711	1,192	26	1,180	275	149	4
July	9,485	3,056	1,472	208	1,088	98	147	4
August	10,233	3,050	1,248	150	1,042	207	75	12
September	9,172	1,407	1,391	77	856	16	63	6
October	9,791	1,755	1,327	192	853	12	60	4
November	9,184	913	1,591	130	1,042	90	67	11

	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 (2019)	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
December	11,933	2,798	683	135	1,455	225	0	0
January (2020)	10,094	1,334	684	76	1,278	160	18	1
February	10,618	1,504	633	137	1,449	198	20	14
March	10,686	1,231	735	146	1,467	202	36	3
April	9,935	634	781	57	1,391	297	45	12
May	8,601	1,205	989	37	1,431	365	58	4
June	9,544	2,087	932	124	1,294	327	34	0
July	10,619	2,203	952	80	1,475	264	57	0
August	13,568	2,016	1,010	160	1,165	207	76	0
September	11,255	1,676	778	77	972	254	21	0
October	7,920	2,607	1,003	86	1,064	366	66	0
November	4,251	359	1,416	15	833	16	368	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 (2019)	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
January (2020)	3,663	241	956	0	665	20	367	0
February	3,524	895	811	0	513	4	288	0
March	1,311	202	765	15	362	12	213	4
April	2,182	928	901	162	832	181	376	169
May	3,444	471	1,645	0	833	17	446	17
June	1,983	553	845	0	364	0	126	0
July	2,523	924	854	0	432	4	284	0
August	1,987	909	620	0	504	6	285	8
September	2,492	1,415	741	8	368	0	278	4
October	2,705	1,241	1,070	49	448	0	345	0
November	4,251	359	1,416	15	833	16	368	0

	Hawthorn Center					
	Direct Care OT		RN MGR 12 OT		RN MGR 13 OT	
	Voluntary	Mandatory	Voluntary	Mandatory	Voluntary	Mandatory
August (2019)	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
December	2,349	359	338	101	120	13
January (2020)	2,135	805	209	75	86	4
February	2,146	519	368	50	69	0
March	2,588	699	514	86	198	0
April	3,217	464	840	37	336	10
May	3,402	968	490	27	77	0
June	2,642	908	466	110	198	9
July	2,236	892	367	87	144	11
August	2,173	2,612	444	116	107	8
September	1,695	1,026	357	171	79	20
October	1,737	1,319	453	12	124	24
November	1,715	385	372	60	54	0

**(e) The ranges of wages paid by position and by hospital, and how that compares to wages paid during the previous fiscal year.**

CARO CENTER				
Position Description and Pay Grade	2019 Pay Range - Minimum	2019 Pay Range - Maximum	2020 Pay Range - Minimum	2020 Pay Range - Maximum
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
ACTIMTIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
ADMINISTRATIVE MANAGER-3 14	\$28.71	\$42.80	\$29.28	\$43.66
BEHAVIOR ANALYST-A 12	\$29.98	\$42.73	\$30.58	\$43.58
CARPENTER-E 8/E9	\$19.40	\$27.34	\$19.79	\$25.06
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17	\$27.52	\$41.99
CLINICAL SOCIAL WORK MGR-3 14	\$29.92	\$45.37	\$30.52	\$46.28
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60	\$22.23	\$33.25
DENTAL HYGIENIST E11	\$20.04	\$28.41	\$20.44	\$28.98
DENTIST-E P15	\$38.41	\$60.51	\$39.18	\$61.72
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56	\$26.28	\$38.31
DIETITIAN NUTRITIONIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39	\$18.90	\$22.84
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27	\$17.36	\$21.70
ELECTRICIAN LICENSED-E E9	\$21.27	\$27.34	\$21.70	\$27.89
ELECTRICIAN MASTER LICENS-D-A 11	\$23.19	\$32.19	\$23.65	\$32.83



