BOARD OF COMMISSIONERS

1 S. Main St., 9th Floor
Mount Clemens, Michigan 48043
586-469-5125 FAX 586-469-5993
macombcountymi.gov/boardofcommissioners

AD HOC COMMITTEE TO REVIEW APPLICATIONS FOR EXEMPTION FROM LIVING WAGE POLICY

WEDNESDAY, JANUARY 9, 2008

AGENDA

1. Call to Order
2. Pledge of Allegiance
3. Adoption of Agenda
4. Public Participation
5. Review Applications and Determine Method for Applying Exemptions
6. New Business
7. Public Participation
8. Adjournment

MEMBERS: **Vosburg-Chair, Gieleghem-Vice-Chair, Rengert, Doherty, DeSaele and Crouchman (ex-officio)**

MACOMB COUNTY BOARD OF COMMISSIONERS

William A. Crouchman
District 23
Chairman

Dana Camphous-Peterson
District 18
Vice-Chair

Leonard Haggerty
District 21
Sergeant-At-Arms

Andrey Duzyj - District 1
Marvin E. Sauger - District 2
Phillip A. DiMaria - District 3
Jon M. Switalski - District 4
Susan L. Doherty - District 5
Joan Flynn - District 6
Sue Rocca - District 7
David Flynn - District 8
Robert Mijac - District 9
Philis DeSaele - District 10
Ed Szczepanski - District 11
Peter J. Lund - District 12
Don Brown - District 13
Brian Brdak - District 14
Keith Rengert - District 15
Carey Torrice - District 16
Ed Bruley - District 17
Paul Gieleghem - District 19
Kathy Tocco - District 20
Betty Slinde - District 22
Sarah Roberts - District 24
Kathy D. Vosburg - District 25
Leon Drolet - District 26

Group Name	Qualify for Exemption?	Profit off 990	Cost of LW	Shortfall	Notes
ARC Services of Macomb	Yes	$ 202,452.00	$ 467,612.08	$ (265,160.08)	
Chrysalis Developmental Homes	Yes	$ (16,500.00)	$ 66,210.56	$ (82,710.56)	
Completion House	Yes	$ 72,119.00	$ 81,232.32	$ (9,113.32)	
Creative Employment Opportunities	Yes	$ 19,049.00	$ 403,865.28	$ (384,816.28)	
Creative Lifestyles	Yes	$ 64,499.00	$ 192,173.28	$ (127,674.28)	
D.A. Residential	Yes	$ 28,342.00	$ 117,710.32	$ (89,368.32)	
Homes of Opportunity	Yes	$ (14,882.00)	$ 37,602.24	$ (52,484.24)	
Independent Opportunities of Michigan	Yes	$ 435,533.00	$ 677,055.60	$ (241,522.60)	
Inter-Disiplinary Advantage	Yes	$ (74,117.00)	$ 48,150.96	$ (122,267.96)	
Judson Center	Yes	$ (181,616.00)	$ 78,361.92	$ (259,977.92)	
Life Skills Centers	Yes	$ 93,586.00	$ 270,941.84	$ (177,355.84)	
Macomb Family Services	Yes	$ (10,169.00)	$ 618,642.96	$ (628,811.96)	
Macomb Residential Opportunities	Yes	$ 32,308.00	$ 635,363.04	$ (603,055.04)	
Michigan Share	Yes	$ 9,778.00	$ 174,998.72	$ (165,220.72)	
New Passages	Yes	$ 15,156.00	$ 305,482.32	$ (290,326.32)	
North Oakland Residential Services	Yes	$ (19,592.00)	$ 69,535.44	$ (89,127.44)	
Quest	Yes	$ 177,034.00	$ 184,662.40	$ (7,628.40)	

distributed
1-9-08

Group Name	Qualify for Exemption?	Profit off 990	Cost of LW	Shortfall	Notes
All-Ways Care	No				Need current 990 information
Alternative Services	No				Financial information presented is different than 990, why?
Angels' Place	No				Financial information presented is different than 990, why? Profit margin still covers cost of wage increase.
ARC Services of Macomb	Yes	$ 202,452.00	$ 467,612.08	$ (265,160.08)	
Blue Water Developmental Housing	No				Profit margin still covers cost of wage increase.
Childrens Home of Detroit	No				Did not provide adequate information
Chrysalis Developmental Homes	Yes	$ (16,500.00)	$ 66,210.56	$ (82,710.56)	
Communication Access Center for the Deaf and Hard of Hearing	No				Financial information presented is different than 990, why?
Community Homes	No				Profit margin still covers cost of wage increase.
Completion House	Yes	$ 72,119.00	$ 81,232.32	$ (9,113.32)	
Creative Employment Opportunities	Yes	$ 19,049.00	$ 403,865.28	$ (384,816.28)	
Creative Lifestyles	Yes	$ 64,499.00	$ 192,173.28	$ (127,674.28)	
D.A. Residential	Yes	$ 28,342.00	$ 117,710.32	$ (89,368.32)	
Developmental Essential Services	No				Profit margin still covers cost of wage increase.
ExpertCare Management Services	No				Need current 990 information
Friends & Family	No				Need current 990 information
Homes of Opportunity	Yes	$ (14,882.00)	$ 37,602.24	$ (52,484.24)	
Hope Network	No				How many employees are impacted
Independent Opportunities of Michigan	Yes	$ 435,533.00	$ 677,055.60	$ (241,522.60)	
Integrated Living	No				Did not provide adequate information
Inter-Disiplinary Advantage	Yes	$ (74,117.00)	$ 48,150.96	$ (122,267.96)	
Joak American Homes	No				How many employees are impacted
Judson Center	Yes	$ (181,616.00)	$ 78,361.92	$ (259,977.92)	
Life Center	No				Need current 990 information - only provided 2004 data

Group Name	Qualify for Exemption?	Profit off 990	Cost of LW	Shortfall	Notes
Life Skills Centers	Yes	$ 93,586.00	$ 270,941.84	$ (177,355.84)	
Lutheran Social Social Services of Michigan	No				Profit margin still covers cost of wage increase.
Macomb Family Services	Yes	$ (10,169.00)	$ 618,642.96	$ (628,811.96)	
Macomb Residential Opportunities	Yes	$ 32,308.00	$ 635,363.04	$ (603,055.04)	
Michigan Share	Yes	$ 9,778.00	$ 174,998.72	$ (165,220.72)	
Millennium Treatment Services, LLC	No				Need current 990 information
Neighborhood Residential	No				Profit margin still covers cost of wage increase.
New Passages	Yes	$ 15,156.00	$ 305,482.32	$ (290,326.32)	
North Oakland Residential Services	Yes	$ (19,592.00)	$ 69,535.44	$ (89,127.44)	
Quest	Yes	$ 177,034.00	$ 184,662.40	$ (7,628.40)	
Sacred Heart Rehabilitation Center	No				Profit margin still covers cost of wage increase.
The Manor	No				Profit margin still covers cost of wage increase.