<b>CARO CENTER</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90	\$20.35	\$28.46
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64	\$17.44	\$24.11
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
LABORATORY ASSISTANT-E 6/7/E8	\$15.44	\$23.67	\$15.75	\$24.14
LABORER-E 5/E6	\$17.40	\$23.02	\$17.75	\$23.48
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42	\$25.62	\$37.15
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92	\$20.34	\$29.50
MOTOR VEHICLE OPERATOR-E E6	\$17.95	\$23.02	\$18.31	\$23.48
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05	\$21.49	\$29.63
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
PHARMACIST MANAGER-3 14	\$34.65	\$50.20	\$35.34	\$51.20
PHARMACIST-E 10/P11	\$24.97	\$40.23	\$25.47	\$41.03
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67	\$18.81	\$24.14
PHYSICIAN-E P17	\$58.11	\$81.49	\$59.27	\$83.12
PLUMBER LICENSED-E E10	\$21.52	\$29.35	\$21.95	\$29.94
POWER PLANT OPERATOR-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54	\$21.36	\$27.07
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
PSYCHIATRIST MANAGER-1 FZN 19	\$69.91	\$107.13	\$71.31	\$109.27
PSYCHOLOGIST MANAGER-2 13	\$32.25	\$47.58	\$32.90	\$48.53
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69	\$23.48	\$41.50
RECREATIONAL THERAPIST-E 9/10/P11	\$21.15	\$29.16	\$21.57	\$29.74
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94	\$27.98	\$36.66
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69	\$28.62	\$39.46
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27	\$30.37	\$42.10
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98	\$24.68	\$32.62
REGISTERED NURSE-E P11	\$24.20	\$31.98	\$24.68	\$32.62
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
SECRETARY-A 9	\$19.93	\$26.19	\$20.33	\$26.71
SECRETARY-E 7/E8	\$18.89	\$24.55	\$19.27	\$25.04
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00	\$97,614.00	\$141,594.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70	\$21.71	\$29.27
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00	\$97,645.00	\$132,749.00
STOREKEEPER SUPERVISOR-1 8	\$21.36	\$27.76	\$21.79	\$28.32
STOREKEEPER-E 5/E6	\$17.40	\$23.02	\$17.75	\$23.48
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91