	Life Center	Life Skills Centers	Lutheran Social Services	Macomb Family Services	Macomb Residential
Description of Services provided	Y		Y		Y
Affected employees involvement			Y	Y	Y
Financial Information					
Revenue		$ 424,395.00	$ 591,706.00	$ 3,948,139.00	$ 3,767,176.00
Expense		$ 439,715.00	$ 607,613.00	$ 4,015,313.00	$ 3,894,640.00
Gain (Loss)		$ (15,320.00)	$ (15,907.00)	$ (67,174.00)	$ (127,464.00)
Impact of Living Wage on finances	$ 50,515.00	$ 151,465.00	$ 43,343.00	$ 397,500.00	$ 276,207.00
Written plan for compliance		y		y	y
Form 990		y			
Revenue	$ 4,605,741.00	$ 3,930,529.00	$ 72,716,273.00	$ 9,134,146.00	$ 6,974,689.00
Expense	$ 4,572,321.00	$ 3,836,943.00	$ 71,824,377.00	$ 9,144,315.00	$ 6,942,381.00
Gain (Loss)	$ 33,420.00	$ 93,586.00	$ 891,896.00	$ (10,169.00)	$ 32,308.00
Listing of employees and wages	y	y	y	y	y
Description of Fringe Benefits	y	y		y	y
How services will be impacted		y		y	y
Union					n/a
Number of Employees affected	8	47	2	111	114
High hourly	$ 10.00	$ 9.92	$ 9.29	$ 10.02	$ 10.07
Low hourly	$ 10.00	$ 7.92	$ 8.80	$ 8.00	$ 8.00
Additional Hourly Wage Cost	$ 0.33	$ 2.41	$ 1.53	$ 2.33	$ 2.33
Including 15% fringe	$ 0.38	$ 2.77	$ 1.76	$ 2.68	$ 2.68
FT Employees	8	47	2	111	114
Working Hours	2080	2080	2080	2080	2080
Additional wage per year	$ 6,314.88	$ 270,941.84	$ 7,319.52	$ 618,642.96	$ 635,363.04
Recommendation					
Finance Recommendation	Reject	Accept	Reject	Accept	Accept
Notes	2004 Information Only				
Should waiver be granted based on information provided?	No	Yes	No	Yes	Yes
Profit remaining after LW Adj	$ 27,105.12	costs > profit	$ 884,576.48	neg profits exist prior to LW	costs > profit

	All-Ways Care Service	Alternative Services	Angels Place	ARC Services	Blue Water Development	Childrens Home
Description of Services provided	Y	Y	Y	Y	Y	Y
Affected employees involvement	Y	Y		Y	Y	
Financial Information						
Revenue	$ 188,433.00	$ 469,340.00	$ 204,848.00	$ 3,292,843.00		n
Expense	$ 199,142.00	$ 538,283.00	$ 241,755.00	$ 3,121,417.00		n
Gain (Loss)	$ (10,709.00)	$ (68,943.00)	$ (36,907.00)	$ 171,426.00		
Impact of Living Wage on finances		$ 66,236.00	$ 8,741.00		$ 5,709.00	
Written plan for compliance	**No**	Y	Y		y	
Form 990	Ext. Rqstd	Y	Y			
Revenue	Ext. Rqstd	$ 16,412,410.00	$ 3,998,385.00	$ 3,234,134.00	$ 6,082,504.00	n
Expense	Ext. Rqstd	$ 16,306,643.00	$ 3,335,773.00	$ 3,031,682.00	$ 5,856,327.00	n
Gain (Loss)	Ext. Rqstd	$ 105,767.00	$ 662,612.00	$ 202,452.00	$ 226,177.00	$ 1,000,000.00
Listing of employees and wages	Y	Y	Y	y		
Description of Fringe Benefits		Y	Y	y	y	
How services will be impacted	Y	Y	Y	y		
Union	N	N/A	N/A	y	n/a	
Number of Employees affected	58	13	2	113	3	
High hourly	$ 12.99	$ 9.60	$ 9.85	$ 9.82	$ 9.95	$ 15.13
Low hourly	$ 8.25	$ 7.75	$ 9.18	$ 8.60	$ 9.80	$ 8.00
Additional Hourly Wage Cost	$ 2.08	$ 2.58	$ 1.15	$ 1.73	$ 0.53	$ 2.33
Including 15% fringe	$ 2.39	$ 2.97	$ 1.32	$ 1.99	$ 0.61	$ 2.68
FT Employees	53	13	2	113	3	14
Working Hours	2080	2080	2080	2080	2080	2080
Additional wage per year	$ 263,694.08	$ 80,227.68	$ 5,501.60	$ 467,612.08	$ 3,803.28	$ 78,027.04
Recommendation						
Finance Recommendation	Accept	Reject	Reject	Accept	Reject	Reject
Notes						
Should waiver be granted based on information provided?	No	No	No	Yes	No	No
Profit remaining after LW Adj	#VALUE!	$ 25,539.32	$ 657,110.40	costs > profit	$ 222,373.72	$ 921,972.96

	Chrysalis Developmental Homes	Communication Access	Community Homes	Completion House	Creative Employment Opportunities	Creative Lifestyles
Description of Services provided	Y	Y	Y	Y	Y	Y
Affected employees involvement		Y	Y	Y	Y	
Financial Information						
Revenue	$ 1,568,920.00	$ 7,331,754.00	$ 482,479.00	$ 1,289,509.00	$ 2,472,044.00	
Expense	$ 1,585,420.00	$ 7,717,632.00	$ 492,495.00	$ 1,467,851.00	$ 2,710,335.00	
Gain (Loss)	$ (16,500.00)	$ (385,878.00)	$ (10,016.00)	$ (178,342.00)	$ (238,291.00)	
Impact of Living Wage on finances			$ 172,900.00	$ 80,000.00		$ 145,000.00
Written plan for compliance			y	Y		
Form 990			y	Y		
Revenue	$ 1,568,920.00	$ 5,332,256.00	$ 2,375,084.00	$ 1,883,876.00	$ 3,372,700.00	$ 1,385,183.00
Expense	$ 1,585,420.00	$ 4,934,497.00	$ 2,133,342.00	$ 1,811,757.00	$ 3,353,651.00	$ 1,320,684.00
Gain (Loss)	$ (16,500.00)	$ 397,759.00	$ 241,742.00	$ 72,119.00	$ 19,049.00	$ 64,499.00
Listing of employees and wages		y	y	Y		
Description of Fringe Benefits		y	y	Y		
How services will be impacted			y	Y		
Union				N/A		
Number of Employees affected	16	12	21	12		39
High hourly	$ 11.22	$ 8.55	$ 11.52	$ 9.60	$ 10.19	$ 10.27
Low hourly	$ 8.60	$ 7.80	$ 8.75	$ 7.50	$ 8.32	$ 8.27
Additional Hourly Wage Cost	$ 1.73	$ 2.53	$ 1.58	$ 2.83	$ 2.01	$ 2.06
Including 15% fringe	$ 1.99	$ 2.91	$ 1.82	$ 3.25	$ 2.31	$ 2.37
FT Employees	16	12	21	12	84	39
Working Hours	2080	2080	2080	2080	2080	2080
Additional wage per year	$ 66,210.56	$ 72,621.12	$ 79,366.56	$ 81,232.32	$ 403,865.28	$ 192,173.28
Recommendation						
Finance Recommendation	Reject	Reject	Reject	Accept	accept	Accept
Notes						
Should waiver be granted based on information provided?	Yes	No	No	Yes	Yes	Yes
Profit remaining after LW Adj	neg profits exist prior to LW	$ 325,137.88	$ 162,375.44	costs > profit	costs > profit	costs > profit