<b>CENTER FOR FORENSIC PSYCHIATRY</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
ACCOUNTING TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59	\$24.51	\$36.30
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10	\$26.32	\$39.88
BARBER COSMETOLOGIST-E 7/E8	\$19.00	\$23.70	\$19.38	\$24.17
CLIENT RESIDENT AFFAIRS REP - 8/E9	\$19.45	\$25.07	\$20.13	\$25.57
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17	\$27.52	\$47.99
CLINICAL SOCIAL WORK MGR-3 14	\$29.92	\$45.37	\$30.52	\$46.28
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24	\$25.61	\$37.98
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60	\$22.23	\$33.25
DENTAL HYGIENIST E11	\$20.04	\$28.41	\$20.44	\$28.98
DENTIST-E P15	\$38.41	\$60.51	\$39.18	\$61.72
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95	\$21.45	\$33.61
DEPARTMENTAL SUPERVISOR-2 11	\$22.59	\$32.95	\$23.04	\$33.61
DEPARTMENTAL SUPERVISOR-3 12	\$24.34	\$35.59	\$24.83	\$36.30
DEPARTMENTAL TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17	\$24.30	\$32.81
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39	\$18.90	\$22.84
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27	\$17.36	\$21.70
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94	\$20.28	\$27.48
ELECTRICIAN MASTER LICENS-D E E10	\$21.52	\$29.35	\$21.95	\$29.94
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20	\$20.71	\$27.74
FINANCIAL ANALYST-E 9/10/P11	\$20.26	\$32.95	\$21.45	\$33.61
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64	\$17.44	\$24.11
FORENSIC PSYCHIATRIST-A 18	\$66.31	\$92.47	\$67.64	\$94.32
FORENSIC PSYCHOLOGIST MGR-2 13	\$32.25	\$47.58	\$32.90	\$48.53
FORENSIC PSYCHOLOGIST MGR-3 14	\$33.33	\$49.51	\$34.00	\$50.50
FORENSIC PSYCHOLOGIST MGR-4 15	\$36.17	\$53.43	\$36.89	\$54.50
FORENSIC PSYCHOLOGIST-A 12	\$29.98	\$42.73	\$30.58	\$43.58
FORENSIC PSYCHOLOGIST-E 11	\$27.63	\$39.35	\$28.18	\$40.14
FORENSIC SECURITY ASSISTANT-E 8/9/E10	\$18.02	\$29.28	\$18.38	\$29.87
FORENSIC SECURITY SUPV-2 12	\$23.58	\$33.69	\$24.05	\$34.36
FORENSIC SECURITY SUPV-3 13	\$25.06	\$37.13	\$25.56	\$37.87
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
INSTITUTION CHAPLAIN-A 12	\$22.79	\$31.20	\$23.25	\$31.82
LIBRARIAN-A 12	\$24.85	\$35.59	\$25.35	\$36.30
MAINTENANCE MECHANIC SPV-1 11	\$24.05	\$33.11	\$24.53	\$33.77
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42	\$25.62	\$37.15
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92	\$20.34	\$29.50
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05	\$21.49	\$29.63
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
PHARMACIST MANAGER-2 13	\$32.49	\$46.57	\$33.14	\$47.50
PHARMACIST-A 12	\$30.51	\$43.70	\$31.12	\$44.57
PHARMACIST-E 10/P11	\$24.97	\$40.23	\$25.47	\$41.03
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67	\$18.81	\$24.14
PHYSICAL PLANT SUPERVISOR-2 13	\$28.74	\$40.87	\$29.31	\$41.69

<b>CENTER FOR FORENSIC PSYCHIATRY</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
PHYSICIAN MANAGER-2 20	\$69.91	\$93.90	\$71.31	\$95.78
PHYSICIAN-A 18	\$62.43	\$87.77	\$63.68	\$89.53
PLUMBER-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
POWER PLANT OPERATOR-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
PSYCHIATRIST DIRECTOR-1 20	\$75.41	\$114.61	\$76.92	\$116.90
PSYCHIATRIST MANAGER-1 19	\$69.91	\$107.13	\$71.31	\$109.27
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69	\$23.48	\$41.50
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16	\$21.57	\$29.74
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69	\$28.62	\$39.46
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27	\$30.37	\$42.10
REGISTERED NURSE-1 12	\$26.07	\$34.31	\$26.59	\$35.00
REGISTERED NURSE-2 13	\$26.69	\$36.84	\$27.22	\$37.58
REGISTERED NURSE-E P11	\$24.20	\$31.98	\$24.68	\$32.62
SECRETARY-A9	\$19.93	\$26.19	\$20.33	\$26.71
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00	\$204,236.00	\$265,302.00
SPECIAL EDUCATION TEACHER-E 11A	\$23.49	\$38.24	\$23.96	\$39.00
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47	\$25.20	\$41.28
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00	\$80,063.00	\$115,163.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00	\$97,645.00	\$132,749.00
STOREKEEPER-E 5/E6	\$17.40	\$23.02	\$17.75	\$23.48
STUDENT ASSISTANT-E A	\$9.45	\$24.04	\$9.65	\$24.52
WORD PROCESSING ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91