	D.A. Residential	Developmental Essential Services	Expert Care	Friends & Family	Homes of Opportunity	Hope Network
Description of Services provided	on 990	Y	Y	Y	Y	Y
Affected employees involvement		Y	Y			Y
Financial Information						
Revenue		$ 3,352,735.00	$ 491,530.00	$ 1,334,091.00	$ 3,978,751.00	$ 557,624.00
Expense		$ 3,163,992.00	$ 466,593.00	$ 1,292,267.00	$ 3,993,633.00	$ 577,496.00
Gain (Loss)		$ 188,743.00	$ 24,937.00	$ 41,824.00	$ (14,882.00)	$ (19,872.00)
Impact of Living Wage on finances	y			$ 131,810.00		$ 930,000.00
Written plan for compliance	n	Y		Y	**No**	
Form 990		Y		N	Y	
Revenue	$ 1,423,610.00	$ 3,342,529.00	n/a		$ 3,978,751.00	$ 21,047,858.00
Expense	$ 1,395,268.00	$ 3,153,785.00	n/a		$ 3,993,633.00	$ 20,837,532.00
Gain (Loss)	$ 28,342.00	$ 188,744.00	n/a	n/a	$ (14,882.00)	$ 210,326.00
Listing of employees and wages	no job titles	Y		Y	Y	y
Description of Fringe Benefits	y			N	Y	y
How services will be impacted	y	Y		N	Y	
Union		N/A			N/A	
Number of Employees affected	37	13	9	59	12	
High hourly	$ 10.00	$ 10.20	$ 10.10	$ 10.32	$ 11.60	$ 10.15
Low hourly	$ 9.00	$ 9.02	$ 8.60	$ 8.50	$ 9.02	$ 8.75
Additional Hourly Wage Cost	$ 1.33	$ 1.31	$ 1.73	$ 1.83	$ 1.31	$ 1.58
Including 15% fringe	$ 1.53	$ 1.51	$ 1.99	$ 2.10	$ 1.51	$ 1.82
FT Employees	37	13	9	59	12	0
Working Hours	2080	2080	2080	2080	2080	2080
Additional wage per year	$ 117,710.32	$ 40,735.76	$ 37,243.44	$ 258,264.24	$ 37,602.24	$ -
Recommendation						
Finance Recommendation	Accept	Reject	Reject	Reject	Accept	accept
Notes			For profit			
Should waiver be granted based on information provided?	Yes	No	No	No	Yes	No
Profit remaining after LW Adj	costs > profit	$ 148,008.24	#VALUE!	#VALUE!	neg profits exist prior to LW	$ 210,326.00

	Independent Opportunites	Integrated Living	Interdisiplinry Advantage	Joak American Homes	Judson Center
Description of Services provided	Y	Y	Y	Y	Y
Affected employees involvement				Y	Y
Financial Information					
Revenue	$ 2,995,111.00	N	$ 1,565,365.00	$ 327,920.00	$ 385,320.00
Expense	$ 2,986,244.00		$ 1,639,485.00	$ 440,855.00	$ 434,843.00
Gain (Loss)	$ 8,867.00		$ (74,120.00)	$ (112,935.00)	$ (49,523.00)
Impact of Living Wage on finances			$ 162,495.00		$ 29,779.00
Written plan for compliance				Y	Y
Form 990		N		Y	Y
Revenue	$ 6,532,446.00		$ 1,431,678.00	$ 3,474,047.00	$ 17,415,150.00
Expense	$ 6,096,913.00		$ 1,505,795.00	$ 3,431,363.00	$ 17,596,766.00
Gain (Loss)	$ 435,533.00	$ 1,000,000.00	$ (74,117.00)	$ 42,684.00	$ (181,616.00)
Listing of employees and wages	N			Y	Y
Description of Fringe Benefits	Y			Y	Y
How services will be impacted	Y			Y	Y
Union	N/A		y	N/A	N/A
Number of Employees affected	85		11		14
High hourly	$ 10.33	$ 10.27		$ 16.00	$ 9.81
Low hourly	$ 7.00	$ 8.75	$ 8.50	$ 9.00	$ 7.99
Additional Hourly Wage Cost	$ 3.33	$ 1.58	$ 1.83	$ 1.33	$ 2.34
Including 15% fringe	$ 3.83	$ 1.82	$ 2.10	$ 1.53	$ 2.69
FT Employees	85	12	11	[redacted]	14
Working Hours	2080	2080	2080	2080	2080
Additional wage per year	$ 677,055.60	$ 45,352.32	$ 48,150.96	$ -	$ 78,361.92
Recommendation					
Finance Recommendation	Accept	Reject	accept	Reject	Accept
Notes				Already pays living wage	
Should waiver be granted based on information provided?	Yes	No	Yes	No	Yes
Profit remaining after LW Adj	costs > profit	$ 954,647.68	neg profits exist prior to LW	$ 42,684.00	neg profits exist prior to LW