<b>HAWTHORN CENTER</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
ACCOUNTING ASSISTANT-E	NA	NA	\$16.89	\$23.91
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
BEHAVIOR ANALYST-A 12	NA	NA	\$30.58	\$43.58
BEHAVIOR ANALYST-E 9/10/P11	\$23.02	\$39.95	\$23.48	\$40.14
BUILDING TRADES CREW LEADER E10	\$21.82	\$29.80	\$22.26	\$30.40
CHILD CARE WORKER-A 10	\$20.31	\$26.58	\$20.72	\$27.11
CHILD CARE WORKER-E 8/E9	\$19.20	\$24.57	\$19.58	\$25.06
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17	\$27.52	\$41.99
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60	\$22.23	\$33.25
COMMUNITY HEALTH SER MGR-FZN 13	\$32.25	\$47.58	\$32.90	\$48.53
COOK-A7	\$18.53	\$22.39	\$18.90	\$22.84
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95	\$21.45	\$33.61
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56	\$26.28	\$38.31
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39	\$18.90	\$22.84
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27	\$17.36	\$21.70
DOMESTIC SERVICES SPV-2 9	NA	NA	\$20.10	\$24.95
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20	\$20.71	\$27.74

<b>HAWTHORN CENTER</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
FINANCIAL ANALYST-A 12	\$24.34	\$35.59	NA	NA
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
HUMAN RESOURCES MGR-2-FZN 13	\$26.02	\$38.83	\$26.54	\$39.61
LIBRARIAN-E 9/10/P11	\$22.53	\$32.09	\$22.98	\$32.73
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42	\$25.62	\$37.15
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92	\$20.34	\$29.50
MENTAL HEALTH SOCIAL WORKER-E 9/10/P11	NA	NA	\$21.49	\$29.63
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
PAINTER-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67	\$18.81	\$24.14
PHYSICAL PLANT SUPERVISOR-1 12	\$25.33	\$35.77	\$25.84	\$36.49
PHYSICIAN-A 18	\$62.43	\$87.77	\$63.68	\$89.53
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
PSYCHIATRIST-A 18	\$66.31	\$92.47	\$67.64	\$94.32
PSYCHOLOGIST MANAGER-2 13	\$32.25	\$47.58	\$32.90	\$48.53
PSYCHOLOGIST-A 12	NA	NA	\$30.94	\$45.33
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69	\$23.48	\$40.14
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94	\$27.98	\$36.66
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69	\$28.62	\$39.46
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27	\$30.37	\$42.10
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98	\$24.68	\$32.62
REGISTERED NURSE-2 13	\$26.69	\$36.84	\$27.22	\$37.58
SCHOOL PRINCIPAL-3 14M	\$33.33	\$49.51	\$34.00	\$50.50
SECRETARY-A 9	\$19.93	\$26.19	\$20.33	\$26.71
SECRETARY-E 7/E8	\$18.89	\$24.55	\$19.27	\$25.04
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00	\$97,614.00	\$141,594.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70	\$21.71	\$29.27
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00	\$204,236.00	\$253,914.00
SPECIAL EDUCATION TEACHER-E 11A	\$23.49	\$38.24	\$23.96	\$39.00
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47	\$25.20	\$41.28
SPECIAL EDUCATION TEACHER-E 11C	\$25.67	\$41.48	\$26.18	\$42.31
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00	\$80,063.00	\$115,163.00
STATE ASSISTANT ADMINISTRATOR 15	\$78,493.00	\$112,905.00	\$80,063.00	\$115,163.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00	\$97,645.00	\$132,749.00
STUDENT ASSISTANT-E A	\$9.45	\$24.04	NA	NA
TEACHER AIDE-E 6/7/E8	\$17.65	\$22.85	\$18.00	\$23.31

<b>KALAMAZOO PSYCHIATRIC HOSPITAL</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
ACTIVITIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59	\$24.51	\$36.30
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10	\$26.32	\$39.88
ADMINISTRATIVE MANAGER-4 15	\$32.16	\$47.58	\$32.80	\$48.53
BARBER COSMETOLOGIST-E 7/E8	\$19.00	\$23.70	\$19.38	\$24.17
CLIENT RESIDENT AFFAIRS REP-E 8/E9	\$19.74	\$25.07	\$20.13	\$25.57
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24	\$25.61	\$37.98
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60	\$22.23	\$30.98
DENTAL HYGIENIST E11	\$20.04	\$28.41	\$20.44	\$28.98
DENTIST-E P15	\$38.41	\$60.51	\$39.18	\$61.72
DEPARTMENTAL ANALYST-E 9/10/P11	\$21.03	\$32.95	\$21.45	\$33.61
DEPARTMENTAL SPECIALIST-2 13	\$26.02	\$38.83	\$26.54	\$39.61
DEPARTMENTAL TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
DEVELOPMENTAL DISABIL PRGMR-E 9/10/P11	\$20.20	\$29.05	\$21.49	\$29.63
DIETITIAN NUT MGR-FZN 13	\$25.76	\$37.56	\$26.28	\$38.31
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17	\$24.30	\$32.81
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39	\$18.90	\$22.84
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27	\$17.36	\$21.70
DOMESTIC SERVICES SPV-2 9	\$19.71	\$24.46	\$20.10	\$24.95
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94	\$20.28	\$27.48
ELECTRICIAN MASTER LICENS-D-A 11	\$23.19	\$32.19	\$23.65	\$32.83
ELECTRICIAN MASTER LICENS-D-E E10	\$21.52	\$29.35	\$21.95	\$29.94
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20	\$20.71	\$27.74
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90	\$20.35	\$28.46
FIRE SAFETY OFFICER-A 8	\$19.69	\$24.71	\$20.08	\$25.20
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64	\$17.44	\$24.11
FOOD SERVICES SUPERVISOR-1 9	\$19.15	\$26.02	\$19.53	\$26.54
GENERAL OFFICE ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
HUMAN RESOURCES DEVELOPER-E 9/10/P11	\$21.03	\$32.95	\$21.45	\$33.61
INSTITUTIONAL TRAINING TECH-E 7/8/E9	\$18.03	\$24.06	\$18.39	\$24.54
MAINTENANCE MECHANIC-A 10	\$21.82	\$29.80	\$22.26	\$30.40
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42	\$25.62	\$37.15
MEDICAL RECORDS EXAMINER-E 8/9/E10	\$19.94	\$28.92	\$20.34	\$29.50
MOTOR VEHICLE OPERATOR-E E6	\$17.95	\$23.02	\$18.31	\$23.48
MUSIC THERAPIST-E 9/10/P11	\$21.07	\$29.05	\$21.49	\$29.63
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
PHARMACIST-E 10/P11	\$24.97	\$40.23	\$25.47	\$41.03
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67	\$18.81	\$24.14
PHARMACY ASSISTANT-E E7	\$16.75	\$21.70	\$17.69	\$22.13
PHYSICIAN MANAGER-3 21	\$80.21	\$94.86	\$81.81	\$96.76
PLUMBER LICENSED-A 11	\$23.19	\$32.19	\$23.65	\$32.83
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54	\$21.36	\$27.07
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
PSYCHIATRIST-A 18	\$66.31	\$92.47	\$67.64	\$94.32

<b>KALAMAZOO PSYCHIATRIC HOSPITAL</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
PSYCHOLOGIST-A 12	\$29.98	\$44.44	\$30.94	\$45.33
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69	\$23.48	\$41.50
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16	\$21.57	\$29.74
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94	\$27.98	\$36.66
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69	\$28.62	\$39.46
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27	\$30.37	\$42.10
REGISTERED NURSE MANAGER-R 12	\$24.20	\$31.98	\$24.68	\$32.62
REGISTERED NURSE-2 13	\$26.69	\$36.84	\$27.22	\$37.58
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
SECRETARY-A 9	\$19.93	\$26.19	\$20.33	\$26.71
SECRETARY-E 7/E8	\$18.89	\$24.55	\$19.27	\$25.04
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00	\$97,614.00	\$141,594.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70	\$21.71	\$29.27
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47	\$25.20	\$41.28
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00	\$80,063.00	\$115,163.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00	\$97,645.00	\$132,749.00
STOREKEEPER-E 5/E6	\$17.40	\$23.02	\$17.75	\$23.48
STUDENT ASSISTANT-E A	\$9.45	\$24.04	\$9.65	\$24.52
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91