	Michigan Share	Millennium Treatment	Neighborhood Residential	New Passages	North Oakland	Quest
Description of Services provided		Y	Y	Y	Y	Y
Affected employees involvement		Y				Y
Financial Information						
Revenue	$ 863,877.00	$ 2,651,215.00	$ 1,236,970.00		#REF!	$ 1,057,810.00
Expense	$ 854,099.00	$ 2,576,979.00	$ 1,170,406.00		#REF!	$ 1,057,363.00
Gain (Loss)	$ 9,778.00	$ 74,236.00	$ 66,564.00		#REF!	$ 447.00
Impact of Living Wage on finances		N	$ 77,838.00	$ 700,607.00		$ 180,912.00
Written plan for compliance	no		y	**No**		y
Form 990		N		Y		
Revenue	$ 863,877.00		$ 2,147,815.00	$ 23,927,685.00	$ 5,535,224.00	$ 11,951,634.00
Expense	$ 854,099.00		$ 1,895,506.00	$ 23,912,529.00	$ 5,554,816.00	$ 11,774,600.00
Gain (Loss)	$ 9,778.00	n/a	$ 252,309.00	$ 15,156.00	$ (19,592.00)	$ 177,034.00
Listing of employees and wages	y	N	y	Y		
Description of Fringe Benefits	y		y	Y		y
How services will be impacted			y			y
Union				Y		n/a
Number of Employees affected	31	5	23	40	12	40
High hourly	$ 9.97		$ 10.10		$ 11.61	$ 9.40
Low hourly	$ 7.97	$ 10.00	$ 8.42	$ 9.34	$ 8.80	$ 8.40
Additional Hourly Wage Cost	$ 2.36	$ 0.33	$ 1.91	$ 0.99	$ 1.53	$ 1.93
Including 15% fringe	$ 2.71	$ 0.38	$ 2.20	$ 1.14	$ 1.76	$ 2.22
FT Employees	31	85	23	129	19	40
Working Hours	2080	2080	2080	2080	2080	2080
Additional wage per year	$ 174,998.72	$ 67,095.60	$ 105,080.56	$ 305,482.32	$ 69,535.44	$ 184,662.40
Recommendation						
Finance Recommendation		Reject	Reject	Accept	Accept	Accept
Notes				Union		
Should waiver be granted based on information provided?	Yes	No	No	Yes	Yes	Yes
Profit remaining after LW Adj	costs > profit	#VALUE!	$ 147,228.44	costs > profit	neg profits exist prior to LW	costs > profit

	Sacred Heart Rehabilitation	The Manor
Description of Services provided	Y	Y
Affected employees involvement	Y	Y
Financial Information		
Revenue	$ 8,220,976.00	$ 11,077,069.00
Expense	$ 7,612,422.00	$ 10,025,046.00
Gain (Loss)	$ 608,554.00	$ 1,052,023.00
Impact of Living Wage on finances	$ 11,253.00	
Written plan for compliance	Y	**N**
Form 990	Y	
Revenue	$ 9,327,283.00	$ 10,662,036.00
Expense	$ 8,948,415.00	$ 9,849,829.00
Gain (Loss)	$ 378,868.00	$ 812,207.00
Listing of employees and wages	Y	Y
Description of Fringe Benefits	Y	Y
How services will be impacted	Y	
Union		N/A
Number of Employees affected	64	74
High hourly	$ 10.04	$ 17.98
Low hourly	$ 8.15	$ 7.15
Additional Hourly Wage Cost	$ 2.18	$ 3.18
Including 15% fringe	$ 2.51	$ 3.66
FT Employees	3	74
Working Hours	2080	2080
Additional wage per year	$ 15,665.21	$ 562,885.44
Recommendation		
Finance Recommendation	Reject	Reject
Notes		
Should waiver be granted based on information provided?	No	No
Profit remaining after LW Adj	$ 363,202.79	$ 249,321.56