<b>WALTER REUTHER PSYCHIATRIC HOSPITAL</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
ACCOUNTING ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
ACCOUNTING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
ACCOUNTING TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
ACTIMTIES THERAPY AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
ACTIVITIES THERAPY MANAGER-2 13	\$24.03	\$35.59	\$24.51	\$36.30
ACTIVITIES THERAPY MANAGER-3 14	\$25.80	\$39.10	\$26.32	\$39.88
ADMINISTRATIVE MANAGER-3 12	\$24.34	\$35.59	\$24.83	\$36.30
CLIENT RESIDENT AFFAIRS REP-E 8/E9	\$19.45	\$25.07	\$20.13	\$25.57
CLINICAL SOCIAL WORK MGR-2 13	\$26.98	\$41.17	\$27.52	\$41.99
CLINICAL SOCIAL WORKER-E 9/10/P11	\$21.79	\$32.60	\$22.23	\$33.25
CLINICAL SOCIAL WORKER-A 12	\$24.87	\$37.24	\$25.61	\$37.98
DENTAL HYGIENIST-E E11	\$20.04	\$28.41	\$20.44	\$28.98
DEPARTMENTAL SPECIALIST-2 13	\$26.02	\$38.83	\$26.54	\$39.61
DEPARTMENTAL SUPERVISOR-3-FZN 12	\$24.34	\$35.59	\$24.83	\$36.30
DEPARTMENTAL TECHNICIAN-A-FZN 10	\$21.57	\$28.92	\$22.00	\$29.50
DEPARTMENTAL TECHNICIAN-E 7/8/E9	\$18.90	\$25.96	\$19.28	\$26.48
DIETITIAN NUTRITIONIST MGR-2 13	\$25.76	\$37.56	\$26.28	\$38.31
DIETITIAN NUTRITIONIST-A 12	\$23.82	\$32.17	\$24.30	\$32.81
DOMESTIC SERVICES AIDE-A 7	\$18.53	\$22.39	\$18.90	\$22.84
DOMESTIC SERVICES AIDE-E 5/E6	\$17.02	\$21.27	\$17.36	\$21.70
DOMESTIC SERVICES SPV-2 9	\$19.71	\$24.46	\$20.10	\$24.95
DOMESTIC SERVICES SPV-3 10	\$19.88	\$26.94	\$20.28	\$27.48
EXECUTIVE SECRETARY-E E10	\$20.30	\$27.20	\$20.71	\$27.74
FIRE SAFETY OFFICER SUPV-1 9	\$19.95	\$27.90	\$20.35	\$28.46

<b>WALTER REUTHER PSYCHIATRIC HOSPITAL</b>				
<b>Position Description and Pay Grade</b>	<b>2019 Pay Range - Minimum</b>	<b>2019 Pay Range - Maximum</b>	<b>2020 Pay Range - Minimum</b>	<b>2020 Pay Range - Maximum</b>
FIRE SAFETY OFFICER-A 8	\$19.69	\$24.71	\$20.08	\$25.20
FIRE SAFETY OFFICER-E 6/E7	\$17.10	\$23.64	\$17.44	\$24.11
GENERAL OFFICE ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91
HUMAN RESOURCES DEV-STP 9/10/P11	\$21.03	\$32.95	\$21.45	\$33.61
HUMAN RESOURCES DVLPR SPL-2 13	\$26.02	\$38.83	\$26.54	\$39.61
INSTITUTION CHAPLAIN-A 12	\$22.79	\$31.20	\$23.25	\$31.82
MAINTENANCE MECHANIC-A 10	\$21.82	\$29.80	\$22.26	\$30.40
MAINTENANCE MECHANIC-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
MEDICAL RECORD EXAM SPV-2 12	\$25.12	\$36.42	\$25.62	\$37.15
OCCUPATIONAL THERAPIST-A 12	\$23.82	\$32.17	\$24.30	\$32.81
OCCUPATIONAL THERAPIST-E 9/10/P11	\$21.94	\$30.01	\$22.38	\$30.61
OFFICE SUPERVISOR-1 9	\$20.22	\$27.12	\$20.62	\$27.66
PAINTER-E 8/E9	\$19.40	\$27.34	\$19.79	\$27.89
PHARMACIST-A 12	\$30.51	\$43.70	\$31.12	\$44.57
PHARMACIST-E 10/P11	\$24.97	\$40.23	\$25.47	\$41.03
PHARMACY ASSISTANT-A 8	\$18.44	\$23.67	\$18.81	\$24.14
PHYSICAL PLANT SUP-FZN 12	\$25.33	\$35.77	\$25.84	\$36.49
PHYSICIAN MANAGER-2 20	\$69.91	\$93.90	\$71.31	\$95.78
PHYSICIAN-A 18	\$62.43	\$87.77	\$63.68	\$89.53
PLUMBER LICENSED-E E10	\$21.52	\$29.35	\$21.95	\$29.94
PRACTICAL NURSE LICENSED-E E9	\$20.94	\$26.54	\$21.36	\$27.07
PROCUREMENT TECHNICIAN-A 10	\$21.57	\$28.92	\$22.00	\$29.50
PSYCHIATRIST-A 18	\$66.31	\$92.47	\$67.64	\$94.32
PSYCHOLOGIST-A 12	\$29.98	\$44.44	\$30.94	\$45.33
PSYCHOLOGIST-E 9/10/P11	\$23.02	\$40.69	\$23.48	\$41.50
RECREATIONAL THERAPIST-E 9/10/P11	\$20.30	\$29.16	\$21.57	\$29.74
REGISTERED NURSE MANAGER-1 12	\$27.43	\$35.94	\$27.98	\$36.66
REGISTERED NURSE MANAGER-2 13	\$28.06	\$38.69	\$28.62	\$39.46
REGISTERED NURSE MANAGER-3 14	\$29.77	\$41.27	\$30.37	\$42.10
REGISTERED NURSE-1 12	\$26.07	\$34.31	\$26.59	\$35.00
REGISTERED NURSE-2 13	\$26.69	\$36.84	\$27.22	\$37.58
RESIDENT CARE AIDE-E 6/7/E8	\$18.01	\$23.12	\$18.37	\$23.58
SECRETARY-A 9	\$19.93	\$26.19	\$20.33	\$26.71
SECRETARY-E 7/E8	\$18.89	\$24.55	\$19.27	\$25.04
SENIOR EXEC HOSPITAL DIRECTOR 18	\$95,700.00	\$138,818.00	\$97,614.00	\$141,594.00
SENIOR EXEC MGT ASST-2 11	\$21.28	\$28.70	\$21.71	\$29.27
SENIOR EXEC PSYCH DIRECTOR 21	\$200,231.00	\$260,100.00	\$204,236.00	\$265,302.00
SPECIAL EDUCATION TEACHER-E 11B	\$24.71	\$40.47	\$25.20	\$41.28
STATE ADMINISTRATIVE MANAGER-1 15	\$78,493.00	\$112,905.00	\$80,063.00	\$115,163.00
STATE DIVISION ADMINISTRATOR 17	\$95,730.00	\$130,146.00	\$97,645.00	\$132,749.00
STOREKEEPER SUPERVISOR-1 8	\$21.36	\$27.76	\$21.79	\$28.32
STOREKEEPER-E 5/E6	\$17.40	\$23.02	\$17.75	\$23.48
STUDENT ASSISTANT-E A	\$9.45	\$24.04	\$9.65	\$24.52
WORD PROCESSING ASSISTANT-A 8	\$19.94	\$24.55	\$20.34	\$25.04
WORD PROCESSING ASSISTANT-E 5/6/E7	\$16.56	\$23.44	\$16.89	\$23.91